



REALIZING THE CALIFORNIA DREAM

A DECLARATION

*“When I dare to be powerful,
to use my strength in the
service of my vision, then
it becomes less and less
important whether I am
afraid.” – Audre Lorde*

We are a group of philanthropic leaders who have come together to proclaim our commitment to building a just, fair, inclusive California in which all people can participate, prosper, and reach their full potential. We believe that every Californian must have the right to access a high-quality education, live in physical and economic security, and benefit from the bounty of our natural resources. We also recognize and seek to remedy the fact that many Californians, particularly those who face historic and structural barriers, have been denied the opportunity to reap the benefits of living in our great state.

SHARED VALUES

The philanthropic sector invests over \$8 billion in California communities annually. As philanthropic leaders, our responsibility to steward these resources prudently not only affords us the privilege of speaking up and taking bold action in pursuit of a better future, it obligates us to do so. A set of deeply held shared values unites us:



SHARED HUMANITY

We place our shared humanity at the center of all we do, recognizing that there is more that joins us than divides us.



EQUITY AND FAIRNESS

We believe in a just, fair, and inclusive society.



COMMON GOOD

We seek to advance the common good and foster safe, caring, and vibrant communities.



UNITY

We understand that we must join together to succeed.



JUSTICE

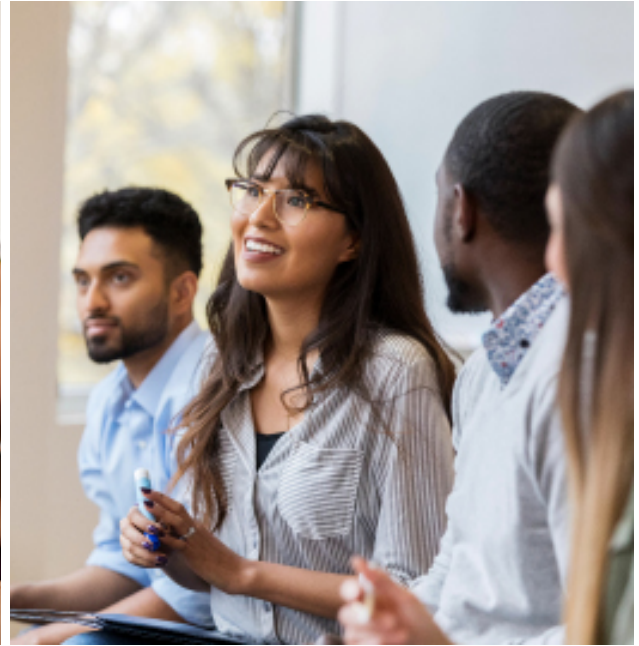
We acknowledge, reckon with, and seek to change systems and institutions so that all communities – particularly communities of color – have opportunity and are able to thrive and prosper.



The California of 2018 is a paradox, filled with complexities. The state is simultaneously the 5th largest economy in the world, but also the state with the largest disparities between rich and poor in the U.S. Although California has some of the strongest equal pay laws in the nation, women still earn less than men with white women earning \$0.78 and Latinx women earning \$0.42 on average for every dollar earned by a white man.¹ The racial wealth gap in California is similarly stark: almost 40% of Black and Hispanic households are asset-poor compared to almost one-fifth of White households.² Since 1980 California has built 22 prisons³, but only one University of California campus⁴. While 93% of Californians now have health insurance under the Affordable Care Act, three million individuals are still uninsured – the majority of whom are ineligible due to their immigration status⁵. Moreover, although California is home to more people of Native American/Alaska Native heritage than any other state, many California Indians still struggle for tribal sovereignty and recognition⁶.

1 Kristin Schumacher, "Addressing Pay Inequality and Boosting Income for Women," California Budget and Policy Center and The Women's Foundation of California (June 2018), available at: https://calbudgetcenter.org/wp-content/uploads/WWBI-Issue-Briefs_All_June2018.pdf. 2 Prosperity Now Scorecard, Asset Poverty Rate by Race and Ethnicity, available at: <https://scorecard.prosperitynow.org/data-by-issue#finance/outcome/asset-poverty-rate> (last viewed Aug. 22, 2018). 3 California Department of Corrections and Rehabilitation, "California State Prison Chronology," available at: <https://www.cdcr.ca.gov/Prisons/docs/CA-State-Prisons-chronology.pdf> (last viewed Aug. 22, 2018). 4 University of California, "UC 150th Anniversary – Timeline", available at: <https://150.universityofcalifornia.edu/#timeline> (last viewed Aug. 22, 2018). 5 "How Many in Your Area are Uninsured – and Why?" California Health Care Foundation (May 2018), available at: <https://www.chcf.org/publication/how-many-area-uninsured-why/> (last viewed Sept. 24, 2018). 6 Edward D. Castillo, Cahuilla-Luiseno, "Short Overview of California Indian History," California Native American Heritage Commission, available at: <http://nahc.ca.gov/resources/california-indian-history/> (last viewed Sept. 24, 2018).

Driven by a profound sense of urgency about persistent, widening inequities in access to opportunity, wealth, participation, and power; and fueled by recent concerted efforts to undo hard-won progress and rising threats to the safety and well-being of our communities and the people who live in them, this group came together in late 2017 to discuss a new way forward. We have concluded that the time for “business as usual” approaches to tackling tough problems must end. We must act boldly and together to establish innovative alliances and catalyze efforts to achieve our shared vision for a better California. We have the right to hope for more and the moral obligation to work for more.



VISION AND GOALS

We believe it is possible to co-create a California in which our families, communities, markets, public and private institutions and political frameworks work in concert to advance the common good. The California we envision consistently and conscientiously seeks to move towards justice, fairness, and inclusiveness in all of our institutions and systems by embracing every person as their full self. Together we have set forth a set of goals that, if achieved, will radically transform our state:



**An Effective and
Robust Public Sector**



**A Thriving and
Inclusive Economy**



**Healthy and Powerful
Communities**



**A Healthy and
Sustainable
Environment**

PRINCIPLES OF ENGAGEMENT

We understand that we will need to invest significant effort and resources to achieve our vision, and that success will require unprecedented collaborative effort backed by strong and sustained multi-sector leadership.

Results of the magnitude we envision will not happen with a 1, 3, or even a 5-year time frame. It will take bold action, patience, and deep commitment that will outlast, and even outlive, us. We know it will be many years, if not decades, before the full fruits of our labor can be harvested. We expect our children – and their children as well – will carry on after us to advance successful strategies that achieve long-term inclusion, economic participation, and equity, and that neutralize policies that have had a deleterious effect on our communities.

In the meantime, we are committed to doing everything within our reach to vigorously pursue short-and long-term goals. **We will marshal our resources, our creativity, our voice, and our hope to push as far and as fast as we can.**

To this end, we agree to operate within a set of shared principles to catalyze and sustain highly impactful engagement and collaboration.

01

BOLDNESS

We will challenge ourselves to be creative, courageous, and unbound by convention.

02

PARTNERSHIP

We will place those who are most deeply affected by the systems and institutions that perpetuate racial and gender inequity at the center of this effort.

03

COLLABORATION

We will seek to collaborate on an unprecedented scale with business, government, nonprofits, and the community to achieve our vision.

04

ACCOUNTABILITY

We will invest significant effort, take risks, and practice fortitude to see our vision to fruition. We will hold ourselves accountable to each other, our partners and the community in this work.

05

ORGANIZATIONAL TRANSFORMATION

We will make the commitments and sacrifices necessary to achieve the transformation we seek within our own institutions.

06

CREATIVITY

We will embrace traditional and new approaches to tackling tough problems.

07

TRUTH

We will speak up individually and with one voice when we are witness to actions that marginalize, exclude, silence, or otherwise jeopardize the safety or well-being of the people, groups and institutions in our communities, including but not limited to people of color, women, queer people, transgender people, low-income people, differently abled or disabled people, incarcerated people and people with incarcerated loved ones, youth, older adults, and immigrants.

08

RESILIENCE

We will invest the time and resources necessary to preserve and restore the energy and capacity required to sustain our hope in the face of inevitable resistance, obstacles, and setbacks.



OUR COMMITMENT TO ACTION

We are committed to reviving the California Dream for all. We agree to uphold the values and principles of engagement that underpin this vision. We will take collective action when possible to achieve our shared vision and work together and independently to advance our goals. As part of this commitment, we agree to:

- 01** Make significant, flexible, multi-year investments in the work of nonprofits and other partners dedicated to achieving one or more of these goals;
- 02** Strive to invest our core endowment principal in ways that are not inconsistent with these goals; and
- 03** Commit non-financial resources and other substantial resources to support organizations and the efforts/approaches they deem to be high-value to advance our shared goals.

By making these commitments together, we can build a just, fair, inclusive California in which all people can participate, prosper, and reach their full potential.