

THE POWER FUND

INVESTING
IN LEADERS
OF COLOR

ROBIN HOOD

The Power Fund is a new initiative to **fund and elevate nonprofit leaders of color** who share Robin Hood's mission of **increasing mobility from poverty**, while **addressing the interplay of racial and economic injustice through their work**.

The Power Fund **invests in leaders of color who are reflective of the communities they serve**. Over the last twenty years, *only 10% of philanthropic dollars* have gone to *organizations led by people of color* despite giving increasing nearly 400 percent over the same period. We are addressing a critical funding disparity while funding leaders who bring perspective, proximity, and expertise to the fight against poverty.

Our investment also represents a response to a disparity within a disparity. While leaders of color receive fewer philanthropic dollars, *organizations led by women of color receive even less support*. Our inaugural cohort of Power Fund Leaders makes investments where they are needed most. We are funding six Power Fund Leaders at five organizations – all are Black and/or Latinx, and five are women.

The Power Fund was seeded with an initial investment of \$10 million by Robin Hood. Early investors, like the **Stavros Niarchos Foundation (SNF)**, the **Charles and Lynn Schusterman Family Foundation**, **BlackRock**, **Capital One**, and the **Macquarie Foundation**, *in addition to employee matching program support from Bridgewater Associates and Goldman Sachs* have made its growth possible.

THE CHALLENGE

- ◇ **Race** is one of the *strongest predictors* of life outcomes.
- ◇ Systemic racism is **a critical barrier** to confronting and addressing poverty.
- ◇ 80 percent of those in poverty in New York City are people of color.
- ◇ Poverty fighting solutions that *do not account for the conflating impacts of economic and racial injustice consistently fall flat*.
- ◇ Within the philanthropic sector, leaders of color have been **overlooked and underfunded**.

OUR SOLUTION

It is critical we fund leaders of color, reflective of the communities they serve. *As a recent Bridgespan-Echoing Green report underscores:* “Funding leaders of color is a significant piece of this puzzle, because **these leaders often bring strategies that intimately understand the racialized experience of communities of color and the issues these communities face.**”

- ◇ Leaders of color matter, they bring **perspective, proximity, and expertise** to the fight against poverty
- ◇ Leaders of color are hindered by **bias, face barriers to accessing capital**, leading to significant funding disparities
- ◇ The Power Fund is seeking to address this systemic racism that has disadvantaged leaders of color for decades and **catalyze an evolution in all of Robin Hood’s grantmaking.**

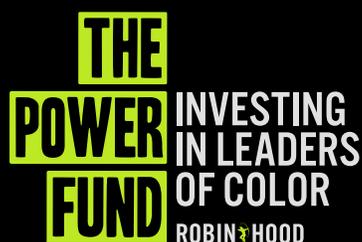
OUR STRATEGY

Driven by research on the barriers leaders of color are consistently faced with in accessing, securing, and sustaining philanthropic funding, the Power Fund is grounded in three pillars of support:

- ◇ A meaningful investment in the organization
- ◇ Targeted capacity-building and technical assistance support for the organization
- ◇ A self-directed investment in the leader’s own development and elevation

WHAT WILL THE POWER FUND DO

- ◇ Increase funding to New York City nonprofits led by people of color who share our mission of increasing mobility from poverty while championing racial and economic injustice.
- ◇ Elevate nonprofit leaders of color through self-directed leadership support and capacity-building to help their organizations and programs grow, thrive, and succeed.
- ◇ Drive systemic change in the fight for economic mobility that elevates people from poverty.
- ◇ Eliminate a funding disparity in philanthropy that has marginalized and undervalued leaders in the communities we serve, especially Black and Latinx female leaders. These leaders best reflect community needs and priorities and are often some of the most effective and innovative leaders because their solution-based approaches reflect racialized experiences.
- ◇ Spark the integration of a racial justice lens in all of Robin Hood’s work.
- ◇ Learn from peers and partners in the field who have long worked to advance racial justice and provide leadership on how philanthropy can shift its practice in this moment of national reckoning.
- ◇ Expand the portfolio of Robin Hood leaders of color-led organization. Robin Hood will continue to fund our community partner network, which includes more than 250 nonprofit organizations across the city working to support New Yorkers escape poverty and hardship.



FOR MORE INFORMATION PLEASE CONTACT
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