## Supporting the Reparations Movement and Building a Culture of Racial Repair

### Achieving Reparations

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| A federal program designed to narrow the Black-white wealth gap and engage in the pillars of building a culture of repair | - Convening and planning support to design a coordinated movement strategy  
- Narrative change to build public understanding on reparations  
- Research to inform reparations program design  
- Lobbying efforts  
- Grassroots organizing to mobilize constituencies |

### Building a Culture of Racial Repair

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| Understanding and grappling with the what, how, and why of actions that have contributed to harm | - Storytellers, artists, journalists, and scholars creating new ways to unearth and understand racial injustice  
- Commissions for wealth-origin research and stories for institutions, corporations, and families  
- Educators and organizations designing curricula that teach truthful US history  
- Initiatives for open dialogue and advancing racial healing  
- Movement leaders and efforts pushing back on the anti-critical race theory movement  
- Creation of and increased access to programming in public memorials, museums, and other institutions that serve to acknowledge harm |
| Admission that harm has been done | |
| Ownership and willingness to take responsibility for harmful actions and commit to non-repetition | - Black community land trusts, community investment trusts, and worker cooperatives to rebuild land ownership and economic self-determination  
- Large, unrestricted grants or endowments to Black-led organizations and institutions to enable greater levels of self-determination |
| Acts of restitution, compensation, and rehabilitation; proactive steps taken to embed racial justice into systems and “heal the wound” | - Efforts to help Black families and communities reclaim wrongfully stolen assets and land  
- Funding staff position(s) and research efforts for local and state initiatives and reparations commissions to explore and create redress for specific, historic harms  
- Pilot programs in guaranteed income, baby bonds, and other asset-building initiatives for and with Black communities  
- Debt relief for Black farmers and broader efforts to direct federal funding resulting from recent policies to Black-led and Black-serving organizations and institutions |

Intangible investments: Convene conversations on reparations internally with board and with peer funders and other stakeholders; elevate topic of reparations externally and among peers; ensure Black and grantee representation in decision-making bodies on Board and in organizational leadership

(NOTE: This is not an exhaustive list of reparations and repair investments. These are ideas from conversations with movement leaders meant to showcase the breadth of potential opportunities.)

Source: The Bridgespan Group; adapted from Liberation Ventures “Why Reparations.”