We actively seek racial justice by investing in, partnering, and sharing lessons on:

**CULTURE**
- Shifting narratives about anti-black racism and its ill impacts on society and creating new narratives that center the voices of people who live at the sharpest intersection of systems of oppression such as race, class and gender identity.

**HEALING**
- Creating spaces and practices that prioritize rest, rejuvenation and healing from the spectrum of racialized harms which range from systemic racism to everyday aggressions.

**REPARATIONS & ECONOMIC JUSTICE**
- Supporting economic justice movements, including the movement to pay reparations to Black people who are owed a debt as a result of historic and contemporary racial harms.

**COMMUNITY POWER**
- Providing the resources, financial and otherwise, to build and sustain the people’s power to demand and achieve justice.

**INSTITUTIONS & STRUCTURES**
- Disrupting institutions and structures that perpetuate anti-black racism and other intersectional discriminatory harms.

We carry out our work with these values:
- We believe truth telling is a part of healing and acknowledge past and current racial atrocities is integral to justice.
- We build trusting authentic relationships with communities, partners and colleagues where knowledge, power and resources are shared equitably.
- We are committed to innovation and risk-taking and embrace bold ideas that disrupt the status quo.
- We stand firmly with communities that have been most harmed by systems of oppression and support their ability to exercise power.
- We prioritize radical learning and share lessons to make way for progress and effective action.
- We acknowledge the inconsistencies and contradictions inherent in the philanthropic enterprise and aim to model the vision we believe is possible by ensuring that our own policies, practices and operations are transformative and reflect the values we hold.

Vision - Black people and people of global majority live powerfully, abundantly and beautifully in healthy, self-determined communities free of social, economic and ideological violence.

We will use the following philanthropic tools:
- Grantmaking
- Strategic Communications
- Program-Related Investments
- Needs Assessment, Research and Evaluation
- Convenings
- Issue Campaigns
- Capacity Building
- Dissemination and Publication
- Strategic Partnerships