



RACIAL FAIRNESS AMERICA

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What's the Role of People of Color?

People of Color decide what happens to donations from white folks. This is one of the main distinctions of this anti-racist endeavor. Though the original idea came from a couple of white people, and white people are present but generally not dominant in management (see below), white people have *no voice* in how resources collected by them are distributed. That's the job, and the privilege, of People of Color who make up the local Distribution Committee.

How could it be otherwise – except that it almost always has been and almost always still is otherwise? But white people just aren't qualified to make these decisions, since they don't experience personally what People of Color experience, and “knowing about it” just doesn't cut it.¹

So how does this actually work? All of the collection and distribution goes on in our [local affiliates](#), not with RFA, Inc. whose website you're reading. White people go out and, more or less, preach to other white people wherever they can be found, getting them to contribute financial and physical goods as well as donations of time and skill. Each such donation is posted to a place that organizations representing and/or serving People of Color can also tap into. They can look for things that help them, their projects, and the people in their communities, and request those resources from the Distribution Committee. They can also request things that they're not seeing, and white volunteers will then try to find them.

What role do People of Color have in management?

Locally: The color of the management team will depend on the locality. We hope that People of Color will constitute half of each local Board of Directors, half or more of the Advisory Board, and 100% of the Distribution Committee that's responsible for monitoring and, when necessary, modifying where resources are going. In addition, 100% (or close to it) of the benefits will go to People of Color. People of Color will also preferentially be hired as paid employees to the extent allowed by law.

Nationally: Here, too, People of Color should compose about half, but not less than half, of all decision-making bodies (though no, we're not there yet), and probably well more than half of the Advisory Board.

¹ See our pages on [White Saviorism](#)