

2019-2023 IMPACT REPORT

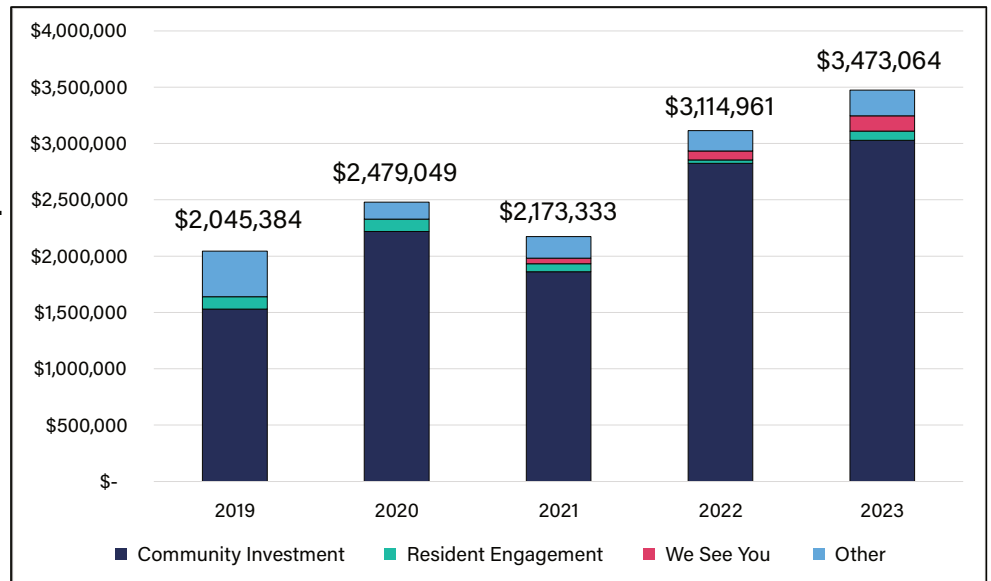
In 2019, The Raymond John Wean Foundation adopted a five-year strategic direction that made race equity and inclusion central to all aspects of its work and the bar by which it committed to measuring its success. Since then, the Wean Foundation has taken thoughtful steps to ensure its work effectively advances its vision of empowered residents creating a more equitable Mahoning Valley. This Impact Report highlights progress over the last five years.

Through a combination of grantmaking, capacity building, convening and partnerships, the Wean Foundation has demonstrated its race equity and inclusion values by committing them to practice. By 2022, desired racial equity and inclusion outcomes and indicators—that could be supported by data—were established for each of its four pillars of work:

- **Grantmaking:** Fund the development and implementation of viable solutions led by organizations whose leadership reflects the racial demographics of the communities in which they work.
- **Capacity Building:** Support the sustainability of Black and Hispanic or Latinx-led organizations.
- **Convening and Partnerships:** Define challenges, formulate solutions and take collective action with Black and Hispanic or Latinx-led organizations with a stake in the decisions being made.
- **Operations:** Create and sustain a culture that challenges racism.

The Wean Foundation began disaggregating its Community Investment grantmaking data by race, noting the number of grantees who have both a staff and board composition of more than 50% who identify as Black, Hispanic or Latinx, as well as the total dollar amount awarded to those organizations. In 2023, the Wean Foundation awarded \$905,400 to five Black, Hispanic or Latinx-led organizations, compared with \$552,500 to four Black, Hispanic or Latinx-led organizations in 2022—a 64% increase in total dollars.

Total Grantmaking by Type



What's Ahead

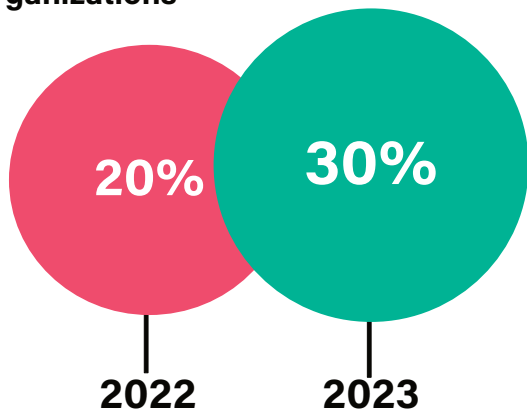
In 2024, the Wean Foundation is celebrating 75 years in philanthropy in the Mahoning Valley. The coming year is an opportunity for the Wean Foundation to illuminate what it has learned to help it better understand where it is going; celebrate the valuable partnerships it has developed with others who share its vision of a more equitable Mahoning Valley; and innovate for the future, forging new conversations and relationships to spur fresh ideas and ways of working.

Stay tuned for more information on anniversary-related events and news.



Youth from Inspiring Minds, a Community Investment grantee, attend an industry day and tour of the Wean Foundation in 2023.

Percent of Community Investment Grant dollars awarded to Black, Hispanic or Latinx-led organizations



\$13.2M

Total **grants** awarded

7 workshops 189 participants

Total **capacity-building** opportunities

878*

Total Wean Foundation-sponsored **REI workshop** participants

**Since program inception.*

Highlights

- Conducted a community survey to learn from residents firsthand about their experiences and to gain valuable feedback to inform its work.
- Invested in the revitalization of 20 acres of riverfront property in Youngstown, now known as The Raymond John Wean Foundation Park, a place to engage residents and promote diverse participation.
- Created a joint application for funding with local philanthropic partners in response to the COVID-19 crisis.
- Awarded larger, multi-year general operating grants for established nonprofits, enabling them to focus on the work and trusting them to make effective decisions in how the resources are used.
- Reimagined its long-standing grassroots grantmaking program to lead with capacity building opportunities and reduce the burden on grantees during the application process.
- Established a Strategic Partners Fellowship to offer Black and Hispanic or Latinx individuals an on-ramp to executive leadership.
- Renewed a commitment to providing sponsorship opportunities to support nonprofits doing good work in the community.
- Awarded additional resources/responsive grants to support nonprofits recovering from the pandemic and greater pay equity among nonprofits, in 2022 and 2023 respectively.
- Continued to provide access to Racial Equity Institute trainings and workshops.
- Aligned the investment of the Wean Foundation's endowment with its race equity values.

THE RAYMOND JOHN WEAN FOUNDATION
147 West Market Street
Warren, OH 44481
330.394.5600