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

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

- Black: 34%, $3.0M
- White: 13%, $1.1M
- Latinx: 6%, $1.2M
- AAPI: 6%
- Multi-Racial: 6%
- Indigenous: TBD
- TBD: 21%, $1.8M

- Single Year GOS: 4%
- Multi-Year GOS: 10%
- Single Year Program Support: <1%
- Multi-Year Program Support: 7%