

## To Our Supporters,

We're a little nervous to write this open letter. We're worried to bite the hand that feeds us, but we also know that our supporters want things to change as much as we do, so we want to shine a light on the reality of our work.

Two years after the murder of George Floyd, as we enter difficult economic times, we know that racialised communities usually bear the brunt of economic instability more than white communities.

This seems like a good time to lay out Camden Giving's position as an anti-racist organisation and what that means for businesses that support us.

### **Money is intrinsically racist.**

Race is intertwined in everything we do at Camden Giving. We're in the business of getting money to communities and money benefits white people more than black and brown people. History repeats itself in Camden in big and small ways.

Zappi have carried out desk-based research for Camden Giving that evidences what we've known for some time, but it's still startling to read in black and white.

- 1 in 5 Black and Asian Londoners are struggling to make ends meet, opposed to less than 1 in 10 White Londoners.
- Bengali Camdenites are 5x more likely than White Camdenites to live in overcrowded accommodation.
- Black Camdenites are more than twice as likely to be experiencing serious mental health issues as the general population.

These factors don't happen in isolation, overcrowded housing can lead to poor mental health as well as other poor health outcomes.

Collectively, grantgiving organisations control how money moves around charities in the UK. In most cases the decisions on who receive funding from a charity are made by Trustees, in this country 99% of Trustees of grant-giving organisations are white. These foundations aren't giving out small change, this is a mass industry, in the financial year 2019-20, UK foundations gave £31.5billion in grants. It is no wonder that charities are failing to tackle some of the structurally racist issues.

### **What we're already doing with your support.**

We've been shifting that in Camden, around 30% of our decision-makers are white and we're particularly focussed on ensuring that we have higher than proportionate numbers of Bengali, Somali and intersectionally minoritised black and brown decision-makers. Your support has helped us to do that and it's having a real impact on who receives money from you.

In turn, we are supporting black and ethnic leaders at a far greater rate than other foundations. This means that projects you fund are run by people with lived experience of racial inequality. Nearly 200 people have been supported to award grants at Camden Giving, decisions made by Camden Giving panels are informed by their lived experiences of intersecting issues in his borough.

The funding you give us is moving mountains outside of your walls, but we want you to know that we are here to help you achieve the following things within your walls so that together we can move to a racially just future.

1. Invest in the talent, knowledge and power of local racialised people. Keep doing that a scale that reflects your potential and until local racialised people are leading your organisation. **Make where you stand public.**
2. Properly resource the people in your organisation who are already doing this work in your organisation, listen to them and act, consistently. **Make where you stand public.**
3. Make sure everyone gets the same welcome at your door, make sure your security guard never tells a young black man "you're in the wrong place". **Make where you stand public.**
4. Make sure that the drug trade isn't being driven by your colleagues. Yes, they're all adults, but the choice to buy drugs is driving the disproportionate death of young black men. **Make where you stand public.**
5. Work with others. This stuff is hard, we know that because Camden Giving has got this work wrong and we expect we'll get it wrong in the future. But we've learnt through partnership and we want to learn through partnership with you. **Make where you stand public.**

Thank you for being with us on this journey towards a racially just Camden. To hear more about how we can do anti-racist work together, you can book a time to chat [here](#).

From the Staff and Trustees of Camden Giving.