

The Raymond John Wean Foundation is committed to creating a racially equitable future where a person's race identity has no influence on how they fare in society. Since 2016, we have been documenting our Race Equity and Inclusion (REI) journey, sharing awareness-building, learnings and actions that advance our vision of empowered residents creating a more equitable Mahoning Valley.



## AWARENESS-BUILDING

- Sponsored five Racial Equity Institute trainings (totaling \$96,055 in resources), reaching more than 125 community stakeholders, representing nearly 60 different organizations, including the Mahoning Valley Law Enforcement Group.
- Partnered with Glenmede Trust to broaden knowledge and abilities for Wean Foundation and other clients to more effectively align investments with their racial equity values.
- Referred grantees and partners to various professional development opportunities with an emphasis on REI.



---

## LEARNING

- Explored hosting REI trainings in Spanish and learned there is no capacity among current provider to facilitate such a workshop.
- As part of our strategy to work with investment managers at diverse firms, learned it is difficult to find clear data on diversity among investment managers, making it difficult to measure our progress in this area.
- Renewed and built skills in grant review, analysis and due diligence using what we refer to as the "triangle," an illustration of how staff follow the course of an application—challenges, strategy and outcomes—with the intention of producing robust and balanced analysis.





## COURAGE & PRACTICE



- Increased Community Investment funding to Black, Hispanic or Latinx-led organizations by 64% in 2023 compared with 2022. Nearly a third of Community Investment Grant dollars—totaling \$905,000—were awarded to Black, Hispanic or Latinx-led organizations in 2023.
- Intentionally aligned the investment of our endowment more closely with our values, particularly racial equity. To date, 35% of our portfolio is invested in ways designed to align with our values.
- Consistent with the “Making Philanthropy Better” report, analyzed and recommended actions to adjust and rebrand our Neighborhood SUCCESS Grants program, now called Resident Engagement Grants. Engaged communications content expert to articulate a clear and accurate narrative of the program’s purpose and future direction.
- Increased number of Black or Hispanic/Latinx-led organizations participating in the Youngstown State University Nonprofit Leader Fellowship program from one of 10 (10%) in 2021 to four of 13 (31%) in 2023.
- Hosted racial equity focused events and discussions, including Philanthropy Ohio’s Blacks in Philanthropy Affinity Group’s first in-person event of 2023 and their first convening in the Mahoning Valley, and an afternoon of conversation with more than a dozen Black women mentors and mentees, including the Wean fellows, staff and residents.
- Increased visibility and recruited for various initiatives in new spaces, including the Pride in the Valley, Juneteenth and HOLA festivals and the Warren City School District’s Back to School event. An organized effort to make the most effective use of these opportunities and our resources is underway, specifically around value alignment and tracking engagement.
- Promoted the Wean Foundation as an inclusive community and civic engagement space and encouraged use of our facilities by waiving rental fees in 2023.
- Staff served on the following boards and committees: Enlightened Solutions, Health Policy Institute of Ohio, PEAK Grantmaking Programming Committee, Ohio Transformation Fund Grant Committee, Fund for Our Economic Future Member Engagement and Development Committee, Philanthropy Ohio DEIB Committee and its Blacks in Philanthropy Affinity Group.
- Nominated the CEO of a local Black-led organization, who was then appointed, to serve on a regional organization’s governance board as a voting member. The organization expanded its board membership to include civic representation of up to 30% (eight members) and changed its governance structure to ensure inclusion of Black and Hispanic/Latinx individuals who would bring a range of relevant backgrounds and experiences to its mission and priorities.

### Learn More

[weanfoundation.org/reijourney](https://weanfoundation.org/reijourney)

### Attend an REI Training

[weanfoundation.org/get-involved](https://weanfoundation.org/get-involved)

