**Colour of Poverty – Colour of Change**

**“Build Back Better” Principles**

1. **BUILD AGENCY** – we need increased public and philanthropic investments in Indigenous Peoples and peoples of colour-led organizations that connect individuals and families to a wide array of resources as well as build power in their communities in order to lead substantive change.
2. **PUSH STRUCTURAL CHANGE -** given deep-seated inequities, COVID-19 relief, police reform and other racial justice change-making efforts must take a “long view” and consider the policy and system reform needed to improve conditions in Indigenous communities and communities of colour beyond federal, provincial, municipal and philanthropic emergency and response efforts.
3. **ENCOURAGE SHARED RESPONSIBILITY -** the targeted investments of all philanthropies, together with federal-provincial-municipal public dollars, are needed to transform conditions in both Indigenous communities and in communities of colour in both relief and long-term efforts.
4. **USE ENDOWMENTS -** the COVID-19-driven economic recession has negatively impacted foundation investments and endowments – as well as highlighted the increased need to prioritize spending on the most impacted and marginalized communities. Now is the time to use the full array of philanthropy resources by increasing asset payout and employing targeted strategies to provide the much needed investment capital to both Indigenous communities and communities of colour.
5. **CENTRE INDIGENOUS PEOPLES AND PEOPLES OF COLOUR EXPERIENCES –** both Indigenous and peoples of colour leaders and communities must be engaged in the development of short and long-term philanthropic and public policy solutions to ensure that well-intentioned “helping” and reform efforts do not ignore or exacerbate existing inequities and disparities.
6. **TRUSTEE ACCOUNTABILITY** - foundation trustees are accountable for the strategic direction, fiscal health and policies implemented by the institutions for which they govern. During this time of crisis, foundation boards should take stock of the level of grant-making to Indigenous communities and communities of colour, increase targeted giving and engage in racial equity assessments of their investments moving forward. Applying an inclusive racial equity lens is particularly important in the regions and communities hardest hit by COVID-19 – including those with sizable populations of Indigenous Peoples and peoples of colour.
7. **ENGAGE INDIGENOUS AND PEOPLE OF COLOUR-LED BUSINESSES** - foundations and the public sector should actively engage Indigenous and people of colour-led businesses in investment management, banking, and other professional services to address COVID-19’s negative impact on Indigenous Peoples and peoples of colour earnings and wealth.
8. **LIFT UP GENDER** - the health and economic well-being of Indigenous Peoples and peoples of colour are under threat due to COVID-19, however its’ impacts also differ by gender identity and sexuality. Indigenous women and women of colour are suffering worse outcomes relative to job loss. Emerging data illustrates that Indigenous men and men of colour are at higher risk of death and racial profiling relative to COVID-19. Two-Spirit and LGBTQ+ communities of colour are particularly vulnerable due to higher rates of suppressed immune systems and widespread housing and employment discrimination. Therefore response efforts must take into account these differences, to ensure that all Indigenous Peoples and peoples of colour are connected to economic opportunities, are healthy and are safe from personal and state-sanctioned violence.
9. **ADDRESS DISPARITIES IN PRISONS –** Canadian jails, detention centres and prisons are disproportionately filled with Indigenous, Black and other peoples of colour and are breeding grounds for the spread of COVID-19, other infectious diseases, and, generally, hopelessness. COVID-19 relief efforts have reminded us that institutional custody should be reserved as a last resort when there is a risk of community safety or flight – and that the use of institutional custody must become a standard of operating in all instances. Current efforts must support the safety of all those currently imprisoned, early release of incarcerated individuals and advance sustained investments in alternatives that reduce reliance on incarceration.
10. **REACH (IM)MIGRANT POPULATIONS AND DIASPORAS** - the racially charged impact of COVID-19 extends beyond Canada’s borders. Many Indigenous communities, communities of colour, and (im)migrant groups have been left out of many relief efforts in many parts of the world. During crises, we must remain vigilant as to how anti-Indigenous, anti-Black, anti-Muslim, anti-Sikh, anti-Asian and other racisms and faithisms impact Indigenous Peoples and peoples of colour in Canada and around the world and look for opportunities to thus focus our humanitarian efforts.