



**GRANTMAKERS FOR
GIRLS OF COLOR**

Executive Summary 2022

ABUNDANTLY INVESTING IN GIRLS OF COLOR*, THEIR LEADERSHIP, WISDOM & JOY!

Esteemed Community,

Grantmakers for Girls of Color* (G4GC) was created in response to a call to action from movement leaders, including girls, femmes and gender-expansive youth of Color. Our primary work is to mobilize resources to robustly invest in the organizing capacity, leadership, power, artistic vision, joy and genius of girls, femmes, and gender-expansive youth of Color. Over the past year we have focused on strengthening our internal infrastructure, continuing to raise and distribute grants to the field, and growing our community of co-investors.

As the nation's only philanthropic intermediary exclusively focused on mobilizing resources to support the transformative organizing work led by girls of Color, we continue to gain important learnings about what is truly required to effectively strengthen these movements and organizations working to dismantle systems of oppression in the U.S.

Since 2020, we have raised and disbursed more than \$16 million in grants to more than 250 organizations in all fifty states, Washington DC, Guam, and Puerto Rico.



Photo Caption: In 2021 our G4GC team included seven, and today we have more than doubled to 15 staffers. (From Left) Whitney Richards-Calathes, Dominique Fulling, Monique Couvson, Cidra Sebastien, Kyndall Clark Osibodu (Bottom, From Left) Josefina Casati, Maheen Kaleem. Credit: Mahogany Morris

* G4GC defines "girls of color" as any cis, trans, gender-expansive, non-binary and/or any girl- or femme-identified person age 25 and younger who identifies as Black, Indigenous, Latinx/Latine, Asian, Arab, Pacific Islander, and/or other People of Color.



Moving Money and Organizing Philanthropy

We build from the operational intention to resource movements and organizations working to elevate justice for girls and femmes who identify as Black, Indigenous, Latina, Asian, Arab, Pacific Islander, and other People of Color in the United States and beyond. As part of that work, G4GC leads with the notion of understanding philanthropy through a lens of reciprocity, intersectionality, and cultural responsiveness (You can read more about our approach in our [Theory of Impact](#)).

Girls, femmes, and gender-expansive youth of Color are worthy of investment, protection, and care. At G4GC we are investing in, directing resources to, and following their leadership and brilliance. We are building a world where all girls, femmes and gender-expansive youth of Color can have just and liberated futures, and are free to live, dream, and achieve in their preferred ways.

I'm proud to share that we have also been increasing our capacity and building our infrastructure to meet our vision, and we are now [a team of 15 people!](#) We have grown our leadership team to include: Senior Directors of: Research, Advocacy & Policy, Communications, Strategic Partnerships, and Technology Operations & Data. Our team members share deep expertise in various movements to advance justice, acquired through lived experience, practice, and scholarship, and are both proximate and representative of our broader community of women, femmes, and gender-expansive people of Color. Each member of our staff and [Advisory board](#) identifies as a woman, femme, or gender-expansive person of Color.



G4GC leads with the notion of understanding philanthropy through a lens of reciprocity, intersectionality, and cultural responsiveness.



Moving Money and Organizing Philanthropy

Since our inception, we have uplifted our responsibility to remedy the lack of diversity, quality, and responsiveness of capital directed to support girls of Color at the intersection of their complex identities and experiences. What remains true is that there are more than enough resources available in the U.S. to create a more just, equitable nation.

We responded to the outbreak of Covid-19 with the [Love is Healing](#) fund as our first grantmaking initiative, focusing on girls and gender-expansive youth of Color in the context of a global pandemic. Within eight months, we granted over [\\$3 million to more than 150 organizations in 29 states](#), Washington D.C., Guam, and Puerto Rico. Our focus has been on reaching all regions and equitably resourcing across them, intentionally reaching out to the U.S. South, an often-underinvested geographic area.

Since 2020, G4GC has disbursed more than \$16 million!

From 2020 to October 2022,

G4GC has disbursed \$16,690,400

In 2020 G4GC awarded **\$2,530,000**

In 2021 G4GC awarded **\$7,385,200**

In 2022 G4GC has awarded **\$6,997,700, but...**

we're not done yet!

INCREASING OUR IMPACT THROUGH PARTNERSHIP

Black Girl Freedom Fund

In 2020, we launched the Black Girl Freedom Fund (BGFF) along with the #1Billion4BlackGirls campaign, a philanthropic initiative designed to invest in the brain trust, innovation, health, safety, education, research & joy of Black girls, femmes and gender-expansive youth. The **Black Girl Freedom Fund (BGFF)** is G4GC's largest initiative, and engages Black cisgender and transgender girls and gender-expansive youth as decision makers in the fund's priorities and vetting process for granting resources in support of the #1Billion4BlackGirls campaign. To date, BGFF has distributed \$6,642,700 to more than 140 organizations across the U.S.

Our second round of grants, totaled more than **\$4 million given to 68 organizations** throughout the U.S. and territories in 2022. For this second round, we focused on organizations whose work promotes and expands the leadership and organizing power of Black girls, femmes and gender-expansive youth. Most importantly, almost fifty percent of the grants we have awarded to date through BGFF have been awarded via participatory grantmaking processes where Black girls, femmes, and gender-expansive youth served as final decision-makers on these grants. This work was featured in several news outlets, including **Forbes**, **Black Enterprise**, **Afrotech**, and an op-ed for **Word In Black**.

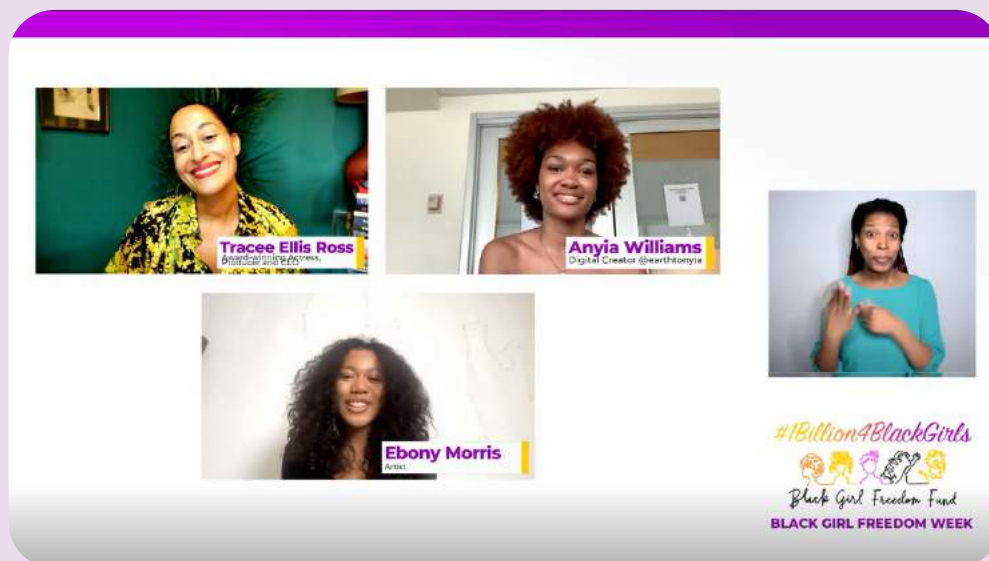


Photo Caption:
Tracee Ellis Ross, Anyia Williams and Ebony Morris discuss how the fashion and beauty industries need to demonstrate accountability to Black girls, at Black Girl Freedom Week 2022.

Our 2023 Black Girl Freedom week will be February 13-19, 2023, focused on arts and innovation.



INCREASING OUR IMPACT THROUGH PARTNERSHIP

In February 2022, special guests such as Marley Dias, Tracee Ellis Ross, Rashida Jones, and Sanaa Lathan joined us at our second **Black Girl Freedom Week**, a week-long event celebrating the leadership, dream and power of Black girls, femmes and gender-expansive youth. And we're already preparing a fabulous lineup for **Black Girl Freedom Week 2023!**

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New Songs Rising Initiative (NSRI)

In July 2021, we launched the **New Songs Rising Initiative (NSRI)**, a collaboration with **Seventh Generation Fund for Indigenous Peoples** to mobilize resources toward work that centers and supports Indigenous girls, their families and communities. **So far we have awarded \$1,315,000 through this unique initiative and partnership** that seeks to expand opportunities for Indigenous girls in the U.S. and occupied territories with abundance and intention through grantmaking, convening and community building with specific emphasis on Indigenous cultural work and practices that center healing. Our grantee partners support multi-generational organizing and power building to resist state and colonial violence, and advance healing through art, music, and poetry.



NEW SONGS RISING INITIATIVE
"We make the Earth by how we walk on Her; the Earth makes us through our footsteps on Her surface."
-Tia Oros Peters

*Photo Caption: Celebrating our first year of New Songs Rising Initiative in July with grantee partners at Tewa Women United, Hmong American Women's Association, Gedakina, First Peoples Fund and The Northeast Network of Kinship and Healing.
Image by Lisann Ramos, G4GC*



INCREASING OUR IMPACT THROUGH PARTNERSHIP

Holding a Sister Initiative (HASI)

In November 2021, we launched the [Holding a Sister Initiative \(HASI\)](#) in partnership with the [Black Trans Fund](#) incubated at Groundswell. It is the first national fund explicitly dedicated to resourcing and uplifting trans girls and gender-expansive youth of Color, and is creating space for cis and trans girls of Color to build solidarity with one another.

This beautiful partnership recognizes that trans girls and gender-expansive youth of Color are a catalytic force for racial and gender justice, and that they deserve abundant investment and support in their wellness, safety, dignity and joy.

[We have awarded \\$1,193,000 to HASI grantee partners.](#) And we are currently curating beautiful celebrations to recognize the upcoming one year anniversary of Holding a Sister Initiative.

Holding a Sister Initiative!

Dedicated to uplifting and resourcing trans girls and gender-expansive youth of Color

GRANTMAKERS FOR GIRLS OF COLOR

BLACK TRANS FUND



REIMAGINING SYSTEMS AND SECTORS WITH YOUTH

In our work, we are not just granting funds, we are also ceding power. We practice a shared leadership model where we learn alongside young people, affirm that they are the experts of their lives, and share decision-making power. Not only does this approach ensure that our philanthropic practice remains proximate and accountable to girls, femmes, and gender-expansive youth of Color, but it also builds in opportunities for learning, leadership, and professional development.

We are continually exploring and innovating ways we can reshape institutions, sectors and systems that hinder or marginalize girls, femmes and gender expansive youth of Color along with them. By ceding power to girls, femmes, and gender-expansive youth of Color, we are co-writing a revolutionary love story with them through philanthropy.

Youth Advisory Committee and Design Team

Over the course of 18 months, we engaged 15 girls, femmes, and gender-expansive youth of Color between ages 13-25 as part of our paid Youth Advisory Committee and Design Team. At the culmination of this process, youth and young adult leaders participated in a four-day retreat in New York City. This collective, alongside the Black Girl Freedom Fund Youth Grantmaking Council, has played an active role in shaping our strategy for youth engagement. These young people have awarded more than \$4 million in grants to organizations across the U.S., and offered rigorous criteria to evaluate organizations centering them. Collectively, our youth advisors have offered a suite of recommendations to ensure that across our operations, programming, grantmaking, and communications we are building an infrastructure that invites youth to have power as decision-makers and advisors.



Photo Caption: Members of the Youth Advisory Committee and Design Team and the Black Girl Freedom Fund Youth Grantmaking Council gather for lunch at the G4GC offices in June 2022. Image by Lisann Ramos, G4GG. Used with consent from the youth in the image.

REIMAGINING SYSTEMS AND SECTORS WITH YOUTH

Future Economy Lab

This year, we launched a very special partnership that is engaging more than 30 girls, femmes, and gender-expansive youth of Color ages 13 to 24 as paid fellows and advisors to co-design a financial mechanism that can be a vehicle for increased and direct access to investment. This project, the *Future Economy Lab: Abundantly Investing in Girls, Femmes and Gender-Expansive Youth of Color (FEL)*, is being

built in partnership with **SecondMuse Capital**, LLC, (2MC) to engage youth in economic development and financial literacy efforts from which they have been historically marginalized. The project brings stakeholders- including those with capital and resources- and financial industry experts, together with girls of Color to design economic, financial, and political strategies that center their wellbeing and that of their families and communities. This model will clearly articulate the broader impacts that result from efforts to advance economic well-being for girls of Color, and can be used to create an evidence base to encourage others to adopt and develop financial and civic strategies that advance power and influence for girls of Color.



By ceding power to girls, femmes, and gender-expansive youth of Color, we are co-writing a revolutionary love story with them through philanthropy.

REIMAGINING SYSTEMS AND SECTORS WITH YOUTH

Pass the Mic Video Narrative project



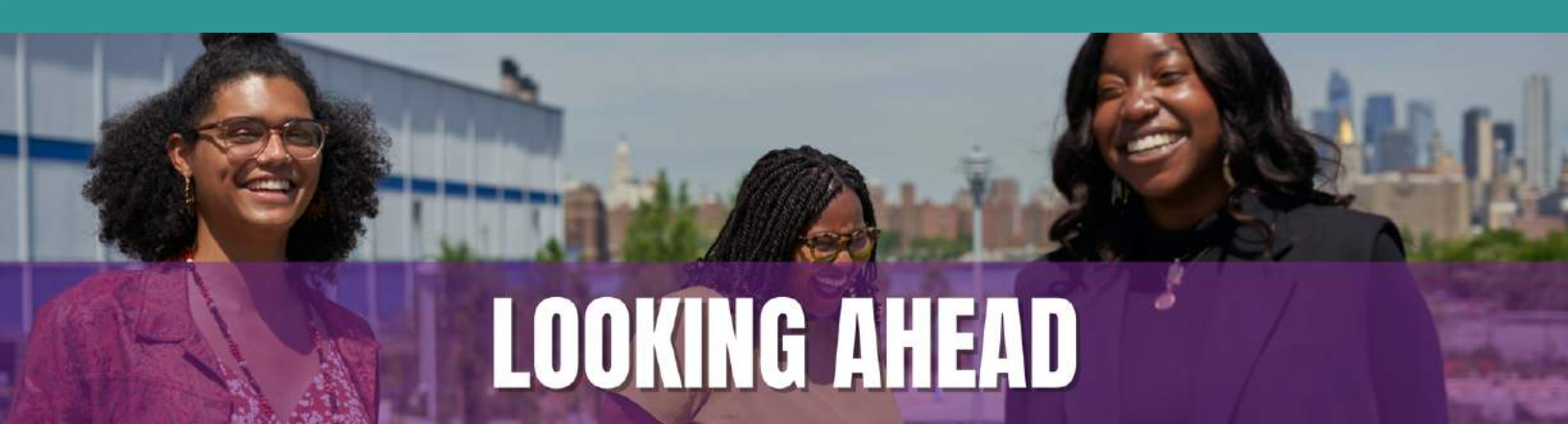
We also launched the Pass the Mic Project, a creative filmmaking project to amplify the powerful participatory research projects our grantees have engaged girls and young femmes of Color in since the start of the pandemic. Participating youth are learning about filmmaking and creating their own powerful documentaries, which more accurately portray the impacts that the COVID-19 pandemic has had on them,



Photos Caption (including the page title image):
Youth participants of our Pass The Mic Project in Washington D.C. pose for portraits at our first day of filming for the documentary series in September 2022.

their peers and communities. The project includes on-the-ground documentary filming, as well as virtual workshops for participating youth. They are also developing critical content for our grantee partners to leverage for their own work moving forward. We are excited about the impact these projects will have on public discourses on girls, femmes, and gender-expansive youth of Color and can't wait to share their creations.

Looking ahead, there's so much we want to accomplish. Girls, femmes and gender-expansive youth of Color lead or are impacted by every modern social justice movement, including racial and gender justice, economic justice, and climate justice. They continue to face significant and escalated challenges around their safety, reproductive rights, educational opportunities, access to healthcare and more. We're investing in research to better understand our grantee partners' immediate and long-term needs, and will spend the next year operationalizing our youth engagement strategy and continuing to strengthen our infrastructure to be able to mobilize greater and more diverse investment. Our focus moving forward will be as follows:



LOOKING AHEAD

Communications and collaborative strategy to amplify our narratives:

As part of our work, we aim to combat the erasure and harmful narratives about girls, femmes and gender-expansive youth of Color, and instead ensure that issues and solutions they have identified are part of mainstream conversations about justice and equity. Over the past two years, our work has been featured in various media outlets, including [The New York Times](#), [Forbes](#), [Essence](#), [Chronicle of Philanthropy](#), [Inside Philanthropy](#), [Bloomberg TV](#), [Ms. Magazine](#), [Parents Magazine](#), [The Takeaway](#), [MSNBC](#), and many more.

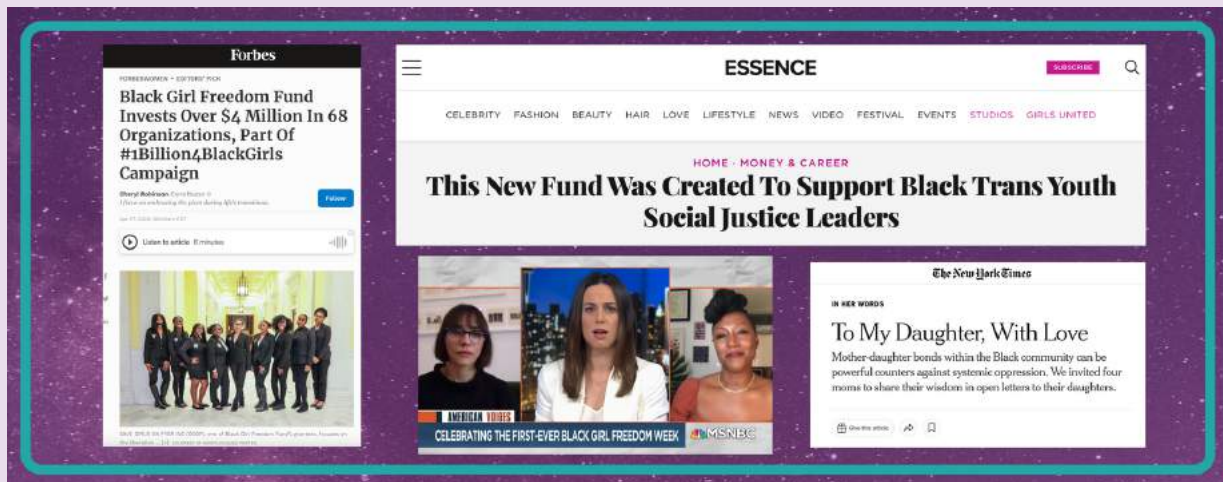


Photo Caption: Mentions of our work in Forbes, Essence, MSNBC, and The New York Times.

Engaging our communities and amplifying our important work with partners, to create spaces for visibility and amplification of the transformational narratives emerging from our communities, is paramount. We will continue to connect with our community via our [monthly newsletters](#) and updates, across our active social media channels and on our website: www.g4gc.org/updates.



LOOKING AHEAD

Advancing Knowledge Production, Ethical Approaches to Data

As a philanthropic intermediary, donor organizing is a key component of our [Theory of Impact](#). Our capacity to collect, organize, and interpret data that reflects our grantees' values and incredible work in the field, and to support our philanthropic colleagues in better tracking investments in girls of Color is critical to these efforts. As reported in our foundational research, [Start from the Ground Up](#), collecting this information and democratizing access to data about girls of Color will allow us to better align investment strategies with the priorities that movements are articulating as most important. We will be launching a data collection project and survey of all our grantee partners in the first quarter of 2023, to better understand the needs and priorities of movements that center and are led by girls, femmes, and gender-expansive youth of Color.

Growing our Community of Co-Investors

We have experienced significant growth financially since our launch as an independent entity in 2020. We have secured partnerships with more than 17 institutional funders, and over 1,000 individual donors who believe deeply in the rights of girls, femmes and gender-expansive youth of Color to access safety, dignity, and power, and in their ability to lead us toward more just futures. We are grateful to each of the institutions and individuals, and are excited to grow our community of co-investors.

We are fortunate that many donors who invested in G4GC in its very early stages are returning to us with opportunities to access increased investment. Our focus over the next year will be to deepen our convening capacity to bring together co-investors to discuss how best to mobilize and increase investment in girls of Color, to engage more financial institutions, and to deepen our relationships with our existing co-investors.



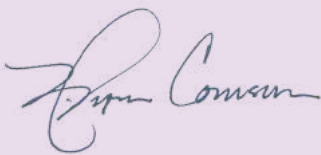
AS WE MOVE FORWARD...

Whether you're new to G4GC or are already in a relationship with us, I'm so grateful that you're here. It is because of our partnership and your support that we are able to impact so many lives.

We deeply value our partnerships with institutional co-investors and individual donors who believe deeply in the rights of girls, femmes and gender-expansive youth of Color to access safety, dignity, power, and in their ability to lead us toward more just futures.

I hope this update inspires you to continue to join us in building a powerful movement to love and uplift girls of Color—because they are worth it.

In community,



Monique Couvson, Ed.D.
(formerly Monique W. Morris)
President and CEO, [Grantmakers for Girls of Color](#)





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GIRLS OF COLOR**

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