



# Philanthropy's Role in Reparations and Building a Culture of Racial Repair

Philanthropy New York

February 14, 2024

# THE WEISSBERG FOUNDATION

## MISSION

*We advance organizations and efforts building power of those most negatively impacted by racism.*

## VISION

*We envision a world that recognizes inequities and actively seeks to dismantle structural racism by continuously building access, opportunity, and power so all can thrive.*

## ***THEORY OF CHANGE***

We believe building the power of those most negatively impacted by racism is the central path to transforming systems and dismantling structural racism.

# OUR CORE COMMITMENTS



## PEOPLE

We center Black and Indigenous people, while supporting all Communities of Color.



## POWER

We fund power building to transform systems that negatively impact Communities of Color.



## PLACE

We prioritize Virginia and support regional and national efforts in grantmaking.

# Activating 100% of assets in support of our mission, vision, and values.

**Innovative Grantmaking.** We are resourcing organizations and efforts building the organizing, economic, political, and narrative power of Black, Indigenous, and Communities of Color primarily in Virginia.

**Investing for Impact.** We are intentionally allocating capital by pursuing 100% mission alignment of our endowment and using a Racial Equity Investing and Responsible Investment lens.

**Internalizing Racial Equity.** We are guided by our racial equity and justice value on everything from our hiring and benefits policies to our vendor selection practices.

**Influencing Philanthropy.** We are committed to sharing our learnings in order to increase the philanthropic resources dedicated to racial equity and justice in Virginia and nationally.



# INTERNALIZING RACIAL EQUITY

## SHIFTING ASSETS TO SHIFT POWER

*Who We Fund*

*Our Vendor Partners*

## SHARING AND CEDING POWER

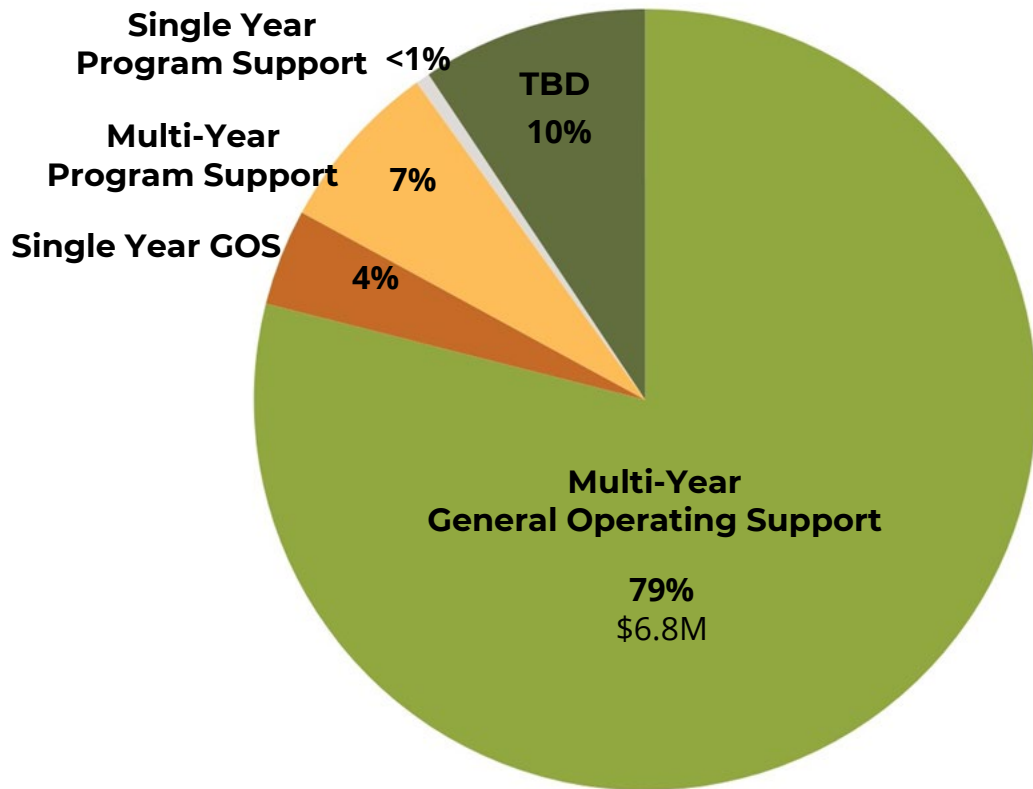
*Governance*

*Organizational Culture*

## EXPLORING OUR WEALTH ORIGIN STORY

# 2024 GRANTMAKING BUDGET

Nearly 80% of Proposed Grantmaking is Multi-Year General Operating Support



Commitment to Black, Indigenous, and People of Color led- and accountable organizations

