Black Funders Network

Grantmaker Resource

BFN Member Investments at the Intersections of Climate Sustainability and Workforce Development

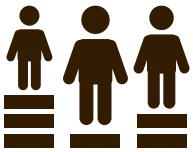
BFN members are aligning capital, power, and capacity to build an equitable green economy by centering economic mobility, environmental justice, and frontline Black and Indigenous People of Color leadership. Here's what we observed:

1. Power building and environmental justice



- Investing in grassroots communities to drive policy and land-use decisions that protect human health and economic security
- **How:** multi-year flexible funding, community organizing, and/or advocacy support
  - **The California Endowment's** Inclusive Community Development framework
  - **The Skyline Foundation's** multi-year, flexible general operating support to grassroots organizations

2. Equitable career pathways and green job readiness





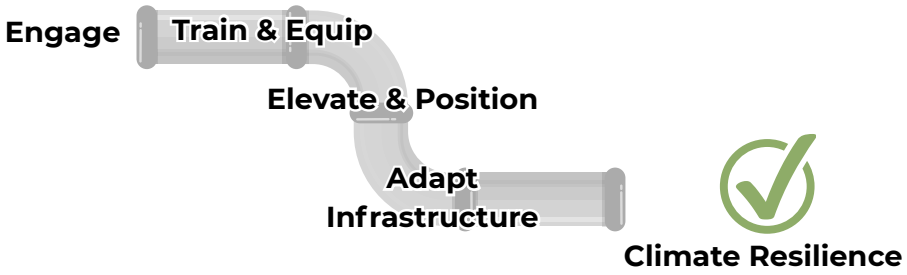
- Connecting low-wage, underrepresented workers to high-quality, family-sustaining careers in clean energy, adaptation, and sustainable infrastructure
- **How:** non-traditional apprenticeships, career training, and/or commercial-scale deployment partnerships
  - **James Irvine Foundation's** Better Careers initiative
  - **William and Flora Hewlett Foundation's** Invest in Our Future pooled fund
  - **Silicon Valley Community Foundation's** community action grants for green economic mobility and workforce readiness
  - New incoming BFN member, **Solano Community Foundation's** Benicia Clean Mobility & Workforce Initiative

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3. Grassroots capacity building and leadership pipelines

- Cultivating, training, and sustaining Black and Indigenous People of Color in the sector and community organizers leading climate resilience efforts
- **How:** organizational cohorts, professional development, and/or technical assistance
  - **Marin Community Foundation's** capacity building for grantee cohorts designing localized climate adaptation and sea-level rise solutions
  - **San Francisco Foundation's** partnership with Justice Outside to combine grantmaking with structured capacity building, leadership development, and green career exposure for emerging leaders of color



4. Policy, advocacy, and climate ecosystem transformation



- Accelerating systemic transitions to clean energy by equipping advocates with technical and policy expertise
- **How:** technical assistance and/or executive training
  - **Climate Imperative Foundation** funds technical assistance and development for policy advocates and community organizers who are pushing regulatory transitions

** Note: this list includes highlights of what we have observed, and is not exhaustive of all grantmaking and practices by BFN members. Let this information be a starting point for further research and strategy alignment.*