

HISTORY OF THE NONPROFIT RACIAL EQUITY PLEDGE

In July 2020, a group of nonprofit organizers spoke on a SVCN panel entitled “Empowering the Community We Pledge to Serve.” After their powerful discussion (which you can see [here](#)), the SVCN team asked them how we could support them and their organizations in furthering their work and messages, and, among other ideas, they brought up the idea of a nonprofit equity pledge, inspired by a pledge that had been circulating locally among elected officials. This led to a draft of a pledge being circulated and improved on by numerous nonprofit leaders including the original “empowerment panel;” attendees of SVCN’s July Nonprofit Town Hall; SVCN’s Leadership Team, Board, and Racial Equity Diversity and Inclusion (REDI) Committee; the Race Equity Action Leadership coalition, a group of nonprofit leaders who meet weekly to advance racial justice policies; and finally, several youth members of Fresh Lifelines for Youth’s Youth Advisory Council.

We acknowledge the authors of these equity pledges for their inspiration:

- [Silicon Valley Philanthropic Pledge](#)
- [Americans for the Arts](#)
- [Silicon Valley Elected Officials](#)

Additional source documents:

- [Why Lead With Race? \(Government Alliance on Race & Equity, GARE\)](#)
- [The Anti-Oppression Network, Terminologies of Oppression Disability and Access](#)

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