Dear Colleagues,

When the Executives’ Alliance for Boys and Men of Color was founded, dozens of foundation presidents committed to strengthening the philanthropic sector’s breadth, depth, and coordination of investments and activities to expand opportunity for boys and men of color (BMOC). We do this by serving a dual role as a learning community on key issues and as a platform for strategic collaborations among foundations. Together, our members are leveraging the leadership voice of foundation executives, amplifying the leadership of young men as architects of their own liberation, working to change the false narratives about our men and boys, and increasing policy attention toward them.

We have worked to ensure that our collaborative efforts are rooted in an analysis of structural inequality—focused on changing policies and systems that impact boys and men of color throughout their lifecourse, as well as their families and communities. As such, our work is often intentionally disruptive of the more comfortable approaches in the BMOC sector that focus on service-delivery models. While we do not disregard the importance of that work when done well, we also know it is an incomplete solution for the challenges facing our sons and brothers.

Our work is less a sprint than it is a marathon, but our work has shown early signs of progress. This report is designed to summarize our recent efforts. It does not claim results on population-level indicators, but instead tells the story of what our foundations are doing to get there and how they are doing it. Using key metrics and stakeholder interviews, we profile some notable collaborations and identify the lessons our network and the BMOC field can take into 2017 and beyond—a period we now know will be more challenging than any in recent memory.

We hope this report captures the essence of our work together. Thank you for your partnership and leadership as we endeavor to redefine opportunity for boys and men of color.

Best Regards,

Damon T. Hewitt
Executive Director
Executives’ Alliance for Boys and Men of Color

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Private Employer State Laws
Connecticut, Hawaii, Illinois, Massachusetts, Minnesota, New Jersey, Oregon, Rhode Island, Vermont

Private Employer Local Laws
Austin, TX
Baltimore, MD
Buffalo, NY
Chicago, IL
Columbia, MO
District of Columbia
Montgomery Cnty., MD
New York, NY
Philadelphia, PA
Portland, OR
Prince George’s Cnty., MD
Rochester, NY
San Francisco, CA
Seattle, WA

In 2015, the Executives’ Alliance (EA) joined the grantee partners of many of its member foundations in pushing for change and adoption of “fair-chance” hiring policies that eliminate or delay questions about conviction or arrest history. First, 27 foundation presidents wrote a letter urging President Obama to Ban the Box in federal government hiring and the hiring processes of the 170,000 federal contractors that employ a full 25% of the nation’s workforce. Next, the Alliance launched the Ban the Box Philanthropy Challenge and the micro-site www.bantheboxphilanthropy.org, leading a group of nearly 50 foundations in a commitment to adopt fair-chance hiring practices. The EA also challenged all foundations in the country to do the same, establishing a new standard for the philanthropic sector. Soon thereafter, the EA initiated plans to create a fair-chance hiring toolkit in order to respond to requests for technical assistance and to deepen impact and results in the philanthropic sector, even among foundations with longstanding commitments. When Daryl Atkinson learned of the planned toolkit, he challenged EA Executive Director Damon Hewitt to engage the community of formerly incarcerated people who are directly impacted. “Ban the Box [was] birthed out of the formerly incarcerated community,” said Atkinson, the inaugural Second Chance Fellow at the U.S. Department of Justice and himself a formerly incarcerated person. “For us, it made perfect sense that we would be brought in to give our expertise to make the most quality toolkit possible.”

In response to Atkinson’s challenge, Hewitt invited the leadership council of the Formerly Incarcerated, Convicted People and Families Movement (FICPFM) to serve as formal consultants to the EA and to co-author the toolkit, which provides guidance for human resource professionals to ensure that people with records are free from discrimination during the hiring process. HR officers are encouraged to reconsider which questions about records are relevant and when to ask them, as well how to evaluate the answers. The creation of the toolkit, “Fair-Chance Hiring in Philanthropy: A Step-by-Step Guide,” represents a shift in the relationship between philanthropic institutions and formerly incarcerated people. Said Glenn Martin, President of JustLeadershipUSA: “The EA not only ensured that the formerly incarcerated partners were given credit for their intellectual property, but they positioned us as equal partners throughout the entire project, often insisting that we take the lead.” Susan Burton, Executive Director of A New Way of Life, is one such leader. She felt that women of color had largely been left out of the movement, pointing out that in the state of California Black women represent only 3% of the general population but 33% of the incarcerated population. This, Burton contended, has an extreme impact on children and families through what she called
“the unraveling of communities by the mass incarceration of women.” At Burton’s suggestion, formerly incarcerated women were explicitly included in the language of the toolkit. For the EA, the toolkit represents immense potential for two-fold impact. If member foundations align business practices with their racial equity values and engage directly-impacted people in the process, they can inform their philanthropic work with first-hand employee experience of the justice system while simultaneously offering valuable jobs to formerly incarcerated people. The example set by philanthropy could extend to grantee networks, civil society, and even the private sector. But the ultimate goal of the toolkit is what Atkinson termed “deeper cultural change.” Maurice Emsellem, Program Director of the National Employment Law Project and a co-author of the toolkit, agreed. “The impact of the toolkit,” he said, “should be measured both by the number of people with records hired and by its ability to help the foundations to humanize people with records and [to] value their goals and aspirations.”
Rapid Response Investments for Movement-Building

The protracted “movement moment” of the past few years has put philanthropy to a critical test. In 2016, the killings of Alton Sterling in Baton Rouge, Jamar Clark in Minneapolis, and 49 people at the Pulse Nightclub in Orlando were among the searing tragedies that turned into critical moments for action. Each incident resulted in both tragic loss of life and deep impacts on surviving friends, family, and communities. The planned construction of the Dakota Access Pipeline that threatened the water resources and sacred land of the Standing Rock Sioux Tribe drew protests and political action from hundreds of indigenous communities and allies. These flashpoints called upon philanthropy to respond quickly to urgent needs while also leveraging the opportunities for broader, longer-term change.

In Baton Rouge, the EA covered administrative costs for In Baton Rouge, the EA covered administrative costs for the Foundation for Louisiana so that 100 percent of other donors could be leveraged when a crisis occurs. One of the advantages of the Executives’ Alliance as a model that can create power in movement moments, but “we haven’t found a way to resource the work in those moments,” he said. “In the past we have resourced them and then had to catch up later.” The injection of funds from the EA and Headwaters allowed NOC to staff the policy efforts of the United Black Agenda, ultimately securing a commitment from the Minnesota Governor’s office to devote $32 million to fund economic justice, education, and police accountability from a racial equity lens. Lorraine Ramirez of the Funders for Justice network added, “The EA partnership with Headwaters was exciting to witness. The emergency fund was able to raise more than its original goal. I believe the early support from EA was a catalyst for this momentum and success.”

In the wake of the Pulse nightclub shooting in Orlando, the EA convened its network on an emergency call to learn more about on-the-ground response efforts in the LGBT and Latine communities, which include boys and men of color whose stories are too often untold due to common stereotypes and normative views about gender and masculinity. The EA immediately provided a rapid response grant to the CONTIGO (“With You”) Fund—an initiative originally envisioned by Kevin Jennings, then Executive Director of EA member Arcus Foundation. Along with contributions from other foundations including EA member Ford Foundation, the EA grant was part of a philanthropic investment that totaled over $2 million in only two weeks. “EA immediately stepped forward to offer its support to a reeling community,” said Jennings. “It was proof positive of the enormous leverage the EA can bring to bear in supporting some of the most vulnerable in our society.”

In the midst of the efforts of indigenous communities to protect the Standing Rock Sioux Reservation from the construction of the Dakota Access Pipeline, the EA provided funding for Native Americans in Philanthropy (NAP) to make rapid response grants. NAP leveraged $30,000 in funding from the EA to secure an additional $15,000 from other donors to create the #GenIndigenous Response Fund. This provided NAP the opportunity to identify and support Native-led, youth-focused groups that are often overlooked by funders. “The rapid response grants have allowed NAP to start building the bridge between youth-focused groups and longer term funding,” said Sarah Eagle Heart, CEO of NAP. National attention to Standing Rock has galvanized action in Native communities nationwide. While two of the rapid response grants were made to organizations from Standing Rock, seven were provided to Native-led organizations in other areas of the country, reflecting how the issues there resonate in every Native community. And while rapid in nature, the grants also helped Native youth leverage the momentum of the water protectors’ resistance to address future challenges.

The impact of the EA’s movement-building rapid response grants illustrates the need for increased investment in rapid response capacity by the philanthropic community—both in local communities and also on a more nimble regional and national basis. “These movement moments add new leaders, reframe public opinions, and shine a spotlight on key issues,” explained Anthony Newby of NOC in Minnesota. Lorraine Ramirez noted, “Local foundations that have been supporting grassroots organizing for many years are looking for new, like-minded partners as they adjust their grant making to be even more responsive to organizing happening on the ground.” Flozell Daniels added that in order to enact policy change, grantmakers must support the organizations who undertake great risk during moments of crisis: “Funders must give protections to partners in the streets and in the boardrooms that are willing to put themselves on the line.” That is the power of rapid, collective philanthropic action.
The National Youth Alliance for Boys and Men of Color (NYA) is a strategic collaboration of five youth organizing networks committed to advancing the leadership of young men of color in organizing for change in their communities. The NYA was initially seeded through the Executives’ Alliance by funding from The Atlantic Philanthropies and the California Endowment. Over the last year, the NYA has brought together a national network of organizations that focus on youth-led organizing and represent young men of color. Their purpose? To ensure that young men have a voice in decisions about their own destinies. Specifically, the NYA supports power-building strategies that both address the root causes of inequity and improve outcomes for boys and men of color. It will make strategic grants to youth-led organizing campaigns nationwide. The NYA network is also now positioned as a strategic partner for EA staff and member foundations to help ensure that young men of color deeply inform philanthropic strategy at every stage of development.

“As a youth representative, I bring my leadership and experience to a table where youth voice isn’t always uplifted,” said Lightfoot, a member of the NYA’s steering committee. “The National Youth Alliance wants to actually give young people leadership on what affects young people” Lightfoot and his fellow NYA members have used that leadership to launch a movement-building fund for youth organizing on behalf of boys and men of color. At the EA Spring 2016 Meeting, they met with EA CEOs to propose a three-year 4.5 million dollar budget. Since then, the NYA has worked with the EA to raise nearly three million dollars toward that end. A number of EA members, including the W.K. Kellogg Foundation, The Annie E. Casey Foundation, Lumina Foundation and Marguerite Casey Foundation have supported the NYA thus far, along with longstanding commitments from other funders such as Andrus Family Fund and the Edward W. Hazen Foundation.

“The response to the National Youth Alliance’s presentation was so strong because the young people expressed an urgency that we in philanthropy may feel but don’t often have an opportunity to act upon” said Lori Bezahler, President of the Hazen Foundation, a member of the EA. The NYA’s youth organizers are currently developing criteria and choosing recipients for the first set of grants, which will be administered in March 2016. These grants, Bezahler explained, have an increased potential for impact because organizing “gets at the underlying root causes of the oppression that youth experience in ways that direct services never will.” She said, “Instead of trying to help the individual adapt to a flawed system, organizing seeks to fix the system for everyone.”

The NYA represents a level of youth engagement and leadership that is largely unprecedented in the field of philanthropy. “Young people are used to being in so many spaces where the door is slammed in their face and it is assumed that they have nothing to offer,” said Eric Braxton, Executive Director of the Funders’ Collaborative on Youth Organizing, which helps coordinate NYA activities in conjunction with the Movement Strategy Center. “The experience of EA has been the opposite. This happened because young people are doing such powerful work across the country, but also because folks from the EA were receptive and made space for it.” In the coming year, EA staff will ensure deeper engagement between NYA youth leaders, the EA’s leadership, its various Collective Action Tables, and the projects that emanate from those efforts.

THE NATIONAL YOUTH ALLIANCE FOR BMOC IS CURRENTLY RAISING 4.5 MILLION DOLLARS OVER 3 YEARS TO SUPPORT ITS WORK.

STORIES OF COLLECTIVE ACTION

THE NATIONAL YOUTH ALLIANCE FOR BOYS AND MEN OF COLOR

Darius Lightfoot can tell when adult allies are actually listening to him and when they are merely waiting for their chance to speak. Lightfoot, a youth organizer and co-founder of Fearless Leading by the Youth, calls this phenomenon “listening to learn vs. listening to respond.” When he and four other organizers had the chance to meet with CEOs from the Executives’ Alliance at the Spring 2016 meeting in Baltimore, he said, “it definitely showed that they were learning.”

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RESOURCES

Learn more about the National Youth Alliance for Boys and Men of Color and visit the networks that comprise the NYA at fcyo.org/programs/national-youth-alliance-for-boys-and-men-of-color

- Alliance for Educational Equity
- Community Justice Network for Youth
- Dignity In Schools Campaign (DSC)
- Opportunity Youth United
- Sons and Brothers

1. Young people have made clear there should be “nothing about us, without us.”

2. Philanthropy cannot be most effective without engaging boys and men of color as strategic partners in their own right. Authentic engagement requires openness, flexibility, and humility to listen to critique and be open to suggestions.

3. Engaging young men on strategy also requires investing in leadership development for young leaders and engaging adult allies in appropriate ways.
STORIES OF COLLECTIVE ACTION

SHIFTING THE NARRATIVES ABOUT OUR SONS AND BROTHERS

When W.K. Kellogg Foundation Vice President Gail Christopher presented a vision for a narrative change strategy to challenge racial hierarchy, Executives’ Alliance members sensed an emerging philanthropic field. “Unlike other main issue areas like education and justice where there has been a longstanding collaborative funding practice, narrative was a very nascent but growing space,” explained Alexis McGill Johnson, Lead Consultant for the EA’s Narrative Change Collective Action Table (CAT) and Executive Director of Perception Institute. At the time several EA members were already funding core components of narrative change, but because of the newness of the field, they lacked the necessary bandwidth and framework to connect these components into broader strategies.

With these needs in mind, Johnson designed Narrative University, a months-long learning community for funders that provided members of the Narrative Change CAT the opportunity to hear from narrative practitioners and experts in the field. Participating EA members included the NBPA Foundation, Winthrop Rockefeller Foundation, Open Society Foundations, The California Endowment, Consumer Health Foundation, California Wellness Foundation, W.K. Kellogg Foundation, Casey Family Programs, and The Annie E. Casey Foundation. From these joint learning sessions, Johnson and the CAT built the needed framework for understanding narrative change strategy, now summarized in a guide for grantmakers and practitioners entitled “His Story: Shifting the Narrative for Boys and Men of Color.”

“Narrative is important because it’s the fundamental story of who we are and why we are, and it will be impossible to find solutions without placing problems in their historical context,” said Norris West, Director of Strategic Communications at The Annie E. Casey Foundation and member of the Narrative Change CAT. West contended that mentions of the term “implicit bias” during the 2016 presidential elections indicate an emerging and unprecedented national acknowledgement of the importance of narrative. This, he said, highlights the potential of shifts in storytelling to dramatically impact the lives of boys and men of color. He noted that major social movements in the United States—such as the Civil Rights movement—have historically been accompanied by changes in dominant narratives, concluding, “Narrative change is necessary to achieve policy change.”

LESSONS LEARNED

1. Creating narrative change is not the same as communications capacity. True narrative change requires the development of an echo chamber to drive narrative.

2. Philanthropy should target its efforts not just at the general public, but at key decision makers that affect boys and men of color (education, justice systems, etc.)

NARRATIVE CHANGE GUIDING PRINCIPLES

i. Asset vs. deficit: Framing the narratives around the successes and potential of boys and men of color, rather than their limitations.

ii. Local voices: Featuring authentic local voices that demonstrate the new narratives are more than an aspiration—they’re already a reality, and attainable for boys and men of color everywhere.

iii. Individuals and systems: Presenting narratives that speak to both the role of the individual and the role of the systems around them (education, health care, etc.) in driving positive outcomes.

iv. Humanity: While focusing on individual stories and systemic successes, remind people that escaping the dominant narrative and healing racial divides is a moral obligation of our shared humanity and an opportunity for essential, impactful societal advancement.

v. Measurement: How do we measure return on investment in narrative—what are the signs this work is taking effect, beyond reach? We must ensure that the narratives we nurture are tied to metrics associated with their success.

RESOURCES

The Narrative Change framework is summarized into a forthcoming guide for grantmakers and practitioners entitled “His Story: Shifting the Narrative for Boys and Men of Color.”
Immediate release for people serving mandatory juvenile life without parole (JLWOP) sentences is not automatic. The Supreme Court decision mandated either individual resentencing hearings or parole for each impacted individual, including 500 people incarcerated in Pennsylvania—a group that is disproportionately comprised of Black men due to sentencing bias. Louisiana and Michigan have the next highest populations, each with similar demographics. Together, they incarcerate over 1,100 people serving JLWOP sentences.

The issue of JLWOP is relevant to the EA’s strategy of shifting the narratives about boys and men of color, with an abiding belief in redemption and second chances. After connecting at a convening hosted by EA member foundation Andrus Family Fund, Butler Family Fund in presenting to a coalition of Philadelphia funders, urging them to leverage the national support from EA members and create corresponding regional grant-making strategies. This resulted in additional local grants to organizations on the ground. “The speed and the amount of funding raised are testaments to the importance of collaborative relationships within the Executives’ Alliance, and most of all, to the coordination, commitment, and skills of the advocacy community,” said Martha Toll, Executive Director of the Butler Family Fund.

Thanks to JLC training for law firms, the majority of Pennsylvanians sentenced to life without parole as young people have now received offers of representation. “Getting some modicum of organization around the state in the last year is significant,” explained Marsha Levick, JLC Deputy Director and Chief Counsel. “We have some systems in place, and now we are gearing up towards a series of legal challenges.” YSRP currently retains on-staff mitigation specialists to demonstrate extenuating circumstances and push for more favorable resentencing. Beyond the courtroom, Adjoian stressed the need for dedicated support to individuals reentering communities that have changed dramatically while they were in prison. Meanwhile, in states with lower-capacity legal systems and advocacy groups, the work toward juvenile resentencing is only beginning. The challenging pace of progress in those states suggests that continued and deeper collaborations among national and local foundations will be necessary to catalyze additional local support.

**STORIES OF COLLECTIVE ACTION**

**FIGHTING FOR A SECOND CHANCE**

When the U.S. Supreme Court ruled in January of 2016 that a constitutional ban on mandatory juvenile life-without-parole sentences should be applied retroactively, Joanna Visser Adjoian knew her state was poised to become a nexus of advocacy. Pennsylvania prisons hold fully 25 percent of the 2,000 U.S. residents sentenced to life without parole after being convicted of crimes as children. “There was this feeling that we were in a momentous occasion for change,” described Adjoian, the Co-Director of the Philadelphia-based Youth Sentencing and Reentry Project (YSRP), “but we knew that we lacked the resources to do that effectively.”

By focusing on the states with the highest needs, the support catalyzed by EA and its members reached well over 50% of the nationwide population of people serving JLWOP sentences.

“The speed and the amount of funding raised are testaments to the importance of collaborative relationships within the Executives’ Alliance, and most of all, to the coordination, commitment, and skills of the advocacy community.”

**LESSONS LEARNED**

1. Inviting advocates to present a joint proposal was a game changer. It is important for philanthropy to trust the advocacy community to speak to what is needed.

2. When philanthropy undertakes joint activities, the model will not be the same in every geographic area. The capacity on the ground varies widely and we must be willing to accept different approaches.

3. In order to catalyze local philanthropy, national foundations have to be willing to fund first, even if there is not yet evidence of support from local philanthropy.
In its first year, RISE identified more than 100 scholars and researchers who specialize in issues facing boys and men of color. RISE also brought together stakeholders to articulate and distill a set of ten principles to redefine what constitutes “evidence”, which is too often defined narrowly to exclude promising practices and policy solutions. RISE now convenes the identified experts and consolidates knowledge gleaned from their work. These are the early steps that, as Mediratta said, “accelerate the stream of disparity reduction strategies that can return better results for public dollars.”

LESSONS LEARNED

1. We must be able to measure and demonstrate impact in order to know that we are achieving results for boys and men of color and their communities.

2. Investing to build connections between the research community and practitioners about what works in the BMOC sector will help to improve practice and impact.

3. All research is not equal. The field needs research that embodies principles of inclusion and intersectionality. Research should be culturally-responsive and include evaluation rubrics and methodology that measure policy and systems change as much as individual-level interventions.

RISE’S CORE ACTIVITIES INCLUDE THE FOLLOWING:

GRANTMAKING
- Ideation Awards
- Capacity Building Grants
- Research & Evaluation Grants

THOUGHT LEADERSHIP
- Issue Briefs
- Scholar “Research in Translation” Video Series
- Virtual “What We Know” Webinar Series

CONVENING
- RISE will annually convene BMOC scholars, practitioners, policy makers, and key stakeholders to review the state of the field.

BMOC SCHOLAR PIPELINE
- The RISE Grad-Prep Academy supports the development of an expanded pipeline for BMOC Scholars pursuing PhDs in the RISE fields.

RISE DATA CENTER
- RISE Data Center is designed to be a resource for youth-serving and community-based organizations, policymakers, journalists, parents and families, practitioners in various sectors.

RESOURCES
Learn more about RISE at risebmoc.org.

STORIES OF COLLECTIVE ACTION

LEARNING WHAT WORKS AND SPREADING THE KNOWLEDGE

“We felt like we were in a unique moment to make a difference,” Kavitha Mediratta said about the months after President Obama’s call to improve educational, judicial, and economic outcomes for boys and young men of color. As the Chief Strategy Advisor for Equity Initiatives and Human Capital Development at the Atlantic Philanthropies, Mediratta joined philanthropic and government colleagues to discuss how to help policymakers and activists respond to the President’s challenge. “The field of racial equity activism is deeply fractured and lacks a mechanism to systematically develop, evaluate, and disseminate effective interventions that reduce disparity,” said Mediratta. “As a result, policymakers have nowhere to turn for good information.”
With its mix of local and national foundations, members of the Executives’ Alliance know that change happens most fundamentally in the local communities where we live, work, and strive. Achieving results for boys and men of color requires a focus on individual communities in the context of a national community of practice. From this understanding, foundations participating in the EA’s Place-Based Initiatives Collective Action Table set out to create a framework for communities using a comprehensive “lifecourse” approach for improving outcomes for boys and men of color, and to develop a national community of practice of foundations and practitioners focused on this approach.

Based on successful models for community-driven policy and systems change, the Places of Opportunity strategy is designed to help address what many believe to be a significant gap in existing place-based efforts for BMOC – capacity for advancing policy and systems-change that go beyond the more common individual-level interventions.

Focused on a subset of the nearly 250 communities whose elected leaders accepted the White House’s My Brother’s Keeper Community Challenge, Places of Opportunity provides a strategic framework to help guide foundations interested in advancing important policy issues impacting boys and men of color using strategies across the lifecycle. The framework also recognizes the importance of youth leadership and changing the false narratives about young men of color, which sometimes vary depending on population and geography.

In 2016, the EA, along with its members Casey Family Programs, The Annie E. Casey Foundation, and The California Endowment, provided funding for local stakeholders to work with PolicyLink, a national resource and action institute, to assess the unique strengths and opportunities in the BMOC sector in twelve cities, using the Places of Opportunity framework as a guide. The resulting findings and recommendations have helped several EA member foundations develop a clearer understanding of the assets, gaps, and opportunities to achieve greater impact in their cities. This information left the foundations better equipped to chart a course for impact with community partners.

Clotilde Dedecker, President of the Community Foundation for Greater Buffalo, said that PolicyLink’s domain expertise and process were “transformational” for the Buffalo network, which is closely linked to a regional racial equity roundtable. And Cory Anderson, Vice-President of the Winthrop Rockefeller Foundation and partner in the Little Rock network, touted Places of Opportunity’s focus on intra-city connections. Said Anderson: “Knowing that other folks are struggling with some of the same issues in the same place makes this work more doable from the philanthropy side.”

Additional participating foundations include the Community Foundation of South Jersey, East Bay Community Foundation, Ford Foundation, The Lumina Foundation, Open Society Foundations, Sierra Health Foundation, The Skillman Foundation, and the W.K. Kellogg Foundation. The overall framework and the results of the city assessments are being made available to interested funders as the project continues to draw interest nationwide.

The protracted “movement moment” of the past few years has been sparked by the tragic and well-publicized killings of people of color by law enforcement officers and targeted by “vigilante” civilians. The movement has been sustained in large part by young people of color who have put their lives and liberty on the line through direct action and protest. The world was put on notice. Philanthropy must follow suit.

In 2016 the foundations that comprise the EA’s Justice Reform and Public Safety Collective Action Table (Justice CAT) developed a strategic alignment that centers movement-building and smart activism as keys to sustained focus and impact on police reform. The Justice CAT has identified several opportunities for investment in the fields of national and local police reform, where recent public attention has created momentum, but where organizations often lack the capacity and infrastructure to leverage outrage and immediate action into longer-term change.

To address this challenge, EA staff and consultants have supported member foundations in developing and refining strategies. A number of foundations have expressed particular interest in a project spearheaded by Lenny Noisette, Director of the Justice Program at Open Society Foundations, to develop of a localized entity or “hub” to provide expertise and research to local police reform campaigns on the best practices, data, and research needed to promote a new, community-driven vision for public safety. In developing the hub, Noisette has sought input from organizations involved in local reform campaigns. “We are finding a real interest in learning about practices and strategies that actors in other jurisdictions have used, a desire for communications support, and a need for general resources for organizational and capacity building,” he said.

Additional participating foundations include the Public Welfare Foundation, the Rosenberg Foundation, Ford Foundation, and The California Endowment. The exchanges among funders help to both identify potential co-investors and develop a trusted circle of thought partners who have helped refine the strategy. It also revealed a complementary need–direct funding for local police reform coalitions to sustain their work and enable them to best leverage the expertise from the hub. This awareness led to a proposal for a dedicated funding pool for local organizations.

EA staff and consultants have also assisted member foundations on other police reform projects, including creating a Community Justice Toolkit designed to help local law enforcement accountable, developing better police training curricula that includes components of implicit bias training, and providing direct support to select local police reform and accountability campaigns that can serve as national models. The W.K. Kellogg Foundation and the Rosenberg Foundation have supported this project, which is being led by the Center for Policing Equity and PolicyLink.