

OUR IMPACT 2025

The Raymond John Wean Foundation places race equity and inclusion at the heart of its work. Together with residents, the Wean Foundation seeks to address long-held assumptions, redistribute decision-making power and challenge the systemic lack of equitable access to resources, knowledge and opportunity. We leverage a dynamic combination of grantmaking, capacity building and convening and partnerships in the under-resourced communities of Warren and Youngstown, Ohio.

GRANTMAKING

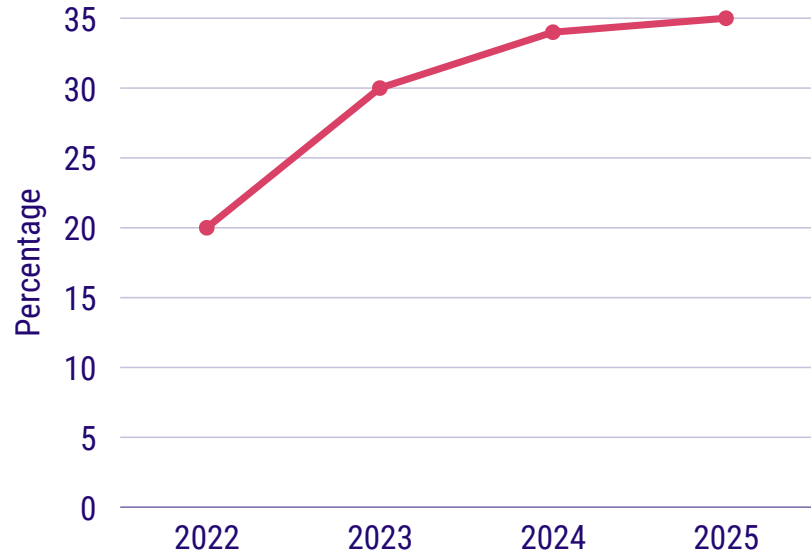
In 2025, the Wean Foundation disbursed more than \$3.2 million of grants in support of our strategic priorities. This included more than \$2.9 million of Community Investment and Capacity Building grants, which support established nonprofits. More than \$1 million, or 35.3%, of these grant dollars went to Black, Hispanic or Latinx-led nonprofits, up from just 20% in 2022, when we began disaggregating grantmaking data by race.

35.3%

OF COMMUNITY INVESTMENT &
CAPACITY BUILDING GRANT DOLLARS
DISBURSED TO BLACK, HISPANIC OR
LATINX-LED NONPROFITS IN 2025

weanfoundation.org

THE WEAN FOUNDATION



The percentage of Community Investment and Capacity Building grant dollars to Black, Hispanic or Latinx-led organizations has increased over time.

CAPACITY BUILDING

Building on the conversations during our 75th Anniversary Summit in September 2024, which focused on solutions to strengthen the nonprofit sector and advance equitable compensation, we expanded our investment in leadership development and capacity building in 2025.

We launched the Nonprofit Leadership Cohort, supporting 15 local leaders through eight months of training focused on strategic, operational and personal leadership skills. Three participants were selected for a two-year Strategic Partners Fellowship designed to support under-resourced leaders, particularly those who identify as Black, Hispanic or Latinx.

We also convened a Pay Equity Collective, led by Loftis Partners, bringing together nonprofit leaders to examine compensation practices and build more equitable workplaces.



CONVENING & PARTNERSHIPS

We worked with Greater Ohio Policy Center to provide an update to the Local Conditions Reports we first commissioned in 2022. We hosted a convening with grantees to hear the results of this research. (Download a copy of the [Warren/Trumbull County report](#) and the [Youngstown/Mahoning County report](#) from our website.)

At a special Breakfast@Wean event in June, more than 75 community members gathered to enjoy each other's company and recharge. We also unveiled a large-scale mural depicting our work in the Mahoning Valley over the years, a capstone of our 75th anniversary celebrations.

OPERATIONS

Our work is guided by a Racial Equity and Inclusion Strategic Direction first adopted in 2019 that centers racial equity and inclusion in all aspects of our work. We define race equity as a future in which a person's race identity has no influence on how they fare in society and inclusion as ensuring people feel welcomed, valued and respected to participate fully.

To move from aspiration to action, we adopted racial equity and inclusion metrics in 2022 and began disaggregating outcomes by race, including 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. Through this, we gained sharper insight into where our dollars were going—and where they needed to go.

In 2025, our commitment to transparency took another step forward with the launch of a public, online dashboard that tracks progress over time and holds us accountable to our goals.

NEW!
**OUTCOMES
DASHBOARD**

