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...**
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

**National Women’s Law Center**

Make no mistake—the systems that got us here are not broken, they are doing exactly what they were set up to do. Breonna Taylor, Sandra Bland, Philando Castile, Botham Jean, and more. *Their deaths were not accidents, rather tragic consequences of another pandemic: white supremacy.*

— Fatima Goss Graves
President and CEO of the National Women’s Law Center

Image source: @nationalwomenslawcenter

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

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

National Network of Abortion Funds

Image source: @groundswellfund

Image source: @abortionfunds

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

Ci3 at the University of Chicago stands with the Black community and all people who are working toward a more just society.

We remain committed to empowering youth, conducting research through innovative programming, and uncovering opportunities for policy and systemic change.

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 PHAROH MANLEY
JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND - DARBIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE
MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON - FELIX KUMI - KEITH HARRISON MCLEOD
JUNIOR PROSPER - LAMONTE 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
ANTONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS - KEVIN HICKS
CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARU ROBINSON - MARY TRUXXLO
DEMACRUS SEMER - WILLIE TILLMAN - TERRILL THOMAS - SYLVIE 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 MCTAEE

Image source: @provide_access