SAY THEIR NAMES: George Floyd, Sandra Bland, Tamir Rice, Ahmaud Arbery, Breonna Taylor, Eric Garner, Michael Brown, Ezell Ford, Freddie Gray, Mya Hall, Oscar Grant, Trayvon Martin, Jamar Clark, Tony McDade, Marcus Golden, Kenny Watkins, Eric Logan, Stephon Clark, Michelle Cusseaux, Tanisha Anderson, Natasha McKenna, Walter Scott, Bettie Jones, Philando Castile, Botham Jean, Atatiana Jefferson, Eric Reason, Dominique Clayton, John Crawford III, Dante Parker, Lashawn McDonald, Gerald Madkai Gurley, Rumain Brisbon, Jerame Reid, Tyree Crawford, India Kager, La'vante Biggs, Michael Lee Marshall, Richard Perkins, William Chapman II, Alonzo Smith, Kevin Matthews, Quintonio Legrier, Keith Childress Jr., Albert Joseph Davis, Darrius Stewart, Billy Ray Davis, Samuel Dubose, Michael Sabbie, Brian Keith Day, Christian Taylor, Troy Robinson, Asshams Pharoah Manley, Felix Kumi, Keith Harrison Mcleod, Junior Prosper, Lamontez Jones, Paterson Brown, Dominic Hutchinson, Anthony Ashford, Alonzo Smith, Tyree Crawford, India Kager, La'vante Biggs, Michael Lee Marshall, Richard Perkins, Nathaniel Harris Pickett, Benni Lee Tignor, Miguel Espinal, Jonathan Sanders, Kevin Matthews, Quintonio Legrier, Keith Childress Jr., Janet Wilson, Randy Nelson, Antronie Scott, Wendell Celestine, Deandre Joseph, Calvin Roquemore, Dyzhawn Perkins, Christopher Davis, Marco Loud, Peter Gaines, Torrey Robinson, Darius Robinson, Kevin Hicks, Mary Truxillo, Demarcus Semer, Willie Tillman, Terrill Thomas, Sylville Smith, Alton Sterling, Terence Crutcher, Paul O'neal, Alteria Woods, Jordan Edwards, Aaron Bailey, Ronell Foster, Antwon Rose II, Pamela Turner, Christopher Whitfield, Christopher Mccorvey, Michael Lorenzo Dean... #BlackLivesMatter

STATEMENT ON BEHALF OF

THE CALIFORNIA ENDOWMENT

on

RACE & RACISM

Using Pain for Transformation

Pain. Grief. Rage. Outrage. Frustration. Hurt.

Ironically, at around the time that George Floyd pleaded for air while a police officer's knee was lodged into his neck, our Board of Directors was scheduled to have visited the Equal Justice Museum and the Lynching Memorial in Montgomery, Alabama – a trip postponed by the Covid-19 pandemic. The Lynching exhibit was thoughtfully constructed as a powerful reminder of America's terrible past and history of racism; George Floyd, Breonna Taylor, Tony McDade and Ahmaud Arbery represent fresh, painful reminders that anti-black racism and white supremacy are with us still.

And the pain is searing, cutting, and deep. How is it possible – roughly 150 years after the Dred Scott decision and the Emancipation Proclamation and 55 years after Selma, the March on Washington and the Voting Rights Act – that African-Americans specifically, and people of color generally, are still viewed as less than fully human in our nation?

How much longer must we wait?

The spontaneous eruption of protest and activism tell us that we are witnessing the most significant and transformative moment in social change across our nation in the past 50 years. At the California Endowment, we will and are taking this as a moment of deep, purposeful, and serious reflection about who we are and the work we must do. But simply put, we stand with our community partners, and recognize that as a foundation we can and must do more to advance racial justice. Racism and white supremacy generally – and anti-Black racism in particular, is the root cause of the myriad of challenges faced by the communities we serve through our mission as a foundation. We stand in solidarity with the millions of freedom fighters across the nation and around the world "who are sick and tired of being sick and tired."

We stand united as we commit our resources to combat racism and its considerable array of malicious and deleterious impacts. We hold ourselves accountable as an organization to advance racial equity and emerge as fully anti-racist in our work. Specifically, we commit to the following:

- **Use our voice more explicitly in calling out racism in all its forms with prioritized attention to anti-Black racism.**
- **A decade-long investment in community "power-building", and strengthening the capacity of grassroots, activist, and advocacy organizations and their leaders to drive systemic changes resulting in health and racial equity – supporting alliances, coalitions, and partnerships along the way.**
- **Through our ten-year strategic plan, substantially increase our investments in Black-led organizing, advocacy, and movement-building organizations and institutions. We commit to working with partners in philanthropy to co-invest in partnership strategies – designed by organizers and activists themselves – to support the shared vision and work of these organizations. We specifically acknowledge the need to fund and partner with Black-led queer and trans organizations in this work.**

Internal to our organization, and in the spirit of accountability, we commit to:

- **Improved tracking, reporting, and transparency of our funding to community of color-led and Black-led organizations, with a complete public reporting by October 1, 2020.**
- **A significant increase within two years in black-led grantee, consultant, contractor and investment manager relationships.**
- **An explicit strategy to utilize impact investing tools – such as mission-related and program-related investments – to contribute to Black economic development and entrepreneurism to advance health and wellness in communities.**
- **Create a new Director of Advancing Racial Equity at our foundation, reporting directly to the President & CEO.**

Finally, we will heed and follow the vision and voices of our grantee-partners to lead, cajole, and push our great state of California to soaring new heights on the matters of race, full inclusion, and healing. The time is now: California must demonstrate national leadership on solving the centuries-long crisis of racism, and through a structural and systemic lens. From you, our civic and grantee-partners, we have long heard you call for a full and robust reimagination of our criminal justice system; reimagining community safety and policing; a new system of Health For All; and full and complete economic inclusion – in short, a new social contract for our state and our nation. We understand the matters of race and racism serve as the root cause of inequality across all these systems. Humbly, we admit to not having all the answers. We pledge to continue to strive to be the best listening, learning, and strategic partner that we can be in the decade ahead.

In closing, we end with a note of inspiration, drawn from the recent protests and activism that have swept across the nation. We have witnessed an unprecedented level of multi-racial solidarity, as communities of color and whites have displayed a recognition that taking on anti-black racism makes us a greater and stronger nation. As the philosopher Rumi notes, the wounds of oppression have allowed for enlightenment to take place. We are proud of, and will continue to invest in, transformative solidarity – we will not allow the pain of the wounds we share to go unheeded.

Shawn Ginwright, Chair
Board of Directors

Bishop Minerva Carcaño, Vice-Chair
Board of Directors

Dr. Bob Ross
President & CEO

SAY THEIR NAMES

#BlackLivesMatter

The California Endowment