



*The NC Peoples' Coalition for Giving is a multi-cultural statewide network of people of color that amplifies the wealth and power of giving, in all its forms, by people and communities of color.*

**Our Vision for Social Change** requires a dual-pronged power shift:

- ⇒ People of color are seen (by others as well as by ourselves) as contributors and partners, versus recipients, thus becoming more engaged and empowered as givers, and
- ⇒ Institutions – including nonprofits, foundations, and community-based organizations – are more accountable to communities of color.

Ultimately, these power shifts enable a more just, equitable, and impactful distribution of resources from and to communities of color.

### **How We Came To and Do This Work**

We know rich traditions of giving exist in our communities, but they have been under-recognized by institutions that serve as gatekeepers for giving. We literally do not see ourselves reflected in “philanthropy.” We believe that creating new knowledge and understanding, particularly about the giving of time and talent, as well as building authentic relationships, would begin to shift the notion that people of color “receive” more than we give philanthropically, a myth that perpetuates a power imbalance with predominately white-led institutions of giving.

**Creating New Knowledge and Understanding:** The Coalition advances the understanding of communities of color about the impact of our giving and the use of formal philanthropic vehicles to increase our impact. Equally important, we educate mainstream institutions about diverse traditions of giving and ways to incorporate those experiences into their programs, grant-making policies, and operations. The goal is not to conform giving from communities of color to the needs of organized philanthropy, but to help both communities of color and institutions of giving do their respective philanthropy more effectively.

Further, we support the value of “two-ness” of people of color who work in and interact with giving institutions. With their dual lenses, networks, and senses of responsibility, these professionals bring a unique ability to blend traditional and contemporary models and to facilitate change at both the community and institutional levels.

**Building Authentic Relationships:** While the Coalition has a defined time horizon of five years, we hope its work will create new, lasting connections within and between communities of color. We recognize important differences exist between communities of color, and even between subgroups of larger ethnic groups. By uncovering distinct traditions of giving in diverse communities, we aim to honor and respect the richness of our diversity.

While respecting and maintaining cultural integrity, the Coalition builds bridges between diverse communities of color. The Coalition helps uncover common interests and provide opportunities for cross-cultural learning and collaboration. In addition, we engage openly with the tensions inherent in a truly multicultural group – for example, the inter-group prejudices and internalized oppression that often separate us as people of color. In this way, the Coalition’s work will advance broader social change to enhance the quality of life for all North Carolinians.

***The Coalition defines “authentic relationships” in the following way:***

- ❑ Authentic relationships require and enable longevity.
- ❑ Authentic relationships arise from and build common values.
- ❑ Authentic relationships engage in and build skills for healthy conflict.
- ❑ Authentic relationships call for and call out mutuality and “ally” behavior.
- ❑ Authentic relationships are based on and generate more trust and accountability.

**Our Programs**

We convene two types of gatherings to create new knowledge and understanding and to build authentic relationships:

- ⇒ **Dialogue Circles:** Across the state, the Coalition has been hosting dialogue circles – casual conversations of 8-10 people over great food. In addition to helping foster authentic relationships, dialogue circles help us share and capture our own stories of giving – inciting a personal transformation and a reclamation of philanthropy for people of color in North Carolina.
- ⇒ **Statewide Convenings:** The Coalition convenes 2-3 gatherings each year for networking and learning exchange. Coalition membership is free, though specific activities may sometimes have a small fee. The Coalition offers travel reimbursements and stipends for participation to those not supported by another organization (prior approval required).

**Participation and Structure**

Any person of color who is engaged with philanthropy – as a volunteer, board member, donor, grantmaker, advisor, consultant, or community-based leader – is welcome to join the Coalition. The Coalition is a safe space for people of color to connect and share freely. We value the partnership of white allies who are actively examining their own power and privilege, dismantling racism and other oppressions, and working with us to highlight and celebrate giving by people and communities of color.

The Coalition currently consists of a network of over 100 individuals from across the state and is guided by an Advisory Council that includes:

- Andrea Arias
- Donna Chavis
- Ilana Dubester
- Sterling Freeman
- Natasha Gore
- Charlene Martin
- Barbara Roole

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