

REPAIR | Black-Led Joy and Wellness Fund

Seattle Foundation launched **REPAIR** (Racially Equitable Philanthropy Aimed at Initiating Reparations) in 2021, a framework directly aligned with the Blueprint for Impact, aimed at advancing and supporting Black-led community leadership. **Through REPAIR, Seattle Foundation is committing to investing a minimum of \$25 million to Black-led and serving organizations and businesses in the Seattle region over a five-year period.** REPAIR represents a comprehensive approach in how we partner with and support the Black community across all organizational functions—engagement of donors and fund holders, grantmaking priorities, vendor contracts, and development of internal accounting and operational practices.

REPAIR was developed in partnership with the Black-Led Organizations Cohort, or “the BLOC,” a group that regularly convenes, builds authentic partnerships, and frequently advises Seattle Foundation. In the course of our work together, **leaders from the BLOC identified a clear need to support staff well-being in our region’s Black-led, -serving, and -rooted organizations (BLOs) and advocated for the creation of a fund within REPAIR to provide support to these staff.** Our region has faced compounding crises in the past couple years – including COVID-19, increased gun violence, a widening racial wealth gap, and economic devastation – exacerbating the centuries-long systemic inequities faced by the Black community. The BLOs at the frontlines work tirelessly on behalf of their community to manage crisis after crisis, but working until exhaustion is unsustainable. Philanthropy must value the rest and resilience needed to realize racial justice. It is this vision that inspired the creation of the Black-Led Joy and Wellness Fund.

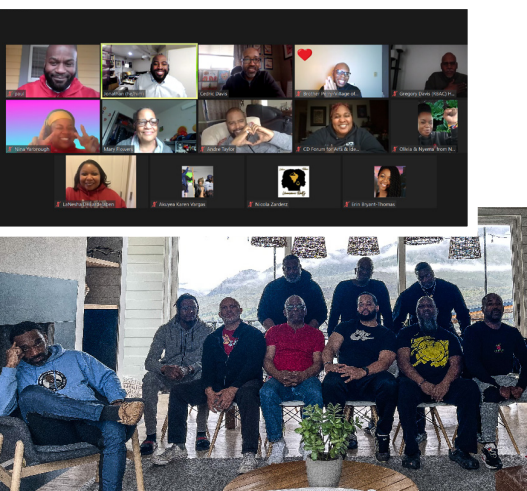
PRINCIPLES

The Fund’s intent is to support activities of joy and wellness for staff within Black-led, -rooted, and -serving organizations in King County. The Fund takes a holistic approach, granting flexible funding for organizations to use in the manner that they believe will best support joy and wellness for staff. **The grantmaking approach aims to minimize competition by running a closed grantmaking process** and aims to limit burden on potential grantees by trusting their expertise and decision-making.

GRANTEES

The Fund proudly granted out **\$540,000 to 29 organizations** in its **first round of grantmaking in 2021.**

Credit: Seattle Foundation (top photo),
Build 206 Media (bottom photo)



Credit: Michael B. Maine



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“Often we’re in a climate where we have to be fast paced, we have to not think about our own self-care, we have to make sure it’s for another generation.” said Nyema Clark of Nurturing Roots, which is a 2021, Black-Led Joy and Wellness Fund grantee. “When do you get to see a grant that is all about your joy and love?”

CRITERIA

- Black-led, -rooted, and -serving organizations.¹
- Organizations based in King County.
- Organizations who have been on the front line of responding to the crises of the last three years, and/or organizations who have been under resourced for generations.
- **Budget size:**
 - Priority for organizations with budgets of \$250K or less.
 - Depending on demand, potential grants for organizations with budgets of \$500K or less.

FUNDRAISING

Our goal is to distribute a minimum of \$500,000 with the intention of disbursing grants of \$10,000-\$20,000. Seattle Foundation will provide the first \$250,000 to the Fund, and we are seeking support to raise an additional \$250,000 from donors and community partners.

TIMELINE

June – September 2022: Fundraising

September – November 2022: Outreach and reviewing submitted applications

December 2022: Disburse grants

To learn more about supporting REPAIR or giving to [the Black-Led Joy and Wellness Fund](#), email Jonathan Cunningham j.cunningham@seattlefoundation.org or contact your philanthropic advisor.

¹For data tracking purposes, Seattle Foundation is currently defining Black-led as organizations with >50% Black leadership (executive staff + Board), inclusive of the African diaspora and native-born Black people. This definition serves as guidance for reviewers, not strict limits