

Creating Authentic Change in Unprecedented Times



2020 Impact Report

As the COVID-19 pandemic surged in 2020 and protests for racial justice shone a light on our nation's legacy of injustice, The Raymond John Wean Foundation took bold steps to address urgent needs in the Mahoning Valley.

The COVID-19 pandemic disproportionately impacted communities of color. The Foundation examined its efforts and made strategic investments in Black-led organizations, and in nonprofits and neighborhood groups demonstrating a commitment to the uplift of communities of color.

GRANTS AWARDED

MV COVID-19 Response

\$476,300
41 organizations

Community Investment

\$1,049,048
4 organizations

Neighborhood SUCCESS

\$109,881
26 organizations

Other

\$153,500
73 organizations

Race Equity & Inclusion Trainings 2017-2020

531 participants
138 organizations

Strategic Community Building

31 Black-led organizations

To learn more:

weanfoundation.org
[@TheRaymondJohnWeanFoundation](https://twitter.com/TheRaymondJohnWeanFoundation)

AWARENESS

The pandemics of COVID-19 and persistent, systemic racism highlighted disparities and required an urgent, equitable response.

VISION & PLAN

To emerge from these crises as a stronger, more equitable community, the Foundation addressed entrenched beliefs and long-held assumptions to challenge the conditions that hold problems in place — systemic inequities in resource distribution, decision-making power and access.

ACTION PLAN

The Foundation crafted an agile strategy leveraging its dynamic combination of grantmaking, capacity building and community-building:

- COVID-19 response: Devoted resources to existing grantees and created a joint application with local philanthropic partners
- Race Equity and Inclusion
- (REI) awareness building
- Meaningful public and civic sector collaboration

IMPACT

The Foundation measured its effectiveness and impact through an REI lens to ensure ongoing, equitable access to resources, knowledge and opportunity, especially in communities of color. The Foundation streamlined grantmaking processes, engaged in equitable community-building, and launched a Race Equity Theory of Change.

ONWARD

To advance its vision of empowered residents creating an equitable Mahoning Valley, the Foundation will leverage its role and resources to provoke new thinking, build community and disrupt the status quo:

- Race Equity Theory of Change
- Phase II
- Black-led organization strategies and initiatives
- REI trainings, including a session specific to law enforcement

