

Executive Summary

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Grantmakers in the Arts is the only national association of both public and private arts and culture funders in the United States, including independent and family foundations, public agencies, community foundations, corporate philanthropies, nonprofit regrantors, and national service organizations—funders of all shapes and sizes across the United States and into Canada.

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Executive Summary

This report is about the ways that **arts and culture grantmakers can engage in systems-change work that addresses root causes** rather than symptoms of cultural inequity. The cultural sector is actively seeking alternatives to business-as-usual to create economic and racial justice in the sector and beyond. Grantmakers can play a role in the transformation of the sector by following the lead of BIPOC creatives who are innovating models for self-determination and community wealth. This work is part of an emergent movement in the United States that is known globally as the Solidarity Economy.

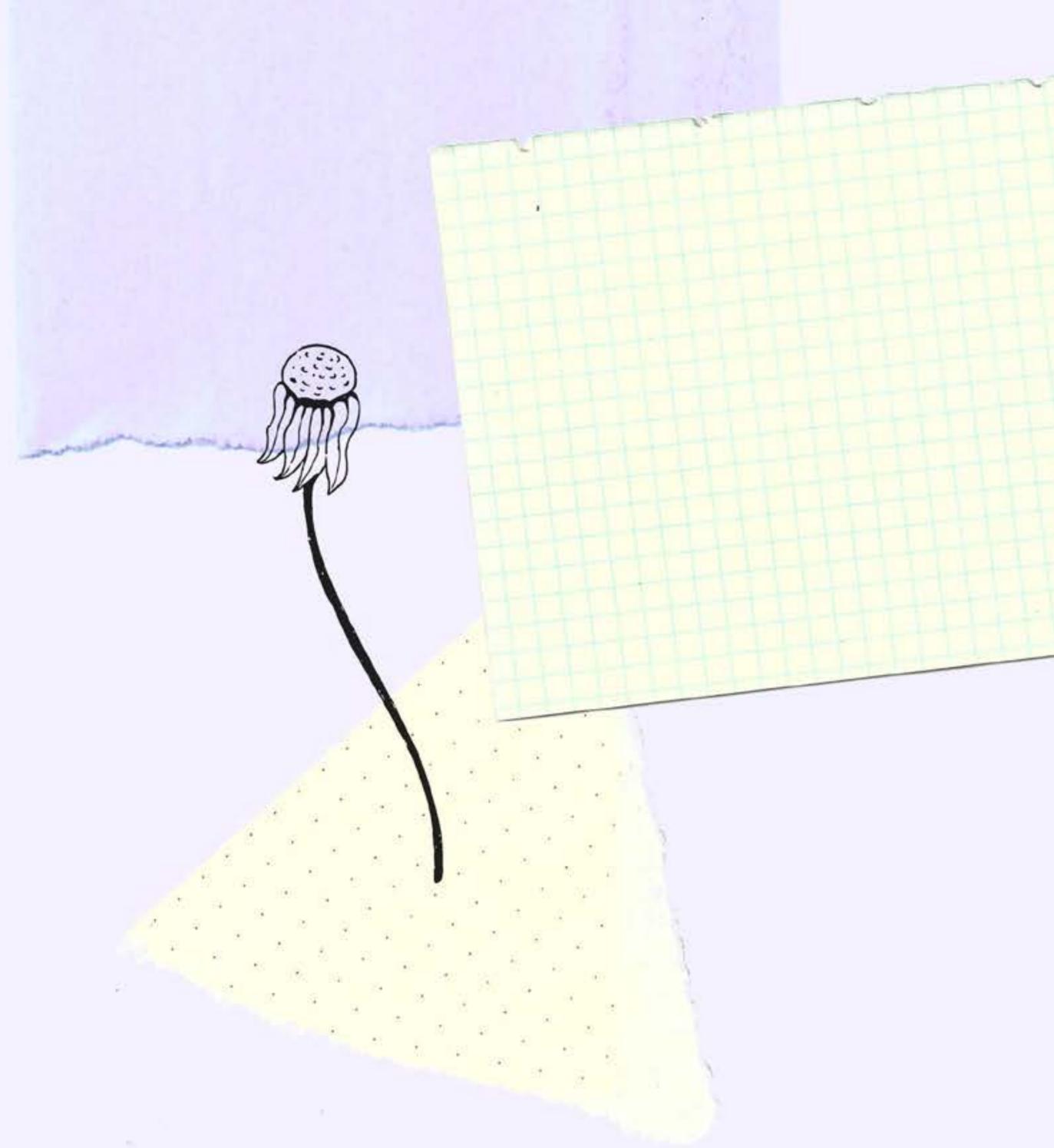
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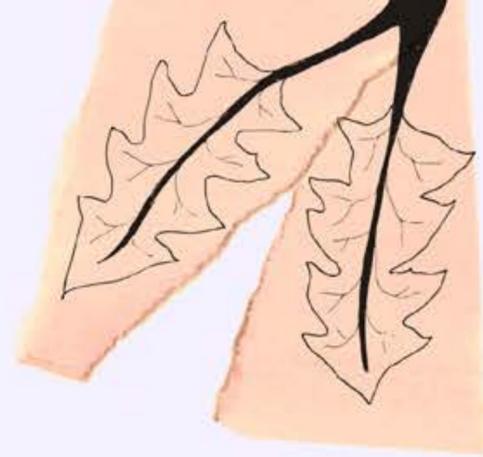
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The economic system culture-bearers and artists want is not only possible—it already exists, and can be strengthened and cultivated with intention. This system includes worker co-ops, community land trusts, concessional loans, and mutual aid networks. What do these things have in common? They all center community ownership and democratic governance for political, cultural, and economic power.¹ This emergent movement goes by many names—economic democracy, regenerative economics, community wealth, just transition, self determination, degrowth, the commons, local community economic development—but **internationally, it is known as the Social and Solidarity Economy**, or the Solidarity Economy.

ganizational forms.² The Solidarity Economy principles include cooperation, participatory democracy, intersectional equity, sustainability, and pluralism.³ Dynamic collaborations between grantmakers, government agencies, and federations of cooperatives have produced thriving Solidarity Economy ecosystems around the world⁴ with tailored tools of support, training programs, financial vehicles, and policy platforms.⁵

There is great evidence that the Solidarity Economy provides resilience amid crisis and has lasting impact, when supported as a holistic ecosystem. For example, when grantmakers support community-controlled, permanently affordable infrastructure and space they **create long-term efficiencies in their giving practices** as grantees who benefit are no longer spending large portions of their organizational overhead on rent. The East Bay Permanent Real Estate Coopera-

tive (EBPREC) centers their work in the Black Arts Community, making space affordable for generations to come. This is one of many efforts to ensure that land and infrastructure are held by communities who have been most harmed by our current systems.

Arts and culture **grantmakers are poised to strengthen and grow the Solidarity Economy** because:

- (1) philanthropy excels at building and supporting infrastructure and institutions,⁶
- (2) the main barrier for many of these Solidarity Economy entities is deliberate incubation⁷ and start-up capital,⁸
- (3) funders are seeking to learn about ways to support cooperative business structures,⁹ and

(4) artists and culture-bearers are leading this work.¹⁰

The oldest Native co-op in the country, Qualla Arts and Crafts, is led by culture-bearers. The first democratically managed investment fund in the country, the Boston Ujima Project, places BIPOC arts and cultural organizing at the heart of its work. The oldest non-extractive venture capital firm in the United States, The Working World, was started by artists. Artists in Belgium founded Smart.coop, the co-op that gives 35,000 freelancers the benefits of full-time employees (including unemployment insurance and pensions). This model—Smart.coop—is now being piloted in the United States with the US Federation of Worker Cooperatives' Guilded.

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Grantmakers can shift their grantmaking to follow the principles of the Solidarity Economy and the practices of community control and community governance that their grantees are innovating. Concretely, grantmakers can:

1) Embrace Systems-Change and Conduct a Power Analysis.

In order to embrace a systems-change mindset to support Solidarity Economies, grantmakers must get clear about the systems that they work in and want to change. This begins by learning about, acknowledging, and repairing histories of harm enacted by arts and culture institutions, as well as the root causes of cultural inequity. From here, grantmakers can identify and shift how people in the sector show up in spaces—shifting resources as well as attitudes, language, and beliefs related to benevolence,

charity, and perceived expertise. Key questions include: *Who makes the decisions? Who benefits? What else will this impact?*

2) Commit to Long-Term Work with Multi-year Grants, Loans, and Equity Investments for Solidarity Economy Institutions and Networks.

To work in true partnership, grantmakers must understand and respect the power of community-owned infrastructure as well as the legal and fiscal challenges that informal, emergent, solidarity, and cooperative institutions face. Grantmakers must commit to long-term funding that is not project based to achieve systems-change and support partnerships with hyperlocal intermediaries who have expertise and longstanding relationships with the people doing the work. Key questions include: *How can we ensure that communities of artists, culture-bearers, and*

people who have been most harmed by our current systems have community ownership? How can we not just put out the fires of the world, but build solutions that can replace the destructive systems, to create community wealth?

3) Support Collaboration, Leadership Development, and Study Groups.

To create economies of justice and solidarity, a cultural shift—unlearning hierarchy and building the capacity to collectively govern—must occur for grantmakers, intermediaries, and grantees. Shared governance requires skill sets of embodiment, listening, facilitation, collaboration, conflict transformation, and ongoing, emergent education and training. Histories of cooperation and economies rooted in cultural traditions must be re-taught and relearned. Key questions include: *What would our schools, workplaces, and*

online platforms look like if those who did the work made the decisions?

4) Advocate for Policies that Support Solidarity Economy Infrastructure.

Systems-change requires policy change that will impact generations of artists and culture-bearers. Policies that create enabling environments for Solidarity Economy infrastructure and institutes include the Cultural New Deal, increases in minimum payout rates at foundations, Cultural Community Benefits Agreements, procurement for Solidarity Economy entities, and signing on to the policy platforms of existing SE groups that are advocating for cooperatives, land trusts, time banks, and all SE entities.

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Grantmakers can support Solidarity Economy initiatives directly and also resource partners with hyperlocal expertise to include arts and culture in their work. Funders can work with culturally-grounded intermediaries and partners to facilitate resource-distribution without becoming gatekeepers or power-brokers. The Solidago Foundation believes that “the most effective philanthropy works in close partnership with groups that center people most directly impacted by structural inequities” and supports the Boston Ujima Project as both a partner *and* a grantee.¹¹ The Surdna Foundation invests in Alternate Roots and NDN Collective as both partners and beneficiaries. The NDN Fund in turn serves as an intermediary, providing millions of dollars in flexible and patient capital directly to Native Nations, businesses, and organizations. See the Action Checklist on page 13 for more.

Grantmakers can offer both grant and loan capital to Solidarity Economy entities, and

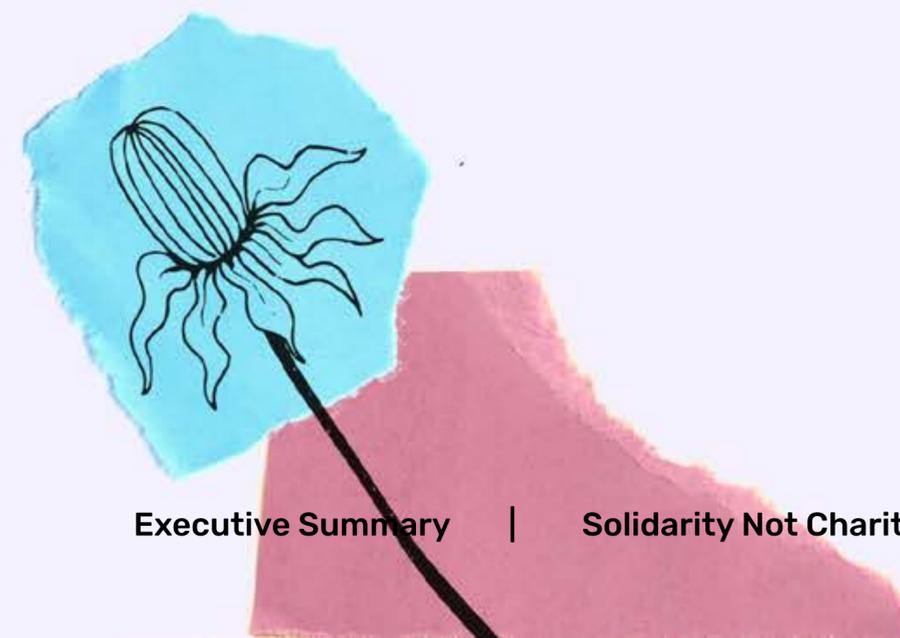
can become early investors and funders of community-chosen technical assistance providers for community-owned entities. For example, The General Service Foundation supports generative somatics, which builds collective capacities for embodied and trauma-informed leadership.¹² The Chorus Foundation funds the US Federation of Worker Cooperatives, the national grassroots membership organization for worker cooperatives that provides coaching, training, and technical assistance for cooperatives. Several members of Grantmakers in the Arts have come together to support the Center for Cultural Innovation’s *AmbitioUS* program as an intermediary that is able to open up funding beyond-501c3s and provide grants, loans, loan guarantees, investments, and recoverable grants to Solidarity Economy initiatives that intersect with arts and culture.

The Solidarity Economy is not a buzzword and must be cultivated with long-term ac-

countability to the communities that have been most harmed by our current systems of neoliberal governance, extraction, and narratives of racial difference. Grantmakers can shift their position from experts and curators to supporters and co-learners who are following the lead of Black, Indigenous, People of Color, disabled, queer, trans, and working class creative people who are building economic democracy in their communities now.

To continue the research contained in this Rapid Report, grantmakers can support further research, including (1) peer-learning for grantmakers who commit to practice solidarity in grantmaking by following the lead of those most impacted, (2) support for Solidarity Economy community-study that is already underway from Boston¹³ to St. Louis, Louisville to Oakland, and that is coordinated regionally in the South¹⁴ and in Indian Country,¹⁵ and (3) support financial and peer-governance innovations that connect hyperlocal groups such as those modeled by SeedCommons, NDN Collective, and the First People’s Fund.

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Endnotes

¹ "What is Restorative Economics?," Nwamaka Agbo Consulting, accessed February 7, 2021, <https://www.nwamakaagbo.com/restorative-economics>.

² "The Solidarity Economy," New Economy Coalition, accessed January 12, 2021, <https://neweconomy.net/solidarity-economy/>.

³ Emily Kawano and Julie Matthaei, "System Change: A Basic Primer to the Solidarity Economy," *Nonprofit Quarterly*, July 8, 2020, <https://nonprofitquarterly.org/system-change-a-basic-primer-to-the-solidarity-economy>.

⁴ In Brazil, Colombia, Italy, Luxembourg, Quebec, France, South Korea, Ecuador, Spain, Cameroon, Cape Verde, Japan, Indonesia, Japan, Malaysia, and Costa Rica.

⁵ Peter Utting, *Public Policies for Social and Solidarity Economy: Assessing Progress in Seven Countries* (Geneva: ILO, 2017), https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/publication/wcms_582778.pdf.

⁶ Arleta Little, in discussion with the authors.

⁷ Hazel Corcoran and David Wilson, *The Worker Co-operative Movements in Italy, Mondragon and France: Context, Success Factors and Lessons* (Canadian Worker Co-operative Federation, May 31, 2010), <https://community-wealth.org/sites/clone.community-wealth.org/files/downloads/paper-corcoran-wilson.pdf>; and Jessica Gordon-Nembhard, "Collective Courage in the New Normal," Kheprw Institute, May 31, 2020, video, <https://www.youtube.com/watch?v=HvMfyOPeUpM>.

⁸ Erik K. Olsen, "The Relative Survival of Worker Cooperatives

and Barriers to Their Creation," *Sharing Ownership, Profits, and Decision-Making in the 21st Century*, 14, (December 9, 2013), available at <http://community-wealth.org/sites/clone.community-wealth.org/files/downloads/article-olsen.pdf>.

⁹ Samuel Barco Serrano et al, *Financial Mechanisms for Innovative Social and Solidarity Economy Ecosystems*, (ILO, 2019), https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/publication/wcms_728367.pdf.

¹⁰ Dayna Sherman, *Building Community Wealth* (ArtPlace America, 2020), <https://www.artplaceamerica.org/view/pdf?f=public://pictures/artplacefieldscommunitywealth.pdf>.

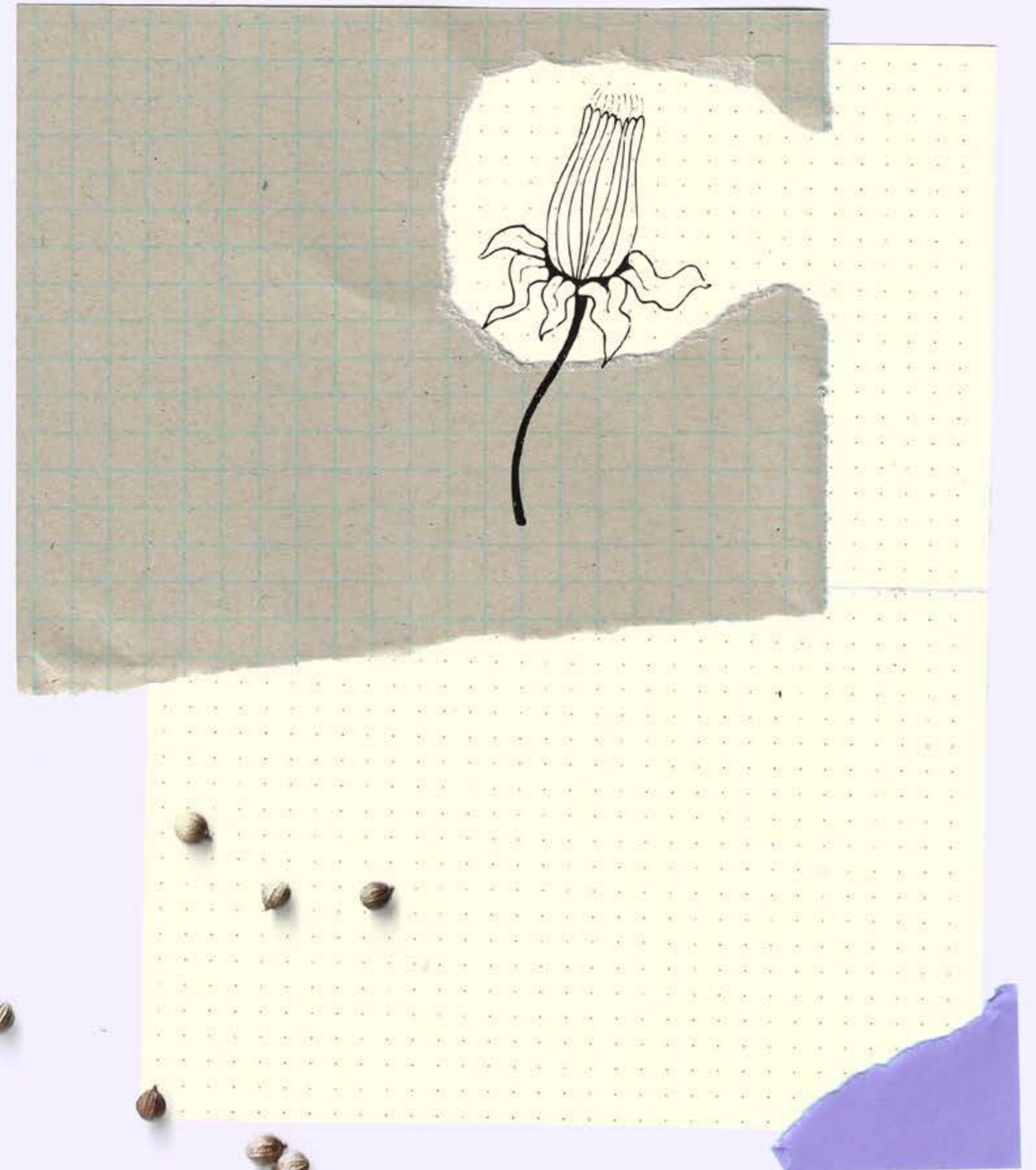
¹¹ "About Us," The Solidago Foundation, accessed February 14, 2021, <https://solidago.org/about/>.

¹² "About us," generative somatics, accessed February 14, 2021, <https://generativesomatics.org/about-us/>.

¹³ "Executive Summary," The Solidarity Economy Initiative (SEI) report 2017, accessed January 24, 2021, <https://www.solidaritymass.com/executive-summary>.

¹⁴ "Solidarity Economy in the South," Highlander Research and Education Center, accessed February 7, 2021, <https://highlandercenter.org/our-impact/solidarity-economy-in-the-south/>.

¹⁵ "Investing in Indigenous Arts Ecology, First People's Fund, accessed February 10, 2021, https://static1.squarespace.com/static/57be24e9d1758e95b6146331/t/5ac3a214352f533ad897d396/1522770485238/FPF_Investing+in+the+Indigenous+Arts+Ecology.pdf.



How to Get Started

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How to Get Started

The following tables present some of the practices and policies that arts and culture grantmakers have adopted to support Solidarity Economies. *NOTE: This list is a working document, developed in dialogue with our interviewees, and it reflects a small snapshot of the range of practices underway as of March 2021. These grantmaking practices are the result of each group's ongoing learning and shared commitment to long-term organizational transformation in the service of racial and economic justice in the sector and beyond. Practices will look different for each organization based on their culture, context, process, and desires. Add yourself to the list here: <https://art.coop/home/#action>.*

GRANTMAKERS' ROLE

Grantmakers play a role in the transformation of the sector by following the lead of BI-POC creatives who are innovating models for self-determination and community wealth. This work is part of an emergent movement in the United States that is known globally as the Solidarity Economy.

PROBLEM STATEMENT

As the cultural sector actively seeks alternatives to business-as-usual to create economic and racial justice in the sector and beyond, the main barriers for many Solidarity Economy cultural entities include (1) a lack of understanding by grantmakers of systems-change and existing power imbalances, (2) ways to support cooperative governance in the sector, (3) the best tools of support for Solidarity Economy business structures, deliberate incubation, and start-up capital, and (4) ways to change whole systems by transforming investments and endowments and advocating for systems-change policies to create a fiscal and legal environment that enables Solidarity Economy cultures to thrive.

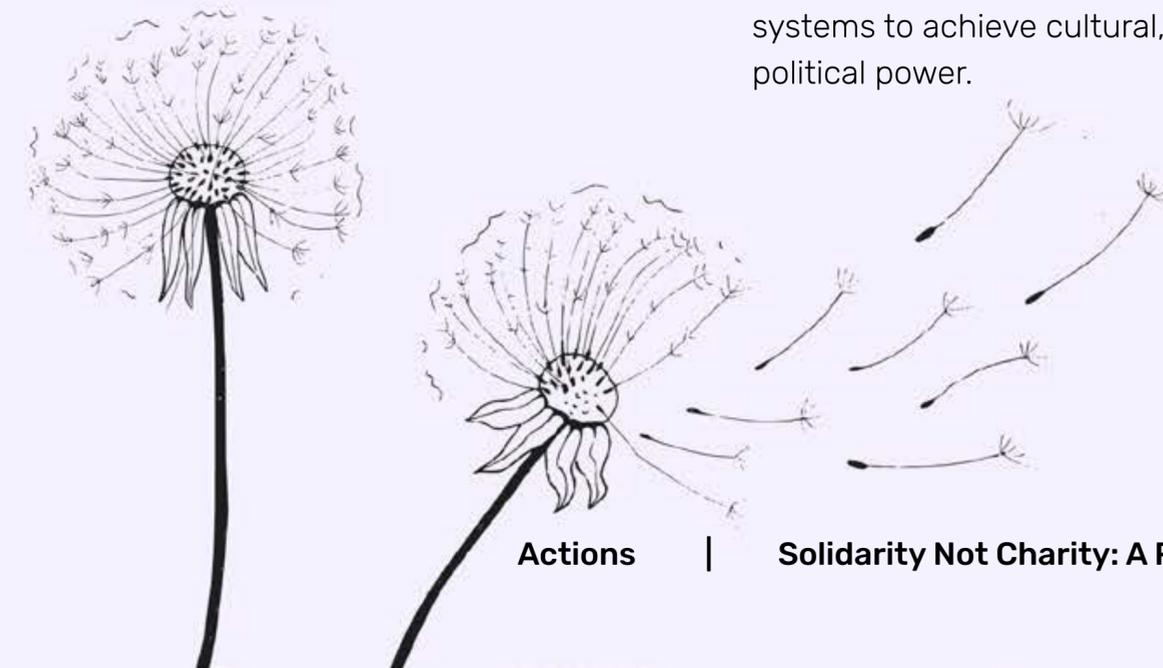
ACTIONS

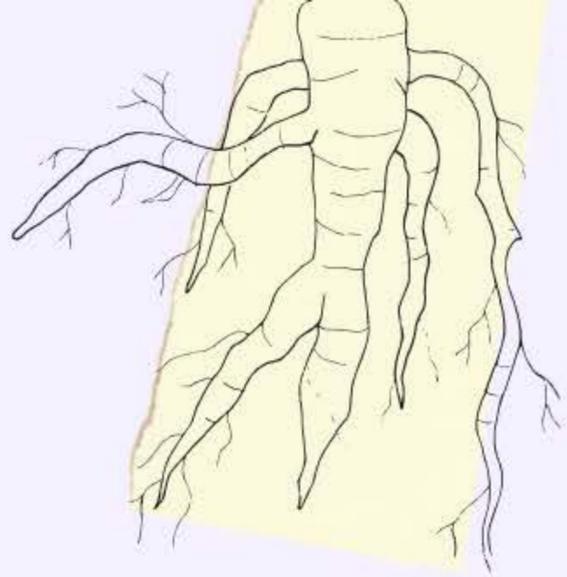
- Internal Work & Governance Shifts**
- Investment & Endowment Shifts**
- Take a Systems-Change Approach**
- Policy Advocacy**

RESULTS

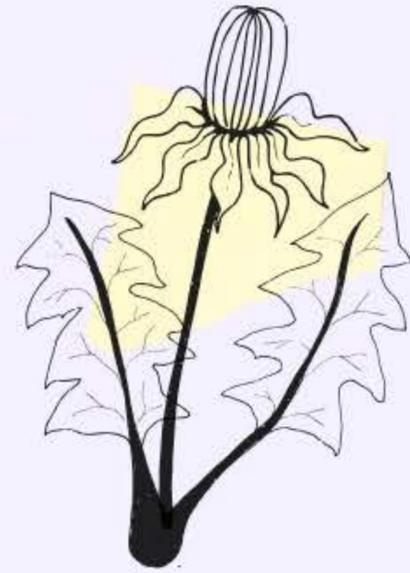
Shifts in grantmakers' mindset, practices, programs, investment/endowment, and policy advocacy to support interconnected, locally-rooted models of community ownership and democratic governance to flourish in the arts and culture sector and beyond. This repairs inequity in the sector and allows those who have been most harmed by our current systems to achieve cultural, economic, and political power.

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Internal Work



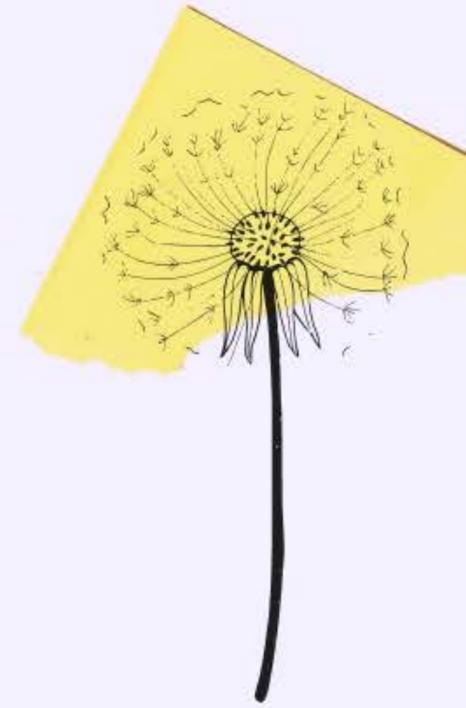
Governance Shifts



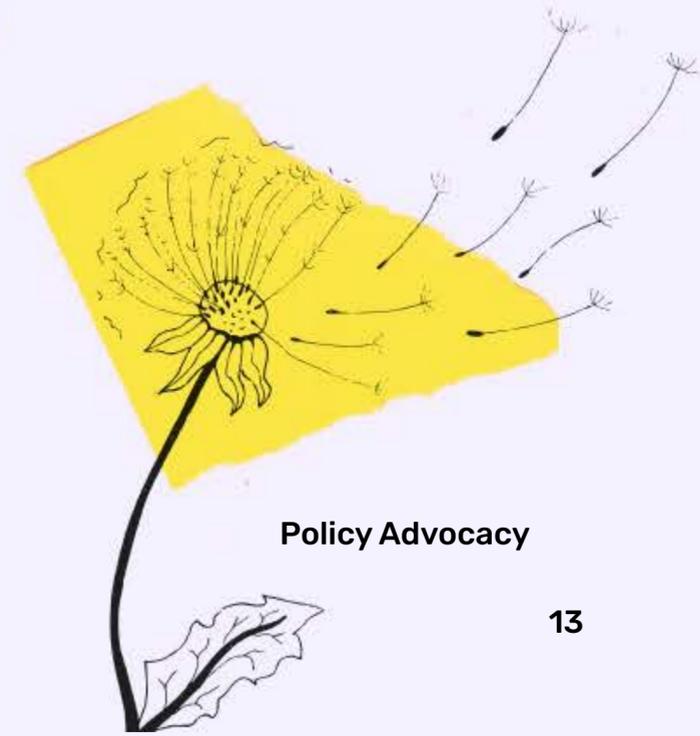
New Tools/
Types of Support



Investment/
Endowment Shifts



Take a
Systems-Change Approach



Policy Advocacy

KEY:

EXAMPLES:
colleagues doing this work

LEGAL Q&A

PRACTICE

LEARN MORE:
media about this

CONSULTANTS:
who to hire to guide this work

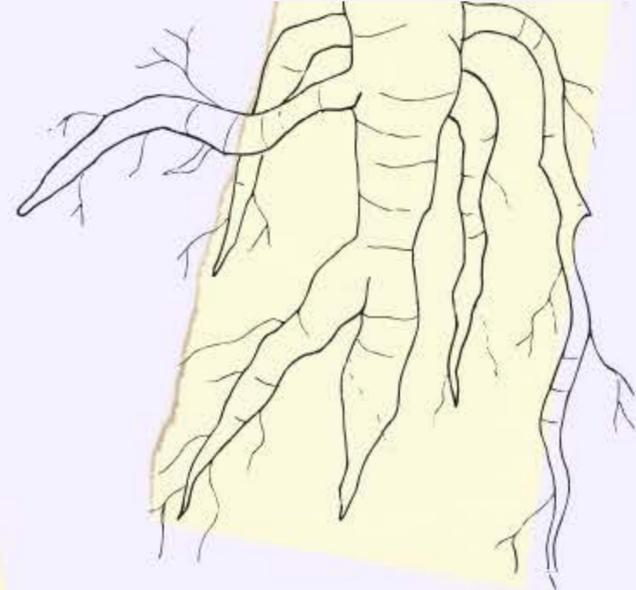
Borealis Philanthropy,
Barr Foundation,
Echoing Green,
Threewalls

Bridgespan,
Helicon

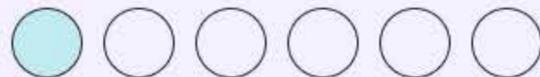
Get data about inequities in the allocation of funding in your region along racial and cultural lines. Measure your organization's prior investment in BIPOC staff and grantees: culture-bearers and culturally-grounded organizations. Set internal and external benchmarks and practices for repair.

[DataGuide](#)

Not Just Money,
Creativity Connects,
Pocket Change, Stanford
U Implicit Bias Research/
Daryn Dodson



INTERNAL WORK



KEY:

EXAMPLES:
colleagues doing
this work

LEGAL Q&A

PRACTICE

LEARN MORE:
media about
this

CONSULTANTS:
who to hire to
guide this work

Do diversity, equity, and inclusion training that is led by artists and culture-bearers.

Ford Foundation

Alice Sheppard

Hewlett Foundation, Barr
Foundation, Headwa-
ters Foundation, Swift
Foundation, Yerba Buena
Center for the Arts, Sol
Collective, Threewalls

Conduct a power analysis.

Justice Funders, Restorative
Economics, The Center for
Economic Democracy, Chorus
Foundation, Watershed Center,
Resource Generation,
Decolonial Futures, Design
Studio for Social Innovation,
It Takes Roots

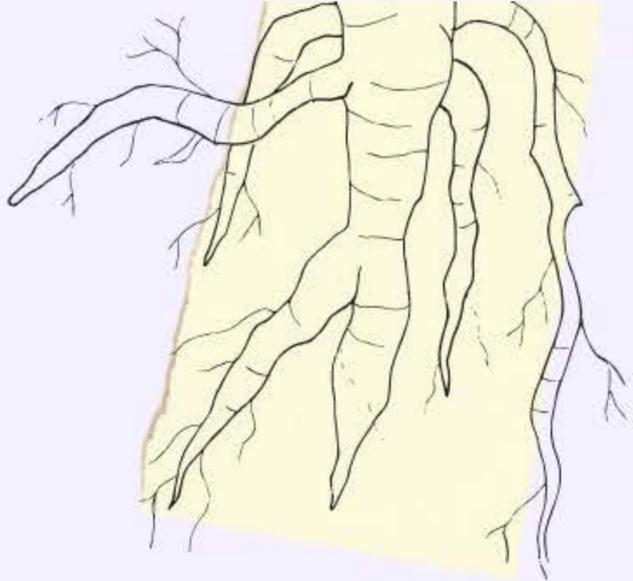
Resonance Framework

Books:
*The Revolution will not be
Funded: Beyond the Non-
Profit Industrial Complex,*
The Choir, Winners Take All,
Decolonizing Wealth,
Capital by Thomas Piketty,
*The Possessive Investment
in Whiteness*

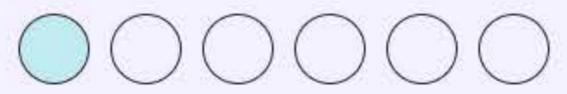
Weavers Project,
Caribbean Cultural
Center African Diaspora
Institute,
Headwaters Foundation
Giving Project

The Center for
Economic Democracy,
Justice Funders,
Resource Generation

**Join a peer network and/
or giving circle to support
ongoing transformation.**



INTERNAL WORK



KEY:



Collective Courage

SeedCommons, The Center for Economic Democracy, New Economy Coalition, Jessica Gordon Nembhard, Ed Whitfield, Nwamaka Agbo, esteban Kelly, David Bollier

Take time during the workday to educate your group (public sector workers, investment and program staff, and board members) about the Solidarity Economy and the co-ops, credit unions, land trusts, and other entities in your region.

Center for Cultural Innovation, Barr Foundation

Weavers Project

Engage in somatic and embodied leadership training that addresses social position, rank, trauma, and race.

Books: *My Grandmother's Hands*

Generative Somatics, Resmaa Menakem, Decolonial Futures

Highlander Center, Sol Collective, New Economy Coalition

Sustainable Economies Law Center

Learn about distributed leadership and worker self-managed nonprofits.

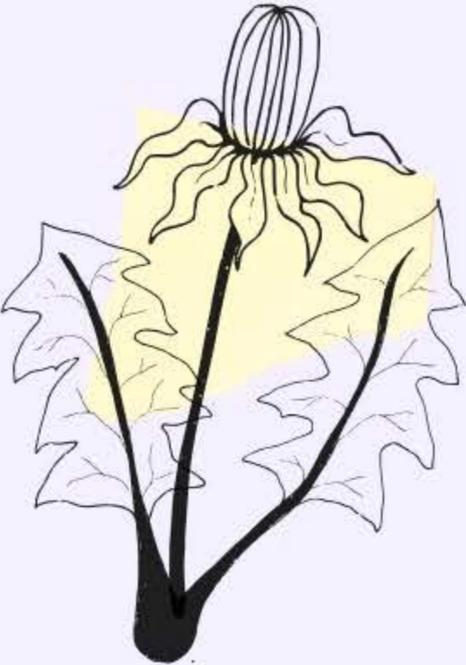
Hewlett's *Distributed Leadership* report

SELC Legal Guide

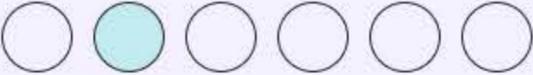
Surdna Foundation,
Hewlett Foundation,
Leeway Foundation,
Kenneth Rainin
Foundation,
CultureBank

**Conduct listening sessions
with grantees, stakeholders,
community members, and
the people most impacted by
grantmaking decisions.**

CultureBank



GOVERNANCE SHIFTS



KEY:

EXAMPLES:
colleagues doing
this work

LEGAL Q&A

PRACTICE

LEARN MORE:
media about
this

CONSULTANTS:
who to hire to
guide this work

**Engage artists and staff in
transformative justice and
conflict transformation work.**

McKnight Foundation

How to Address
Conduct Issues

**Enable arts community-led
participatory grantmaking
for public arts monies.**

SF Arts Commission

Arts Collaboratory

**Create a giving circle
or donor collaboration
that centers culture
and Solidarity Economy
work.**

Kataly Foundation,
Ujima Project,
Chordata Capital

Leeway Foundation

**Movement leaders and commu-
nity members make decisions
as non-board members or board
members.**

Leeway Foundation

**Transition from
a White-led family foundation
to a foundation led by a multi-
racial community board.**

Leeway's
Impact
Assessment

Hewlett's
Distributed
Leadership
report

SELC Legal Guide

**Practice distributed leader-
ship and/or become a worker
self-managed nonprofit.**

Highlander Center, Sol
Collective, New Economy
Coalition, Kenneth Rainin
Foundation

Sustainable Economies
Law Center

The Center for Cultural Innovation in partnership with the Barr Foundation and Hewlett Foundation, East Bay Community Foundation

Private foundations can partner with nonprofits to support individual artists.

Fund communities to own their own property.

More about supporting individual artists

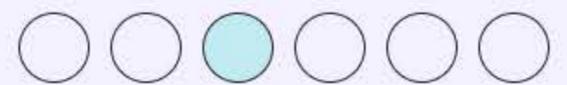


NextCityArticle, 2019; Peoples Economy

Support land bank initiatives.

East Bay Permanent Real Estate Cooperative

NEW TOOLS & TYPES OF SUPPORT



KEY:

EXAMPLES: colleagues doing this work

LEGAL Q&A

PRACTICE

LEARN MORE: media about this

CONSULTANTS: who to hire to guide this work

Law Center Mutual Aid Legal Toolkit, GIA Toolbox for Supporting Individual Artists

Foundations (partner with a non-profit to) provide fiscal sponsorship for investment cooperatives and mutual aid groups.

First Peoples Fund, Justice Funders, Sol Collective

NDN Collective, Center for Economic Democracy, Social Impact Commons, Springboard for the Arts

Offer technical assistance and support from your legal counsel to help co-ops get incorporated.

The Center for Cultural Innovation

The Sustainable Economies Law Center

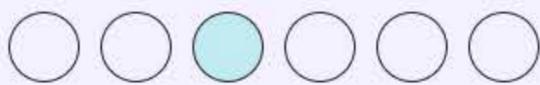
Be a guarantor for any kind of debt.

Support intergenerational land stewardship and reparations work.

Resora / New Communities, NDN Collective, Center for Heirs' Property Preservation, Ohketeau Center



NEW TOOLS & TYPES OF SUPPORT



KEY:

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who to hire to guide this work

Hali Lee, First Peoples Fund, Justice Funders, Outstanding Returns, Weavers Project

Support culturally-grounded and community-led giving circles, peer-lending, and funder collaboratives.

Asian Women Giving Circle, Buen Vivir Fund, Lunar Project, Massachusetts Solidarity Economy Initiative from the Center for Economic Democracy, Headwaters Foundation

US Federation of Worker Cooperatives, CommonFuture, Cooperative Development Institute, Springboard for the Arts, New Economy Coalition

The Center for Cultural Innovation, Barr Foundation, Hewlett Foundation

Law Center training about foundation investments

Be early investors and technical assistance providers for community-owned businesses.

First Peoples Fund, Justice Funders, Vanessa Roanhorse, Penelope Douglas

Agnes Gund

Use your assets to secure loans for BIPOC arts and culture groups. Collateralize nonprofit property and assets to help BIPOC arts and culture centers access loans at much more favorable terms than if they had applied alone.

Highlander, Center for Economic Democracy, Center for Popular Economics, Kate Poole, Esteban Kelly, Anasa Troutman, Watershed, Democracy Collaborative, US Department of Arts and Culture, Cooperative Development Institute

Support Solidarity Economy education for culture-bearers and artists to create initiatives and to support existing initiatives.

Weavers Project, Boston Ujima Project, Springboard for the Arts, Alternate Roots

Support peer-mentorship networks of grantees and culturally-grounded organizations who are working for the Solidarity Economy.

NDN Collective, Center for Economic Democracy, HowlRound, Schumacher Center for a New Economics

Alternate Roots, Intercultural Leadership Institute, Sipp Culture, Sol Collective, MyceliuYUM, Government Alliance on Race and Equity, All in Cities

DOEN Foundation, Surdna Foundation



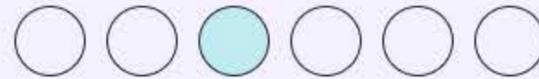
The Center for Cultural Innovation, Barr Foundation, Hewlett Foundation, Nexus Northstar Black Cooperative Fellowship

SeedCommons, ZebrasUnite, First People's Fund, Four Directions, Cooperative Development Institute, Daryn Dodson

Law Center training about foundation investments

Be early investors in cooperative financial institutions.

NEW TOOLS & TYPES OF SUPPORT



Support community currencies, local currencies, and time banks.

City employees and residents paid in local currency: Yamato, Japan; Calgary, Canada, Maricá, Brazil.

SELC legal basics of time banks

Time Banks: Boston Ujima Project

ArtBuilt

Support culturally anchoring grantees to have long-term affordable rental, to pay or buy out the mortgages, or act as guarantors to renegotiate these debts.

Kenneth Rainin Foundation, Internet Archive, ArtBuilt

KEY:

EXAMPLES: colleagues doing this work

LEGAL Q&A

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CONSULTANTS: who to hire to guide this work

Provide patient or low-interest loans that allow intermediaries, including CDFIs, to provide flexible terms to small businesses such as royalty financing and convertible notes.

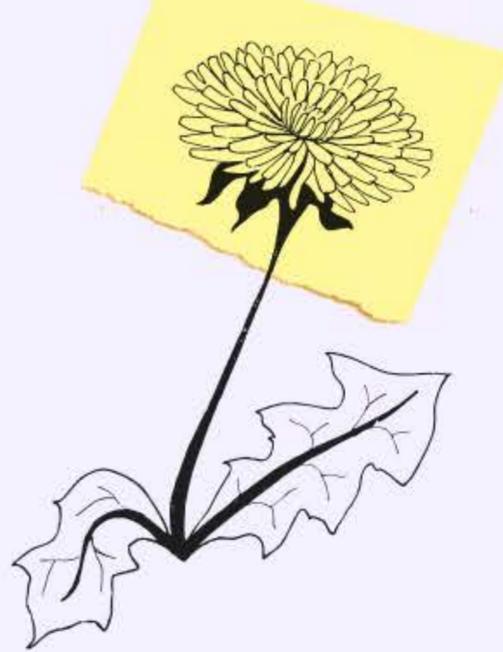
Surdna

Stanford Innovation Social Review: Building an Inclusive Economy by Supporting Entrepreneurs of Color

Kresge and Annie E. Kasey Foundation establish Invest4All & secure collaboration with Prudential

Share your investment portfolio publicly or in peer group contexts to invite opportunities for accountability and collaboration.

Swift Foundation, Kristin Hull



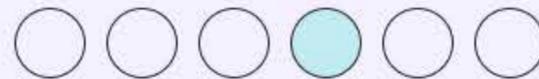
Make portfolio investments that are mission-aligned and operating in concert with grantmaking.

First Peoples Fund, Vanessa Roanhorse, Penelope Douglas, Upstart Co-Lab, SeedCommons

Law Center training about Foundation investments and the Prudent Investor Rule

Emerson Collective, Start Small, Akonadi Foundation, Blue Haven Initiative, Nia Impact Capital

INVESTMENT & ENDOWMENT SHIFTS



Revise investment policies and mission/vision/bylaws to include support for the Solidarity Economy.

Morgan Simon, Mellon Foundation, Springboard for Arts, Crosshatch

FB Heron Foundation, Swift Foundation, Schumacher Center for a New Economics, Mary Reynolds Babcock Foundation, Springboard for the Arts

Emerson Collective, Start Small, Akonadi Foundation, Blue Haven Initiative, Nia Impact Capital

Add financial and investment advisors who have knowledge and experience investing in the Solidarity Economy and culture.

KEY:

EXAMPLES: colleagues doing this work

LEGAL Q&A

PRACTICE

LEARN MORE: media about this

CONSULTANTS: who to hire to guide this work

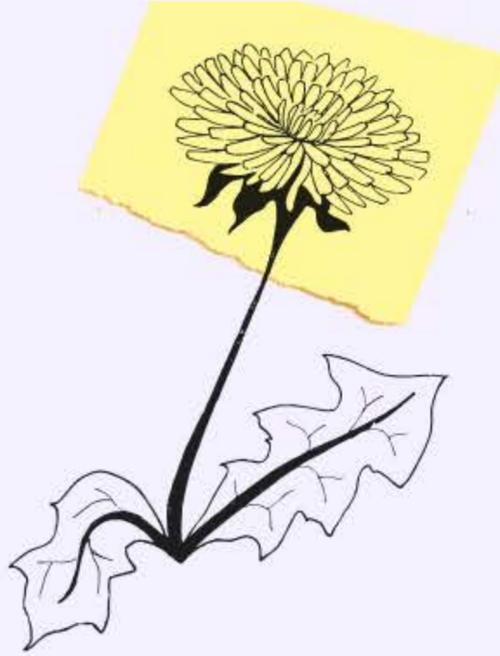
Move deposits and fixed income portions of the investment portfolio to community development financial institutions such as credit unions.

Vanessa Roanhorse, Penelope Douglas, Upstart Co-Lab, CNote

Join a peer group to continue learning about transforming finance.

Justice Funders, Transform Finance, CED Solidarity Philanthropy Learning Circle, Chordata Capital, Outstanding Returns

YOXI, Surdna Foundation, Yerba Buena Center for the Arts



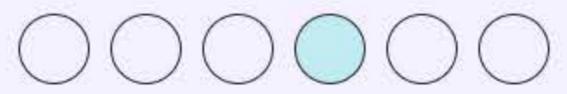
Janelle Orsi of SELC discusses this and the 5% minimum required spend rate early in this video.

Increase your "spend rate" to 10% or more or spend down the endowment.

Southern Reparations Loan Fund, Patriotic Millionaires

The Fund for Democratic Communities, Merck Foundation, Patriotic Millionaires

INVESTMENT & ENDOWMENT SHIFTS



Create donor-advised funds and partner with fund managers to establish program-specific funds to directly source, evaluate, and underwrite investments.

McKnight Foundation, Swift Foundation, Local Initiatives Support Corporation, California Public Employees Retirement System

First Peoples Fund, Vanessa Roanhorse, Penelope Douglas, Upstart Co-Lab, SeedCommons, Justice Funders

KEY:

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Law Center training about Foundation investments

Make bold investments in the Solidarity Economy.

First Peoples Fund, NDN Collective, Vanessa Roanhorse, Penelope Douglas, Upstart Co-Lab, SeedCommons, The Working World Project Equity, Daryn Dodson

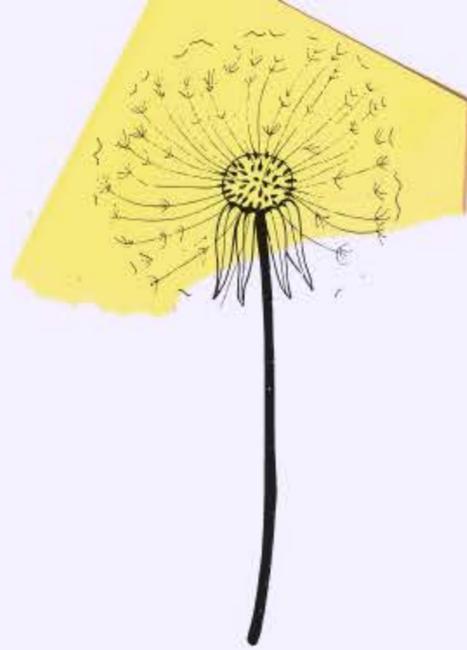
Swift Foundation, Barr Foundation, CultureBank, Buen Vivir Fund, MacKenzie Scott

Make concessionary or below market investments that support the Solidarity Economy.

Support existing business development and technical assistance providers in arts and culture to work with existing Solidarity Economy groups, and vice versa.

The Center for Cultural Innovation, Barr Foundation, Hewlett Foundation, Invest4All, Detroit Entrepreneurs of Color, Libra Foundation, EBCF, San Francisco Foundation

US Federation of Worker Cooperatives, CommonFuture, Cooperative Development Institute, Springboard for the Arts, New Economy Coalition



DOEN / ArtsCollaboratory, Kadist / AField, Lambent Foundation

Support the development of relationships and collaborations internationally with a focus on culture and the Solidarity Economy.

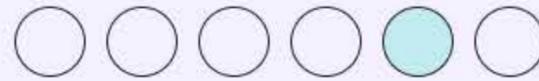
32° East | Ugandan Arts Trust

Fund communications strategy and media at Solidarity Economy institutions and networks.

Media Reparations 2070, Free-Press, Center for Urban Pedagogy

No one is doing this yet.

TAKE A SYSTEMS-CHANGE APPROACH



KEY:

EXAMPLES:
colleagues doing this work

LEGAL Q&A

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CONSULTANTS:
who to hire to guide this work

Create donor-advised funds and partner with fund managers to establish program-specific funds to directly source, evaluate and underwrite investments.

McKnight Foundation, Swift Foundation, Local Initiatives Support Corporation, California Public Employees Retirement System

Center for Economic Democracy, Surdna Foundation, NDN Collective

First Peoples Fund, Vanessa Roanhorse, Penelope Douglas, Upstart Co-Lab, SeedCommons, Justice Funders

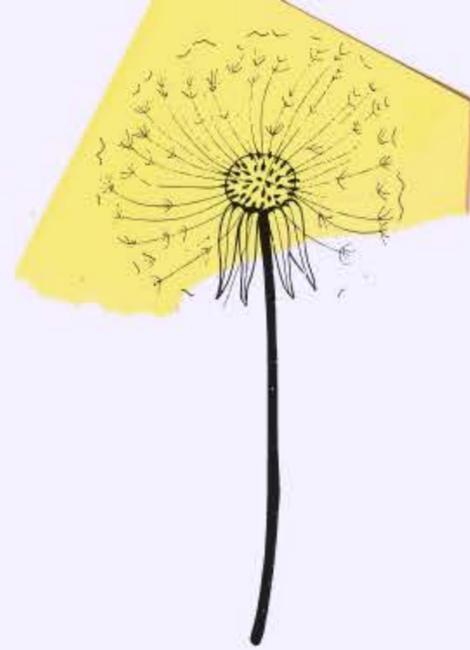
Support the development of relationships and collaborations between strong regional networks with a focus on culture and the Solidarity Economy.

See the list of interviewees for this report and the consultants in this spreadsheet.

Invest with BIPOC financial partners—even at investment firms without a stated commitment to investing in BIPOC—evidence suggests venture capital firms led by BIPOC are also more likely to support investees or communities of color.

Mission Investors Exchange

Stanford Social Innovation Review

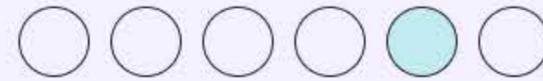


The Center for Economic Democracy, Jessica Gordon Nembhard, Anasa Troutman, Weavers Project, USWFC

Fund permanent research centers for Solidarity Economy and culture

No one is doing this yet.

TAKE A SYSTEMS-CHANGE APPROACH



KEY:

EXAMPLES: colleagues doing this work

LEGAL Q&A

PRACTICE

LEARN MORE: media about this

CONSULTANTS: who to hire to guide this work

Convene the next generation of public sector workers with culturally-grounded organizations, artists, and culture-bearers.

Regional Offices of Cultural Affairs, Intercultural Leadership Institute, USWFC, New Economy Coalition, CommonFuture, SeedCommons, Mayors for Guaranteed Income, Government Alliance on Race and Equity, All in Cities

No one is doing this yet. Consider DAWI's Seed Fellowship as a model, shifting the focus to arts and culture.

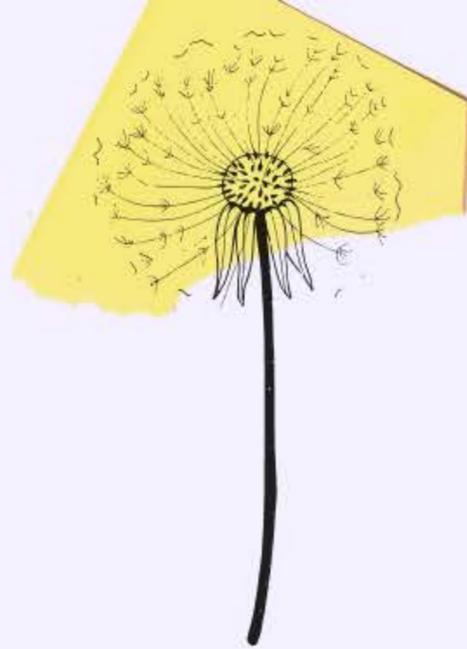
Work to reach outside of your network because evidence suggests people tend to build networks within their race or ethnicity.

Mission Investors Exchange

Stanford Social Innovation Review

List of Investment Funds, Advisors, and Accelerators Led by BIPOC Folx
25+ Black VCs

Cooperative Development Institute



Support cross-sector collaborations and supply-chains and technical assistance for culture and Solidarity Economy.

No one is doing this yet.

Convene Solidarity Economy lawyers and financial innovators and center culture-bearers, artists, and culturally-grounded organizations.

Sustainable Economies Law Center, USFWC, SeedCommons, ZebrasUnite

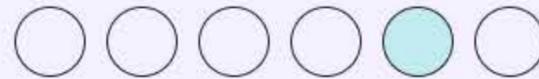
No one is doing this yet.

TAKE A SYSTEMS-CHANGE APPROACH

Surdna, McKnight

Create culture and economic justice portfolios; reward collaboration across culture and economic justice portfolios.

AmbitioUS, Intercultural Leadership Institute, Highlander, NDN Collective



KEY:

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SELIC presentation on Legal and Strategic Frontiers of Foundation Investments (begin at slide 65)

Transform due diligence processes to include and account for three additional questions: Does it spread power? Does it spread wealth? Does it root community wealth and power?

SELIC Legal Frontiers and Foundation Investments Training Video

Janelle Orsi Chapter on Commons Based Legal Structures

Sustainable Economies Law Center

Map

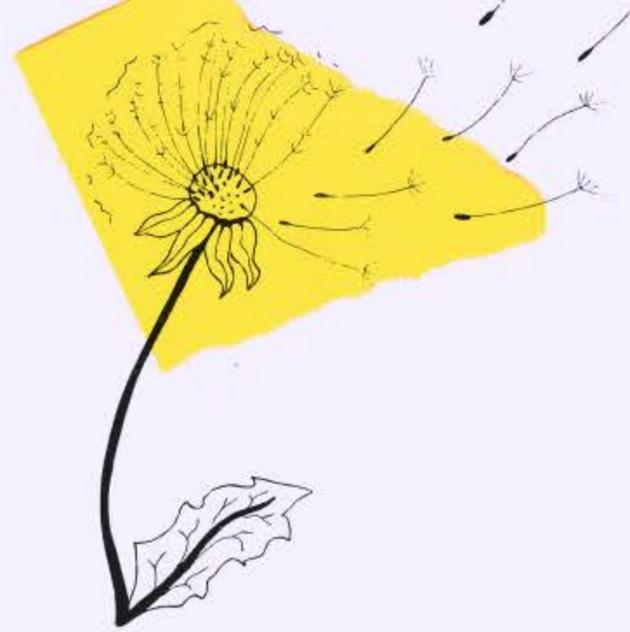
Bank at Black-owned banks.

Mission Investors Exchange

Prudential Financial, Winthrop Rockefeller Foundation

Support the Cultural New Deal and People's Works Progress Administration.

Caribbean Cultural Center African Diaspora Institute, Center for Cultural Power, US Department of Arts and Culture

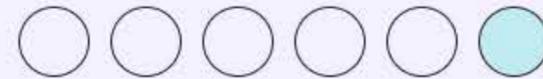


Support public procurement from Solidarity Economy entities; hire artists and culture-bearers as full-time employees.

Rachel Chanoff and THE OFFICE, Springboard for the Arts, San Francisco Creative Corps

Yerba Buena Center for the Arts, ASU/National Accelerator, Policy Link

POLICY ADVOCACY



Advocate for guaranteed basic income.

PolicyLink, Demos, Mayors for Guaranteed Income

Center for Guaranteed Income Research at UPenn

San Francisco Foundation, Yerba Buena Center for the Arts, St. Paul Foundation, Springboard for the Arts

KEY:

EXAMPLES: colleagues doing this work

LEGAL Q&A

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LEARN MORE: media about this

CONSULTANTS: who to hire to guide this work

Report

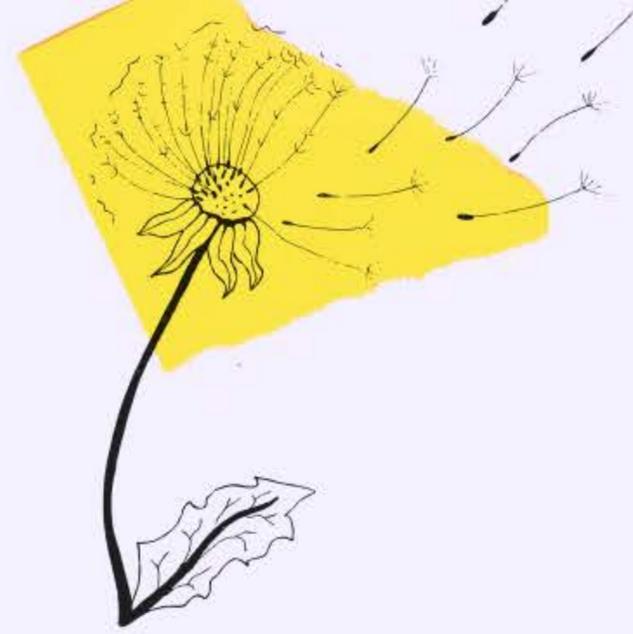
Center culture in community benefit agreements.

NDN Collective, Aliento, Reyna Montoya, National Accelerator for Cultural Innovation, Estrella Esquiín, Gabriela Muñoz, Jen Cole

Support artists, culture-bearers, and cooperative and solidarity entrepreneurship programs in public education and in the Workforce Innovation and Opportunity Act.

Aliento, Reyna Montoya, National Accelerator for Cultural Innovation, Estrella Esquilín, Gabriela Muñoz, Jen Cole, Government Alliance on Race and Equity, All in Cities

Juxtaposition Arts, Appalshop

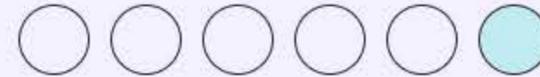


Aliento, Reyna Montoya, NALAC, National Accelerator for Cultural Innovation, Estrella Esquilín, Gabriela Muñoz, Jen Cole, Caribbean Cultural Center African Diaspora Institute, Center for Cultural Power, US Department of Arts and Culture, Alternate Roots, Intercultural Leadership Institute, Smart Cities, First People's Fund, Lauren Ruffin, Government Alliance on Race and Equity, All in Cities

Support peer-to-peer policy exchange.

SF Arts Coalition

POLICY ADVOCACY



Expand the Community Reinvestment Act.

Federal Reserve Community Reinvestment Act

NCRC

National Community Reinvestment Coalition

US Federation of Worker Cooperatives, New Economy Coalition, Democracy at Work Institute, National Cooperative Business Association, Greenworker Cooperatives, American Sustainable Business Council, Cooperative Development Institute

Borealis

Support the organizations that are already doing Solidarity Economy and co-op policy advocacy.

Advocate for increased minimum payout rates.

Justice Funders

KEY:

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LEGAL Q&A

PRACTICE

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