



Creating a Community Where Everyone Feels Safe, Valued and Respected

Minnesota is recognized as one of the healthiest, most vibrant states in the nation, yet not all Minnesotans experience the same quality of life. In fact, the opportunity gap in wealth, juvenile justice and education between white communities and communities of color is significant and among the worst in the nation.*

Racism helps to perpetuate these disparities. Although we cannot undo the past harm of racism, we can take action to eliminate racism from our future.

The Saint Paul Foundation is committed to helping end racism, and in 2004, we launched the **Facing Race** *We're all in this together*® initiative to address this issue in Saint Paul and surrounding areas. In 2010, we received generous funding from the W.K. Kellogg Foundation to expand the Facing Race initiative throughout Minnesota. Our goal is to help create a more equitable, just and open community where everyone feels safe, valued and respected.

Facing Race meets people and institutions where they are in their journey to learn about race and racism. We provide tools and skills that can help you take action toward ending racism and discrimination.

Moving the Conversation Forward – *New Conversations*® Dialogues

Facing racism is not easy, but talking about it is the first step. We created tools to help begin moving the conversation forward about race and racism, and we provide facilitation assistance and training to Minnesota organizations and groups.

- ***New Conversations About Race and Racism*®**
This beginning discussion tool helps illustrate behaviors and assumptions about race and racism, giving participants opportunities to explore the topic in a non-threatening environment.
- ***New Conversations*® About White Privilege**
This more advanced discussion tool helps explore the systemic nature of racism to encourage movement toward a more equitable society.

Research and Reports

- **Race and Racism Assessment:** This community assessment contains a wealth of information about people's attitudes and experiences with racism in Saint Paul and surrounding areas.
- **White Privilege Articles:** Dr. Peggy McIntosh, a recognized expert on white privilege (the study of the implicit advantages that whites as a group hold in society), authored two articles for us on this topic: *White Privilege: An Account to Spend* and *White People Facing Race: Uncovering the Myths That Keep Racism in Place*.
- **A Window and a Mirror:** This case study documents our efforts to make changes in the areas of race and racism at the Foundation and in the community.

Racial Equity Resource Directory

With Wilder Research, we created this online directory of anti-racism resources, such as references for training and technical assistance providers, promising programs that can be replicated and groups that individuals can join.

The Ambassador Award: Celebrating Efforts to End Racism

The Facing Race Ambassador Award honors local individuals who create opportunities for all people to understand the impact of racism and how to work to address it. The annual celebration is free and open to the community.

About The Saint Paul Foundation

The Saint Paul Foundation is the community foundation for Saint Paul and surrounding areas. It connects and supports donors, nonprofits and partners to enrich lives and communities through philanthropy. Since 1940, The Saint Paul Foundation has granted more than \$600 million to nonprofit organizations contributing to the health and vitality of the community. In partnership with Minnesota Community Foundation, which has granted more than \$140 million to nonprofit organizations since 1949, the two Foundations strive to create vibrant communities where all people can find hope and opportunity.

For more information about the tools offered by Facing Race, please visit www.FacingRace.org or call 651.325.4265.

Funding Partners

The Saint Paul Foundation

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For more information on how you can be involved, please visit www.FacingRace.org or call 651.325.4265. You can also e-mail us at FacingRace@saintpaulfoundation.org



THE SAINT PAUL FOUNDATION

* Brookings Institution Metropolitan Policy Program. *Mind the Gap: Reducing Disparities to Improve Regional Competitiveness in the Twin Cities*. (Washington D.C., 2005). · Minnesota. Commission to End Poverty by 2020. *Legislative Report*. (St. Paul, 2009). · Minnesota. Department of Public Safety and Office of Justice Programs. *Juvenile Justice System Decision Points Study: Strategies to Improve Minnesota's Juvenile Justice Data*. (St. Paul, 2010). · Minnesota Minority Education Partnership, Inc. *2009 State of Students of Color and American Indian Students*. (St. Paul, 2009).