EXPERT LEADERSHIP
A Council of local and national experts guides the Foundation’s efforts in this work. The Racial Justice Advisory Council ensures that we examine the role of race as we analyze problems, seek solutions, and define success in our grantmaking, governance, and advocacy. Working with the Council we have established clear benchmarks and outcomes to ensure that we make measurable progress towards our goals. (See reverse for current Racial Justice Advisory Council members.)

WHAT IS RACIAL EQUITY?
We define racial equity as the systemic redistribution of power, opportunities, and access for people of all races. We believe that all people should be equally seen, heard, valued and respected. Whether through grantmaking, advocacy or special initiatives, we aim to increase the ability of people of color to determine and sustain a more equitable future for themselves and their communities.

FOCUS AREAS
The Racial Equity Fund supports:

- **Grantmaking** to Brooklyn nonprofits who are addressing racial justice issues in their communities. Priority is given to organizations led by members of affected communities and who center the voices of those directly impacted by structural racism in decision-making.

- **Special Initiatives** which currently include:
  - Brookline Restorative Justice Project - to address racial disparities in public school disciplinary policies and to disrupt the school-to-prison pipeline.
  - Brooklyn Girls of Color Fund - to support the Foundation’s participation in NYC’s Young Women’s Initiative and to bolster efforts to improve the lives of young women in Brooklyn.

- **Advocacy & Organizing** to engage other funders, as well as institutional partners, in promoting and advancing racial equity. Current examples include: grantee funding for Close Rikers; joining a funder coalition for Raise the Age and commissioning research for Islamaphobia in Brooklyn.

- **Leadership & Training** to advance professional development for leaders from impacted communities and to increase the capacity of organizations dedicated to social and racial justice.
RACIAL JUSTICE ADVISORY COUNCIL
(In formation)

Deborah Archer*
Professor and Director of the Racial Justice Project
New York Law School

Glen Harris
Executive Director
Center for Social Inclusion

Aletha Maybank
Deputy Commissioner
New York City Department of Health

Aleyamma Matthew
Director, Women’s Economic Justice
MS Foundation

Tyneshia McHarris
Senior Consultant
NoVo Foundation

Kavitha Medriatta
Racial Equity Director
Atlantic Philanthropies

Amanda Navarro
Deputy Director
PolicyLink

Cara Page
Executive Director
Audre Lorde Project

Kevin Ryan
Program Director
New York Foundation

Emma Jordan Simpson*
Executive Pastor
Concord Baptist Church

Candace Simpson
Youth Program Coordinator
Parity

Rev. Michael Sniffen
Dean
Cathedral of Incarnation

Eric Ward
Program Officer
Ford Foundation

Maya Wiley
Henry Cohen Professor of Urban Policy and Management
Milano School of International Affairs, Management, and Urban Policy

Rise Wilson
Director of Philanthropy
Rauschenberg Foundation

*Brooklyn Community Foundation Board Member