



ABFE

A Philanthropic Partnership
for Black Communities

A SPIRIT OF UNITY: How Black Foundation CEOs are Advancing the Call to Action on Anti-Black Racism for Philanthropy

2020-2022



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UMOJA CIRCLE PROGRESS REPORT 2020-2022

In 2020, ABFE issued a challenge to philanthropy to let the passion of the racial uprisings and protests inspire them to generate bold and effective ways to uplift the Black community. For over two years, ABFE has regularly convened Black foundation CEOs in the U.S., including Puerto Rico and the Virgin Islands, to craft a set of imperatives that address anti-Black racism. When these CEOs, now known as the Umoja Circle network, released this [signed statement](#) two years ago, they also committed to activating the imperatives in their own foundations and board rooms.

This report centers the work of Black Foundation CEOs and is a self-reported indication of the forward movement these leaders are making towards building a healthier, more robust, and better-resourced Black community. Our long-term goal is to free Black people from disparate treatment that result in the racial disparities on almost every indicator of well-being. To get there, we must dismantle the structures and institutional policies and practices that disadvantage and marginalize Black people, as well as the false narratives about Black communities that allow for continued inhumane treatment.

We thank our philanthropic partners who have committed to this work for the long-haul and we look forward to continuing this journey together.

SIGNATORIES

Below is a listing of the original Black Foundation CEOs that signed this pledge when originally released in 2020

R. David Addams

W. C. GRAUSTEIN MEMORIAL FUND

Elizabeth Alexander

ANDREW W. MELLON FOUNDATION

Ivye Allen

FOUNDATION FOR THE MID-SOUTH

Tonya Allen

THE SKILLMAN FOUNDATION

Jamie Allison

WALTER & ELISE HAAS FUND

Kim Moore Bailey

JUSTICE OUTSIDE

Susan Taylor Batten

ABFE

Judy Belk

CALIFORNIA WELLNESS FOUNDATION

William Bell

CASEY FAMILY PROGRAMS

Stephanie Bell-Rose

TIAA INSTITUTE

Fred Blackwell

SAN FRANCISCO FOUNDATION

Felicia Davis Blakley

CHICAGO FOUNDATION
FOR WOMEN

Vanessa Briggs

BRANDYWINE HEALTH FOUNDATION

Allison Brown

COMMUNITIES FOR JUST
SCHOOLS FUND

Cedric Brown

KAPOR CENTER

Tina Brown

OVERTOWN YOUTH CENTER

Sharon Bush

GRAND VICTORIA FOUNDATION

Lauren Casteel

THE WOMEN'S FOUNDATION OF
COLORADO

Melanca Clark

HUDSON-WEBBER FOUNDATION



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Carol Thompson Cole
VENTURE PHILANTHROPY PARTNERS

Nelson Colon
PUERTO RICO COMMUNITY
FOUNDATION

Flozell Daniels Jr.
FOUNDATION FOR LOUISIANA

Michelle J. DePass
MEYER MEMORIAL TRUST

Alicia Dixon
MARCUS FOSTER
EDUCATION INSTITUTE

Liz Dozier
CHICAGO BEYOND

Shawn Escoffery
ROY AND PATRICIA DISNEY
FAMILY FOUNDATION

Patricia Ford
STEANS FAMILY FOUNDATION

Patrick Gaspard
OPEN SOCIETY FOUNDATIONS

Helene Gayle
THE CHICAGO COMMUNITY TRUST

Laura Gerald
KATE B. REYNOLDS
CHARITABLE TRUST

Darrin Goss
COASTAL COMMUNITY FOUNDATION

Brennan Gould
CHARLOTTESVILLE AREA
COMMUNITY FOUNDATION

Crystal Hayling
LIBRA FOUNDATION

James Head
EAST BAY COMMUNITY FOUNDATION

Chet Hewitt
SIERRA HEALTH FOUNDATION

Timothy Tramble
SAINT LUKE'S FOUNDATION

John Jackson
SCHOTT FOUNDATION FOR
PUBLIC EDUCATION

Deanna James
ST. CROIX FOUNDATION FOR
COMMUNITY DEVELOPMENT

Juanita James
FAIRFIELD COUNTY'S
COMMUNITY FOUNDATION

Candice Jones
PUBLIC WELFARE FOUNDATION

Monique Jones
EVANSTON COMMUNITY
FOUNDATION

Jacqueline Jones
FOUNDATION FOR
CHILD DEVELOPMENT

Mark Lewis
POISE FOUNDATION

John Lumpkin
BLUE CROSS BLUE SHIELD OF
NORTH CAROLINA FOUNDATION

Connie Malloy
PANTA RHEA FOUNDATION

Jawanza Malone
WIEBOLDT FOUNDATION

Karen McNeil-Miller
THE COLORADO
HEALTH FOUNDATION

Margo Miller
APPALACHIAN COMMUNITY FUND

Wes Moore
ROBINHOOD FOUNDATION

Na'ilah Suad Nasir
SPENCER FOUNDATION

Isaiah Oliver
COMMUNITY FOUNDATION
OF GREATER FLINT

Janiece Evans-Page
TIDES FOUNDATION

Heather D. Parish
PIERCE FAMILY FOUNDATION

Raymond C. Pierce
SOUTHERN EDUCATION
FOUNDATION

Alicia Procello
AVERY DENNISON FOUNDATION

Dennis Quirin
RAIKES FOUNDATION

Yanique Redwood
CONSUMER HEALTH FOUNDATION

Jennifer Rolle
THE RAYMOND JOHN
WEAN FOUNDATION

Robert Ross
CALIFORNIA ENDOWMENT

Shanaysha Sauls
BALTIMORE COMMUNITY
FOUNDATION

Daniel Shoy, Jr.
EAST LAKE FOUNDATION

Lateefah Simon
AKONADI FOUNDATION

LaTida Smith
MOSES TAYLOR FOUNDATION

Janet Y. Spears
METTA FUND

La June Montgomery Tabron
W.K. KELLOGG FOUNDATION

Peter Taylor
ECMC FOUNDATION

Nicole Taylor
SILICON VALLEY
COMMUNITY FOUNDATION

Susan Thomas
THE MELVILLE CHARITABLE TRUST

Darren Walker
THE FORD FOUNDATION

Sherece West-Scantlebury
WINTHROP ROCKEFELLER
FOUNDATION

Tonia Wellons
GREATER WASHINGTON COMMUNITY
FOUNDATION

Jay Williams
HARTFORD FOUNDATION FOR
PUBLIC GIVING

Nathaniel Williams
HILL-SNOWDON FOUNDATION

Starsky Wilson
DEACONESS FOUNDATION

Sara Sneed
NEA FOUNDATION



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OUR IMPERATIVES FOR THE PHILANTHROPIC SECTOR ARE FOLLOWS:

- 1. BUILD AGENCY.** Increase investments in Black-led organizations that connect individuals and families to a wide array of resources and build power in our communities to lead substantive change.
- 2. PUSH STRUCTURAL CHANGE.** Given deep-seated inequities, COVID-19 relief and police reform efforts must take a “long view” and consider policy and system reform needed to improve conditions in Black communities beyond federal and philanthropic emergency and response efforts.
- 3. ENCOURAGE SHARED RESPONSIBILITY.** Philanthropic funds, particularly those under the leadership of Black foundation executives are part of the solution. However, the targeted investment of all philanthropies as well as public dollars are needed to transform conditions in Black communities in both relief and long-term efforts.
- 4. USE ENDOWMENTS.** The health-driven economic recession has negatively impacted foundation endowments. Therefore, there is increased need to prioritize spending on the most impacted communities. In addition, now is the time to utilize the full set of resources of philanthropy by increasing asset payout and employing various investment strategies to provide much needed capital to Black communities.
- 5. CENTER BLACK EXPERIENCE.** Black leaders and communities must be engaged in the development of short and long-term philanthropic and public policy solutions to ensure that well-intentioned “helping” and reform efforts do not exacerbate existing disparities.
- 6. TRUSTEE ACCOUNTABILITY.** Foundation trustees are accountable for the strategic direction, fiscal health and policies implemented by the institutions for which they govern. During this time of crisis, foundation boards should take stock of the level of grant-making to Black communities, increase targeted giving and engage in racial equity assessments of their investments moving forward. It is necessary for national Boards to do so but critically important for foundation boards in the regions hardest hit by the coronavirus with sizable Black populations (e.g., New York, Louisiana, Michigan, Illinois, Georgia, etc.).
- 7. ENGAGE BLACK BUSINESSES.** Foundations and the public sector should actively engage Black businesses in investment management, banking, and other professional services to address the pandemic’s negative impact on Black earnings and wealth.

8. LIFT UP GENDER. The health and economic well-being of Black people are under threat due to COVID-19; however, its' impacts also differ by gender, gender identity and sexual orientation. Black women are suffering worse relative to job loss. Emerging data illustrates that Black men are at higher risk of death and racial profiling relative to COVID-19. Black LGBTQ communities are particularly vulnerable due to higher rates of suppressed immune systems and widespread housing and employment discrimination. Response efforts must take into account these differences, to ensure that all people of African descent are connected to economic opportunities, healthy and are safe from personal and state-sanctioned violence.



9. REACH TO THE DIASPORA. The racially charged impact of COVID-19 extends beyond U.S. borders. Black communities in the U.S. territories have been left out of many relief efforts and African immigrants are being targeted in both the U.S (as part of America's Black population) and other parts of the world. During crises, we must remain vigilant of how anti-Black racism impacts people of African descent around the world and look for opportunities to unite our philanthropic efforts to save and support Black lives.

10. ADDRESS DISPARITIES IN PRISONS. U.S. prisons are disproportionately filled with Black and Brown people and are breeding grounds for the spread of coronavirus, other infectious diseases, and, generally, hopelessness. COVID-19 relief efforts have reminded us that institutional custody should be reserved as a last resort when there is a risk of community safety or flight. That use of institutional custody must become a standard of operating in all instances. Current efforts must support the safety of those currently imprisoned, early release of incarcerated individuals and advance sustained investments in alternatives that reduce reliance on incarceration over the long-term to support Black communities.



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BUILD AGENCY

Increase investments in Black-led organizations that connect individuals and families to a wide array of resources and build power in our communities to lead substantive change.



1. BUILD AGENCY

THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

The Foundation increased impact funding to support power building in the Black community by.

- Contributing **\$500k to seed the California Black Freedom Fund** - a five-year, \$100 million initiative to ensure that Black power-building and movement-based organizations have the sustained investments and resources they need to eradicate systemic and institutional racism.
- Contributing **\$800k to the Disability Inclusion Fund** designed to address the significant social and economic disparities faced by Americans with disabilities. This combats anti-Blackness because African-Americans with disabilities are disproportionately impacted by poverty and police violence.



CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

The Foundation sponsors seven giving circles where women pool their resources and make grants to local nonprofits that fit strategic priorities. The South Side Giving Circle and the recently launched West Side Giving Circle fund organizations led by and supporting Black women and girls on the South and West Sides of Chicago. This model builds power and agency for giving circle members by democratizing philanthropy to include Black giving and supports small local nonprofits that are often not on the radar or excluded by larger funders.



HARTFORD FOUNDATION FOR PUBLIC GIVING (HARTFORD, CT)

Contributed **\$2M in grants** to The Prosperity Foundation, a participatory philanthropic organization focused on improving the lives of Connecticut's Black communities. Additionally, the Foundation partnered with the City of Hartford and Dalio Education to **co-invest \$9.85 million dollars** in Opportunity Youth, an initiative for people ages 16 to 24 (of which more than 70% identify as people of color) who face barriers to education and employment.



HILL SNOWDON-FOUNDATION (WASHINGTON, DC)

Launch The Freedom Funders Network identifies past, current, and burgeoning foundations that have made a substantive commitment specifically towards building Black movement infrastructure and organizing, with the goal of maximizing overall impact through collaboration.



THE LIBRA FOUNDATION (SAN FRANCISCO, CA)

The Democracy Frontline Fund infused **\$36 million to Black racial justice activists** over the course of three years through 10 frontline organizations curated by a brain trust of women of color with deep experience funding social movements.

MELVILLE CHARITABLE TRUST (NEW HAVEN, CT)

The Partnership for Equitable and Resilient Communities was launched with a **\$10 million investment to support collaborative decision-making** between government and communities so that federal resources target equitable solutions in low-wealth, disinvested Black, Indigenous, and Latino/a/x communities.



MEYER MEMORIAL TRUST (PORTLAND, OR)

Justice Oregon for Black Lives is a five-year, **\$25 million initiative to uplift Black Oregonians**, leadership, and organizations committed to justice by deepening investment in Black-led and Black-serving organizations.

OPEN SOCIETY FOUNDATIONS (NEW YORK, NY)

Announced investments totaling **\$220 million in emerging organizations and leaders building power in Black communities** across the country. The largest share of this support—\$150 million—will be through a set of five-year grants to Black-led justice organizations



RAIKES FOUNDATION (SEATTLE, WA)

The Black Leadership & Power Fund has raised nearly **\$1 million** to provide unrestricted funding to organizations elevating Black leadership, bolstering Black political engagement, and leveraging community-based organizing to advance anti-racist policy change across the nation.



TIDES CENTER (SAN FRANCISCO, CA)

The Healthy Democracy Fund (HDF) supports social justice donor networks and movement leaders focused on building a more just and representative democracy with an emphasis on closing the voter turnout gap and defending the voting rights of communities of color, young voters, and the economically disadvantaged. The fund distributed **\$2.4 million** dollars in 2021. Through fiscal sponsorship, Tides works in partnership with many nonprofit organizations dedicated to improving the health and economic well-being of Black communities. Tides also manages the **Black Lives Matter Support Fund**, a collective action fund that receives and distributes grants to support the work of the Black Lives Matter chapters and other Black-led nonprofit organizations focused on preventing police brutality and racially motivated violence against Black people.



Wieboldt Foundation

WIEBOLDT FOUNDATION (CHICAGO, IL)

The Wieboldt Foundation partnered with the Neighborhood Funders Group to create a pooled fund to support the Black Oaks Center in raising money to pay the delinquent property taxes for Black farmers to stop the continual loss of land.

\$300M+	These organizations have invested more than \$300M in Black led organizations since the start of 2020
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PUSH STRUCTURAL CHANGE

Given deep-seated inequities, COVID-19 relief and police reform efforts must take a “long view” and consider policy and system reform needed to improve conditions in Black communities beyond federal and philanthropic emergency and response efforts.



2. PUSH STRUCTURAL CHANGE

THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

The Foundation invested in statewide listening sessions about reparations so that Blacks across California can share their perspectives, experiences and solutions for addressing historical and ongoing systemic racism. California is the first state to establish a reparations task force charged with studying the institution of slavery and its lingering negative effects. The Foundation is the first philanthropic institution to support UCLA’s Ralph J. Bunche Center’s efforts to engage Black residents in the development of a reparations framework that looks at what justice centered healing would entail.

CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

The foundation joined forces with the City of Chicago’s newly created Office of Labor Standards to support advocacy and outreach efforts to alert communities about the City’s new labor laws that protect vulnerable workers from wage theft, discrimination, retaliation, and other offenses. Our grantee partner, Arise Chicago, developed campaign materials and trainings in three languages to ensure that domestic workers, who are mostly women and immigrants of color, and other vulnerable workers understand their rights to fair pay, treatment, and contracts. CFW’s SHEcovery™ report outlines the pandemic’s disparate impacts on women and girls, particularly women and girls of color. Its four pillars provide a roadmap for investment and policy advocacy with a gender lens: getting women back to work, caring for caregivers, demanding an anti-racist healthcare system, and addressing the eviction crisis.



\$175K

Hartford Foundation for Public Giving awarded a total of \$175K to support a broad range of state and local public policy and advocacy work.

HARTFORD FOUNDATION FOR PUBLIC GIVING (HARTFORD, CT)

In an effort to make affordable, stable, and higher-quality housing more accessible to low-income residents of color or residents encountering housing barriers, the Foundation awarded **seven \$25,000 grants** to support a broad range of state and local public policy and advocacy work. This marks the first time the Foundation has offered its support for legislative advocacy to nonprofits and community members.



MELVILLE CHARITABLE TRUST (NEW HAVEN, CT)

The Melville Charitable Trust provided **\$500,000 in grants** to the [National Low-Income Housing Coalition](#) for their “End Rental Arrears to Stop Evictions” (ERASE) project, which seeks to eliminate rental indebtedness caused by the pandemic and prevent evictions by tracking and analyzing emergency rental assistance utilization, documenting and sharing best practices and toolkits that influence and shape program design at a federal, state, and local level.

\$500K	The Melville Charitable Trust provided \$500,000 in grants to the National Low-Income Housing Coalition for their “End Rental Arrears to Stop Evictions” (ERASE) project
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The program develops key partnerships for outreach and education, and assessing the remaining needs to inform advocacy for long-term investments to end housing instability and homelessness.



WIEBOLDT FOUNDATION (CHICAGO, IL)

The Wieboldt Foundation has partnered with the [Neighborhood Funders Group](#) to create a [workshop series](#) for foundation leaders to help them understand community organizing as a strategic priority in order to more effectively address the systemic issues.



THE WINTHROP ROCKEFELLER FOUNDATION (LITTLE ROCK, AR)

There is a working relationship with the University of Central Arkansas (UCA) [Disruptive Equity Education Project](#) (DEEP) that certifies educators, administrators, and the UCA College of Education faculty in the University’s teacher preparation program as DEEP trainers. The trainers are expected to identify and challenge inequity and disrupt the school district where they work.



WOMEN’S FOUNDATION OF COLORADO (DENVER, CO)

The Foundation supported SB20-217, a bill to Enhance Law Enforcement Integrity as racism and violence in policing lead to disproportionate deaths, injury, and incarceration of people of color. The bill, which was signed into law and took effect in 2020, is already changing the culture of policing in Colorado.



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ENCOURAGE SHARED RESPONSIBILITY

Philanthropic funds, particularly those under the leadership of Black foundation executives are part of the solution. However, the targeted investment of all philanthropies, as well as public dollars, are needed to transform conditions in Black communities in both relief and long-term efforts.



GRAND VICTORIA FOUNDATION

MacArthur Foundation

3. ENCOURAGE SHARED RESPONSIBILITY

CHICAGO BEYOND, GRAND VICTORIA FOUNDATION, AND MACARTHUR FOUNDATION (CHICAGO, IL)

This trio of foundations launched, Abundance, a movement in philanthropy to change practice, policy, mindsets, and ways of being to support Black people and communities, bringing greater freedom to all. The goal is to ensure long-term and equitable distribution to Black-led and centered organizations, including those that challenge systems. Philanthropic organizations that join



The goal is to ensure long-term and equitable distribution to Black-led and centered organizations, including those that challenge systems.

Abundance commits to: 1) Setting a quantifiable goal to significantly raise annual payout to Black-led work by the start of 2025, with growth each year starting now. 2) Examining culture, policy, and practices to address barriers faced by Black-led organizations to enter the front doors of philanthropy and secure significant investment over time. 3) Learning and acting, in a community that supports profound and often counter-habitual work, and acts on structural opportunities, and 4) Building movement, and shifting the predominant narrative by celebrating Blackness.



For good. Forever.
For everyone.

COMMUNITY FOUNDATION OF GREATER FLINT (FLINT, MI)

Before a global health pandemic, economic decline, national racial reckoning, and political polarization, Flint faced multiple challenges, including a water crisis. The Foundation reimaged the role of philanthropy, formed multi-sector partnerships to address the city's needs, and built trusting relationships through consistent action.

Wieboldt Foundation

WIEBOLDT FOUNDATION (CHICAGO, IL)

The Wieboldt Foundation partnered with the Chicago Community Trust, to create a capacity-building cohort for small and emerging community organizing groups to build organizational infrastructure, and to enhance their community organizing prowess. Four of the 7 groups in the inaugural capacity-building cohort are Black-led.



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USE ENDOWMENTS

The health-driven economic recession has negatively impacted foundation endowments. Therefore, there is increased need to prioritize spending on the most impacted communities. In addition, now is the time to utilize the full set of resources of philanthropy by increasing asset payout and employing various investment strategies to provide much-needed capital to Black communities.

4. USE ENDOWMENTS

CALIFORNIA ENDOWMENT (LOS ANGELES, CA)

California Endowment completed a social bond raising **\$300 million** for spending and investing over the next 10 years, specifically in support of health equity, racial justice, infrastructure and capacity building, leadership support, narrative change, and healing and retreat spaces.



Wieboldt Foundation

WIEBOLDT FOUNDATION (CHICAGO, IL)

The Wieboldt Foundation is expanding its program-related investment portfolio to include lines of credit extended to small community organizing groups with the loans guaranteed by the foundation, and partnering with the Progressive Multiplier Fund to aid small nonprofits in monetizing skills developed through community organizing in order to generate a new revenue stream for the organizations.



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CENTER BLACK EXCELLENCE

Black leaders and communities must be engaged in the development of short and long-term philanthropic and public policy solutions to ensure that well-intentioned “helping” and reform efforts do not exacerbate existing disparities.



5. CENTER BLACK EXCELLENCE

CHARLOTTESVILLE AREA COMMUNITY FOUNDATION (CHARLOTTESVILLE, VA)

Through partnership the Foundation has facilitated direct payments to people in the region, deploying nearly **\$3 million directly to individual households** over a 6-week period.

\$3M

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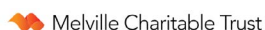
CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

CFW's Willie's Warriors leadership development program recently announced its 2022 cohort. The foundation's Willie's Warriors Leadership development program takes its name in honor of the fierce advocate and community leader Rev. Willie Taplin Barrow. Over nine months, the Warriors will gain a better sense of themselves as leaders and develop skills related to systems change, economic empowerment, communications, and strategic alliances, while building a close-knit support network with their fellow Warriors. The 17 current Warriors represent a cross-section of Black women leaders from diverse backgrounds, sectors, and industries.



DEACONESS FOUNDATION (ST. LOUIS, MO)

The Foundation completed the National Committee for Responsive Philanthropy (NCRP) Power Moves Assessment which outlines specific strategies to share power with the community. Results from the assessment will be used to implement activities.



MELVILLE CHARITABLE TRUST (NEW HAVEN, CT)

As part of the Melville Charitable Trust's new Grantmaking Strategy for Equitable Results, one of the three strategies is building the power and organizing capacity of Black, Indigenous, and Latino/a/x people experiencing homelessness and housing instability by investing in their leadership and opportunities to engage with decision-makers. **The foundation awarded a grant of \$200,00 to the National Parent Leadership Institute** to engage parents with lived experience of housing instability on housing policy work and to co-create a participatory grantmaking plan.



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TRUSTEE ACCOUNTABILITY

Foundation trustees are accountable for the strategic direction, fiscal health and policies implemented by the institutions for which they govern. During this time of crisis, foundation boards should take stock of the level of grant-making to Black communities, increase targeted giving and engage in racial equity assessments of their investments moving forward.



6. TRUSTEE ACCOUNTABILITY

THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

The Foundation, under leadership of their trustees, has committed to using its entire corpus to advance their mission, and over the past 6 years, they've grown their investment in diverse managers so that 43% of all investment managers are diverse managers – women or people of color. By comparison, just 1.3 percent of the assets in the \$69 trillion asset-management industry are handled by diverse managers.





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ENGAGE BLACK BUSINESS

Foundations and the public sector should actively engage Black businesses in investment management, banking, and other professional services to address the pandemic's negative impact on Black earnings and wealth.

7. ENGAGE BLACK BUSINESS



BLUE CROSS BLUE SHIELD NORTH CAROLINA FOUNDATION (DURHAM, NC)

Blue Cross Blue Shield North Carolina Foundation has made a public commitment that by 2024, 60% of funding would address racial equity and by 2026 60% of funding would be to people of color led organizations.



CALIFORNIA ENDOWMENT (LOS ANGELES, CA)

There is a required 50% placeholder for new social bond underwriters to be led by Black firms and other firms of color.



THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

Between 2019 and 2020, the Foundation doubled the number of Black-led, Black-serving organizations funded through their Advancing Wellness grant program resulting in a **60% increase of dollars to the Black community** – going from 21 to 47 organizations (\$4.3 million to \$11.1 million). These grants were multi-year core operating support grants intended to strengthen the capacity of Black-led organizations to serve the Black community, especially in the wake of COVID-19 response and recovery.



CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

Since 2019, CFW has intentionally sought out engagement with minority and women-owned consultants and service providers to support our work and listed all vendors in the Annual Report. In Fiscal Year 2021, CFW enlisted the services of 71 vendors, including caterers and other event specialists, artists, designers, and consultants. Of these businesses, 53% were Black, Indigenous, and People of Color-owned, and 42% were women-owned. CFW will have completed a significant initiative to expand engagements with asset managers and investment funds to include Black, Indigenous, and People of Color (BIPOC) managers, racial justice, and Diversity, Equity, and Inclusion (DEI) funds with an initial investment of **~\$5M with Ariel Investments and Kabouter.**



The Colorado Health Foundation™

THE COLORADO HEALTH FOUNDATION (DENVER, CO)

The Foundation has **18% invested in women or BIPOC-owned firms or managers**, with a goal to have 35% invested by end of 2025.



DEACONNESS FOUNDATION (ST. LOUIS, MO)

Currently, 19.5% of the Foundation’s endowment is managed with POC-led firms and of that, 11% are Black management firms. The goal is to increase the number, percentage, and actual dollar amount in the endowment managed by Black and other asset managers of color.



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HARTFORD FOUNDATION FOR PUBLIC GIVING (HARTFORD, CT)

The Foundation partnered with the City of Hartford, and small business technical assistance providers to offer three rounds of small business emergency grants, totaling \$2.9 million. More than **75% of the funds were allocated to BIPOC-owned businesses.**



TIDES CENTER (SAN FRANCISCO, CA)

As a fiscal sponsor, Tides works closely with Fifth Star Funds, a BIPOC-led venture capital fund that provides critical early-stage funding to Chicago-based Black tech entrepreneurs to launch their own businesses. Similarly, Tides provides the Talent x Opportunity Fund and VC, including operational support to gain funding for Black and Brown founders.



\$8M

\$8 million representing over 5% of the Fund’s portfolio is invested in firms that are owned and led by African-Americans

WILLIAM CASPAR GRAUSTEIN MEMORIAL FUND (HAMDEN, CT)

\$8 million representing over 5% of the Fund’s portfolio is invested in firms that are owned and led by African-Americans and an additional **\$15 million** is invested in other diverse led firms.



THE WINTHROP ROCKEFELLER FOUNDATION (LITTLE ROCK, AR)

Forty-three percent of the Foundation's endowment is invested in Black and women-owned firms. Funded institutions include [Delta Owned Initiative](#) (provides COVID 19 relief for small businesses), [People Trust Community Loan Fund](#) (directs dollars to underbanked and underserved Arkansans many of whom are Black business owners), and [Communities Unlimited](#) (leverages USDA resources to rural communities of color).



WOMEN'S FOUNDATION OF COLORADO (DENVER, CO)

The Foundation is implementing grant, impact investment, and donor advised fund opportunities to support [Sistah Biz](#), a program specifically for Black women entrepreneurs. The purpose is to expand their goal on diverse asset management beyond just gender and include increasing the number of Black, Indigenous, Latinx and Asian asset managers.



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LIFT UP GENDER

The health and economic well-being of Black people are under threat due to COVID-19; however, its' impacts also differ by gender, gender identity and sexual orientation. Black women are suffering worse relative to job loss. Emerging data illustrates that Black men are at higher risk of death and racial profiling relative to COVID-19. Black LGBTQ communities are particularly vulnerable due to higher rates of suppressed immune systems and widespread housing and employment discrimination. Response efforts must take into account these differences, to ensure that all people of African descent are connected to economic opportunities, healthy and are safe from personal and state-sanctioned violence.



8. LIFT UP GENDER

THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

The Foundation **invested \$13 million** in two initiatives to address the health needs of women of color using approaches that centered Black and Latina women's experiences including: 1) Re-entry for formerly incarcerated women,

\$13M

The Foundation invested \$13 million in two initiatives to address the health needs of women of color using approaches that centered Black and Latina women's experiences

which aimed to ensure that formerly incarcerated women of color could achieve financial and emotional well-being, especially through increased participation in the workforce and building financial assets; and 2) the Women of Color and HIV/AIDS/STIS initiative, which included a public awareness campaign and two demo projects to document and disseminate best practices to address prevention and early intervention for women of color at risk for HIV, AIDS, and STI'S.

CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

With the new initiative, Reproductive Justice Champions, the foundation seeks to elevate the expertise, leadership, and lived experiences of Black, Indigenous, People of Color (BIPOC) and Africana, Latin, Asian, and Native American (ALANA) groups in Illinois working at the intersections of reproductive and sexual justice and other social justice movements. The foundation will implement a strategy that will lead to a region-wide safe haven for reproductive health access and improved health outcomes. The foundation is a regional funding partner for the [Catalyst Fund for Reproductive Justice](#), a national program to bring new funding to Women of Color-led reproductive justice organizations.

Additionally, CFW is wrapping up the fifth year of its [Englewood Women's Initiative](#), a place-based strategic investment model working to improve the economic security of Black women and their families in the Englewood community.





TIDES CENTER (SAN FRANCISCO, CA)

The Tides Center launched the Women’s Environmental Leadership Fund (WE LEAD) to shift power and resources to Black women, women of color, and Indigenous women taking on big polluters with local, community-based action and sustainable solutions. In the spring of 2021, the fund provided **\$1.35 million dollars to 48 BIPOC-led organizations** in Texas, the Southwest, Pennsylvania, and the Appalachia.



Shift power and resources to Black women, women of color, and Indigenous women



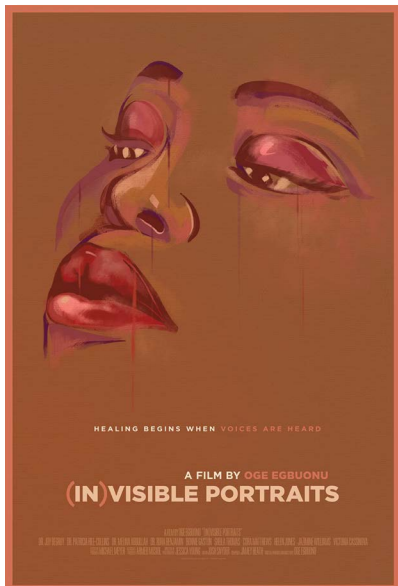
THE WINTHROP ROCKEFELLER FOUNDATION (LITTLE ROCK, AR)

The Winthrop Rockefeller Foundation funded the Women’s Foundation of Arkansas to increase their capacity to become the leading economic equity partner for women and girls in Arkansas; and provide rapid, flexible grants to women-owned small businesses in Arkansas for working capital, operating expenses, adjustments to products and services, or other emergency needs.



WOMEN’S FOUNDATION OF COLORADO (DENVER, CO)

The Foundation previewed the film (In) Visible Portraits directed by Oge Egbuonu for 400 virtual attendees in November 2020. It tells the story of the too-often invisible othering of Black women. Additionally, the Foundation hosts the Sisterhood of Philanthropists Impacting Needs, a Black women’s giving circle that focuses on the Black community.



400

virtual attendees

The Foundation previewed the film (In) Visible Portraits directed by Oge Egbuonu for 400 virtual attendees in November 2020.



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REACH TO THE DIASPORA

The racially charged impact of COVID-19 extends beyond U.S. borders. Black communities in the U.S. territories have been left out of many relief efforts and African immigrants are being targeted in both the U.S (as part of America's Black population) and other parts of the world. During crises, we must remain vigilant of how anti-Black racism impacts people of African descent around the world and look for opportunities to unite our philanthropic efforts to save and support Black lives.

9. REACH TO THE DIASPORA



THE PUERTO RICO COMMUNITY FOUNDATION (SAN JUAN, PR)

The Foundation is building a network of racial equity leaders in the Caribbean, Central America and South America, with the goal of connecting their common experience as Afro-descendants to foster and strengthen the future generation of leaders in equity building.





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ADDRESS DISPARITIES IN PRISONS

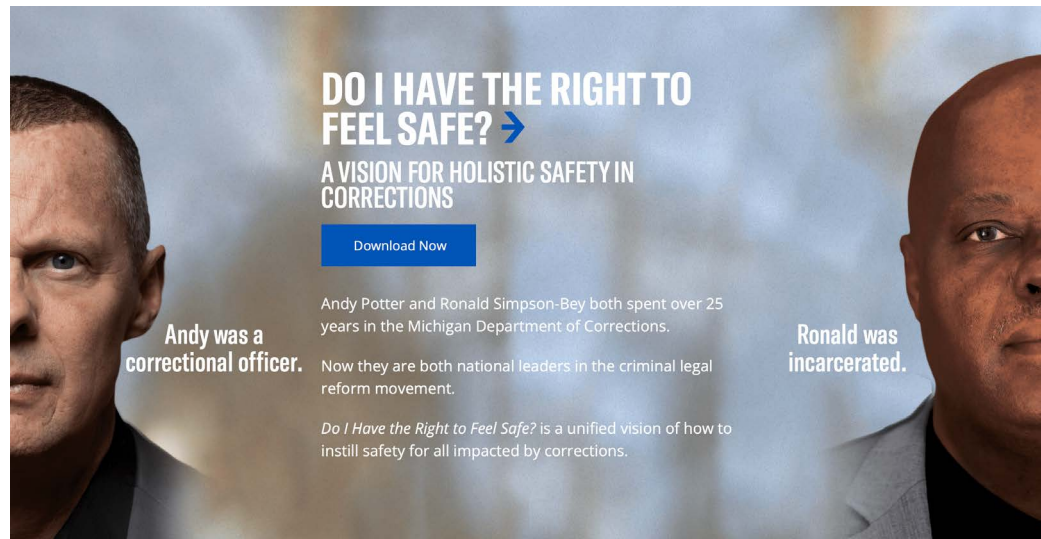
U.S. prisons are disproportionately filled with Black and Brown people and are breeding grounds for the spread of coronavirus, other infectious diseases, and, generally, hopelessness. COVID-19 relief efforts have reminded us that institutional custody should be reserved as a last resort when there is a risk of community safety or flight. That use of institutional custody must become a standard of operating in all instances. Current efforts must support the safety of those currently imprisoned, early release of incarcerated individuals and advance sustained investments in alternatives that reduce reliance on incarceration over the long-term to support Black communities.



10. ADDRESS DISPARITIES IN PRISONS

THE CALIFORNIA WELLNESS FOUNDATION (LOS ANGELES, CA)

The Foundation **awarded grants to four organizations tackling criminal justice reform to mobilize for local and statewide policy opportunities, but with a gender lens.** In particular, grantees focused on the effective implementation of Proposition 47 and the specific challenges facing women who are reentering.



CHICAGO BEYOND (CHICAGO, IL)

Written in partnership with over 100 people directly impacted by incarceration, Chicago Beyond recently published, *Do I Have the Right to Feel Safe? A Vision for Holistic Safety in Corrections.* The publication presents a unified vision of how to begin to instill safety for all impacted by corrections – starting with people incarcerated and correctional staff. Correctional administrators – along with others in positions of power – must empower people with lived experience of the carceral system. Only then, together, can we **shift our vision of safety from one predicated on control to one that creates the conditions for all community members** – inside and outside of correctional walls – to be and feel protected, resilient, and whole.



CHICAGO FOUNDATION FOR WOMEN (CHICAGO, IL)

The Chicago Foundation for Women funds multiple efforts to address gender disparities within the criminal justice system, including support for [Women’s Justice Institute](#), [Cabrini Green Legal Aid](#), and [Illinois Prison Project](#). Women’s Justice Institute works on systemic de-carceration and harm reduction strategies among justice-involved women and their children by implementing gender-responsive, trauma-informed, and family-centered policies, practices, and programs. The Foundation has provided funding to [Chicago Volunteer Doulas](#), a Woman of Color-led nonprofit, providing the first-ever peer doula program to support individuals who are incarcerated while pregnant at Logan Correctional Center in Illinois.



Equitably prioritize those incarcerated receiving vaccines in line with citizens who are not incarcerated.



The Colorado Health Foundation™

THE COLORADO HEALTH FOUNDATION (DENVER, CO)

The Foundation is supporting efforts advocating for the Governor of Colorado to equitably prioritize those incarcerated receiving vaccines in line with citizens who are not incarcerated.



HARTFORD FOUNDATION FOR PUBLIC GIVING (HARTFORD, CT)

The Foundation was the seed funder for the [Reentry Welcome Center](#) in Hartford where individuals returning home from incarceration can feel welcome and receive support. The center provides information, referrals, and services such as basic needs, housing, substance abuse/mental health, medical, employment, and more. Since its inception, the center has served more than 1,100 returning residents and end-of-sentence clients.



TIDES CENTER (SAN FRANCISCO, CA)

As a fiscal sponsor, the Tides Center provides support to [Next Chapter](#), an apprenticeship program led by Slack that provides formerly incarcerated individuals opportunities in the tech sector.



THE WINTHROP ROCKEFELLER FOUNDATION (LITTLE ROCK, AR)

The Foundation funded [DecARcerate Arkansas](#), an organization that improves economic equity and reimagines and redefines prison and restorative justice.

Thank you to our Umoja Circle members for their commitment to the long-haul work of racial equity and addressing anti-Black racism.





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