

Putting Racism on the Table

Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table* series with your colleagues and to then use these discussion questions to facilitate conversation and action. For more information and links to the videos, visit www.washingtongrantmakers.org.



Session Six

Topic: The Role of Philanthropy in Addressing Racism and Racial Inequity

Speaker: Gail Christopher

Senior Advisor and Vice President for Truth, Racial Healing, and Transformation, The W.K. Kellogg Foundation

- Dr. Christopher shared how the W.K. Kellogg Foundation sought to bring greater diversity to their staff in order to reflect the people they were trying to help as part of their evolving commitment to this work.

How does your organization approach diversity?

- She also stated that it's one thing to have a diverse staff, and another to deal with racial equity.

What difference can addressing racial equity, and not just diversity, mean for an organization?

- Dr. Christopher discussed how having board-level commitment is a requirement to being effective at “race work.”

How has your organization overcome challenges or disagreements over priorities at the board level in order to tackle difficult work?

- Dr. Christopher noted that focusing on issues of race, disparity, inequity, etc., can make you emotionally raw.

How do you remain engaged in the work of your organization without allowing your emotions to rule you?

While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.