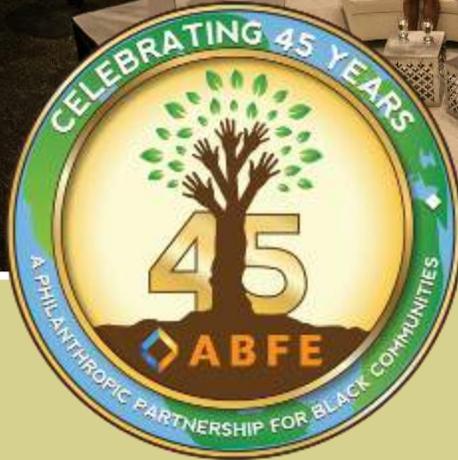


August 2016 Edition

A Collection of Quarterly Editorials for ABFE Members

ABFE MAGAZINE

— A Philanthropic Partnership for Black Communities —



EMPOWERPHILANTHROPY2016!

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The Remix



ABFE Members and Friends,

This edition of ABFE Magazine highlights some of the issues and sessions lifted up at our *EmpowerPhilanthropy2016!* Annual Conference held in April of this year. Yes, it has taken us a while to go to print; we, like so many of you, have been pulled in a number of directions given the most recent violence against our community. Although we are four months out, editing this offered a different lens for some of the conversations we had in April and why they remain so important. For example:

- Now more than ever before, foundation leaders must advance agendas for our community, and if necessary, should find the support needed to help them do so. [Coaching as a Tool to Bold Leadership](#) shares insight from Fred Blackwell on the importance of coaching to lead effectively. In addition, Tamara Moore shares the impact that the Connecting Leaders Fellowship Program had on her leadership in the field in the article, [101 Strong: Celebrating Ten Years of Leadership Support](#).
- State violence in our community is often told from the perspective of Black males. However, we know that Black women and girls are also victims of racialized violence, brutality and sexual assault at the hands of police. Tynesha McHarris and Nakeisha Lewis, steadfast leaders for Black women and girls in the field, share their evolving work in [Improving Outcomes for Black Women and Girls](#).
- Grassroots leadership is critically important to hold public systems accountable and to build brighter futures for our community. In the article [Building Black-led Infrastructure for Social Change](#), Caronina Grimble, a member of the new Black Social Change Funders Network, shares her thoughts on why this is important nationally and locally in her home town of Chicago.
- Ultimately, to transform philanthropy that is more responsive to our community takes bold leadership from the highest levels of institutional governance. [Organizing Power at the Top: The Role of Black Trustees](#) introduces you to Shawn Ginwright, Ph.D. and his thoughts about our new Call to Action for Black foundation trustees.

April seems like such a long time ago, and we planned the sessions for our conference a year in advance. As they say, “what is old is new again.” It is bitter saying as it relates to what is happening to our community but serves as a reminder for all of us to stay on the right side of this work!

Take care of yourselves, and we hope you enjoy [EmpowerPhilanthropy2016! The ReMix](#).

All the best,

“EmpowerPhilanthropy2016! The ReMix”

Improving Outcomes for Black WOMEN AND GIRLS

Grantmakers for Girls of Color began as an idea conceived by the NoVo Foundation and has since grown into an emerging online community and resource for the philanthropic community with the support of partner foundations: [Foundation for a Just Society](#), [Ms. Foundation for Women](#), [The New York Women's Foundation](#), [Communities for Just Schools Fund](#). In this article, we asked Nakisha Lewis of the Ms. Foundation and Tynesha McHarris of the NoVo Foundation to share their thoughts on this work.



ABFE Magazine: You are two of the leaders behind the evolving group, Grantmakers for Girls of Color. Talk about why and how this group came to be.

Nakisha: As you know, Tynesha and I have been working to shine a spotlight on the issues impacting women and girls of color for several years. While I was at the [Schott Foundation for Public Education](#), I created the [Girls' Equity Portfolio](#), which was focused on addressing barriers to educational success for Black and Latino girls and young women. The goal then was to develop a roadmap for philanthropic investment in girls and young women of color in a climate where girls were being overlooked by policymakers and philanthropy. Nearly

five years since that initial investment in the field of gender justice, we are at a point where we as a people can no longer afford to ignore the plight of Black and Brown girls, young women and gender non-conforming youth. The leadership of the NoVo Foundation has been critical in getting us to this point. They were key supporters of the "[Why We Can't Wait Campaign](#)" and the most recent "[Black Girls Movement Conference](#)," which were precursors to the formation of G4GC. While I am not sure what shape this community will take on moving forward, I am clear that collectives like this are important as we continue to work towards meaningful philanthropic investment in girls and young women of color.

Tynesha: I have been committed to Black girls and young women since my work with young people in Newark and is indeed lifelong. Since joining NoVo and heading up the G4GC efforts, it has been great to collaborate with other Black women and allies across philanthropy to build on that work. For quite some time, people in philanthropy have been working to name antiblackness, but we have been looking exclusively at how it impacts men and boys. Girls and young women have been left out of the conversation, but this moment provides us the opportunity to be holistic in our approach to addressing antiblackness for all members of the community.

ABFE Magazine: The first meeting of this group in May had a focus on Black women and girls. What were some of the issues that came up about what philanthropy should do to support us?

Nakisha and Tynesha: While we had each been working in this space for several years, we first met in Ferguson in the summer of 2014. When we came back to NY, we were clear that we had an obligation to work together to organize philanthropy so that we as a sector could fully show up and support activists in this important moment in movement building. It was then that we created the [Philanthropic Action for Racial Justice](#) along with our friend and colleague, Allen Frimpong.

We're all really grounded right now in what is happening here in the U.S. and across the world. And we realize that we can't have an honest conversation about state violence and how to disrupt these vicious cycles of violence without talking about Black girls.

As we watched the scene unfold in the video of [Philando Castile's death](#), we saw and heard 4-year-old Deanna comfort her mother saying "It's okay mommy, I'm here with you." There is something about hearing those words from a 4-year-old and marveling about how strong she is, but we must ask ourselves - where is the heart break for her? - there is a particular way in which we as a society have been unable to feel black girl pain. We heard similar comments from our panelists during

the G4GC convening on Black girls and young women. Baltimore organizer, [Makayla Gilliam Price](#) reminded us that philanthropy should fund Black girls because they are girls and not because of how resilient they appear to be. Black girl resiliency doesn't allow us to pay attention to how much they are holding until they can't hold any more. It is our hope that the convening helped many inside and outside of philanthropy to understand that our quest for racial justice must be intersectional in approach.

ABFE Magazine: What is next for this work?

Nakisha and Tynasha: For many, the G4GC convening was the first time they were engaged in or witnessed a courageous conversation in philanthropy. We want and need many more of those. We get to be bold and unapologetic about our desire to support Black girls and women – that includes being explicit about the multiple and nuanced ways racialized sexism shows up for Black women and girls.



During the convening, M. Adams from [Freedom Inc.](#) admonished philanthropy to develop [ideological clarity](#) as we seek to support Black women and girls. This means that we get to work together to be clearly on the same page about what issues we are seeking and then get to the strategies and tactics we want to employ. The next phase of this work also involves ensuring that there is support for the Black women in philanthropy that have been holding this work for years. While foundations are just starting to turn their attention to women and girls of color, there are many Black women that currently work in philanthropy or have moved on from the field that have been sounding this alarm within their institutions for years. We want to honor them and build on their legacy by creating an environment in which Black women can speak their truth and offer their expertise and lived experience as we journey towards justice for all Black women and girls.

Moving forward, we hope to see philanthropy in formation behind Black girls and women. ♦

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For over 40 years, ABFE has set the standard as the primary network for Black professionals who work in the field Philanthropy. ABFE is your direct source for connecting with leaders in the field who can shape your organizations future.

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Our Story. Our Philanthropy.

Self-help philanthropy focuses on cooperative giving of time, talent or treasure to respond to immediate needs within a community. Today, we refer to cooperative giving as Giving Circles. Self-help philanthropy was rooted in the experience of oppression that resulted in working towards racial justice (*Center on Philanthropy and Civil Society, The City University of New York, 1993*). To join or learn more about Giving Circles, visit the [Community Investment Network](#).



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BLACK PHILANTHROPY MONTH

Building Black-Led Infrastructure for Social Change

Before the official start of EmpowerPhilanthropy2016!, the newly created Black Social Change Funders Network (BSCFN) had their inaugural gathering to lay the foundation for its work. The BSCFN will help foundations and donors take their interest in supporting Black-led social change to the next level by aligning and coordinating philanthropic investments to strengthen the infrastructure for Black social, institutional and political power. In this article, Caronina Grimble from Woods Fund Chicago shares her thoughts on the importance of this work.

ABFE Magazine: ABFE has partnered with the Hill-Snowden Foundation to organize the Black Social Change Funder's Network. Tell us why you have expressed interested in this group?

Caronina Grimble: The three tenets of the Black Social Change Funder's Network set a firm foundation for building various types of support for Black communities; in light of all that has been impacting the Black community in the last few years, we can certainly use the support. From a series of very public, very callous acts of police misconduct, to the unprecedented rate at which young Black men are killing other young Black men (as well as innocent bystanders), to the hatred and racism that has come out of the shadows leading up to this years' presidential election, now more than ever do we see the need to build a solid and sustainable environment within which Black social change efforts can thrive.



The idea that Black people in America still are not free is appalling, but supported in many ways by subjugating systems of oppression. Redistricting efforts around the country are shrinking the Black vote, and the dismantling of the VRA is helping to shrink it even more; local municipalities around the country are paying their bills on the backs of their Black residents; housing restrictions and government regulation of means-tested assistance around the country are disproportionately adversely targeting Black families. All of this serves to sustain a status quo that has never supported the success of Black communities.

Just like no one can understand Black people like other Black people and no one can hurt Black people like other Black people, no one can help Black people like other Black people. These statements are not meant to be divisive or dismissive of the justice efforts of others, only to highlight the importance of building strong Black leaders to lead the work of dismantling the structural and systemic barriers to full freedom.

ABFE Magazine: Talk a little about the work at your foundation to support Black-led organizing?

Caronina Grimble: Woods Fund Chicago is committed to the promotion of social, economic and racial justice through the support of community organizing and public policy advocacy around issues of poverty and race. The work we support requires meaningful engagement of the people that are most impacted in all stages of the social change an organi-

zation is working to impact; from the identification of the issue, to the development and implementation of the solutions.

Chicago is a city that, while diverse, is incredibly segregated. This has resulted in decades of targeted disinvestment in Black and brown communities. These communities are disproportionately poor, and suffer from a remarkable lack of infrastructure. When it comes to access to quality education, health care, housing and employment, Black communities have chronically been underserved. This was recently illustrated in [a public radio story on “How Chicago School Construction Furthers Race and Class Segregation”](#). The story explains how Chicago Public Schools is deciding to build new schools and annexes to deal with overcrowding in highly-resourced areas, instead of redrawing boundaries with under-resourced schools that share a border and have space for additional students.

This type of uneven investment happens throughout the city in various ways; we support groups that are working to dismantle the system that perpetuates this type of inequity.

ABFE Magazine: Lift up 1 or 2 examples of this work in action (the impact through the lens of grantees)

Caronina Grimble: The Kenwood Oakland Community Organization (KOCO) is led by Jawanza Malone, a Black man. In 2015, a group of KOCO constituents who were also parents and allies from the south side of Chicago [went on a hunger strike](#) after repeated requests to meaningfully engage in the decision-making process for their community high school were essentially ignored. This group of parents and allies represented a coalition that had long been working to support their neighborhood students and improve their consistently under-resourced schools. After a series of public school closures and the introduction of charter schools, the group, led by KOCO, demanded that Chicago

Public Schools (CPS) accept a community proposal for an open-enrollment high school (a publicly funded school that any student in the neighborhood can attend), the last one in the community. In response to an RFP, they submitted a proposal that had wide community support, one that had the potential to provide their students with a meaningful path out of poverty. After a series of CPS delays and what the group called “broken promises,” this group of activists staged a hunger strike to elevate their fight for educational justice. After 34 days, the strikers and their supporters celebrated a partial victory and vowed to keep fighting for educational justice in Chicago.

It is groups like KOCO that are fighting for the best interests of Black communities across the country that stand to benefit from something like the Black Social Change Funders Network. Increased strategic investment in these kinds of organizations will help build the power needed to advance social change. We are honored to be able to support this work. ♦

Black Social Change Funders Network

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Organizing Power at the Top:

The Role of Black Trustees



As part of our ongoing work to advance philanthropy for Black communities, ABFE recently convened meetings in three cities (Los Angeles, Oakland and Raleigh) to provide Trustees with resources and networking opportunities to facilitate change. In this article, Shawn Ginwright, Ph.D., Trustee of the California Endowment, shares his views on these issues.

ABFE Magazine: At EmpowerPhilanthropy2016! ABFE released its new Call to Action: Trustee Advocacy to Advance Black Communities in Philanthropy. What's your sense of why this is important?

Shawn Ginwright, Ph.D: It has become increasingly difficult to encourage and move foundations to tackle issues of racial justice, diversity and inclusion. While these issues have been championed by CEOs and senior level management, without trustee buy-in and strategic board organizing, these issues sometimes lose steam. ABFE is courageously tackling this important issue by recognizing that trustee advocacy and board organizing is the next frontier for justice in philanthropy.

ABFE Magazine: You helped to organize a meeting of Black Foundation trustees in Oakland to share this document. What were the major takeaways from that event?

Shawn Ginwright, Ph.D: There has been increasing interest in organizing Black Foundation trustees, but very little is known, and we are difficult to locate because there isn't a single place together and maintain this type of data. One of the main takeaways was that by working together, we can increase the chances, and therefore resources directed at the issues we find most important.

ABFE Magazine: What's your sense of how ABFE can best support trustees in their efforts to increase advocacy for our community in the board rooms of philanthropy?

Shawn Ginwright, Ph.D: The Trustee tracks at the meetings have been incredibly helpful because they connect us together, and ultimately creates a network of black trustees. I think that regular gatherings, opportunities for shared learning and networking will ultimately contribute to a stronger more organized network of black trustees. ♦



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Coaching

as a Tool to Bold Leadership

Two years ago, ABFE began offering Coaching for Racial Equity to cultivate and support the capacity of leaders in philanthropy to be effective advocates for Black communities. In this article, Fred Blackwell, President of the San Francisco Foundation, shares his thoughts on the importance of executive coaching. Opportunities to join the program are now available; check out our website at www.abfe.org.



ABFE Magazine: How has coaching helped you with your leadership role at The San Francisco Foundation?

Fred Blackwell: When I came to the San Francisco Foundation, my mission was to take an organization that was already doing good work and try to make it even more impactful. Thinking about how we might tighten our focus after several decades of approaching the work in a very specific way presented a pretty significant leadership challenge. I sought out coaching to be able to bring the best that I could to all aspects of leadership and management. It involved board management, working with staff, and providing leadership for staff members who regularly interact with external stakeholders. Coaching has been helpful in that arena for me. Having someone that I can talk to about the menu of decision-making options available to me has been really great. It's also been particularly valuable to have somebody to help me reflect and identify areas for growth.

ABFE Magazine: How long have you been engaged with your coach? What are some of the things that you are working on with your coach?

Fred Blackwell: It's been close to a year that I've been working with a Leadership Coach. The focus has been on bringing everything that I have to offer to the work in the organization. Within that, there are a number of specific pieces: What's the best and most effective way to work with the board? What are the things that we need to think through in terms of management at that level? How can I be a clear, transparent decision-maker in the CEO role, particularly as I work with my management team and the other staff at the foundation? How can I bring more clarity to what our organizational expectations are, and how I best manage to meet those expectations? I've also learned how important it is to combine the big picture vision and the nuts and bolts on how you get there.

ABFE Magazine: Does your work involve strategizing with a racial equity lens as you think about some of the ways to strengthen your role as the leader of the San Francisco Foundation?

Fred Blackwell: Absolutely. During the past two years since I've been at the Foundation my work has been focused on that. We have identified achieving a greater level of racial and

economic inclusion at a regional level of scale as a goal. When I talk about things like vision, management, board management, and external stakeholders, it's all with that set of goals in mind. I have placed a focus on leadership and management, but as a person of color, I also understand how important my role is in advancing our organization's agenda to expand racial and economic inclusion.

ABFE Magazine: Why do you think coaching is important for Black leaders in philanthropy?

Fred Blackwell: Coaching is an extremely useful tool for folks regardless of the position they're in or whether they are a person of color. Although I do think that Black leaders in philanthropy would benefit a great deal from coaching because of the sometimes unique circumstances that are associated with that. You are not always in the room with people who share your perspectives. Or, you can be the only African American person in the room from time to time. The Bay Area has been great for me because there are two other Black men who are leading community foundations in the region, but this is the exception, not the rule.

I have also appreciated having someone to help me think about how to drive an agenda that addresses the needs of the most vulnerable – an issue that necessarily focuses on race. At the same time, we have to manage towards a vision that is also about inclusiveness. This takes balance. So, we are talking about a focus on race and equity while ensuring that we include others who don't fall into those categories. It's a tricky space to be in, but I've really appreciated having somebody who can be a sounding board and help me navigate these issues.

ABFE Magazine: Why would you recommend coaching to other CEO's in Philanthropy?

Fred Blackwell: Being in the CEO seat can be isolating. I have a unique position within my institution. In philanthropy it can be even more so, because of the power dynamic between the CEO, the staff, and the broader community of people who are seeking funds to do their work. When you're in this position, it can be hard to find people who will provide candid and critical feedback about the work that you are doing. I think it's really important to have a space that is a combination of safe and supportive, but also very honest about what I'm doing well and where I can improve.

ABFE Magazine: Is it true that it is lonely at the top?

Fred Blackwell: In philanthropy, the CEO can be a little lonely, but the dynamics of philanthropy are also somewhat artificial – we are responsible for making decisions about how to use our institution's and sometimes our donors' money to improve the community.

ABFE Magazine: What's your favorite inspirational quote? Why?

Fred Blackwell: My favorite quote is one from Dr. Benjamin Elijah Mays, former president of Morehouse College. He said, "The tragedy in life doesn't lie in not reaching your goal. The tragedy lies in having no goal to reach."

The reason that I like this quote is because the failure is in not being bold, not taking risks, not swinging for the fences for the communities that we are serving. Obviously, we always want to win. I think it's very important and is a principle that I've always held that we need to set lofty goals. We need to be ambitious about what we are trying to achieve and we shouldn't be afraid to make mistakes along the way. Fear of failure is no excuse not to try to do everything we can for the communities that we are serving. ♦

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ABFE works alongside its members to transform Black Communities

ABFE Advocates to direct investments and resources to uplift Black communities

All communities are improved when we transform Black communities



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101 Strong:

Celebrating Ten Years of Leadership Support

ABFE's Connecting Leaders Fellowship Program celebrated its 10th Anniversary at the Annual Conference. Reuniting with fellows to celebrate our achievements to make Black lives thrive is the cornerstone of our work at ABFE. Having celebrated our 101st fellow this year, we know we are achieving progress - but there is still work to be done to substantially increase the number of Black leaders and professionals within the field. In this article, Tamara Moore, Principal of The WIT Group, will reflect upon the 10-year anniversary as an ABFE Fellow.



ABFE Magazine: At EmpowerPhilanthropy2016! ABFE celebrated 10 years of the Connecting Leaders Fellowship Program (CLFP) and our 101st Fellow. As a Fellow, what's your sense of why this type of Fellowship program is significant and important for Black Communities?

Tamara Moore: After five years in philanthropy, I'd decided that philanthropy and I were a bad fit. I felt that I had made the wrong career choice, despite all the coaching, prepping and pressure to enter the field. My recollection of conversations with mentors went something like this: "Few people of color are in these types of positions, and this is a unique and privileged opportunity for you to help our communities and the issues that we care about." Yes, of course; I accepted the job with pride. But if I'm being honest, I struggled with philanthropy's culture and its grant-making process. Early on I learned that spinning stories that depicted the worst and saddest circumstances for people of color was the most effective formula for funding. And the better I got at it, the more money I got for community-based organizations. Like many of us who got into this work to "liberate the money," getting resources out was good, and I felt good. I'd become extremely skilled at crafting compelling arguments, using "evidence and data" to build colleagues' buy-in and support for programs. Over time, however, I felt more and more exhausted and depleted, trying to convince others of the dire circumstances facing people of color. I realized that I was unintentionally cultivating pity and making people of color a problem to be fixed. I was also dehumanizing my community, including myself. I felt guilty, but even worse than that, I felt isolated and didn't trust that I could tell this story to anyone without putting myself and the work at risk. I started to question whether I was doing more harm than good, and if, in fact, I could even make a difference. Heavy burden and unreasonable, maybe? But it was my reality.

In the summer of 2007 I accepted the ABFE's Connecting Leaders Fellowship. Obviously it came at a critical time in my career. It delivered on skills and leadership development as I expected, and it connected me to a cadre of dynamic leaders from across the country. However, reflecting on the experience after almost 10 years, I continue to marvel at how game-changing the Fellowship was for me. It's the reason that I remained in the profession. Importantly, it helped me to remember my purpose and bring meaning to the field. It also helped me to reclaim my pride so I could tell affirming and empowering stories about Black communities, and reestablish my confidence to make

a difference in my work and for Black people. These are the reasons that the ABFE Connecting Leaders Fellowship was and continues to be important for me and Black communities, but they are also relevant for other Black leaders in this field.

ABFE Magazine: How has the Fellowship benefited you personally and professionally?

Tamara Moore: The benefits of the Fellowship, both personally and professionally, are numerous, but one of the most rewarding byproducts of the Fellowship has been to witness and contribute to the emergence of the



field of Black men and boys (BMB) within philanthropy. ABFE’s Fellowship created an organizing opportunity for many of us in the field to lay critical groundwork around improving Black male outcomes across issue areas. In my opinion, the Fellowship catalyzed a brain trust of Black brilliance, inclusive of but beyond the Fellows, with the motivation, creativity, leadership and intellectual heft to make a difference. With the “brain trust,” and by that I mean the people that make it up, I felt inspired, courageous, encouraged, challenged and equipped to convince my foundation board at the time to make a multimillion-dollar investment, the largest in its history, on post-secondary achievement with a race and gender lens.

My work continues to be inspired and impacted by so many of ABFE’s BMB network: from Trabian Shorter’s creation of powerful and positive Black male images to shift perspectives; to Dr. Donna Marie Winn and her expectation about precision of strategy; to Dr. Leon Caldwell’s and Mark McDaniel’s efforts to define and demand optimal development indicators for improved Black male outcomes; to Antoinette Malveaux’s push to align and amplify efforts so that nothing is lost or wasted toward the betterment of Black men; to Cedric Brown’s focus on innovations and entrepreneurship in growth industries like technology; to Toya Randall’s emphasis on city and mayoral leadership and strategic partnerships to eliminate violence against Black males; to Shawn Dove’s courage to put it all of the line to create an unprecedented platform, big enough to hold our hopes and dreams for Black male achievement; and finally, to Susan Batten, leader of ABFE, whose vision, beliefs and determination created an infrastructure to aggregate our individual BMB efforts and sustain this movement.

ABFE Magazine: What’s your sense of how ABFE’s Fellowship program has and can best support the field of philanthropy in their efforts to strengthen and increase Black leadership opportunities, advocacy for our community and investing more effective dollars to priority issues in Black communities?

Tamara Moore: All of what I’ve shared above is a testament to the value of ABFE’s Fellowship program on Black leadership within philanthropy, and by extension, the positive impact it has on Black communities. That said, ABFE must be more intentional about exploring ways to extend its formal involvement with Fellows beyond the official 12-month Fellowship program. Both cultivation and retention are critical to the Black leadership pipeline; without both, we risk our ability to lift up and advocate for priority issues within our communities, and we jeopardize our advancements and ability to sustain longer-term impact.

Related, my hope for the Fellowship is that ABFE will capitalize on its lessons from the BMB movement to mobilize Black leadership to advance a Black Women and Girls agenda within philanthropy and specifically within the emerging Women and Girls of Color work. As with BMB, the Black Women and Girls work requires a similar brain trust and intentionality to validate its urgency and importance, but it also necessitates sophisticated strategy and narrative to be impactful. ABFE's leadership, coupled with its network of Black brilliance, is poised to lead here too. And it must as it is the path forward to better outcomes and opportunities for Black families and ultimately Black communities.

ABFE Magazine: What are some ways in which Fellows can stay engaged and help to support the work of ABFE?

Tamara Moore: I'm certain that Fellows contribute significantly now, but individual financial investment may be a new frontier for Fellows. However, the excitement generated at the ABFE conference convinced me that many of us are willing to make commitments; however, ABFE might consider working with a group of Fellows to spearhead a Fellows' giving campaign. With 101 Fellows to date, ABFE has access to additional capacity and talent to advance its goals. It might consider surveying Fellows to gain a better sense of their expertise, talents and interests, and to invite them to more actively contribute to ABFE's existing and emerging body of work. The African proverb tells us that "If you want to go fast, go alone, but if you want to go far, go together." ABFE's Fellowship is the space and place to go far, together. ♦

Support Our Work & Future Black Leaders!

[Click here](#) to complete your pledge to strengthen Black Leadership and ensure our communities thrive. Consider increasing your impact with a matching gift if your organization matches employee contributions. To learn about ABFE's Connecting Leaders Fellowship Program, visit www.ABFE.org. Thank you in advance for your support!





Presents ...

Policing Blackness:

BLACK COMMUNITIES AND CRIMINAL JUSTICE

Thursday, August 18, 2016 | 2:00 - 3:30 p.m. EST



Contemporary racial disparities are well documented through the disproportionate relationship between Black communities and the criminal justice system. Undeniably, over the last 3 years the issues of Black communities, social justice and policing have been headline news throughout the nation generating polarizing political debates.

Historically, issues of police accountability are not new, but current social justice movements, technology and social media have amplified and elevated these concerns to the forefront. The recent tragedies in Baton Rouge, Dallas, Ferguson, Chicago and many other cities further illustrate the need for a philanthropic conversation and intervention on justice, policing and Black communities. As a recent Pew Research Center report illustrates, our nation has growing concern over racial progress and the issue of Black communities and policing remains a significant backdrop towards defining progress, justice and fairness.

Join ABFE, as we discuss Black communities and criminal justice. What are the effective ways for funders to engage? How do we ensure that safety and human rights co-exist without the false sense of them mutually exclusive? This informative session will explore strategies across various foundations to address policing and Black communities and share new ways to engage in constructive grantmaking towards criminal justice and community engagement.

Co-hosted by: Black Social Change Funders Network; Cities United; Funders for Justice.

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ABFE is a membership organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development, technical assistance and networking opportunities to increase the impact of their work. Established in 1971 as the Association of Black Foundation Executives, the organization was credited with many of philanthropy's early gains in diversity. It since has evolved into an influential network. In 2013, the organization shed its descriptor and adopted the simpler ABFE (ab-fee) to better reflect its broadening membership. For more information, visit www.abfe.org.

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