

Questions for Grantmakers, Understanding How Structural Racism Affects Grantees¹

	ASPECTS OF STRUCTURAL RACISM ²	QUESTIONS FOR FUNDERS
CONTEXT	Meaning of Race Race as social construct (not biological) that shifts over time. “Race” also reveals “an unequal relationship between social groups based on the privileged access to power and resources by one group over another”	How is race understood? Which populations are affected? And how?
	Intersectionality How various categories (race, class, gender, sexuality, age, etc.) interact, on multiple levels, to manifest inequality ³	What’s the relationship between racial inequities and other forms of inequity?
CURRENT MANIFESTATIONS	Historical Advantage History of racism affords advantages (wealth, power, well-being) that accumulate over time. For others: disadvantage	What’s the specific history of accumulated advantage and disadvantage?
	National Values Deeply embedded national values—personal responsibility and individualism, meritocracy and equal opportunity—obscures the embedded disadvantages associated with certain groups	How do national values (personal responsibility, individualism, meritocracy and equal opportunity) shape the context for the grantee?
OUTCOMES	Contemporary Culture Negative stereotypes become default cultural representations that inform discourse, public policies, institutional practices and widespread attitudes	What are the associated negative stereotypes and cultural representations?
	Maintaining Social Hierarchies Racial/ethnic groups are often segregated, physically and psychologically. Further, progress in one area may be lessened by regression in another	How has the segregation of racial/ethnic groups shaped the grantee? Where has progress been counterbalanced by regression—and vice-versa?
ONGOING RACIAL INEQUALITIES	Racialized Public Policies & Institutional Practices Structural racism embedded within opportunity arenas—health care, education, the labor market, etc—which produce and reproduce racial disparities	Within the relevant opportunity arenas, what are the overt and subtle policies, as well as institutional practices, that produce and reproduce racial disparities?
	Racial Disparities Racial disparities show up in virtually every indicator of well-being	What are those racial disparities?

¹ © Funders for Lesbian and Gay Issues, 2009.

² The framework in this section borrows largely from The Aspen Institute’s report on structural racism and community building. See The Aspen Institute Roundtable on Community Change, *Structural Racism and Community Building* (Washington, DC: The Aspen Institute, 2004).

³ Richard Delgado and Jean Stefancic, *Critical Race Theory: An Introduction* (New York: New York University Press, 2001)