



RACIAL FAIRNESS AMERICA

[Home](#) [About](#) [Services](#) [Racial Fairness](#) [Local Affiliates](#) [Contact](#)

Who's in Charge?

We want to practice what we preach. People of all colors and cultures should be involved up and down the organization, whether it's the national organization or one of the local affiliates. These goals may or may not be met right off the bat, but if not, then remedying this should be a priority during the start-up phase.

The specific question here, though, is about leadership. Ideally, the leadership team (Board of Directors and Advisory Board) should be multi-racial and multi-cultural.

On the Board of Directors, which has ultimate power in each organization, we seek an approximate 50/50 split between white leaders and leaders from other groups. This is because the Racial Fairness Project is mostly aiming to accomplish two large, complex tasks: (1) collect significant resources from the white communities in the area, and (2) distribute these resources appropriately to communities of People of Color who can put them to good use.

Though all races and ethnic groups are fundamentally equal by nature, each one knows itself better than others know it. So it makes sense to us that white people are primarily responsible for collecting the resources from other white people, and People of Color are fully responsible for allocating those resources to worthy groups and activities in their own locality. The management team should be constructed in a way that both parts of the mission get all needed support and advice from management. At the same time, these two sub-missions require mutual knowledge of and cooperation with one another. So the management team must not just represent people of different colors, but be truly integrated. Each member of the team should be tuned into all parts of the organization and be poised to help make the parts work together in harmony.

Also see our pages on the [role of white people](#) and the [role of People of Color](#).

Do You want a management role?

Whatever your race or color, whatever your cultural background or primary language, you have a point of view that probably represents a lot of other people. This means you might be able to make an important contribution on a local team, or perhaps on the national one (Racial Fairness America). If you'd like to find out more, contact us.