

## Early Childhood Funders Racial Equity Framework – January 2022

ECF's work	How ECF will address racial equity
Our learning	<ul style="list-style-type: none"> <li>• Engage a racially diverse group of guest speakers for all ECF presentations whenever possible</li> <li>• Incorporate a focus on racial equity into all ECF learning sessions (e.g., via framing of topic, guest speaker presentations, panel discussion questions, reflection prompts for members)</li> <li>• Provide additional learning opportunities on racial equity for ECF members either sponsored by ECF or by other organizations</li> <li>• Cultivate a shared, accessible knowledge base about racial equity specific to early childhood and philanthropy using guides, toolkits, etc.) *</li> </ul>
Our grantmaking	<ul style="list-style-type: none"> <li>• Identify early childhood issues that disproportionately affect communities of color and would benefit from our investment</li> <li>• Seek out projects for funding consideration that are led by leaders of color and/or respond to pressing needs in communities of color</li> <li>• Include racial equity as a key factor when the ECF Leadership Team makes grant decisions*</li> </ul>
Our collective voice and influence	<ul style="list-style-type: none"> <li>• Explore opportunities for ECF to use its voice to elevate racial equity as a priority in early childhood philanthropy (e.g., letter of support on policy issue, presentation opportunity to philanthropy field) *</li> <li>• Consider opportunities for ECF members to engage in a shared effort addressing racial equity, something that no one foundation could do alone and that is likely to create collective impact in early childhood philanthropy/ policy/program*</li> </ul>
Our membership and infrastructure	<ul style="list-style-type: none"> <li>• Increase racial diversity among individuals coming to ECF meetings as members and participating in the ECF Leadership Team</li> <li>• Build the ECF Leadership Team's capacity to facilitate and support learning sessions with members that focus on racial equity*</li> <li>• Expand ECF's network of contacts to include more leaders of color (i.e., the pool of people we draw from for guest speakers)</li> <li>• Reflect on our progress related to this racial equity framework on an annual basis as an ECF Leadership Team and with the broader membership</li> </ul>

\*= New opportunities/deeper emphasis for ECF