

What You Can Do to Support Black Communities

Rapid Response/Immediate Actions

1) Legal Fees for Class Action Lawsuit

*Filed by BLM-LA and LA CAN against LAPD re: protests
\$250,000 for immediate and ongoing costs*

2) Los Angeles Action Bailout Fund

Visit www.bmla.org

3) Staffing, Transportation, Media & Digital Organizing for Rethink Public Safety Coalition in San Bernardino

Campaign to declare racism a public health crisis and divest from law enforcement

Rapid Mobilization: \$150,000 for 8 coalition partners; COPE to subgrant

4) Mental Health Counselors

For your black staff AND for Black staff of your grantees



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Rapid Response/Immediate Actions

- 5) Prioritize Renewal Funding with Little to No Paperwork
- 6) Post Content From Black-led Orgs on Your Communications Platforms
 - *Prioritize Your Own Grantees*
- 7) Reach Out—without Expecting a Response
 - *Recognize Black people are sprinting on empty*
 - *Share an action you have or will take when you do reach out*
- 8) Reschedule any non-urgent check-in calls



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Ultimately, it's about shifting power to win structural policy changes and ensure follow-through on hard-fought and long overdue wins.

Long-term Structural Needs

1) Invest in Black-led and Black-empowering Orgs to Enable Critical Infrastructure to be Sustained

- *Look within your own portfolio: how many are Black-focused?*
- *Make six-or-seven figure multi-year commitments for a minimum of five years to Black organizations*
- *Support the Black Equity Collective, fiscally sponsored by SCG Goal: \$6M a year for 10 years. Focus: infrastructure for Black orgs; or the Village Fund, sponsored by the LA Partnership, to support organizations focused on Black infant & maternal health*
- *Invest in Black Cultural Institutions (Artivism and Museums) and Black Thought Leadership (Journalism and Research Institutions)*



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Long-term Structural Needs

- 2) Add an additional 10-20% “Sustainability Allocation” to Grant Awards to Help Black Organizations Build Reserves
- 3) Leverage Your Social Capital, Too
 - *Call your mayor, Gov. Newsom & other electeds*
- 4) Board Room Power
 - *Invest in Black leadership development for Board roles (AABLI)*
 - *Diversify your board to have a plurality of black people*
 - *Resign your own board position (like Alexis Ohanian) and urge for your replacement to be Black*
 - *Create a paid Advisory Board of Black and other POC community leaders*



What You Can Do to Support Black Communities

Organizational Culture

1) Language

- *Reframe “Risk” from ‘what if we do?’ to ‘what if we don’t?’*
- *Declare anti-blackness as a core value*

2) Intentionality

- *Intentions more than initiatives*
- *Hold your “who” front and center*
- *Focus on root causes, not symptoms*



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Organizational Culture

3) Evolving Internal Practices

- *Conduct a full scope and scale assessment of your internal policies and practices to identify patterns of institutional racism*
- *Create anti-retaliation policies so employees feel comfortable addressing patterns of structural racism within the organization*
- *If you have Black staff, do not engage the Black community or make strategic decisions without involving your Black staff FIRST.*
- *Pay equity, especially for Black women*



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Organizational Culture

3) Evolving Internal Practices (continued)

- *Diversify vendors and consultants (Hire Black)*
- *Follow organizations like [LeadersUp](#) and hire them as consultants to help with your DEI efforts*
- *Mission Investments (Impact Investing): hire POC-run investment firms*

4) Keep Learning, Growing and Improving

- *Join SVPLA's Anti-Racism for White People online course and community*
- *Review the Continuum: Becoming an Anti-Racist Organization (sent by RYSE Youth Center in Oakland)*



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Resource List

Support Black-owned Restaurants

<https://dine.black/>

Curated List of Anti-Racist Organizations and Coalitions



What You Can Do to Support Black Communities

Contact List

Class Action Lawsuit or LA Bail Fund

(Carol Sobel, 310-922-7001 or Pete White, petew@cangress.org)

Rethink Public Safety Coalition

(Sam Casey, scasey@coposite.org)

Black Equity Collective or Black Infant Health Village Fund

(Kaci Patterson, kaci@socialgoodsolutions.com)

Anti-Racism for White People course

(Christine Margiotta, cmargiotta@svpla.org)

