

New Hampshire Charitable Foundation  
Racial Justice Fund

## I. Fund Purpose and Overview

The New Hampshire Charitable Foundation's purpose is to make New Hampshire a more just, sustainable and vibrant community where everyone can thrive. Unfortunately, that is not the reality of New Hampshire today. Too many people face barriers to basic rights and the ability to thrive based on race, gender identity, socioeconomic background, geography, sexual orientation, immigration status, ability, and other factors. Black, Latino, Asian, Indigenous and other people of color, in particular, face disproportionate barriers. The Racial Justice Fund was established by the New Hampshire Charitable Foundation to advance racial justice work across the state, and the intention is to grow these resources over time.

The Foundation is focusing on equity, racial justice and economic security across every aspect of its work to advance this purpose.

The community-led Racial Justice Fund is one way in which the Foundation is working to advance racial justice in New Hampshire. The design of the Racial Justice Fund, which has dedicated seed funding from the Foundation, will be led by a group of community members who have experienced racial injustice and are committed to advancing racial justice. The group will decide how the fund should be used and will define goals and priorities for the fund. The Foundation is seeking 15 community members to join a team to design and implement the first phase of work of this statewide fund. This structure, the Community Design Team, will be established through an outreach and recruitment process.

A key component of this community design process will be how it functions within the Foundation. The Foundation is delegating power on this fund to the Community Design Team. [\*Delegated power\*](#) occurs when public institutions, officials, or administrators give up at least some degree of control, management, decision-making authority, or funding to citizens. For example, a citizen board or corporation that is tasked with managing a community program, rather than merely participating in a program managed by a city, would be an example of delegated power.

## II. Why This Approach?

[\*Participatory grantmaking\*](#) engages community members in collaborative decision-making about funding that affects their lives. This type of grantmaking, according to the Foundation Center report "Deciding Together: Shifting Power and Resources Through Participatory Grantmaking":

- shifts and democratizes power. Participatory grantmaking cedes control of funding decisions to non-grantmakers —and money is power— as it opens up a process that has long been closed to the people closest to the ground with lived experience to bring to bear in these decisions.
- contributes to better decisions and outcomes. Involving peers in funding decisions leads to more informed and more effective philanthropic investments and outcomes.
- promotes social justice and equity. The participation of marginalized communities in philanthropic decision-making increases participants' agency, leadership, and control over the decisions affecting their lives and communities.

- promotes community engagement. Participation of peers in decisions about the most important issues affecting them for funding strengthens communities by building trust, connectedness, engagement, and leadership—the building blocks for powerful collective action and broader movements.

### III. Process and Timeline

The Foundation has hired consultants Jennifer Near and Kile Adumene to support them in recruiting a Community Design Team and facilitating a process alongside the Design team to establish the focus and strategic direction of the Foundation's Racial Justice Fund. The consultants and the Foundation will work together to recruit and select Design Team members.

- The Design Team will participate in a series of meetings to build relationships and shared values.
- The next step will be to surface the needs in the racial justice field in New Hampshire. This might include identifying issues and strategies that go beyond funding needs.
- The Design Team will develop a strategy and focus for this fund.
- Once the strategy/focus for the fund is determined, the Community Design Team will determine how they would like funds to flow through this project.
- We anticipate meeting 8-10 times over 6-8 months to align on the focus and the process for the fund.
- Once we've established these components, then we will facilitate a process to apply the focus and strategy to the funds and make an initial set of grants together.
- Community Design Team members will have the opportunity to stay on through the next phase of the work.

### IV. Role of the Community Design Team

We are seeking approximately 15 community members with a commitment to racial justice and systems change work to serve as decision-makers on the overall strategy and process of distributing funds for the Racial Justice Fund. They will also determine how resources will be allocated from the fund, including an initial round of funding. If interested, members will have an opportunity to participate in the long-term process after the design phase concludes. Ongoing engagement and leadership development will be essential to the success of the project; therefore, we will establish a transition plan from fund development to implementation with the Community Design Team.

### V. Ideal participant

We are seeking participants with a demonstrated commitment to racial justice work, specifically Black, Indigenous and other People of Color, as well as immigrants, youth, LGBTQ+ and working class people, people with disabilities and those from other backgrounds that have been historically oppressed. Additionally, we are seeking community members who:

- have experience navigating systems of oppression and racial injustice
- want to work toward a vision of racial justice and self-determination
- have experience with or are interested in learning systems-change approach
- are working or seeking to work to create change and build more just communities

- are looking for leadership development opportunities and skills building on how to co-govern resources with fellow community members
- are rooted and connected into marginalized communities and/or desire to be more rooted and connected
- are highly collaborative and interested in shared decision-making
- people who do not currently hold a position of power or formal leadership role and would like to expand their and their community's voice and influence on racial justice issues are encouraged to apply.

## VI. Time Commitment and Compensation

We estimate the time commitment will be approximately 10-12 hours a month for 6-8 months for a total of approximately 75-80 hours. We are offering design team members a \$3,000 stipend.

## VII. Role of the Consultants

Jennifer Near and Kile Adumene have been hired by the Charitable Foundation to assemble the community design team and facilitate the design process of the Racial Justice Fund. They are available as a resource to the community members and will provide some framing, resources, and a structure for the community leaders to make decisions on the future of the fund.

## VIII. Role of the Foundation Staff and Leadership

The Foundation and its board of directors established the Racial Justice Fund as a community-led fund and capitalized it with seed funding. Foundation staff will support and learn alongside the Community Design Team. As with all grants at the Foundation, staff will conduct basic due diligence steps on grants from the Racial Justice Fund to ensure that regulatory and internal policies are upheld and required legal and fiduciary responsibilities are met. Staff are also available to provide additional administrative support to the community design process and grant-seekers. The role of the Senior Leadership Team and the Board of Directors of NHCF is to ensure that the outcomes of the design process are in keeping with these commitments as well as the purpose, values, goals, and priorities outlined in the Foundation's strategic plan.

## IX. Access Considerations

We will do our best to accommodate any access needs and requests. It will be helpful for Community Design Team members to have access to a computer for potential Zoom meetings and a means of transportation for potential in-person meetings. We will solicit language, ability and physical access requests, childcare, and any other access needs during the outreach process.

If you are interested in serving as a Community Design Team member please complete the [application form](#) or would like more information, please reach out to us at [racialjusticefund@nhcf.org](mailto:racialjusticefund@nhcf.org).

X. Additional resources and references:

- [\*Delegated power\*](#)
- [DecidingTogether\\_Final\\_20181002.pdf \(candid.org\)](#)