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Exponent Philanthropy Unveils Fourth Edition of *Racial Equity in Lean Foundations*

[Washington, DC, August 27, 2024] – Exponent Philanthropy is excited to announce the release of the fourth edition of *Racial Equity in Lean Foundations*. This year's publication offers an in-depth exploration of how foundations with few or no staff engage in their racial equity journey, emphasizing the crucial role that race plays in driving equitable outcomes.

The research underscores two key insights: first, that incorporating diverse perspectives leads to better decision-making and greater philanthropic impact; second, that racial equity influences every aspect of managing and operating lean foundations.

Key Findings from the Report:

1. **Demographic Influence:** Foundation boards and staff remain predominantly White, but there are positive signs of increasing diversity among lean foundations. A foundation's demographic makeup is a strong predictor of its approach to racial equity.
2. **Fluctuating Relevance:** The relevance of racial equity to lean foundations' missions has fluctuated over the past five years, peaking in 2020 before returning to earlier levels.
3. **Impact on Grantmaking:** Foundations that consider racial equity highly relevant to their missions are more likely to adopt effective grantmaking practices, fostering stronger relationships with grantees and communities.

The Lean Funder's Equity Journey

This edition also features insights from interviews with funders, nonprofits, and consultants, exploring the stages of a lean foundation's equity journey and identifying key models for initiating equity conversations as well as strategies for engaging the board.

Embracing the Challenges of Racial Equity

Racial equity work can be challenging, often feeling like walking a tightrope. Jennifer Langton, director of organizational grantmaking and philanthropic partnerships at the Tzedek Social Justice Fund, advises funders to embrace the discomfort and uncertainty in this work. "Fear is common, but you must push through it to make a difference," she says. "Mistakes will happen—just be sure to learn from them."

Racial Equity in Lean Foundations is an essential resource for foundations committed to advancing racial equity in their work. To learn more and access the full publication, visit exponentphilanthropy.org/publication/racial-equity-in-lean-foundations/.

About Exponent Philanthropy

Exponent Philanthropy is the country's largest association of lean funders, nearly 1,600 strong, and the only one dedicated to private and public grantmaking foundations with few or no staff, philanthropic families, and individual donors. Its vibrant network has in common lean operations and a style of philanthropy motivated by personal passion, community needs, and a strong desire for better outcomes. Members connect with experts and peers in the field through high-quality programs, resources, and discussions designed specifically for lean foundations. For more information, visit www.exponentphilanthropy.org.