

The Relationship Between Blacks and Latinos in the United States:

Challenges & CHALLENGES AND OPPORTUNITIES Opportunities

A Report for Foundation Executives and Others On

UNDERSTANDING THE PRESENT & TRANSFORMING THE FUTURE

Based on the

Professional Development Seminar Sponsored by

ABFE AND HISPANICS IN PHILANTHROPY

at the Annual Conference of

GRANTMAKERS FOR CHILDREN, YOUTH AND FAMILIES

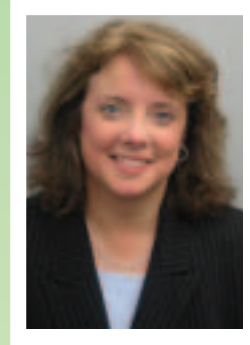
HOUSTON, TEXAS · OCTOBER 6, 2002

“I hope this is just the beginning of a critical dialogue for all of us.”

Participant

why WHY WE ARE HERE we are here

The major objective of this seminar is to be clearer about what it means to be working in the area of Black-Latino relations, how our experiences bring us to the funding table, and how those experiences color our decisions in making funds available to our communities. Our intention is to come away from these discussions equipped with ideas on how ABFE and HIP can continue this very important work.



HELEN DORADO ALESSI

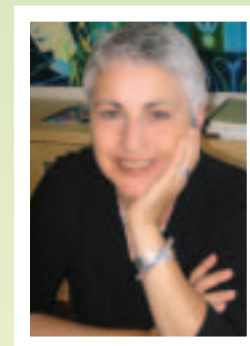
Senior Program Officer, Edwin Gould Foundation for Children



We must ask ourselves whether we can even have a serious conversation about strengthening philanthropy in Black communities without a discussion of Black-Latino relations.

KENNETH W. AUSTIN

Executive Director of ABFE



Historically, both Latino and African-American communities have had a tremendous amount in common, and a lot of things that have kept them apart. When I look at the next generation, I see that this is a different day. A lot of the issues that were divisive are being worked out. For groups like ours, this is a tremendous opportunity to examine the values, the things that bring us together, and the structural obstacles that we are all facing.

DIANA CAMPOAMOR

President, Hispanics in Philanthropy (HIP)

demographic

THE DEMOGRAPHIC AND SOCIOLOGICAL ISSUES

sociological

The most dramatic change is that Latinos are going to double in size in the next 20 years.

LEOBARDO ESTRADA

Associate Professor, UCLA, School of Public Policy

The United States is in a unique position for a modern, industrialized nation: it is growing - in large part due to minority growth. Professor Estrada said that minorities, which are now about 28% of the U.S. population, will be 36% by the year 2020. The vast majority of Americans under the age of 18 will belong to a minority group. In particular, "Latinos are a group that's emerging very rapidly," he said, and will be responsible for about 44% of future growth.

Changes in the Black and Latino populations:

- Future Growth: Blacks are expected to number about 50 million by the next decade; Latinos could reach 100 million by 2050.
- Percent of total population: Blacks will remain at 13%; Latinos are expected to be 25%.
- Main areas of growth: Blacks, from Florida to Texas; Latinos, California and Texas.

The tensions between these groups arise around issues of power, resources, and prestige. Professor Estrada added that, by choosing which groups they give resources to, foundations are a factor in helping groups gain both legitimacy and power.

Main areas of tension include:

- Electoral Politics: registration rates for Blacks are 15 to 20 % higher than Latinos; many Latinos are too young to vote or lack citizenship.
- Immigration: new immigrants are risk takers who often revitalize the worst areas of cities; a majority live in just 10 cities, where there are also long-term Black residents; solidarity is lacking between Blacks and Latinos on immigration; an equivalent to "white flight" is going on in immigrant areas.
- Growth Differentials: Black fertility has dropped and immigration from Africa is very limited; Latinos have a high labor force participation, including as entrepreneurs, but have low educational attainment; the need to know Spanish is a contentious issue for Blacks; Spanish language media and marketing to Latinos is taking off.

The leaderships of Black and Latino communities work well together, Professor Estrada said, and it's time for that collaboration to extend to the political leadership and to the neighborhood groups themselves. Looking to the future, he said that foundations and government agencies need to stop segmenting. Otherwise, "by segmenting problem-solving into separate groups, we are creating an infrastructure that doesn't really allow for cross-ethnic solutions."

There is a basic, major, and quite dramatic transformation of urban America in the largest cities. The new groups that are demographically dominant now are people of color.

NESTOR RODRIGUEZ
Professor of Sociology, University of Houston

Nestor Rodriguez is co-author of "Black-Brown Relations: Stereotypes in Relations between African-Americans and Hispanics in the United States" (Jan. 2003, UT Press). Noting that the percentages of Blacks and Latinos add up to a majority in five of the largest cities, he said "something is happening here. If Blacks and Browns come together, they can control the scene."



Professor Rodriguez noted that sociologists will have to be more concerned about relations between Blacks and Latinos and that requires changing some old ways of thinking, for example recognizing that Whites alone do not define mainstream culture. Assimilation also means becoming more like other people of color.

In Houston, the number of immigrants jumped from 3% in 1960 to 25% in 2000; of that number, 75% are from Latin America. However, Houston is not experienced in absorbing immigrants and developing relations among groups. The impact on long-term residents is often surprise and unhappiness, followed by flight.

At the same time, he said that "Houston is at the stage where Latino leaders have rising expectations. They want equity now." He identified several issues in the city, including how ordinary Blacks and Latinos see their relationships versus how their leaders do; whether it's OK for Spanish to be spoken in the workplace; and whether immigrants take jobs away from Blacks.

"The leadership of ethnic politics brought us to where we are today and it was an essential leadership," Professor Rodriguez said. Before the Civil Rights Act, Blacks had to survive under segregation and Latinos had to survive as a people. But now we've gone beyond the usefulness of ethnic leadership. "We need a new leadership that thinks collectively about what's good not only for African-Americans and Latinos, but for the whole city," he said. "And that's a huge challenge."

*I think Blacks, Latinos, and Asians organize differently.
How do we get inside the community and see them
as they see themselves? How does the community see us?
What do we do as funders in the ways we power up?*

...comment from the audience

contemporary LIVING OUT THE CONTEMPORARY EXPERIENCE experience

The three Youth Panelists are graduates of the

Sponsors for Educational Opportunity Career Program Internship in Philanthropy



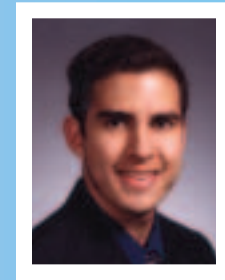
Growing up in California, I never thought of Black-Latino conflict. It's an issue that's new for me. I always grew up with philanthropy. I went to schools where there was no one minority or majority. I guess I really lived in utopia.

Alina Ball, Wellesley College
Philanthropy Intern, Credit Suisse First Boston

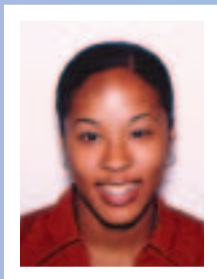
Ms. Ball said that a key problem she's observed is that the general populace doesn't have a clue about what's going on in Black and Latino communities. Her suggestion: bring out the knowledge of crucial issues from within those communities and into public awareness.

When I got to college, it was quite a shock to see that there were strong tensions among Black, Latino, and Asian-American students. There was little to no collaboration going on.

Pablo Lopez, Harvard College
Philanthropy Intern, Rockefeller Philanthropy Advisors



To Mr. Lopez, a key problem is that, "much of what funding does is put Latinos, Blacks, and Asian-American groups against one another. There's a limited amount of resources and each of these groups gets this little piece. You're always competing against one another." His suggestion: collaboration in all respects around common goals. As Mr. Lopez put it, "we all want a better life in this country."



The greatest thing about philanthropy is that you are helping to bring about change in all aspects of life.

Megan Francis, Rice University
Philanthropy Intern, Jessie Smith-Noyes Foundation

Ms. Francis said that minority groups can either compete against each other for scarce resources or cooperate based on a common set of issues. She said that foundations play a critical role in facilitating cooperation between groups by being alert, proactive and on the lookout for connection. Her request: eliminate duplication; mentor and hire more young people; take risks in grant-making.

decisions

THE FRONTLINE FOR MAKING DECISIONS AND EFFECTING CHANGE

change

The challenge for us as funders and as people of different communities is to delve into more of the nuanced and difficult issues.

LORI VILLAROSA

**former Program Officer, The Charles Stewart Mott Foundation
currently Director of the Philanthropic Initiative for Racial Equity, based at the
Leadership Conference on Civil Rights Education Fund in Washington, DC.**

When it comes to working on the issues of Black-Latino relations, it's not a matter of asking why we can't all get along, said Villarosa, but of "framing this discussion around white privilege, institutional racism, and broader structural issues."

She described several initiatives of the Mott Foundation, including an intergroup relations program that Mott supported in partnership with the Ford Foundation and six community foundations. Villarosa noted that even when the work was intentionally aimed at African-American and immigrant communities, many of the messages around racism had to be invited back into the discussion because they got buried. However they inevitably re-surfaced and had to be brought back into the discussion when some participants expressed that these issues were being ignored.



She noted that in Georgia, organizations that included African-American and Latino community activists, low-income residents, and workers came together as bridge builders. The activists had to work through some very basic tensions related to culture.

Villarosa also described a meeting with national leaders from major civil rights organizations. Some had the attitude that "we're here, we know what's up, this is really kind of rote for us, we've been doing this for a long time." But midway through that meeting, she said participants found that even among close colleagues who worked together across racial and ethnic lines, new issues were suddenly surfacing.

Villarosa said that it's important for funders to take a leadership role in coalition-building, to be prepared to pay for the process, and to recognize that it's about power. She asked funders not to just assume that funds should be evenly dispersed to groups of color, or that the bulk of funds should be going to mainstream organizations. She asked that, in order to be more supportive of the newer groups that are coming together, "why aren't we recognizing that we could be tapping into what we are giving to established mainstream white-led organizations?"

We've got to start paying more attention to what is the actual spirit in communities. In our very efficient manner as foundations, we relate back to the data side, but we don't pay as much attention to the spiritual context.

K. C. BURTON

Senior Associate, The Annie E. Casey Foundation

K. C. Burton expressed the outrage he feels at living in a country “that allows Blacks, Latinos, and others to languish at the bottom of the statistical heap in so many different categories.” At the Casey Foundation, he focuses on advancing a neighborhood transformation and family development agenda with other foundations, based on the belief that place-based philanthropy improves the effectiveness of grant-making.



He used the Casey Foundation as an example of how the engagement process works and what the internal focus needs to be. As funders working on race and culturally-related issues he said “we need to know communities in first-hand ways.”

His suggestions include:

- Develop a community profile of the background and the context of a community.
- Go beyond data and pay attention to what communities believe and how they act on those beliefs.
- Question what it means to be collaborative. Do residents and other stakeholders want foundation help in their communities?

Responsibilities of foundations include:

- look, listen, and learn
- internally interpret and infuse
- outreach and connect

Seven strategies that have emerged from Casey are:

- keep learning
- maintain race consciousness
- include diverse stake holders
- share information and tools to get others engaged
- train around Respect issues
- build coalitions
- support related efforts within the foundation

I'm really encouraged by this discussion. We are trying to make sure we're not part of the problem that creates fragmentation, but part of the solution by coming together, figuring out what to do going forward, and being self-reflective about our practices. We are challenging ourselves as funders.

...comment from the audience

Mr. Burton also addressed the hardest challenges: to make changes “among people who already believe they think the right thing;” to stop giving only fair-weather support since “if things gets rocky, we move on, instead of maintaining responsive support;” and finally, showing effectiveness because “if we're going to continue to have funding streams and other engagements, ultimately it is about the results and the outcomes.”

special SPECIAL THANKS thanks

To develop a program that has the size and quality of the Professional Development Seminar on Cultural Pluralism requires the involvement of many dedicated people. The Directors of ABFE and HIP want to acknowledge their work and express heartfelt thanks to each of the Seminar's participants and contributors. Special recognition goes to those whose commitment in the planning stages led to this extraordinary opportunity to open a new dialogue:

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