

An offering from

RIGHT RELATIONS COLLABORATIVE – JANUARY 2024

AUNTIEDOTES TO WHITE SUPREMACY IN PHILANTHROPY

Conventional philanthropy is a system inherently rooted in scarcity and control; however, the people who work within conventional philanthropy are, increasingly, naming a craving for a mindset rooted in abundance and in the clarity and relief that come from being in right relationship. In order to work in alignment with their values, our peers in the philanthropic sector must see, name, and overcome the barriers to right relations – which are rooted in institutionalized and internalized characteristics of white supremacy.

We invite you to spend time with this worksheet.

In it, we list some of the symptoms of white supremacy we frequently observe in the philanthropic sector, and examples of how it shows up in our work. We've left blank space for you to input your own examples, and to dream with us about the actions and solutions that can help us to heal. Do it quietly for yourself. Do it with your colleagues as a learning exercise. Share it with your peers in the sector. Talk about it widely. As we do our big work together – bringing these barriers into the light and removing them – we create space for healing and change that ultimately support Indigenous community-based organizations to thrive in greater abundance!

HOW DOES WHITE SUPREMACY MANIFEST?*

How does this commonly
show up in philanthropy?

What's an example of how this
shows up in my work?

How can we work differently
and heal from this harm?

Perfectionism

Lack of flexibility or ability to
adapt to how things need to
be versus how philanthropy
thinks it should be

Blank box for example of how perfectionism shows up in work.

Blank box for how to work differently and heal from harm related to perfectionism.

Worship of Rules

Lack of questioning the status
quo and how things "are done"

Blank box for example of how worship of rules shows up in work.

Blank box for how to work differently and heal from harm related to worship of rules.

Quantity Over Quality

Evaluation metrics that pad
results without being authentic to
the grantee's goals, expectation
that grantees are constantly
scaling up or doing more

Blank box for example of how quantity over quality shows up in work.

Blank box for how to work differently and heal from harm related to quantity over quality.

Paternalism

Top-down/prescriptive approach, questioning grantees' direction or decisions



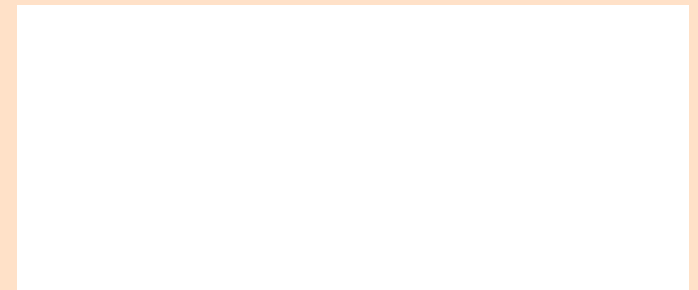
Fear of Open Conflict

Avoidance of underlying tensions



Defensiveness

Unwillingness to hear constructive criticism



Skepticism

Single-year grants, high bureaucratic thresholds



*Right to
Comfort*

Tone policing, expectation
that grantees will educate
you without making
you uncomfortable



*Power Hoarding
/Gatekeeping*

Withholding direct
relationships between
grantees and other members
of your organization/sector



*Only One
"Right Way"*

Inability to adapt to changing
circumstances or include
diversity of approaches
to problem solving



*Either/or
Thinking*

Single grantee per
community/region,
single-purpose grants



*Worship of the
Written Word*

Articles and blogs required
to validate work



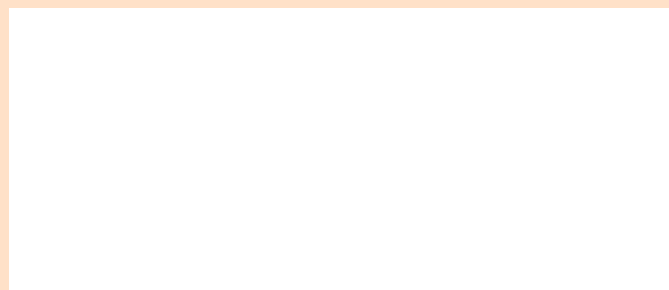
Individualism

The need to have an
independent and distinct
“strategy or understand
“impact” an institution has had



*Sense of
Urgency*

“We have to act now in
order to prevent ...”



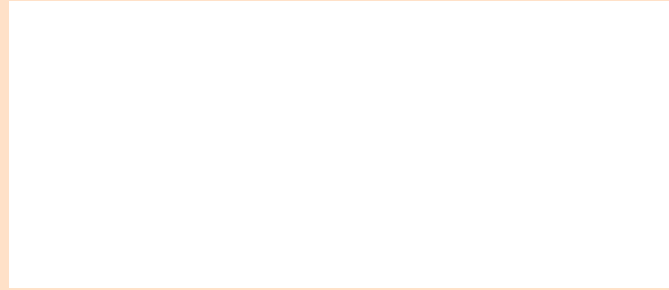
*Progress =
bigger, more*

Expectation that grantees will
constantly scale up or move
into new program areas



Siloed thinking

Grantmaking themes based on settler created strategies that create barriers for community work that is integrated and responsive



Scarcity mindset

“There is not enough funding to solve all the problems”



Uncritical objectivity

Unable to see the inequities of philanthropy as part of an extractive financial system.



Fear of failure

Paralysis or avoiding relationships for fear of doing something “wrong”, results in lack of accountability or feedback loops that allow for correction



DEEPEN YOUR RELATIONSHIP



The Right Relations Collaborative is a shared space for Indigenous leaders and values-aligned money holders who recognize the inequities, harms, and volatile future that is manifesting from our current disconnected and extractive financial system.

Money holders who are ready to work differently come into relationship with us by first filling out an [Engagement Framework](#) and being vetted by our [Council of Indigenous Aunties](#).

Incoming money holders materially support the nurturing reparations and regenerative work being led by Indigenous changemakers across communities and territories in what is colonially known as British Columbia through contributions to a pooled fund that is disbursed by the Aunties through their shared giftmaking framework.

The Collaborative also hosts monthly connection points for dialogue between money holders and the Aunties to deepen the learning of those in the philanthropic sector, and gathers annually for a retreat out on the land to ground our shared work in the wisdom and connectivity of Indigenous homelands.

Learn more about our work by reading our [Reciprocity Report](#) or joining one of our [Q&A sessions](#).

Acknowledgements

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