



Putnam Consulting Group
Confident Giving • Dramatic Return

Equity Resources for Foundations

This list includes a variety of resources the Putnam team has found useful as we pursue our work in studying and documenting equity within philanthropy. This list is by no means all-inclusive. We welcome suggestions of other resources you've found helpful as we continue to compile and update this list.

The Road to Achieving Equity: Findings and Lessons from a Field Scan of Foundations That Are Embracing Equity (full article)*

<http://putnam-consulting.com/resources/articles/trending-issues/the-road-to-achieving-equity-findings-and-lessons-from-a-field-scan-of-foundations-that-are-embracing-equity-full-article/>

The Road to Achieving Equity: 12 Findings from a Field Scan of Foundations That Are Embracing Equity (2-page summary)*

<http://putnam-consulting.com/resources/articles/trending-issues/the-road-to-achieving-equity-12-findings-from-a-field-scan-of-foundations-that-are-embracing-equity-2-page-summary/>

What the Heck Does “Equity” Mean?* (Stanford Social Innovation Review blog, 9/15/2016)

https://ssir.org/articles/entry/what_the_heck_does_equity_mean

Foundation Review Special Issue on Racial Equity (co-edited with the Association of Black Foundation Executives)

<http://johnsoncenter.org/special-issue-of-the-foundation-review-on-racial-equity/>

Organizations

PolicyLink <http://www.policylink.org/>

PolicyLink is a national leader in equity thought and practice. In particular, see PolicyLink’s Equity Manifesto:

http://www.policylink.org/sites/default/files/pl_sum15_manifesto_FINAL_4app.pdf

Grantmakers for Effective Organizations (GEO) has a list of equity resources.

at <http://www.geofunders.org/leadingchange/equity>

Grantmakers in Health (GIH) has a rich, searchable database of health equity resources.

<http://www.gih.org/>

D5 Coalition has a rich library garnered during its five-year project to advance diversity, equity and inclusion in philanthropy. <http://www.d5coalition.org/tools/>

Association of Black Foundation Executives (ABFE) provides a number of toolkits and reports to promote effective and responsive philanthropy in Black communities. www.abfe.org

* Authored by Kris Putnam-Walkerly and Elizabeth Russell, Putnam Consulting Group
For more information or to share additional resources for this list, contact Kris Putnam-Walkerly,
kris@putnam-consulting.com or 800-598-2102.

Philanthropic Initiative for Racial Equity (PRE) targets institutional and structural racism and has a number of publications to share. <http://racialequity.org/>

The Aspen Institute's equity resources include *Ten Lessons for Taking Leadership on Racial Equity*. <https://www.aspeninstitute.org/publications/ten-lessons-taking-leadership-racial-equity/>

The Leadership Learning Community offers *Leadership & Race: How to Develop and Support Leadership that Contributes to Racial Justice*, as well as many other resources. <http://leadershiplearning.org/page/leadership-and-race-report-additional-information>

Books (recommended by The Denver Foundation)

- *Let's Get Real: What people of color can't say and Whites won't ask about racism* – by Lee Mun Wah. Offers exercises like a workbook, but offers insights from real people about their experiences, perspectives and fears.
- *Equity, Growth & Community* – by Manuel Pastor and Chris Benner. A demographic look at America's metro areas and a compelling argument for why racial equity is key to economic health

Resources from the Annie E. Casey Foundation

There are many foundations that have produced reports and resources about equity – more than we can name here. However, through our work with the Annie E. Casey Foundation, we've reviewed and helped develop a number of tools to support race equity in philanthropic practice. Find the items below and more on the Equity and Inclusion page on the Casey website at <http://www.aecf.org/work/equity-and-inclusion/>.

[Race Matters Toolkit \(2004\)](#)

Offers concrete guidance to create policies, programs, and products that advance racial equity for vulnerable children, families, and communities of color.

[Advancing the Mission: Tools for Equity, Diversity and Inclusion \(2009\)](#)

Tools for hardwiring equity, diversity and inclusion into the culture of an organization.

[Race for Results: Building a Path to Opportunity for All Children \(2014\)](#)

A KIDS COUNT report that explores the intersection of kids, race and opportunity by comparing how children fare across key milestones at both the state and local levels.

Race for Results Case Studies

- 1) [It's Time to Talk: How to Start Conversations About Racial Inequities](#)
- 2) [By The Numbers: Using Disaggregated Data to Inform Policies, Practices and Decision-making](#)
- 3) [Tools for Thought: Using Racial Equity Impact Assessments for Effective Policymaking*](#)

(Check the Casey website for two more case studies coming soon.)

[Deploying Casey's REI Framework: Lessons from the Civic Sites \(2016\)*](#)

A report that documents the efforts of the Casey Foundation to embed a race equity lens in its work within its Baltimore and Atlanta programs

[Race Equity and Inclusion Action Guide: 7 Steps To Advance and Embed Race Equity and Inclusion Within Your Organization \(2015\)](#)

A guide that helps organizations and individuals become change agents for advancing race equity in their work.

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