



# RACIAL FAIRNESS AMERICA

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## What's the Role of white people?

**White people are donors.** The majority of white populace in the territory of a local affiliate are potential donors. Wealthy and not-so-much. Young and old. The healthy and not as healthy; individuals and families; white-controlled businesses and institutions.

Of course, we don't want to solicit donations from people who simply have nothing to give, or those who already give all they can to people or organizations other than us. We do not want to interfere with the fundraising of other groups, especially other groups serving People of Color. But if they have more to give to support *our* cause, we will gladly accept it.

We also realize that in almost any given locality, there are people who will not donate to *any* cause, simply because they're not the giving kind. There are others who *will* give, but not for an anti-racist cause. That's just how it is, though we hope some of those people can change.

**White people are collectors.** Little of this will come easy. Most white people, if they give, will do so because they were asked and then persuaded to give. Eventually, a lot of that will come from word of mouth, but white volunteers for local affiliates will mostly have to go out and expand the consciousness of other white people about systemic racism and its impact. They will need to explain how that unfairness has favored white people generation after generation. And they will have to ask what each white person can do to help make things fairer. And how, more specifically, contributing cash or goods or time or talent to Racial Fairness affiliates will take us another step in that direction.

## What's white people's role in management?

**Locally:** White people should compose about half of all decision-making bodies (except the local Distribution Committees, which should be entirely People of Color). They should be doing virtually all the fundraising and other outreach, generally on a *volunteer* basis. A local area that is almost totally white should usually team up with a majority-minority area, but still maintain these ratios overall.

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