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The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward
- Ijeoma Oluo, author of *So You Want To Talk About Race*

Black lives matter. Over the past month, we have watched in horror at a string of violent crimes perpetrated against Black Americans: the police killings of George Floyd, Breonna Taylor, Rayshard Brooks and Tony McDade; the murder of Ahmaud Arbery; the calculated harm threatened by a white woman on Christian Cooper; and the continued violence against Black trans women.

Yet, these are only the most recent documented evidence of systemic racism and white supremacy in America, which has also been revealed in the deep disparities of the effects of the COVID-19 pandemic on Black and Brown communities.

TDC believes that the nonprofit sector has the potential to be part of the solution to racism and social injustice. We believe the sector has not lived up to that potential. We include ourselves in that diagnosis. Nonprofits hold implicitly racist assumptions about how we staff our organizations, who sits on our boards, and whom we choose to serve, amplify, and support. The philanthropic system--donors, foundations, and government--is inherently inequitable, and funds in ways that reinforce the status quo and avoid disruption.

As we move forward, TDC will work to confront our own bias in how we work, whom we employ, and whom we invite to sit on our board. We will call questions of racism and inequity in our work with clients. We will concentrate our own capital on how we can reveal and encourage changes to inequitable and implicitly racist funding. We will make mistakes in doing this work. We will listen closely and act more urgently.

A handwritten signature in black ink, appearing to read "Elizabeth Curtis".

Elizabeth Curtis
President

A handwritten signature in black ink, appearing to read "Susan Nelson".

Susan Nelson
Executive Vice President