

Collaboration, Not Competition

Learning Bundle Discussion Guide



01 - Review Materials

- Collaboration, Not Competition Presentation
- Naming the Elephant Toolkit
- Grantmaking with Racial Justice Lens
- [Organizational Anti-Racism Risk Assessment](#)



02- Team Reflection

Use the following guide to support your discussion.

- [Challenges and Solutions Activity](#) - Walk through these guiding questions and discuss them with a member(s) of your team. You may discover there are solutions you'll want to implement right away or strategize for the near future.
 - Reflect upon the ways you and/or your organization are or are not addressing anti-blackness or advancing racial justice (vs racial equity).
 - Specifically, consider how your organization may participate in the competition of resources. Are there actions you and/or your org can take to foster or strengthen collaboration?
 - What are some fears, challenges, or barriers that come up when reflecting?
 - How does anti-black racism lead to feelings of scarcity in funding or competition for resources between community organizations seeking funding?
 - What are some potential antidotes, solutions, or strategies to address the above?
- We suggest pairing the activity above with the [Organizational Anti-Racism Risk Assessment](#) which can help you assess risk honestly when faced with challenges in advancing racial equity.



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02 - Team Reflection

- Crucial Conversations, Resistance, and Accountability Tools
Collaboration not Competition was all about addressing the ways white supremacy culture and anti-Blackness show up in our work, foster environments of scarcity, and stifle relationship- and power building. One of the antidotes to this is normalizing communicating about it when it comes up (internally, with funder(s), partner org(s), stakeholders, etc.). We recognize that this is challenging - the following tools provide guidance and language to navigate those conversations, especially when resistance is present:
 - Grantmaking with a Racial Justice Lens
 - Naming the Elephant in the Room

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Notes: