






Supporting the Reparations Movement and Building a Culture of Racial Repair

ACHIEVING REPARATIONS

	DEFINITION	EXAMPLE INVESTMENTS
 <p>REPARATIONS</p>	<p>A federal program designed to narrow the Black-white wealth gap and engage in the pillars of building a culture of repair</p>	<ul style="list-style-type: none"> • 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

	DEFINITION	EXAMPLE INVESTMENTS
 <p>RECKONING</p>	<p>Understanding and grappling with the what, how, and why of actions that have contributed to harm</p>	<ul style="list-style-type: none"> • 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
 <p>ACKNOWLEDGMENT</p>	<p>Admission that harm has been done</p>	
 <p>ACCOUNTABILITY</p>	<p>Ownership and willingness to take responsibility for harmful actions and commit to non-repetition</p>	<ul style="list-style-type: none"> • 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 • 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
 <p>REDRESS</p>	<p>Acts of restitution, compensation, and rehabilitation; proactive steps taken to embed racial justice into systems and “heal the wound”</p>	
<p>Intangible investments</p>	<p>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</p>	

(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.)