LOVE IS HEALING
Investing in the liberated futures of girls and gender-expansive youth of color
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Dear Friends,

We envision a world where girls and gender-expansive youth of color have the safety, freedom, wellness, and resources to thrive, to dream, and to lead.

At Grantmakers for Girls of Color, we are striving to create a philanthropic home that follows the leadership of girls and gender-expansive youth of color, and invests in their liberation.

The work we do is as urgent today as it was when I joined Grantmakers for Girls of Color at the beginning of April 2020. The country had just shut down due to the global pandemic. Just one month before, 26-year-old Breonna Taylor had been shot and killed by police in her Louisville apartment and, weeks later, the murder of George Floyd sparked a global movement for racial justice and against anti-Blackness. All of these events shook the world—and they placed a harsh spotlight on what we have always known: girls and gender-expansive youth of color are facing multiple, intersecting systems of oppression.

Our girls and gender-expansive youth of color were hit especially hard by COVID-19, with girls of color disproportionately carrying a burden of responsibility. Yet, they have been rendered largely invisible in national discourses exploring the impact of the pandemic. Recognizing the disproportionate impact of being thrust into pandemic responses that may exacerbate pre-existing disparities, we launched the Love Is Healing COVID-19 Response Fund to mobilize support directly into our communities, and uplift organizations predominantly led by girls and women of color.

Even before this crisis, there was indisputable evidence that our girls and gender-expansive youth of color were experiencing harm. One example is the surge in the number of girls, and particularly Black and Latina girls, in contact with the U.S. criminal legal and juvenile court systems. Another example is the failure to design a robust response to the disproportionate number of Indigenous girls and women who are missing and murdered.
As Tanisha “Wakumi” Douglas, founder of the S.O.U.L. Sisters Leadership Collective, framed it in a webinar I moderated, “these young people are always the first punching bags in moments of stress like this.” In that same webinar, Sara Haskie-Mendoza, of Xinachtli Girls, reminded us that racism is the nation’s most pervasive pre-existing condition. Despite these systemic challenges, the spirit and resilience of girls and gender-expansive youth of color remains undimmed. They continue to lead local, national, and global efforts to achieve economic, social, racial, and gender justice.

We at G4GC are driven by the absolute love and reverence we have for girls and gender-expansive youth of color, their leadership, their tenacity, and their vision. To that end, as we continue to build a philanthropic practice that elevates the stories, strategies, and solutions of girls and gender-expansive youth of color toward liberatory, feminist futures, we are excited to welcome and embrace the wisdom of our G4GC Youth Advisory Committee and Design Team.

From the launch of the Love Is Healing COVID-19 Response Fund and the Black Girl Freedom Fund, to growing our internal capacity in communications and research, we are also driven by the urgency of needing to meet the moment. To date, through Love is Healing, our first grantmaking program, we have awarded more than $3 million in the last year to 150 organizations around the country and in U.S. territories, the majority of which has been directed toward mitigating the impact of COVID-19. More than 90 percent of grantee partners report women and girls of color are key decision makers in their organizations.

As the nation emerges from the shutdown brought on by COVID-19, and as we continue to grapple with the vestiges of structural racism and institutionalized bias, we are committed to the work ahead. We need larger investments—not smaller—to support girls and gender-expansive youth of color. We need more leaders—not fewer—to roll up their sleeves and take action. We need an increase of allies in philanthropy—not a decline—who will walk in deep partnership with young people of color.

In 2021 and beyond, we will continue to mobilize the philanthropic sector until girls and gender-expansive youth of color have all they need to heal, to dream, and to thrive. Thank you for partnering with us in 2020, and we look forward to doing even more together in 2021.

In community,

Monique W. Morris, Ed.D.
President and CEO
Grantmakers for Girls of Color
“(I feel most valued, safe and powerful) When I see people that look like me being represented.”

Youth from Seattle, WA (BGFF survey)
OUR SHARED APPROACH

Grantmakers for Girls of Color works to amplify and mobilize resources to support transformative organizing work to dismantle systems of oppression in the U.S. led by girls and gender-expansive youth of color. The large and growing Grantmakers for Girls of Color community is united by a shared approach to the work, including the following shared set of values:

**Authentic**
We are bold, unapologetic, clear and explicit in our messaging and action.

**Motivated by Love**
We transform through the exercised power of love and healing. We center the well-being of ourselves, our colleagues, and our partners in the work, and create safe spaces for healing, growth, and evolution.

**Accountable**
Everything we do, how we do it, and who we do it for is grounded in the aspirations, dreams, and demands of girls and gender-expansive youth of color, as directly articulated by our constituency.

**Urgent and Results Oriented**
We are goal-oriented, disciplined, and focused on achieving measurable change with, and on behalf of, girls and gender-expansive youth of color. We do our work and advance our agenda with a sense of urgency and expediency.

**Transformational**
We seek to break molds and redefine or completely transform structures, systems, and mindsets.

**Inclusive**
We are a place of belonging, collaboration, and collective learning.

**Embraces Freedom & Creativity**
We are nontraditional in our approach, unafraid of being different, and excited by the possibilities of what hasn’t existed before.
OUR TEAM

We are building a growing team that embodies our values of accountability, urgency, transformation, inclusivity, authenticity, and love.

Dr. Monique W. Morris
President and CEO

Maheen Kaleem, Esq.
Deputy Director

Dr. Whitney Richards-Calathe
Senior Director of Research, Advocacy, and Policy

Josefina Casati
Senior Director of Communications

Kyndall Clark Osibodu
Manager of Organizational Health and Learning

Cidra M. Sebastien
Black Girl Freedom Fund Manager

Dominique Fulling
Manager, Technical Support, Special Projects, and Office of the President

Read more about the G4GC team on our website
OUR ADVISORY BOARD

Grantmakers for Girls of Color is grateful to have the partnership and guidance of these phenomenal philanthropy leaders as we continue to strengthen our programmatic agenda and support our communities.

Tynesha McHarris
Founder and Principal,
Black Harvest
Co-founder, Black Feminist Fund

Prachi Patankar
Program Officer
Foundation for a Just Society

Leticia Peguero
Vice President of Programs
Nathan Cummings Foundation

Tia Oros Peters (Zuni)
Chief Executive Officer
Seventh Generation Fund for Indigenous Peoples

Bré Anne Rivera
Program Fellow
The Black Trans Fund

Lateefah Simon
President
Akonadi Foundation

Ada Williams Prince
Program Strategy and Investment
Pivotal Ventures

Teresa C. Younger
President and CEO
Ms. Foundation for Women

Read more about the G4GC advisory board on our website
A YEAR OF GROWTH & IMPACT

What's safe for me is (to) walk down the street and not be worried about being shot. Now that's safe."

Youth from Birmingham (Start From The Ground Up report)
KEY 2020 MOMENTS

Despite all the challenges, 2020 was a year of tremendous growth and impact for Grantmakers for Girls of Color as we worked to meet the urgency of the moment en route to our long-term goals and vision. Below, please see a brief snapshot of key moments that shaped Grantmakers for Girls of Color in 2020.

**APR**

Dr. Monique W. Morris becomes Grantmakers for Girls of Color’s **first Executive Director**.

Dr. Morris is a lifelong advocate for improving the educational and socioeconomic conditions for girls and women of color, and an award-winning author, educator and activist. She holds three decades of experience in education, civil rights, juvenile and social justice. (*Note: Title changed to President and CEO effective April, 2021."

**MAY**

Grantmakers for Girls of Color launches the **Love Is Healing COVID-19 Response Fund** as our first grantmaking effort to resource organizations and efforts addressing the immediate impacts of the COVID-19 pandemic on girls and gender-expansive youth of color.

Grantmakers for Girls of Color **creates first advisory committee** as an organization, a group of powerhouse women of color philanthropy leaders.

**JULY**

G4GC is among the 116 organizations **MacKenzie Scott** pledges to support, honoring the pledge she made to give the majority of her wealth back to the society that helped generate it. The organizations were selected for their transformative work on racial and gender equity and other critical issues. This support is followed by multiple other foundations, businesses, and individuals stepping up to invest in the leadership of Black, Indigenous, Latina, Asian, Arab, Pacific Islander, and other girls and gender-expansive youth of color.

**AUG**

**Maheen Kaleem, Esq., joins as G4GC deputy director**, overseeing development and management of programs, grants, and operations. Maheen has dedicated her life to creating a world where girls of color are safe and free. She brings 20+ years of experience supporting youth and families impacted by interpersonal and state violence, and making way for those traditionally marginalized from formal sites of power to lead efforts to advance racial and gender justice.

Our community of co-investors expands, including a **new partnership with GRAMMY Award-winning artist, Ciara.** Through her Why Not You Foundation, Ciara donates a portion of the proceeds from her new song “Rooted” to G4GC, helping to mobilize more philanthropic resources to support Black girls and other girls of color to pursue their wellbeing, equity, and justice.

**SEPT**

Grantmakers for Girls of Color launches the Black Girl Freedom Fund, an **unprecedented campaign** with a community of powerful **co-founders**, calling for a $1 billion investment in Black girls in the U.S. over the next 10 years.

**OCT**

Grantmakers for Girls of Color continues to build our internal capacity to ensure we have the infrastructure to support work with girls and movement leaders, bringing on Cidra M. Sebastien as the manager of the Black Girl Freedom Fund, Kyndall Clark Osibodu as the Manager of Organizational Health and Learning, and Dominique Fulling as Executive Assistant.
WE LAUNCHED TWO FUNDS IN 2020

Love Is Healing COVID-19 Response Fund

In May 2020, G4GC launched the Love is Healing COVID-19 fund as our first grantmaking initiative, with the aim to move grants between $5,000 and $25,000 to organizations across the country responding to girls and gender-expansive youth of color in the context of the global pandemic.

“Even before this pandemic, girls and gender-expansive youth of color have faced interlocking forms of oppression that prevent their full participation in our country’s future,” President and CEO Dr. Monique W. Morris said. “The Love is Healing fund seeks to support coalitions and organizations that have been fighting historical inequities and the marginalization of girls of color well before COVID-19—and who are responding now with creativity, care, and urgency.”

As COVID-19 hit the country, the magnitude of the pandemic further exacerbated race-based and gender-based disparities. Data shows that women of color are more likely to be employed in essential sectors, disproportionately exposing them to the pandemic. Our initial set of grants awarded $620,000 to 34 organizations for a range of services and programs, including preventative or responsive health strategies, educational and economic support, interventions to support institutionalized youth and survivors, and has granted over $3 million to more than 150 organizations in 29 states. Washington D.C., Guam, and Puerto Rico.

This fund also provided support for organizations facing particular security threats in the context of political violence and organizing, and organizations meeting the needs of girls in particularly under-resourced geographies and communities. Learn more in the impact snapshot section of this annual report.
Black Girl Freedom Fund and the #1Billion4BlackGirls Campaign

Black girls and Black gender-expansive youth have been on the frontlines of fighting for racial and gender equity, but their stories and lives are often overlooked or erased. Investing in Black girls, young women, and Black gender-expansive youth is necessary, urgent, and just—for our collective freedom and to ensure that all Black lives are viewed as valuable today and tomorrow.

In September 2020, our President and CEO, Dr. Monique W. Morris joined with a group of Black women leaders to launch the Black Girl Freedom Fund (BGFF) and the #1Billion4BlackGirls campaign, a call for the philanthropic investment of $1 billion in Black girls over the next decade.

In addition to Dr. Morris, the co-founders are:

LaTosha Brown, **Southern Black Girls and Women’s Consortium**
Tarana Burke, Founder, ‘me too.’ Movement
Fatima Goss Graves, President and CEO, **National Women’s Law Center**
Joanne Smith, Founding President and CEO, **Girls for Gender Equity (GGE)**
Dr. Salamishah Tillet, Co-Founder, **A Long Walk Home**
Scheherazade Tillet, Co-Founder, **A Long Walk Home**
Teresa Younger, President and CEO, **Ms. Foundation for Women**

According to the **Ms. Foundation for Women landmark study** on philanthropy, women and girls of color account for 0.5% of $66.9 billion given by foundations, totaling just $5.48 per woman and girls of color in the United States. In 2017, one of the latest years for which comprehensive data is available, less than $15 million was specified as benefiting Black women and girls.
The fund aims to support work that advances the well-being of Black girls and their families, including work that centers and advances the power of Black girls and gender-expansive youth through organizing, asset mapping, capacity-building, legal advocacy, and narrative work that seeks to eradicate structural violence enacted against Black girls and gender-expansive youth. Grants will be strategically made to organizations led by Black women and girls, as well as non-Black led organizations that seek to build their capacity to better respond to the needs of Black girls. Grantmakers for Girls of Color is engaging Black girls and gender-expansive Black youth to inform and co-create our grantmaking process.

The launch date of the #1Billion4BlackGirls campaign, September 15, was an intentional choice. On that day, 57 years earlier, four Black girls — Addie Mae Collins, Denise McNair, Carole Robertson, and Cynthia Wesley — were murdered by a Ku Klux Klan member who bombed the 16th Street Baptist Church in Birmingham, Alabama. Their tragic deaths further galvanized the Civil Rights Movement, ultimately leading to the passage of the Civil Rights Act of 1964. BGFF honors these girls as we work towards building a world that protects, nurtures and empowers Black girls.

We invite you to join us in investing in the brain trust, innovation, health, safety, education, artistic visions, research, and joy of Black girls and their families through the Black Girl Freedom Fund.
One of our core strategies is creating spaces and opportunities to advance racial and gender justice, and issues that impact girls and gender-expansive youth of color. Click the links to watch these webinars.

**A webinar on how we can best respond to girls and gender-expansive youth of color in relation to the COVID-19 pandemic, with Dr. Lane Rolling.**

**WATCH THE VIDEO**

**A webinar on how COVID-19 is impacting girls and gender-expansive youth of color led by our grantee partners, The National Crittenton Foundation, S.O.U.L. Sisters Leadership Collective, the National Crittenton Foundation, and National Compadres Network.**

**WATCH THE VIDEO**

**A webinar with Dr. Kimberlé Crenshaw on why philanthropy must use an intersectional approach to meet this moment of national reckoning around anti-Black racism and other forms of injustice.**

**WATCH THE VIDEO**
## G4GC in the Media

As part of our work, we aim to change the narrative about girls and gender-expansive youth of color, and ensure that the issues and solutions that impact them are part of the public discourse. Here are a few media publications where Grantmakers for Girls of Color and Black Girl Freedom Fund (with an asterisk) were featured in 2020.

Note: Asterisk (*) denotes articles about Black Girl Freedom Fund.

<table>
<thead>
<tr>
<th>Source</th>
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<tr>
<td><strong>essence</strong></td>
<td>Black Girl Freedom Fund: Extraordinary Times Call for Extraordinary Measures*</td>
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<tr>
<td><strong>THE CHRONICLE OF PHILANTHROPY</strong></td>
<td>New Campaigns Seek to Generate More Than $1 Billion for Women and Girls*</td>
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<td><strong>BLAVITY</strong></td>
<td>Black Women Coalition Calls For A $1 Billion Investment Fund To Help Young Black Girls Thrive*</td>
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<td><strong>THE CHRONICLE OF PHILANTHROPY</strong></td>
<td>Black Girls Must Be a Focus — Not an Afterthought — of Racial-Justice Giving*</td>
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<td><strong>shondaland</strong></td>
<td>How ‘Grey’s Anatomy’ and ‘Station 19’ Unveiled the Often Untold Injustices of Human Trafficking on Black Girls*</td>
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<td>With Help From Ayanna Pressley and Anita Hill, Me Too Launches Its First Survivors’ Agenda Summit*</td>
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<td><strong>yahoo!</strong></td>
<td>8 Black women create fund to raise $1 billion by 2030 to invest in African American girls*</td>
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<td><strong>Forbes</strong></td>
<td>Why Racial Justice Matters In Covid-19 Responses</td>
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<td><strong>THE SUN</strong></td>
<td>‘A battle for the souls of Black girls’</td>
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<td><strong>The Guardian</strong></td>
<td>These days, having hope as a Black woman can be hard. But history shows progress is possible*</td>
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<td><strong>Inside Philanthropy</strong></td>
<td>Grantmakers for Girls of Color awards $3 million to more than 100 organizations</td>
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OUR IMPACT BY THE NUMBERS
In 2020, Grantmakers for Girls of Color launched our first-ever grantmaking program, the Love is Healing Covid-19 Response Fund. See below for more detail on who, what and where we funded. This data is based on information reported by grantee partners in response to surveys from Grantmakers for Girls of Color on their work.

**WHO WE FUNDED**

In 2020, we funded 141 organizations. We gave a total of $2,916,000.

Through the Love is Healing Fund, COVID-19 responses across particular priority areas accounted for 92% of our grants. The remaining 8% of the organizations received funds in response to security crises in the face of political violence or because they were situated in and supporting girls and gender-expansive youth in especially marginalized communities.
The majority, or 92% of grantee partners (130 out of 141), responded to questions about who the key decision-makers in their organization were. We learned important information about how organizations resourcing girls and gender-expansive youth of color understand and articulate leadership.

We gave them options to select any and all of following categories: femmes of color, womxn* of color, girls of color, and nonbinary/gender-expansive youth of color. We also gave them an option to check them all.

![Image: Percentage of respondents who identified their leadership as womxn of color.](image1)

![Image: Percentage of grantees who described their key-decision makers as mosaic.](image2)

![Image: Percentage of organizations that named exclusively girls of color.](image3)

One out of every five of our grantee responders chose other as a category for their key decision makers. They wrote in nuanced, layered responses that remind us that our grantee community is complex, intersectional, and deeply rooted in their specific and diverse communities. Their responses boldly say that “one size does *not* fit all.” Among the descriptors they used are:

- Black immigrant women and girls
- Two-spirit individuals
- Undocumented women
- Trans women
- BIPOC survivors
- Immigrants
- Formerly incarcerated
- At-risk women of color (teen parents & low-income families)

* Term used in intersectional feminism, as an alternative spelling to avoid the suggestion of sexism perceived in the sequences m-a-n and m-e-n, and to be inclusive of trans and nonbinary women.
WHERE WE FUNDED

Our grantmaking spans across 32 states, with three organizations specifically naming that they do national work. Our grantmaking is distributed across the following geographic regions:

- **West**: $705k (24%)
- **Midwest**: $536k (18%)
- **Northeast**: $765k (26%)
- **Southwest**: $105k (4%)
- **Southeast**: $720k (25%)

**National**: $85K (3%)
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IN THE WORDS OF OUR GRANTEES

As the global health pandemic took hold, it laid bare our communities’ structural vulnerabilities. And yet, through these conditions, our grantee community not only sought to sustain their programming, intergenerational relationships, organizing work and service provision—they grew them, shifting, and tailoring their work to respond to the needs of their people—our people. Their work emboldens us to continue growing our Love is Healing Fund. As we revisit our work from the past year, let’s hold close both the immense loss and the powerful community that defined 2020. Read in our grant partners’ own words how they describe living in the midst of the pandemic as well as the mutual aid and responsive work that our grant community did and continues to do.

"COVID-19 has dramatically changed everyone’s life, causing a profound blow to our physical, mental, and emotional health, and threatening to sever the connections that hold us together. This is a challenge for everyone, but BIPOC/immigrant communities—especially first/second-generation girls growing up interculturally—are particularly vulnerable."

"Our immigrant women members and young women know that our community suffers from comorbidities that can result in more severe illness and possibly death if infected with COVID-19. Living in overcrowded and multigenerational households puts everyone at even greater risk. As a community made of essential workers, we are always at heightened risk, a risk that needs to be taken in order to pay overdue rent and provide sustenance for our households."
Family members often pressure youth to drop out of school in favor of becoming employed so as to contribute to household income and send earnings back to their country of origin. COVID-19 has exacerbated these struggles as social distancing regulations have disproportionately impacted service-based jobs, primarily employing Latina, Black and Indigenous womxn at minimum wage, without paid sick time or other benefits.

Interpersonal violence among the BIPOC community is a pandemic within the COVID-19 pandemic. As a nation, we have witnessed and for many directly experienced the harmful impact of COVID-19 among individuals, families, and communities extending beyond health.

Our response to COVID activities have proven to at least offer members in our communities, room, and a space to feel seen, validated and cared for. This grant will allow us to continue and double our interventions.

Thousands of girls and gender-expansive youth of color are falling behind academically and suffering from anxiety and mental health challenges. Many middle and upper income families have formed educational pods, with private tutors and teachers. While that is beneficial for those students, the situation exacerbates the learning inequities that low-income students too often face. Our Learning Pod program will offer Black girls and gender-expansive youth the opportunity to join small learning pods of their own, where they can keep up with their school work, receive tutoring and other support, participate in movement, arts, and culture programs, and develop their leadership skills.
By teaching young girls about their history, tradition and culture, this will give them a sense of belonging and help them to become connected to their ancestors and a support system and teachings for generations to come.

Knowing that there are higher potentials for decreased mental health for the girls we serve due to the pandemic has ignited us to pivot our program approach and delivery methods quickly. To help improve conditions for girls of color in our community, our COVID-19 response activities will allow us to urgently deliver services in more creative ways, with a heightened focus on social emotional learning through a trauma-informed lens to mitigate potential decreases in mental health.

**LOVE IS HEALING GRANTEE LIST**

Our grantmaking spans across 32 states and all geographic regions.

See the full Love is Healing grantee list on our website
If I had $1B I would offer) free, accessible, good quality healthcare for all Black girls, cisgender as well as transgender.”

Youth from Brooklyn NY (BGFF survey)
In our first year, we experienced incredibly significant growth. We started the year with a little over $1 million and with one institutional partner, and ended the year with $18 million in revenue, exceeding our anticipated financial growth by $2 million. Most importantly, we were able to partner with more than 10 institutional co-investors and a number of individual donors who believe deeply in the rights of girls and gender-expansive youth to access safety, dignity, and power, and in their ability to lead us towards more just futures.

First and foremost, we would like to thank MacKenzie Scott for including G4GC in her first round of grants in 2020, and for being among the first individuals to trust our vision.

We would also like to thank our G4GC Institutional partners, which include:

Aditi Foundation  
The Andrus Family Fund  
Blue Shield of California Foundation  
The Conrad N. Hilton Foundation  
Kolibri Foundation  
Nathan Cummings Foundation  
NoVo Foundation  
Nellie Mae Foundation  
Wellspring Philanthropic Fund  
Pivotal Ventures  
The Skoll Foundation

We want to thank Gilead Sciences Racial Equity Community Impact Fund for being our first corporate partner to support the Black Girl Freedom Fund, as well as our initial individual supporters, including: Shari Bhenke, Susan M. Sherrerd, and Ciara Wilson.

We are also indebted to Rashida Jones, Kelly McCreary, and Karen Richardson for their tireless support of the #1Billion4BlackGirls Campaign and the Black Girl Freedom Fund. And a special thank you to Felicia Pride, Shondaland, and the Grey's Anatomy and Station 19 teams at ABC for uplifting the #1Billion4BlackGirls campaign through their platforms.

Finally, we continue to be incredibly grateful to the more than 1,000 co-investors who gifted us with their individual support ranging anywhere from $5 to $5,000. Their generosity is a testament to what we know to be true—that we have a strong community of people surrounding us who are willing to invest their personal resources toward a more inclusive world for girls and gender-expansive color. These individuals include high school and college students, women of color-led giving circles, influencers, artists who have used performance and art, and so many others who have given so generously of themselves and their time to support our girls and youth.
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THE WORK CONTINUES...
GROWING MOMENTUM IN 2021

What a year of growth, resiliency and impact in the midst of tremendous challenges. We are deeply grateful to our funding and grantee partners, and to girls and gender expansive youth of color themselves, for your vision and collaboration. None of this would have been possible without your partnership.

So far in 2021, the intentionality of our work continues to focus on girls and gender-expansive youth of color, and their families, with the urgency and love that this moment requires. Some highlights from 2021 include:

- Expanding our leadership team, bringing on Josefina Casati to serve as our Senior Director of Communications, and Dr. Whitney Richards-Calathes as our Senior Director of Research, Advocacy, and Policy.

- As part of the #1Billion4BlackGirls Campaign, organizing Black Girl Freedom Week in February, a digital celebration that included panels, conversations, health gatherings and music featuring artists, influencers, our #1Billion4BlackGirls co-founders, and of course—Black girls!

- Launching our inaugural Youth Advisory Committee and Design Team to design a robust and comprehensive youth engagement strategy.

Throughout the year, we will share more updates and news with you as we continue to deepen and expand our work. Join us as we continue to shape Grantmakers for Girls of Color into a dynamic home where funders, movement leaders, and young people can collectively organize for a more loving, just, and joyful future.
CONNECT WITH US

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@g4gc_org

Visit Our Website

GRANTMAKERS FOR GIRLS OF COLOR

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