

Committed to Equitable Community Building

When local industrialist Raymond John Wean created the Wean Foundation in 1949, it is unlikely that he could have foreseen the focus and work of the Foundation today. From growing and professionalizing staffing to innovating strategies and forging new and important collaborations, the Foundation has maintained its commitment to a principle that has shaped its work: the deliberate and intentional engagement of residents is essential for authentic, lasting change to occur.

Building on this vital principle, the Foundation integrated principles of race equity and inclusion (REI) into all aspects of its work and established key REI outcomes to focus each initiative. Today, this intentionality provides motivation to remain committed to this rigorous, at times arduous work, and to fulfill our vision of empowered residents creating an equitable Mahoning Valley.



Key learning so far

- 1 Now is the time to bring residents, race equity and inclusion center stage in every sphere of life, business and development.
- 2 Cultivating shared understanding of race equity and inclusion takes time but accelerates and sustains progress.
- 3 It is not possible to solve entrenched challenges with entrenched beliefs. We need fresh thinking and resident-led approaches to achieve lasting progress.
- 4 To solve the problems we face, we must trace them to their roots and acknowledge the history of systemic racism. To overcome systemic racism, we must all learn to identify, describe and dismantle it.
- 5 When we all begin our own REI journeys, we will be able to work together to create a Mahoning Valley all residents can proudly call home.



Read our full REI Journey
weanfoundation.org/reijourney



Join a training
weanfoundation.org/get-involved

2021 in Review

Awareness

- Sponsored Racial Equity Institute Trainings (\$105,000)
 - Sessions (6) Community Stakeholders (118)
 - Hosted Racial Equity Institute Trainings in partnership with the Mahoning Valley Law Enforcement Task Force

Learning

- Pursued personal, organizational and community learning
- Participated on local and regional DEI committees
- Engaged statewide organization to produce a report of local existing conditions disaggregating data by race
- Commissioned a report on operationalizing race equity and inclusion

Practice

- Developed Racial Equity and Inclusion Outcomes (DREIOs)
- Created Racial Equity & Inclusion Strategic Direction, a board and staff driven effort to operationalize DREIOs
- Developed metrics that support DREIOs
- Assessed with Strategic Partners their efforts through an REI lens
- Revised human resources recruitment practices to be more equitable



Read our full REI Journey
weanfoundation.org/reijourney



Join a training
weanfoundation.org/get-involved