ECFC Racial Equity Workgroup Charter

Context
The ECFC strategic plan has a goal of increasing the effectiveness of philanthropic investment in early childhood through systemic, equity-focused approaches. The Steering Committee named racial equity as a priority area for 2019-2020, adopting this principle as a targeted learning-to-action issue. The ECFC Racial Equity Workgroup is a small group of ECFC members with relevant experience established to lead this work with the Steering Committee.

Scope
While we've used varying terms to describe the scope of this subcommittee (racial equity, race equity, equity, etc), we propose to focus on racial equity, using the following working definition:

Racial equity focuses first on racialized outcome gaps, including analysis of their historical root causes, the explicit U.S. laws and policies that created and sustained those outcome gaps, and proactive strategies to dismantle structural racism and advance racial equity. While we start with race, a racial equity approach serves as the foundation for further understanding outcome gaps by gender, geography, wealth, ability, and other common inequities.

Goals for the ECFC:
- Create or curate a shared, accessible knowledge base about racial equity specific to early childhood and philanthropy
- Facilitate differentiated learning for ECFC members about foundational racial equity issues, particularly as they impact the work of early childhood philanthropy
- Build ECFC member skills around the practice of racial equity in philanthropy using accessible, practical tools to guide practice changes across breadth of work, including grantmaking, governance, human resources and other areas to be determined
- Develop and commit to a shared effort across the ECFC — something that no one organization could do alone and that is likely to create collective impact in early childhood philanthropy

Framework:
LEARNING – ECFC members will build individual and organizational knowledge and skills in order to build more equitable philanthropic practices.
PRACTICE – ECFC members will begin to apply a racial equity lens to their work according to their unique organizational characteristics and approaches.
COLLECTIVE ACTION – ECFC will apply a racial equity lens to their work, as evidenced through their programming and operations.

ECFC launched this work with members at the Fall 2019 member meeting. The ECFC Racial Equity Workgroup is chaired by Steering Committee member, Rashanda Perryman of Vanguard, and includes ECFC members from William Caspar Graustein Memorial Fund, Heising-Simons Foundation, W.K. Kellogg Foundation, J.B. & M.K. Pritzker Family Foundation, Bainum Family Foundation, Trust for Learning, W.C. Stone Foundation, Irving Harris Foundation and the Foundation for Child Development.