



Your Journey Begins



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Why Donors of Color?

The majority of resources funding racial justice work are controlled by donors who do not come from communities most directly impacted by injustice or share the experiences that these organizations are fighting against. Mainstream philanthropy, predominantly led by white voices, lacks a strategic approach to engage affluent donors of color ready to champion racial justice causes.

This lack of engagement from traditional philanthropy deprives wealthy donors of color of the platform and opportunities for meaningful cross-racial solidarity and cross-class collaboration. There are more than 1.32 million people of color with assets of upwards of \$1 million. These people represent a significant source of power and influence who can support racial justice work. These donors can provide financial resources, and their knowledge, lived experience, and relationships are invaluable. Yet, they remain largely untapped or underutilized in the urgent fight against racial hierarchies and the need for equitable resource allocation.

Donors of color are motivated to support racial equity and justice, and Donors of Color Network is unifying them in their giving.

Our mission entails the transformation of wealthy donors of color into a potent philanthropic force for racial justice. We seek to empower our members by aligning their knowledge, relationships, and resources. We will establish a new majority power dedicated to dismantling racial injustice and reshaping the trajectory of the existing societal systems.

Our History



Donors of Color Network started in 2019 as a research project spearheaded by three brilliant women of color. Our founders, Ashindi Maxton, Hali Lee, and the late Urvashi Vaid, sought to better understand the philanthropic needs and interests of wealthy donors of color.

The initial research project made way for a dawning realization. High net wealth donors of color hold the power to be a transformative force for change—if they organize and work in solidarity.

Thus, the DOCN member network was formed. DOCN is composed of powerful BIPOC philanthropists who use their wealth and influence to advance racial justice and shift the center of gravity in philanthropy toward opportunity for all people.



Our Vision

We envision a just and equitable future where Black, Indigenous, and all communities of color can thrive fully in a joyful society free from violence and systemic racism.



Our Mission

We are building the collective power of donors of color to advance racial justice through cross-racial solidarity and multiracial giving.

Values and Organizing Principles

Our Values



Joy is a vibrant demonstration of our resistance to the world's racial inequities. We center joy in every experience we create and conversation we have.



Community is the heart of what we do. We're building a thriving community for donors of color to celebrate their unique and diverse experiences while united by a shared mission of using their influence to advance racial justice.



Solidarity is the only way to accomplish our goals. We have the honor of bringing together donors of color, foundations, and movement leaders to work in solidarity and catalyze systemic change.



Transformative power lies in our experiences, connections, resources, and wealth. By channeling the collective power of our network into values-aligned movements, we can shift the center of gravity in philanthropy toward racial justice.

Our Organizing Principles

As a cross-racial coalition of donors and activists, DOCN has countless lessons to learn from communities all over the world. A cross-racial coalition is not simply made up of distinct racial communities organizing alongside each other. Rather, cross-racial alliances require deep collaboration. We will succeed because our members understand that our successes are shared successes, just as our setbacks are shared as well. With a membership consisting of high net wealth people of color, cross-class solidarity with our partners in the racial justice movement is paramount. Our shared and varying experiences can inform what we are able to contribute in the fight to achieve racial justice. However, moving in solidarity means that we are doing the work together.

Accomplishments to Date

A Funding Ecosystem that Increases Money to BIPOC Power Building

Influenced \$144M+ to BIPOC Power Building through national campaigns, pooled, and aligned funding

Climate Funders Justice Pledge

The nation's largest climate funders are challenged to give at least 30% of their climate funding to the BIPOC-led power building groups who are the most successful in fighting the climate crisis.

To date, CFJP has secured pledges from 33 climate funders and established a baseline of over \$135 million in new funding to support Black, Indigenous, and People of Color (BIPOC)-led climate justice groups.

Power Fund

DOCN distributed well-researched grants from a pooled fund of member contributions, giving members the opportunity to give to recommended projects. Guided by movement member expertise, members gave over \$2 million in direct grants to 15 organizations.

Solidarity is Power

Solidarity Is Power (SIP) is a multi-strategy campaign featuring a curated list of recommended racial justice organizations across 50 states working on power building strategies in Black, Latino, Asian American, and Native American communities.

Through the Pooled Fund, donors have contributed over \$600,000 to support racial justice.

Aligned Giving

As a learning and strategy center, Donors of Color Network has supported our members in over \$20 million in giving.

Our Key Priorities



Priority One

Business Continuity

Raise and maintain an annual budget of \$5 million (operations) to support the alignment and implementation of the membership model as well as the internal capacity investments needed to absorb and influence funding dedicated to multiracial power building.



Priority Two

Member Recruitment, Development, & Retention

Donors and staff will develop, test, and invest in donor leadership, including an annual recruitment target of at least 40 people (50% attrition) in strategic centers of power (geography and industries) as well as the capacity building and roll out of cross-sector messaging and awareness-raising campaigns focused on cross-racial solidarity and multiracial power building.





Priority Three

Member Engagement and Education

Develop a donor organizing and political education program that affirms the learnings from people of color-led cross-racial solidarity efforts. Establish a culture among staff and donors that reflects cross-racial, cross-class solidarity. These tenets of organizational culture will be grounded in norms and practices that align with our inclusion principles and best practices from our donor community.



Priority Four

Catalytic Giving

Catalyze the field of cross-racial solidarity funding through giving experiments – advocacy campaigns or catalytic giving – that seed investment in funding emerging organizations/projects focused on racial justice and closing the wealth gap across all issue sectors.



Priority Five

Leadership and Philanthropic Advocacy

Use power-mapping and partner engagement to advance network members' ability to use the lessons learned from DOCN experiments and strategies to build power across mainstream philanthropy.



Priority Six

Blueprint for Donors of Color

Launch a national multiracial funding network and publication that amplifies the strategic insights from DOCN members, inspires the broad support of BIPOC-led organizations, and increases strategic collaboration and funding from values-aligned donors of color and philanthropic partners.

Our Strategic Objective

Donors of Color Network and Donors of Color Action will be the leading learning, strategy, and power building center for donors of color committed to racial justice, cross-racial solidarity, and multiracial giving.

There's an assumption that moving money just happens, that it is easy to do. But it's not. There's an infrastructure and bureaucracy behind philanthropy that is complicated and upholds systemic racism, oftentimes by design.

DOCN serves to make donors of color more strategic and knowledgeable in their giving.

This will make philanthropy more accountable to people of color, increasing access to resources and support for people of color-led movements.





Together, we will build a strategic race-class giving framework rooted in **cross-racial solidarity that **transforms philanthropy** and builds a **values-aligned community** of wealthy people of color **alongside** BIPOC-led movement organizations.**

Strategies for Building Power

DOCN is a cross-racial community working to build, grow, and educate our membership. Over the next five years members will have the opportunity to engage in three power building strategies.



Education —○ DOCN's education program grounds donors, staff, and stakeholders in a shared understanding of the systemic forces at play that require us to organize, informs donors of the varied roles that constituencies play in a power building strategy, and unpacks their relationship to BIPOC movements that are at the sharpest intersection of injustice and oppression, including a race-class analysis.

Take Action —○ By using their influence and resources, DOCN members will take action through catalytic giving experiments and advocacy campaigns designed to push other donors and mainstream philanthropy to properly invest in racial justice groups.

Be the Blueprint —○ If we do not tell the story of what donors of color are able to accomplish, then we will not be able to influence the field. We will use the lessons learned from all of our initiatives and disseminate the strategic insights from DOCN members. This will inspire broad support of community-led racial justice organizations, and increase strategic collaboration and funding from values-aligned donors of color and philanthropic partners.

Member Benefits



Learning opportunities to build your knowledge and inform your giving strategy. Online and in-person programming that gives members opportunities to connect with each other and DOCN staff has been a core aspect of DOCN since its inception. This programming helps you build trust and a better understanding of how we can come together for collective action.

Convening opportunities to meet and align on strategy. You want a community that you trust, and turn to for advice and support. As a DOCN member, you will be connected with values-aligned donors and partners. In this community of donors, you will have the challenging, yet rewarding experience of working and organizing cross-racially to build solidarity and power while elevating your giving strategy alongside your peers. The community connections that DOCN fosters also allow donors to directly connect to the causes they care about most.

Curated giving opportunities help you **resource movements** that have been locked out of traditional philanthropy funds for a variety of reasons such as access, competitive funding for racial justice, bureaucracy, and more. DOCN builds catalytic giving strategies that can be a model for others in philanthropy.

Facilitating your leadership development to help you and your DOCN peers channel collective power building strategies to support racial justice. You will have the opportunity to further your journey as a philanthropic leader.

Groundbreaking Research

Portrait Report

One of DOCN's first major projects was *Philanthropy Always Sounds Like Someone Else: A Portrait Of High Net Worth Donors Of Color*, also known as the Portrait Report. The Portrait Report is a qualitative analysis of interviews with 113 high net wealth Black, Indigenous, and People of Color (BIPOC) donors, conducted over three years in ten cities across the U.S.

This, to our knowledge, is the largest qualitative research project of HNW people of color ever reported in philanthropic literature. Before the Portrait Report, there was little data on high net wealth people of color. This is partly due to an assumption that this demographic of givers did not exist in high numbers and partly due to the failure of donor networks to reach out to their donors of color and learn from their experiences.

The findings of the Portrait Report made one thing clear: Outside of DOCN, there is no other network that has a critical mass of donors of color. Since 2022, DOCN has taken *Philanthropy Always Sounds Like Someone Else: A Portrait of High Net Worth Donors of Color* on the road, holding events in Atlanta, San Francisco, New York, and more.



HIGHLIGHTS

These events are intended to gather donors of color, both members and nonmembers, to engage in substantive conversations about their giving and the importance of donor organizing.

The positive reception has included media attention, partnership opportunities, and ongoing invitations to speak publicly about the research.



Associated Press:

How Racism Still Affects Millionaire Donors of Color: Report



Fast Company:

Corporate Boards and Financial Planners are Overwhelmingly White. It's Time to Change That.

"Donors of color have the power to shake up the world of philanthropy and fix the broken institutions preventing our country's growth."



Forbes:

How High Net Worth Donors of Color are Changing Lives

"These donors are determined to have an impact on communities of color and to make substantive change in the world."



Convening Donors of Color

Connect + Reflect

The stories and analysis that came out of the Portrait Report inspired DOCN founders to bring together interviewees, organizers, funders, and strategists who were featured and inspired by the Portrait Report to expand connections in the BIPOC funding space. DOCN hosted its first annual retreat in New Mexico on the Acoma Pueblo at Tamaya in February 2019. In 2022, we returned to Tamaya for the first time since the pandemic and have carried on the tradition, evolving the convening into membership retreats in Atlanta, Tacoma, and in 2025, Houston, Texas.

What was originally envisioned as a simple meeting of the minds, became a cherished tradition for the network and sought-after gathering space within philanthropy. Connect + Reflect offers opportunities to build new and strengthen familiar relationships with donors invested in ensuring philanthropy centers the experiences of people of color, drives systems change, and advances racial equity.

It's a unique opportunity for participants to share their stories as donors of color and to build cross-racial connections that amplify their individual giving impact, all while challenging the legacy of philanthropy that ignores their influence, perspectives, and contributions. The Connect + Reflect retreat gives current members an opportunity to welcome new members and build collective power among people of color to catalyze racial equity and change.



Create the Blueprint

At DOCN, we are organizing a network of members that will become the blueprint for donors who aim to support the racial justice movement. Our mission entails the transformation of wealthy donors of color into a potent philanthropic force for racial justice.

Create the Blueprint is an annual members-only strategy session and a space for donors to roll up their sleeves and align their knowledge, networks, and resources. If you have ever asked yourself “what can I do as a donor?”, this is the space to answer that question.

At the end of this retreat, members can expect to walk away with a strengthened understanding of how they can use their influence and power to advance racial justice through donor organizing, cross-racial solidarity, and multiracial giving.

The strategic insights that come out of this session will inspire the broad support of BIPOC-led organizations, increasing strategic collaboration and funding from values-aligned donors and philanthropic partners.

Create the Blueprint is designed to encourage our members to take a deeper look at their resources, financial and otherwise, to fully understand their potential impact in supporting racial justice.



Holding Philanthropy Accountable

Climate Funders Justice Pledge

Developed in collaboration with movement leaders and networks, the Climate Funders Justice Pledge (CFJP) shifts the center of gravity in philanthropy towards racial and economic justice. The nation's largest climate funders are challenged to commit publicly to greater transparency and give at least 30% of their climate funding to the BIPOC-led power building groups who are the most successful in fighting the climate crisis.

To date, CFJP has secured pledges from 37 climate funders, 12 of which are the top 40 funders in the nation, including John D. and Catherine T. MacArthur Foundation, William and Flora Hewlett Foundation, Rockefeller Brothers Fund, and The David and Lucile Packard Foundation.

The pledge has also identified and established over a \$135 million new funding baseline for Black, Indigenous, and People of Color (BIPOC)-led climate justice groups.

CFJP was launched in February of 2021, and despite insurrection, impeachment, and inauguration capturing the headlines in the first year, the Pledge has gotten media coverage across various local and national publications. It has been covered in publications such as NPR, Axios, Volts, Associated Press, Forbes, and GreenBiz. CFJP was also awarded by March on Washington Film Festival for outstanding racial justice advocacy.

The scale of this work was only possible because of a collective organizing effort. There is a shared sense of urgency to change the climate funding landscape and Donors of Color Network's community is uniquely positioned to change how philanthropy battles the climate crisis.



Axios:
**BIPOC-Led Climate
Groups Get Bigger
Funding Boost**



NPR:
**Understanding the
Link Between Racial Justice
and the Fight Against
Climate Change**



Forbes:
**Why Is The Climate Movement
Failing? The Donors Of Color
Network Has Some Fresh Ideas
For Funders**

Supporting Racial Justice Movements

Solidarity is Power

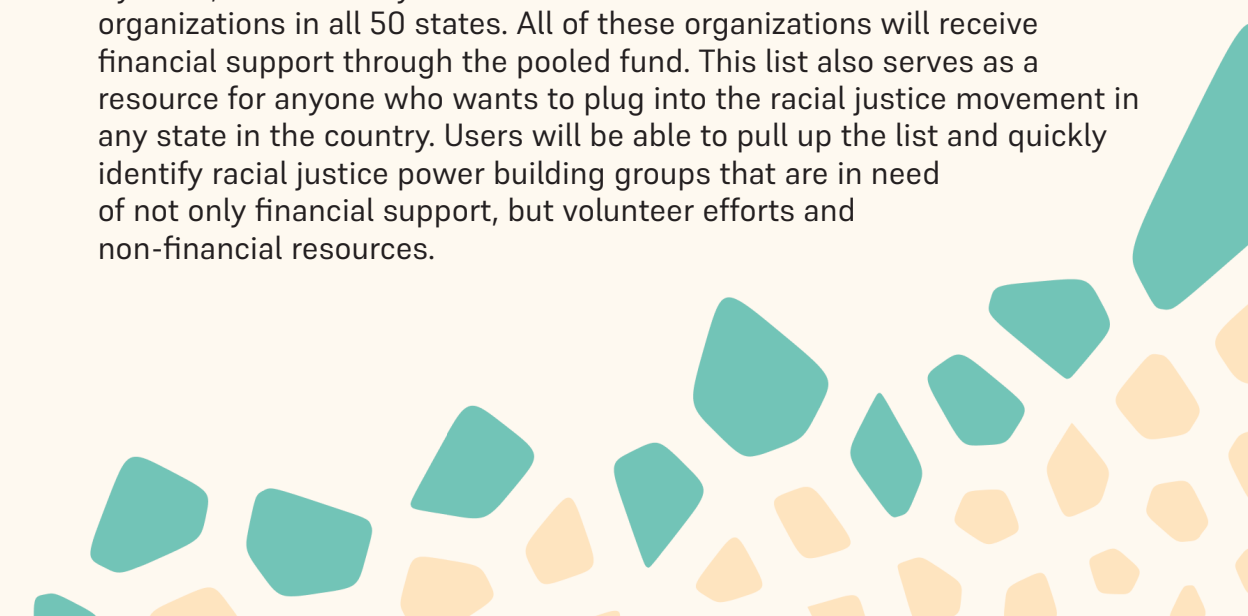
People of color have so much power in our democracy. We are the margin of victory in nearly every race. We are the pioneers of culture, entertainment, and art. And we are the backbone to every resistance movement. If we harness that power we can finally build a joyful society free from violence and systemic racism.

At Donors of Color Network, we have a vision for how best to support racial justice and protect our democracy. That vision is Solidarity is Power. Solidarity is Power is centered on one fact. It is impossible to separate democracy from racial justice. Falsely conceding racial justice to be an issue separate from democracy will only serve to hasten democracy's erosion.

Sustained investment in the leadership of communities most directly impacted is the only way to tackle acute and long-standing systemic racism. Grassroots movements across the country are doing the hard work to protect our democracy, all year, every year. And it is our job to make sure they have the resources to do their incredible work at scale.

Solidarity is Power began in 2024 with a curated list of recommendations that names movement organizations led by people of color who are working on power building strategies in Black, Latino, Asian American, and Native American communities.

By 2026, the Solidarity is Power recommendation list will include organizations in all 50 states. All of these organizations will receive financial support through the pooled fund. This list also serves as a resource for anyone who wants to plug into the racial justice movement in any state in the country. Users will be able to pull up the list and quickly identify racial justice power building groups that are in need of not only financial support, but volunteer efforts and non-financial resources.



Staying Connected

Member Portal

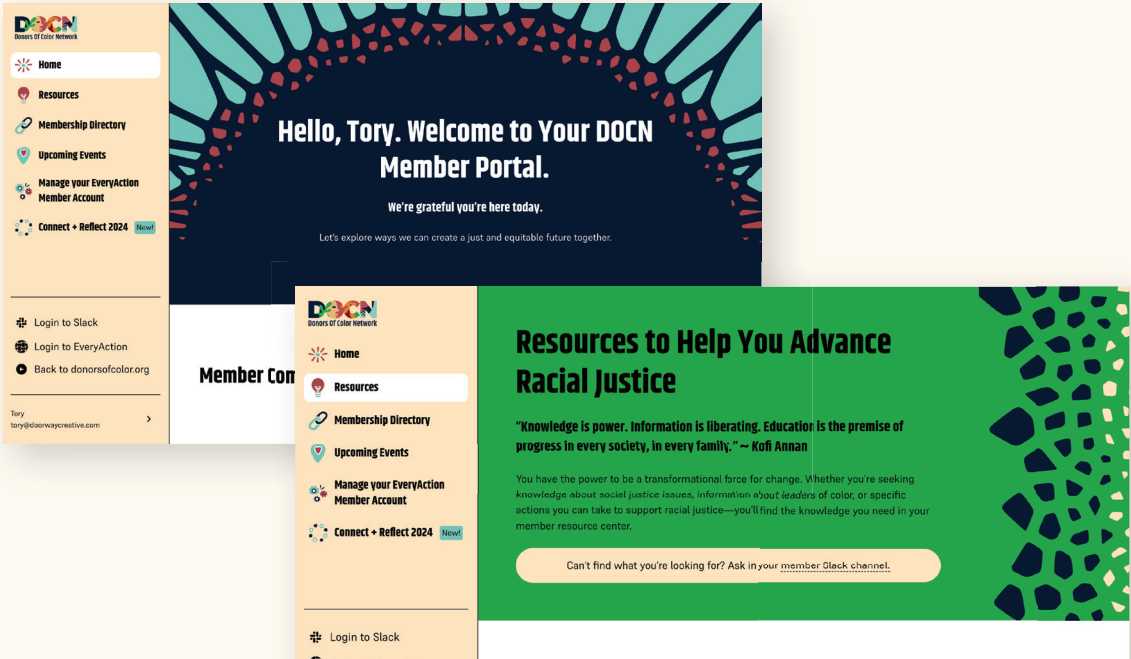
Welcome to your DOCN Member Portal!

Your member portal is an exclusive space for DOCN members. We are always adding new resources and features to your member portal—log in and check them out!

The launch of our member portal marks a transformative moment in our community. This portal represents the power of connection and collaboration among members. Through it, you can access educational resources, register for in-person and online events, and connect with other DOCN members through our member directory.

This dedicated platform is a virtual hub where our collective strength comes alive. Through the portal, members will access a vibrant network of like-minded individuals. We encourage you to take advantage of this member benefit by updating your member profile, using the directory to connect with your fellow members, and checking out exclusive content and resources anytime, anywhere.

As we embark on this new chapter together, let's embrace the potential of our member portal to strengthen our bonds, ignite passions, and redefine what it means to belong to this extraordinary community.



Become a Member

Emerging Donor

\$5,000+

- Invitations to Monthly Member Webinars
- Invitations to Annual Retreat
- Invitations to Regional Events

Champion

\$10,000

- Invitations to Monthly Movement Webinars
- Invitation to Annual Retreat
- Invitations to Regional Events
- Access to member portal, Slack channel
- Access to member directory
- Invitations to strategy cohorts
- Access to Catalytic Giving and Philanthropic Advocacy strategies

Power Duo

\$15,000

- Invitations to Monthly Movement Webinars
- Invitations to Annual Retreat
- Invitations to Regional Events
- Access to member portal, Slack channel
- Access to member directory
- Invitations to strategy cohorts
- Access to Catalytic Giving and Philanthropic Advocacy strategies

Changemaker*

\$50,000-\$100,000

Institutional Member - this level is for philanthropic organizations based on their budget size, please contact Membership Director for more information

Legacy Investor

\$150,000

- Invitations to Monthly Movement Webinars
- Invitations Annual Retreat
- Invitations to Regional Events
- Access to member portal, Slack channel
- Access to member directory
- Invitations to strategy cohorts
- Access to Catalytic Giving and Philanthropic
- Advocacy strategies

* DOCN is committed to building a movement of donors of color invested in advancing racial justice. As such, DOCN recruits a handful of emerging donors each year to strengthen the next generation of philanthropic leaders. If you would like to learn more about this donor level, please contact members@donorsofcolor.org.



To become a member or learn more, contact our Membership Director, Dolores Garay, at dolores@donorsofcolor.org or check out our website at donorsofcolor.org.



QUOTES

From Members

“Being part of a community gets people out of isolation and immobilization and into action. Having people to learn, share and give with is transformative.”

- Theo Yang Copley

“Donors of Color is more than just my own journey, it’s the wind in my sails for the work I want to do as a philanthropist. It’s easily leverageable.”

- Armando Castellano

“This is such an affirming and beautiful place for all of us in terms of a home where we can be 100% ourselves in every aspect of our identities.”

- Sharon Chen

“The particularities of our experiences and the uniqueness of our stories come together to make change in the world.”

- Teo Valdés

“At DOCN, I know and trust that my resources are making an impact for progressive change, which allows me the freedom to have impact in other ways”

- Irene Jones



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