



Towards Full Potential of the Whole: An Integrative Framework to Advance Research and Practice in Justice Philanthropy

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The article develops an integrative, transdisciplinary framework to unify fragmented discourses on diversity, equity, inclusion and justice (DEIJ) in institutional philanthropy as a starting point towards a more systematic advancement of accountability and structural transformation of philanthropic public and private foundations.

What comprehensive conceptual framework effectively integrates disparate DEIJ-related literature to facilitate further academic research and justice-oriented philanthropic practices?

The authors propose a framework that integrates internal DEIJ measures and external practices of justice philanthropy which are trust-based philanthropy, participatory decision making, and flipped accountability. This model addresses foundational power dynamics, enhances equity-driven decision-making, and lays groundwork for future academic research and systemic transformation of philanthropic practices towards more tangible justice outcomes.

[#JusticePhilanthropy](#) [#PublicPrivateFoundations](#) [#Diversity](#) [#Equity](#) [#Inclusion](#)

Background

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Context



- **Conceptual fragmentation as a barrier for scholarly and practical advancement:** Diverse DEIJ terminology, and disconnected academic and practitioner literatures are barriers to cohesive theory-building that limit effectiveness and alignment of DEIJ advancements within philanthropic foundations.
- **Historically reinforced structural inequities within institutional philanthropy require internal organisational transformations:** Traditional philanthropy is inherently hierarchical, maintaining donor control that can restrict community influence and equitable outcomes. Thus, DEI commitments must include critical reflection on institutional privilege as prerequisites for meaningful external community engagement and sustainable systemic equity.
- **Expanding philanthropic impact beyond financial support:** To address systemic injustice more effectively, philanthropic foundations must develop comprehensive strategies that include advocacy, policy influence, evaluation, and strategic investments.

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Take aways & Learnings



- **Conceptual alignment via the integrative framework:** a tool to address and tackle current gaps and critiques of justice philanthropy, and to challenge scholars and practitioners to extend the framework to advance the understanding of how and when institutional philanthropy advances racial justice.
- **Internal DEI as a strategic imperative for institutional philanthropy:** embedding of DEI principles is crucial for enabling institutional philanthropy to effectively engage with relevant communities and address systemic local and global inequities.
- **Empowering communities through trust-based philanthropy:** based on research studies, a multi-year, unrestricted funding coupled with simplified reporting fosters greater creativity and innovation, and shifts traditional power dynamics towards targeted communities.
- **Reorienting accountability paradigms:** Institutional philanthropy should adopt evaluation and feedback systems that centre community-defined success as part of accountability towards its stakeholders.
- **Make use of comprehensive systemic tools:** Philanthropic strategy should integrate advocacy and mission-related investments alongside grant-making to dismantle structural barriers and foster sustainable systemic change towards which institutional philanthropy is committed to.

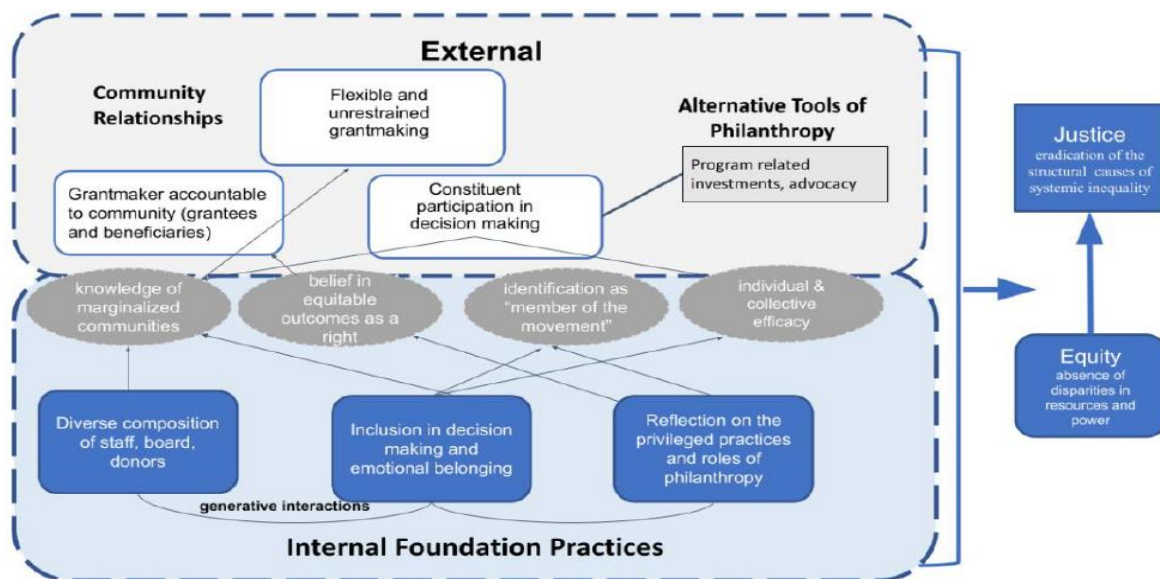


Figure 1: An Integrated Framework of Justice Philanthropy (as presented in the article)

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