

## 20 Actions Your Organization Can Make to Becoming Antiracist

1. Center diversity, equity, and inclusion in all decision-making.
2. View Black, Indigenous, and People of Color leaders of the organizations in your investment portfolio as experts, thought leaders and partners, not as groups/individuals that need to be “saved” or “rescued.”
3. Diversify your organization’s staff, leadership, and board of directors to reflect the communities and funded nonprofits you support.
4. Make long-term investments in diversity, equity and inclusion initiatives that go beyond trainings to address internal policies, practices and procedures may be upholding white supremacy.
5. Do not make Black, Indigenous and People of Color staff solely responsible for your organization’s diversity, equity, and inclusion work.
6. Prioritize Black, Indigenous and People of Color voices in your organization’s policies, practices, and procedures.
7. Take an unapologetic stand against racism with concrete and intentional demonstrations of your commitment (see entire list).
8. Use asset-based language to describe the work and communities supported by your organization (e.g. “amplifying voices within our community,” “justice impacted individuals,” “people experiencing homelessness,” “Black, Indigenous and Persons of Color,” etc.).
9. Understand the difference and context between equity and equality.
10. Use reflective practice to interrogate antiracism efforts and progress in your organization’s operations.
11. Share your scoring rubric with applicants.
12. Offer clear commitments to Black, Indigenous and People of Color-led organizations that have expressed interest in funding or has applied for funding.
13. Ask funded nonprofits for demographic information and disaggregate the data.



Greater Twin Cities  
United Way

404 S 8th St  
Minneapolis, MN 55404

GTCUW.ORG

14. Prioritize Black, Indigenous and People of Color leadership representation in scoring applications for funding.
15. Make multiyear funding commitments.
16. Provide general operating funding.
17. Overcome “funder fragility” in critical conversations about your organization’s policies, practices, and procedures with Black, Indigenous and People of Color staff, funded nonprofits, community partners and members, as well as nonprofits seeking funding.
18. Understand and own the racist ideas in which we have been socialized and the racist biases that these ideas have created within each of us.
19. Address resistance and objections to antiracist efforts through questioning assumptions, showing the data, working through scenarios, etc.
20. Engage in advocacy and policy work.



Greater Twin Cities  
United Way

404 S 8th St  
Minneapolis, MN 55404

GTCUW.ORG