



Grantmaking with a Racial Equity Lens

As we look closely at issues like that of health, education and financial security and the challenges some segments of our community face in these areas, it is clear that some population groups are thriving consistently, while others are not. We believe it is important that community efforts seeking to foster change openly acknowledge that racism (i.e. structural, institutional and in some cases interpersonal) can play and/or has played a significant role in influencing population outcomes.

We also acknowledge that philanthropy has, in many instances, helped perpetuate the inequities we seek to address and want to do our part to help create a narrative in which a person's race or ethnicity does not determine their life outcomes. As a foundation, we are reflecting on our practices, policies and roles (internal and external) and working to make changes that help foster a racial equity culture, new perspectives in problem solving and, new outcomes.

Simultaneously, in our commitment to fostering quality of life enhancements that benefit all segments of our community, we are shifting more of our focus to fostering systems level change, and strategically investing in solutions that move us closer to the outcomes we seek.

To help with this,

- The Cooper and Waco Foundations are collaborating to help the community leadership access high quality racial equity training. If representatives of your organization have not participated to date and are interested in learning more about this topic, please let us know, as we are working to identify a variety of resources that could potentially aid in community learning.
- The Foundation is also restructuring some of its grant application questions and processes to gain understanding of agency perspectives and positions on the issue of racial equity and collect data that can help inform the community's collective understanding and response (strategy) to area challenges problems.