

We mourn the recent, countless and ongoing killings of Black people in our country. We share in the outrage against state sanctioned violence that devalues Black life, a symptom of the way that anti-Blackness is inherently part of this country's systems, institutions, structures, and values.

We are in awe of the resilience and brilliance that our Black-led grantee partners are demonstrating in this moment. The re-building and re-imagining in this time is only made possible by the ways that Black-led grantee partners have been organizing for justice in the time leading up to now. Those who are impacted by racism have the answers, and so in this moment of reckoning, we need to listen to and follow Black leadership, share our power, and use our privilege to advance ideas and solutions identified by Black people. We stand with you.

**We will not be silent. As an endowed foundation that has benefited from all the power and privileges created through historic and systemic racism, this is our most basic responsibility. We will also act and work for change within our institution, philanthropy, and the fields where we invest and operate, upholding the Foundation's deep and historic commitment to Tikkun Olam, which in Hebrew means the imperative to repair the world. Now, and for as long as it takes. Just as our country's brutal and oppressive practices were developed, honed, and sustained across generations, we know that eradicating entrenched white supremacy and achieving justice is going to require an enduring commitment from all of us.**

We understand that our intention to use our resources and influence to create a more nurturing world for infants and toddlers and their families is inextricably linked to ending the police violence, criminalization, systemic racism, and white supremacy culture that harms and traumatizes families and communities of color. This exposure to historic, cultural, systemic, and individual trauma has long-term individual and social consequences. We cannot achieve equal access or equity of outcomes for all young children, families, and pregnant and birthing people without

helping to build a just and liberated world for all, particularly Black people.

Guided by Tenet #1 of the [Diversity-Informed Tenets for Work with Infants, Children and Families](#) (*Self-Awareness Leads to Better Services for Families*), we have been more intentionally engaged in a cycle of reflection and practice. Our team took time to grieve, protest, listen, and now we have come together to articulate a message that reflects our truth, where we are on our journey, and concrete actions by which we intend to wield and share our power. We commit to:

1. Thoroughly examining our grantmaking practices and analyzing our current and historical giving to identify how we can more effectively advance racial justice and **create and implement tracking mechanisms to hold ourselves accountable.**
2. Continuing annual giving payouts above the minimum 5% requirement and **increasing our investments in Black-led work and solutions identified by those most impacted by systems of oppression.** This includes following the leadership of Black organizers, particularly Black women-, including trans women-, led organizations, mobilizing and advocating for policy change.
3. **Scaling diversity-informed practices** for organizations working with infants, children and families ([Read The Tenets: Black Lives Matter Statement](#)).
4. Continuing to help magnify the deleterious impact of systemic and individual trauma and **work with infant and early childhood mental health and trauma leaders to dismantle inequities in our systems and policies** as a critical component of promoting social and emotional health.
5. Taking space and using deliberate language to **lift voices of those who are not being represented** but ultimately bear the impact of decisions made.
6. Engaging in training – beginning with [CROAR's Introduction to Systemic Racism Workshop](#) – and **active learning that dismantles the myths that uphold white supremacy and anti-Blackness**, and instead promotes anti-racism and racial justice by reading, listening to, and reflecting on work by Black people, including dedicating Juneteenth to this purpose.

7. Requiring **greater racial and ethnic diversity among those who manage our endowment** and taking steps this year toward **divesting those dollars from entities which profit from incarceration and repressive or racially and ethnically discriminatory criminal justice practices.**
8. Continuing to **fund and foster racially and ethnically diverse leadership development** among our grantee partners and within the fields we support.
9. Continuing to intentionally **recruit and retain racially and ethnically diverse [staff](#) and [board members](#), hire BIPOC vendors, and encourage individual giving to Black-led organizations** through volunteer time and matching grants.
10. Continuing to **operationalize our [Diversity, Equity and Inclusion Statement and Vision](#)** within our organizational culture, foundation initiatives, external partnerships, and relationship-based grantmaking.

The Foundation's non-Black staff and board members also re-commit to deepening our solidarity through unlearning and dismantling anti-Blackness, educating our own communities, and centering and listening to Black communities. We join you, our grantee, philanthropic, public and other partners in solidarity. While we are responsible for holding ourselves accountable to these commitments, we invite you to support us in that process. Our work did not start last year or last month and it does not end now.

Many of you have been raising your voices and working tirelessly for years. We hope to honor your contributions, as well as the memories of Elijah McClain, Breonna Taylor, Ahmaud Arbery, Tony McDade, George Floyd, Riah Milton, Dominique “Rem’mie” Fells, Rayshard Brooks and the many other Black lives inhumanely and abruptly taken.

**We are grateful to you, our grantee partners, for your inspiring leadership...**



**THE TENETS**

DIVERSITY-INFORMED TENETS FOR WORK  
WITH INFANTS, CHILDREN & FAMILIES

**Self-Awareness Leads to Better Services for Families**

**Champion Children's Rights Globally**

**Work to Acknowledge Privilege and Combat Discrimination**

**Recognize and Respect Non-Dominant Bodies of Knowledge**

**Honor Diverse Family Structures**

**Understand That Language Can Hurt or Heal**

**Support Families in Their Preferred Language**

**Allocate Resources to Systems Change**

**Make Space and Open Pathways**

**Advance Policy That Supports All Families**

## SisterSong



Image source: [@sistersong\\_woc](https://twitter.com/sistersong_woc)

## National Women's Law Center

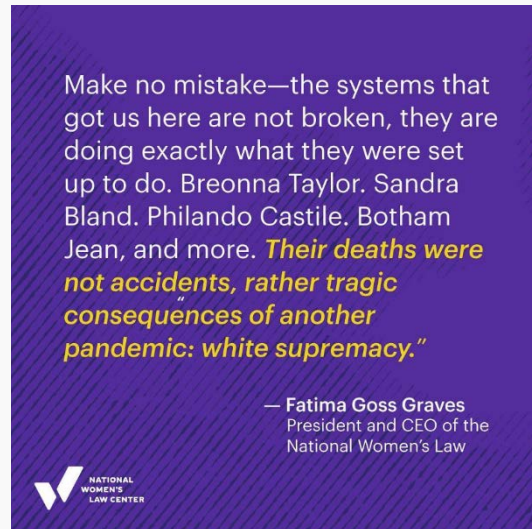


Image source: [@nationalwomenslawcenter](https://twitter.com/nationalwomenslawcenter)

## Chicago Foundation for Women

We ask for your solidarity in, not just, fighting systems of gender inequity, but also in explicitly calling for an end to the intersectional, destructive, and divisive systems of racism and oppression. There will be no gender equity without racial equity.  
- Felicia Davis -

”



Watch the Video

Image source: [www.cfw.org](http://www.cfw.org)



### Crossroads Fund

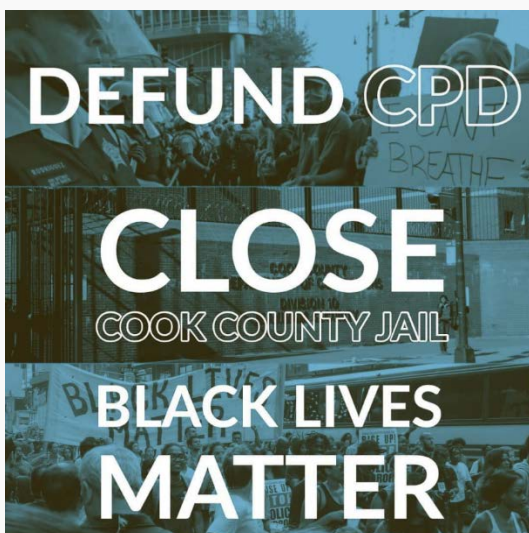


Image source: [@crossroadsfund](#)

### In Our Own Voice

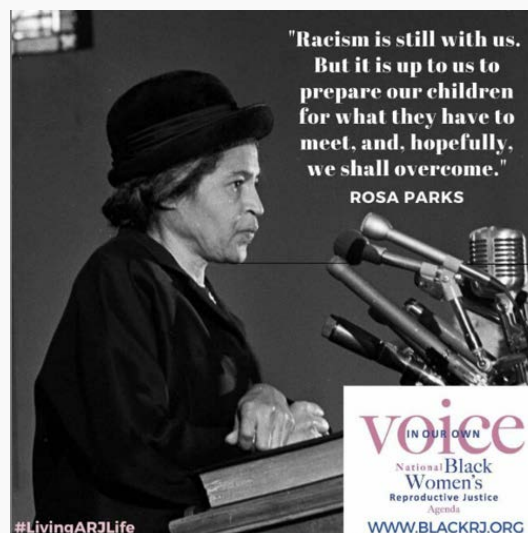


Image source: [@blackwomensrj](#)



Black Mamas Matter Alliance

# **Black Reproductive Justice Advocates Call For Defunding Police In Wake Of Violent Police Response To Protesters**

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DRIVING OUT ANTI-BLACKNESS AND WHITE  
SUPREMACY IS A LONG ROAD THAT REQUIRES  
BOTH COURAGEOUS POLICIES AND LARGE  
SCALE CULTURAL SHIFT.



Image source: [@blackmamasmatter](https://twitter.com/blackmamasmatter)

## Groundswell Fund



Image source: [@groundswellfund](#)

## National Network of Abortion Funds

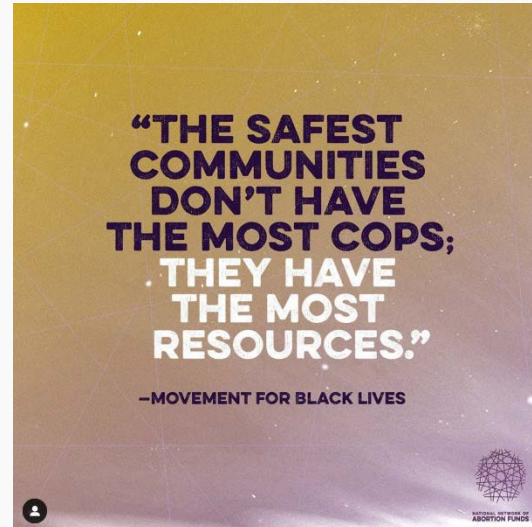


Image source: [@abortionfunds](#)

## The Center for Interdisciplinary Inquiry & Innovation in Sexual and Reproductive Health



Image source: [@uchicagoci3](#)



## Illinois Caucus for Adolescent Health



Image source: [@icahgram](#)

## HealthConnect One



HealthConnect One stands in solidarity with Black people against racism in all its forms. We are angry and saddened by the continuing injustices that Black people experience, all of which affect our public health.

We will continue to work alongside Black communities, families, and advocates to fight racism and to uplift their health and wellbeing, now and in the future.

- Jeretha McKinley, HC One Interim E.D.

Image source: [@healthconnctone](#)

Provide

# SAY THEIR NAMES

EMANTIC FITZGERALD BRADFORD, JR. - GREGORY GUNN - KWAME JONES - GREGORY HILL, JR. - JAMEE JOHNSON  
SAMUEL DAVID MALLARD - YASSIN MOHAMED - JAMARION ROBINSON - JIMMY ATCHISON - D'ETTRICK GRIFFIN  
WENDELL ALLEN - VICTOR WHITE III - DEJUAN GUILLORY - ANTWUM SHUMPERT - DEANDRE BALLARD - AKIEL DENKINS  
YUVETTE HENDERSON - KEITH LAMONT SCOTT - ARIANE MCCREE - BRANDON WEBBER - CHARLY "AFRICA" KEUNANG  
OSCAR GRANT - YONAS ALEHEGNE - DEMOURIA HOGG - RICHARD LINYARD - DION JOHNSON - ELIJAH BOATLEY  
ANTONIO ARCE - ROBERT RABAGO - ANDRES NEVARE - LOREAL TSINGINE - MICHELLE CUSSEAUX - STEPHON CLAR  
JOHN CRAWFORD III - MARIO WOODS - JESSICA WILLIAMS - AARON NIETO - LUIS GONGORA PAT - ANDY LOPEZ  
CHARLEENA LYLES - CHE' TAYLOR - SAID JOQUIN - JOHN T. WILLIAMS - D'QUAN YOUNG - TERRENCE STERLING  
MARQUESE ALSTON - KENNETH CHAMBERLAIN, SR. - TRAYVON MARTIN - ERIC GARNER - AURA ROSSER - MIKE RAMOS  
JEFF PRICE - LARRY JACKSON, JR. - LEVAR JONES - SHARMEL EDWARDS - ORLANDO BARLOW - KENNETH ROSS, JR.  
GRECHARIO MACK - REDEL JONES - WAKIESHA WILSON - ALBERT RAMON DORSEY - MICHAEL BROWN - EZELL FORD  
DANTE PARKER - MICHELLE CUSSEAUX - LAQUAN MCDONALD - TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE  
RUMAIN BRISBON - JERAME REID - GEORGE MANN - MATTHEW AJIBADE - NATASHA MCKENNA - TONY ROBINSON  
ANTHONY HILL - MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II - ALEXIA CHRISTIAN  
BRENDON GLENN - KISHA MICHAEL - ANTHONY VARGAS - JOSE MENDEZ - JESSE ROMERO - CESAR RODRIGUEZ  
CHRISTIAN ESCOBEDO - OMAR GONZALEZ - DEBORAH DANNER - SEAN BELL - RAMARLEY GRAHAM - AMIDOU DIALLO  
FRANK SMART - ALBERT JOSEPH DAVIS - VICTOR MANUEL LAROSA - FREDDIE BLUE - ASSHAMS PHAROAH MANLEY  
JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE  
MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON - FELIX KUMI - KEITH HARRISON MCLEOD  
JUNIOR PROSPER - LAMONTEZ JONES - PATERSON BROWN - NATHANIEL HARRIS PICKETT - DOMINIC HUTCHINSON  
JONATHAN SANDERS - ANTHONY ASHFORD - ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS  
MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL  
KEVIN MATTHEWS - BETTIE JONES - QUINTONIO LEGRIER - KEITH CHILDRESS, JR. - JANET WILSON - RANDY NELSON  
ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS - KEVIN HICKS  
CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS ROBINSON - MARY TRUXILLO  
DEMARCUS SEMER - WILLIE TILLMAN - TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE  
TERENCE CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY - RONELL FOSTER  
STEPHON CLARK - ANTWON ROSE II - BOTHAM JEAN - PAMELA TURNER - DOMINIQUE CLAYTON - ATATIANA JEFFERSON  
CHRISTOPHER WHITFIELD - CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - AHMAUD ARBERY  
NINA POP - BREONNA TAYLOR - GEORGE FLOYD - TONY MCDADE - DAVID MCATEE

Image source: [@provide access](#)