



# Building Equity. Igniting Action.

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TFN's Strategic & Racial Equity Frameworks

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## — OUR MISSION

TFN's mission is to leverage philanthropy's unique potential to help create communities and regions that are sustainable, prosperous, healthy and just for all people. TFN is committed to helping funders understand and address racism, economic inequality, and the imbalance of power — while engendering community-driven solutions and amplifying the expertise and experiences of those communities who are least heard.



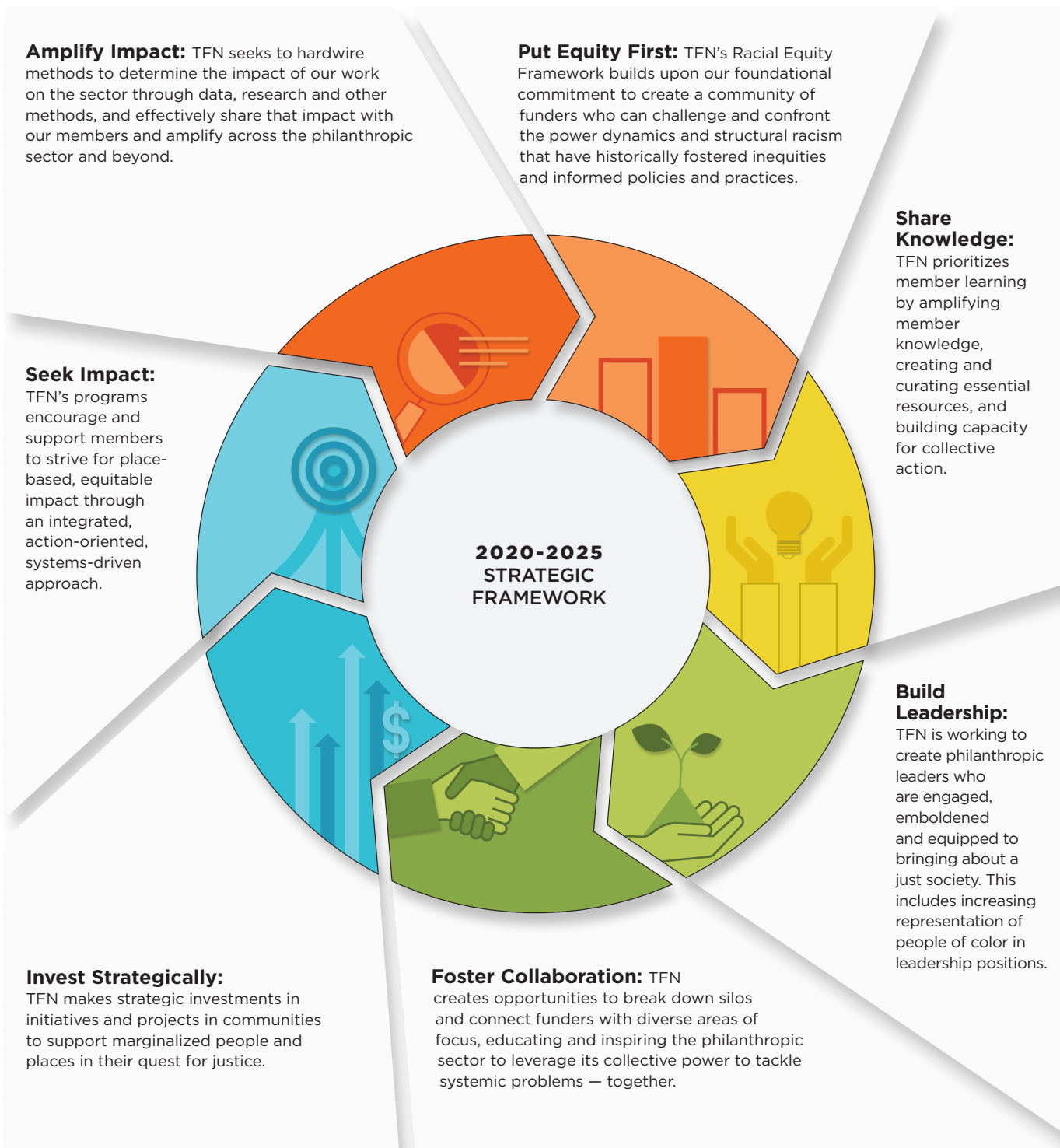
## — OUR VISION

TFN's vision is to create generations of courageous philanthropic leaders who are engaged, emboldened and equipped to bring about a just society. This includes increasing representation of people of color in philanthropic leadership positions.

# MEETING THE MOMENT:

## Seven Key Strategies

Faced with stark economic, racial and social inequities, disenfranchisement and degradation of democratic institutions and an escalating climate crisis, how can TFN meet this moment of unprecedented challenges? Here are seven key strategies adopted in TFN's 2020-2025 Strategic Framework.



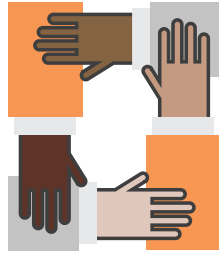
# PUTTING EQUITY FIRST:

## Foundational & Cross-cutting

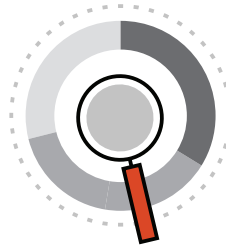
**Q.** Why does TFN care about advancing racial equity?

**A.** Whether we are focusing on environmental sustainability, transportation and mobility, public health, policing and incarceration, housing and economic development or disaster recovery, we know the greatest disparities invariably fall along racial lines. An anti-racist, intersectional frame recognizes all the different ways people and communities — Black, brown, Indigenous, immigrant, LGBTQ — experience racism with respect to their identities. We cannot move towards a more just and equitable society unless we truly understand the ways systemic racism and other forms of oppression have impacted, and continue to impact, our world.

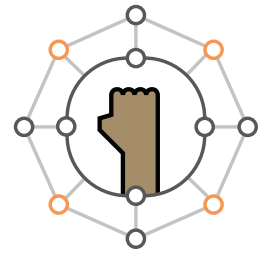
## TFN's Racial Equity Framework



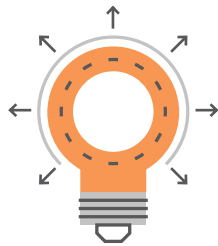
**Centering racial equity**, with the intent of moving toward racial justice and liberation.



**Adopting a focus on race, place and power-building** as we work with the philanthropic sector to address the existential threats of systemic racism, economic and social inequities and a looming climate crisis.



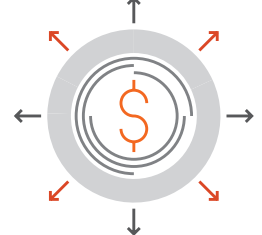
**Strengthening equity-building capacity and knowledge** of TFN staff, board, and members and building members' knowledge and capacity for collective actions that advance racial justice.



**Advancing place-based, cross-cutting solutions** to problems that disproportionately impact communities of color.



**Reviewing and changing any TFN policies and practices** that perpetuate inequities and embedding institutional accountability into TFN policies and practices.



**Helping our members improve grantmaking impact** in ways that heed the needs and perspectives of Black people and other communities of color.



**Leveraging the collective influence and energy** of the philanthropic sector to tackle White supremacy and anti-Black racism, using strategies that are both effective and equitable.



**Shifting the narrative about race and inequity** through storytelling and other communications.

# TFN'S RACIAL EQUITY ACTION PLAN:

## Organizational Goals

For TFN, racial equity is foundational and cross-cutting. The first step in further advancing racial equity and overcoming injustice is to name our commitments and goals as they relate to this work — not only to clearly articulate our purpose, but also to hold TFN accountable to our members, partners and the communities we serve.

**Implement** a racial equity framework that aligns internal policies and practices with TFN's organizational values.

**Strengthen** the capacity and knowledge of our staff, contractors, board and members to be more effective in efforts to advance racial equity in their work and the sector.

**Build** a base of shared definitions and frameworks around structural racism and systems of oppression.

**Work** to address anti-Black, systemic racism and the root causes of inequity and oppression in our own work and the work of our members.

**Guide** members to understand the relevance of racial equity in their own work and its impact on the communities they serve.

**Cultivate** a strong network of leaders who work to advance racial equity and contribute to learning and advocacy in the field.



# INTERCONNECTED & ALIGNED:

## TFN Program Priorities

TFN's programmatic portfolio weaves together five core elements that link TFN's role as a connector, convener and leader in the sector while prioritizing member relationships and embracing racial equity as a core tenet.

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### Racial Equity Action Plan:

Having named racial equity work as a strategic imperative, TFN will work with board, staff, members and partners to build an anti-racist organizational culture and programing with measurable goals and outcomes to hold ourselves accountable.

### Communities of Practice:

TFN will bring together funders with shared interests who seek to solve a set of specific issues or problems and place racial equity, advocacy, and systems-change at the center of their work. Each community of practice will be structured to include funders with different portfolios, backgrounds and expertise.

### Field Building:

TFN will create and curate relevant content, facilitate dialogue and learning, help align strategies and support collective action through peer working groups and tease out best practices for dissemination via digital and print communications, conferences and networking events.

### Leadership:

TFN will connect and support funders as they evolve in their philanthropic practice and professional development, helping them center racial equity in their work, build new skills and increase visibility in the sector. This includes expanding and enriching TFN's PLACES Fellowship and PLACES Alumni Network, which supports a diverse network of professionals in their individual and professional journey to better understand issues of race, equity and inclusiveness.

### Collaborations & Partnerships:

TFN will support collaborations and partnerships that center advancing racial equity in program goals, align with TFN's strategic focus areas, and where TFN plays a proactive leadership role.



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