

## MILESTONES

- Achieve target of 50% of Community Investment Grants awarded to Black, Hispanic and Latinx-led organizations.
- Survey beneficiaries of grantees that receive general operating, multi-year funding for program effectiveness, satisfaction and impact.

## MILESTONES

- Achieve 35%+ of REI Impact Investing and publicly report on progress.
- Set ambitious target for % of vendors budget spent on Black, Hispanic and Latinx owned/led companies and publicly report on progress.
- Set desired % of events held in the RJWF facility that are in service of advancing the REI vision.
- Track publications, coverage and/or speaking invitations that help share RJWF's REI story.

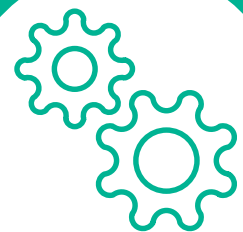


## GRANTMAKING

Fund viable solutions led by organizations whose leadership reflects the race demographics of the community within which they work.

## OPERATIONS

Ensure efficient and effective internal controls and processes while creating and sustaining a culture that challenges racism.



## DESIRED RACIAL EQUITY & INCLUSION OUTCOMES

## CONVENING & PARTNERSHIPS

Ensure a coordinated and thoughtful approach to community building, one that includes the meaningful involvement of Black, Hispanic and Latinx residents and organizations with a stake in the decisions being made.



*We execute this Strategic Direction to achieve our mission and measure our success through a lens of race equity and inclusion.*

## MILESTONES

- Establish a shared understanding of race equity and inclusion terms, concepts and racial histories among partners.
- Establish a baseline of existing current Black, Hispanic and Latinx-led organizations.
- Establish specific indicators of sustainability and growth of Black, Hispanic and Latinx-led organizations identified in scan, including increase in staff and budgets in five years.
- Achieve target of 80%+ of beneficiaries of capacity building trainings finding programming useful.
- Track and report on the trajectory of Emerging Leaders alumni.



## CAPACITY BUILDING

Strengthen Mahoning Valley nonprofits in sound operations, thoughtful strategy and strong leadership with an emphasis on the growth and sustainability of Black, Hispanic and Latinx-led organizations.

## MILESTONES

- Support projects or initiatives that put residents at decision-making tables.
- Track percentage of funds supporting grantees that are a part of partnerships/collaboratives.
- Track number of facilitated discussions that productively create space for dialogue on complex issues.
- Set targets and track progress toward targeted improvements in relationships among institutions.

## MISSION

To advance community building in the underresourced communities of Warren and Youngstown, in Ohio's Mahoning Valley, through a powerful combination of grantmaking, capacity building, convening and partnerships.

## VISION

Empowered residents creating a healthy, vibrant, equitable and economically stable Mahoning Valley.

## VALUES

Resident Engagement    Racial Equity    Inclusion    Social Equity  
Collaboration    Community Investment    Learning

## STRATEGIC PRIORITIES

### Community Revitalization

Resourced and sustained physical landscape in Warren and Youngstown neighborhoods

### Economic Opportunity

Increased economic mobility for residents in Warren and Youngstown neighborhoods

### Educational Opportunity

School, college and career readiness for Warren and Youngstown City School District students

### Public and Civic Sector Leadership

Efficient and effective local government infrastructure

## GLOSSARY OF TERMS

- 1. Black, Hispanic or Latinx-led:** Racial makeup among leadership teams is 50%+ Black, Hispanic or Latinx.
- 2. Capacity Building:** Strengthen Mahoning Valley nonprofits in sound operations, thoughtful strategy and strong leadership, with an emphasis on supporting the growth and sustainability of Black, Hispanic and Latinx-led nonprofit organizations.
- 3. Community Building:** Define the challenges of community, formulate solutions and take collective action for authentic and sustainable change.
- 4. Convening and Partnerships:** Ensure a coordinated and thoughtful approach to community building, one that includes the meaningful involvement of Black, Hispanic and Latinx residents and organizations with a stake in the decisions being made.
- 5. Inclusion:** The art of creating an environment where an individual or group can feel welcome, respected, supported and valued to participate and to bring their authentic selves to the work.
- 6. Operations:** Ensure efficient and effective internal controls and processes while creating and sustaining a culture the challenges racism.
- 7. Racial Equity:** A future condition where one's race identity has no influence on how one fares in society.
- 8. Viable Solutions:** Solutions that use correct analysis, sound tactics and well-designed end results to shift the conditions holding problems in place; embed REI into the work; distribute decision-making power; build stronger connections and collaborations; and complement or supplement grantee efforts.