

Racial Equity & Our Fellowship

Transforming the world for the better requires an intentional, explicit, and sustained focus on advancing racial equity. But for too long, inequity has permeated spaces that are supposed to achieve social progress and change systems—social innovation is no exception. In response, Echoing Green is refining our investment principles to challenge old ways of working.

Echoing Green operates where intersectional justice and social innovation meet. Through our Fellowship, we fund and support proximate leaders who are advancing racial justice and upending structural oppression globally and prioritize the leadership of Black, Indigenous; and other leaders of color.

WHO WE SUPPORT AND WHAT THEY DO

Echoing Green supports bold leaders from all over the world who see possibility in the face of the most existential challenges of our day. They drive justice forward by making the connections between issues and movements—as Fellows, they engage and learn from one another, whether they are working on access to education or digital equity, environmental justice or migrant rights, Indigenous sovereignty, economic justice, and much more. Collectively, we strive to build a world that has yet to exist—one free from racism and its far-reaching consequences where all people can thrive.

Echoing Green's Fellowship is for people whose enterprises are at an early stage and who are experts on the challenge they've chosen to confront. And as people who are directly impacted by systems of oppression, these leaders also bring the expertise of lived experience into their work as they co-design solutions with and for their communities.

GUIDING PRINCIPLES FOR OUR FELLOW INVESTMENTS

The Echoing Green community is multi-generational, multi-racial, geographically diverse, and cross-class; together, we are driving resources to innovative movement builders globally. Through collective action and a multi-sectoral approach, we believe we can progress faster toward dismantling oppressive systems worldwide. We invest to:

For Echoing Green, racial equity is an end-state where all people have equal opportunity and resources to thrive. To get there requires continual, intentional acts to drive justice forward globally, with the people and communities most impacted by structural racism building the roadmap.

We believe equity is achievable when our actions are directly informed, refined, and driven by the knowledge, visions, and input of people and communities most impacted by structural racism and the interconnected conditions that bolster its presence and preservation.

Build and shift power.

We support proximate leaders who are impacted by systems of oppression and are disrupting the status quo by rethinking power dynamics.

"Social entrepreneurs are designers, they are creators of experiences, they are creators of challenging in many cases, the status quo, and challenging systems of oppression. And so we have to also recognize that the systems of oppression, inequality, and inequity are by design, but that also means that they can be redesigned." - Antionette Carroll, 2018 Echoing Green Fellow

The best innovators have a shrewd understanding of the problem and use it to develop the sharpest solutions. To us, this means shifting and realigning power to those who are directly impacted by the outcomes of the design process to ensure they are driving the decisions.

Resource intersectional approaches.

Intersectionality is an important organizing principle for advancing justice.

"Intersectionality¹ is a metaphor for understanding the ways that multiple forms of inequality or disadvantages sometimes compound themselves— and they create obstacles that often are not understood within conventional ways of thinking about anti-racism or feminism or whatever social justice advocacy structures we have." - Kimberlé Crenshaw

Evaluating the impact of an issue through a single prism of identity most often overlooks the scope of the problem. We are looking for leaders who acknowledge the impact of intersectionality on their issue area and draw from their own lived experience through the lenses of race, gender, class, and other forms of identity to shape their work.

Fuel radical imagination.

We grow our community based on a fundamental idea: that collectively, we can help build a world that has yet to exist—where all people can thrive.

Social movements and transformational change have always been powered by radical leaps of imagination. We invest in leaders who are fueled by what they can imagine, who embrace audacious thinking, and with their community by their side, are ready to draw upon a legacy of change-making that is visionary and courageous.

¹ The term intersectionality was coined by Kimberlé Crenshaw, American civil rights advocate and a leading scholar of critical race theory, in 1989. To learn more please visit [here](#).