What are some of the barriers you have to centering equity and race in your work?

- Emphasize EJ issues/dynamics of every climate initiative
- Perceived lack of empowerment or the "green light"
- Funder pressure
- Sense of urgency
- My organization doesn't share the same values....yet
- The organizational power structure itself
- Constraints on how we measure successful grants
- We have to move at the speed of trust
- Don't know where to look for non-white employees, white privilege among many partners
- Inertia
- Time
- Overwhelming nature of challenge - getting started
- Tendency to sweep problems under the rug, pretend that we can address this without anyone having to change too much
- Self-imposed barriers about metrics, grant cycles, etc.
- Putting science above social justice
- Lack of authentic relationships beyond our foundation's existing echo chamber
- Need to find/invest in more local partners or intermediaries
- My network is insular...safe...comfortable
- Knowing who to engage with
- Senior leadership and the board
- Some of our constituency are racists and yet they are our people and we have to try to move them
- Fear of white staff about being displaced
- Fearing discomfort
- Fear of white staff about being displaced

Source: The responses included here reflect the views of attendees across many organizations answering in a personal and professional capacity. Captured with a Mentimeter poll during Session #3: "In Pursuit of Racially and Socially Just Climate Agenda for Philanthropy: unpacking and reconciling challenges" session of the 2050 Today virtual event in February 2021.