

ACTION REPORT ON RACIAL EQUITY

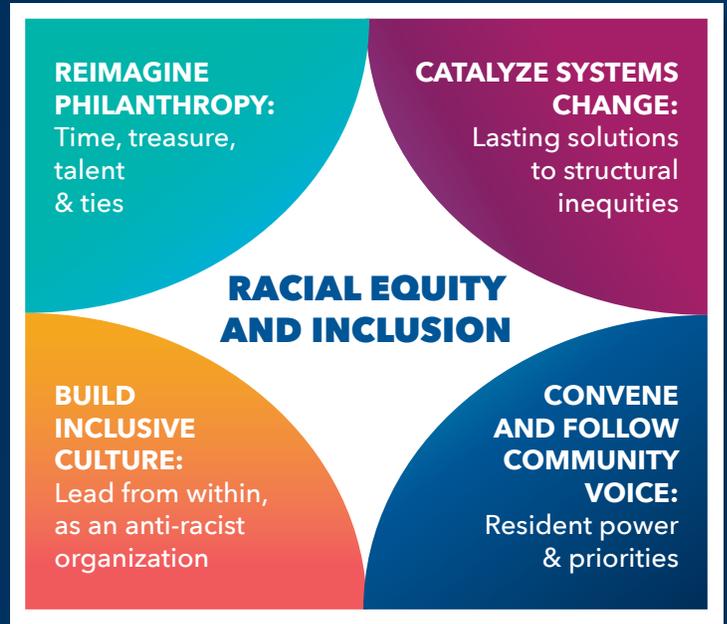


Greater Milwaukee
FOUNDATION
greater together

SUMMER 2023

ALIGNING ACTIONS FOR IMPACT

The Greater Milwaukee Foundation's commitment to build a Milwaukee for all has been in motion since the moment that commitment was made, and our collective efforts are showing results. Across a range of priorities needed for our region to thrive, we are providing leadership, collaboration and support to ensure that our impact matches our promise. This work belongs to many – donors, nonprofits, public sector leaders, residents and more – coming together to drive change with and through the Foundation. Our Action Report on Racial Equity presents highlights of unified actions and positive outcomes in our community, as well as inside our organization. These highlights include the Greater Together Campaign and early childhood education. All together, this work leads toward our shared vision of a Milwaukee for all.



▶ SCAN ME

From convenings to action, hear how Foundation staff, donors and community members are building a Milwaukee for all.

FROM THE LEDGER

2022 FINANCIAL YEAR IN REVIEW

Thanks to our donors' continued generosity and support of our mission in the community, our aligned vision and investments are having a deeper impact on the community.

ASSETS:

More than

\$1 billion

GIFTS:

More than

\$67.2 million

in cash contributions made by donors to new and existing funds.

GRANTS:

More than

\$81.2 million

invested in the community through grantmaking

Donor-recommended funding

\$71.8 million

Board-directed funding

\$9.4 million

2022 GREATER EQUITY IN GRANTMAKING



Board-directed grants supporting racial equity and inclusion focus areas

(Arts and culture, community capacity, entrepreneurship and small business development, environment, healthy birth outcomes, mental health, physical health, voter mobilization and violence prevention)



Board-directed grants awarded to organizations led by a person of color.



Staff of color in Community Impact department, which oversees our grantmaking.



People of color on Community Impact Committee

"Racial equity and support continue to be a need. Funding and support for minority-run organizations should continue to be at the top of the need. I like how the Greater Milwaukee Foundation has made a commitment to racial equity in funding, but I would like to see them highlight those organizations more and share them with their business partners to grow the support."

Nonprofit respondent to the Foundation's 2021 Grantee Perception Survey

OPERATING SUPPORT

In 2022, the Foundation began regularly offering general operating grants to support nonprofits aligned with our funding priorities. Designed to provide greater flexibility, stability and impact, these grants were a key request made by grantees as part of a 2021 survey.

\$1.8 million in operating grants

were awarded to area nonprofits in 2022

Awarded from Board-directed funds, these grants were used to cover critical ongoing expenses such as salaries for new or existing positions, office supplies, technology, professional development and other program costs.

"It would be more beneficial to receive unrestricted dollars so that we can continue to build our organization's infrastructure, remain responsive to changes, and implement equality, diversity and inclusion strategies ... instead of focusing on one specific program."

Nonprofit respondent to the Foundation's 2021 Grantee Perception Survey

The GREATER TOGETHER campaign is...

- The most ambitious fundraising initiative in our history
- The first priority-focused community foundation campaign of its kind in the United States
- A catalyst for generational change to build a Milwaukee for all
- An opportunity to join us to achieve our shared vision

COMPREHENSIVE CAMPAIGN AT A GLANCE 2017-2023

Total goal \$700M



Campaign goals



Campaign priorities

901

Total gifts supporting one or more campaign priorities

WAYS TO GIVE

- Start or grow a fund
- Coinvest in campaign priorities
- Create a legacy

CAMPAIGN PRIORITIES

PRIORITY	RAISED	GOAL
ThriveOn Collaboration Addressing interrelated health, economic, social and racial inequities through a new model for deep neighborhood partnership and investment.	\$7M	\$11M
Early Childhood Education In partnership, transforming early childhood education in our region so every child can have the best start in life.	\$1.9M	\$6M
Housing Realizing a unified, communitywide strategy for safe, affordable housing as a building block of life, health and wealth.	\$1.0M	\$2M
Impact Investing Providing access to capital and creating opportunity through an innovative tool that generates both a social and financial return.	\$2.9M	\$10M
Flexible Funds Building the capacity to work with neighbors and address important issues, needs and opportunities as they arise.	\$19.2M	\$21M
TOTALS	\$32M	\$50M

COMMUNITY OUTCOMES

A MILWAUKEE FOR ALL

Health Equity

Every community has the resources to support healthy, thriving lives.

Educational Opportunity

Every child has access to a high-quality education.

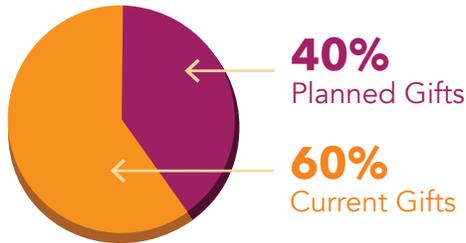
Housing Security Every family has access to safe and affordable housing.

Economic Opportunity

Every neighborhood benefits from thriving businesses and good jobs.

BUILD A LEGACY NOW, MAKE A DIFFERENCE FOREVER

Planned giving is a meaningful way for donors to make an impact for generations to come.



“

My wife and I, as a result of the campaign, decided to increase the size of our fund at the Foundation. We are also planning to leave a legacy that will live beyond us after we're no longer here. I really try to encourage people to think about GMF and its campaign as an opportunity to make the impact that they want to have in the community.”

Greg Oberland,
Foundation donor and Board member



Greg and Rhonda Oberland

PHILANTHROPY IS FOR EVERYONE, LED BY EVERYONE

WHY?

Philanthropy has existed across our community for generations and takes many forms, though not all have been recognized or celebrated. It's important to have more voices at the table that reflect our community and a more diverse set of decision-makers directing dollars. The Greater Together Campaign welcomes everyone to join us in building a Milwaukee for all.

HOW?

Invitation – Aiming to welcome more donors of color and next generation philanthropists.

Inclusion – Forging relationships with 82 new Community Ambassador and Adviser Network members (formerly Young Professional Advisers) since 2017.

Introduction – Hosting 15 donor/prospective donor engagement events since the public phase of campaign began in 2022.



TIME,
TALENT,
TREASURE &
TIES

Thank you

The Foundation is grateful for ALL donors, partners and volunteers who have contributed to our shared vision and impact. We are truly greater together.

EARLY CHILDHOOD EDUCATION:

shared vision,
strong actions,
tangible change

EARLY CHILDHOOD EDUCATION MATTERS

for our economy and our children's futures. It allows parents of young children to work and leads to greater academic and social success for young learners. It is vital to a Milwaukee for all.

THE SECTOR IS AT RISK

because of the high cost of care for families, the low wages of early educators and a range of factors limiting access to quality providers.

GOALS FOR SYSTEMS CHANGE

shared by Greater Milwaukee Foundation and Milwaukee Succeeds, our communitywide education partnership

Increase access to quality, affordable early childhood education for Milwaukee's Black and Brown families

Increase recruitment, retention, compensation and professionalism among Milwaukee's early childhood education workforce

INTERSECTING IMPACT – EARLY CHILDHOOD EDUCATION HIGHLIGHTS

Power through partnership

50+ coalition members of the Milwaukee Succeeds-led MKE Early Childhood Education Coalition are:

- Advocating for equity-advancing public policy
- Securing and implementing public and private investment
- Conducting research and analysis
- Engaging community on importance of early childhood education and ways to support it

Philanthropic generosity

32 donors have committed \$1.9 million to the Early Childhood Education Fund to increase access to quality child care and education through capital investments and by supporting families, caretakers and educators of young children.

Increase access via ThriveOn Collaboration

78 high-quality spots are coming to the Bronzeville area through Malaika Early Learning Center's second campus in the ThriveOn King development, and continued support for neighborhood providers.

24 donors have given \$2.5 million to the ThriveOn Early Childhood Education Fund to support the center's construction. Gifts range from \$300 to \$1 million.

HIGHER RATINGS THROUGH ACCREDITATION

20 local early childhood education providers are pursuing national accreditation through an Accreditation Facilitation Project led by 4C For Children with support from Milwaukee Succeeds and the Foundation. Such accreditation leads to YoungStar ratings of 4 or 5 stars and financial incentives from the state. Accreditation for these providers would ensure 500 high-quality spots for kids in predominantly Black and Brown neighborhoods.

SPECIALIZED TRAINING FOR EARLY EDUCATORS

Since 2020, 37 Milwaukee Area Technical College students have earned credentials to provide quality care for infants and toddlers with support from the Foundation. The students learned to implement programs that promote language, cognitive, physical, social and emotional development, and to develop methods to strengthen child-family connections and increase safety within child care settings.

SPOTLIGHT ON INCREASING QUALITY

COHORT FOR PROFESSIONAL GROWTH AND FACILITIES

7 Milwaukee early childhood education providers are working together in a pilot program convened by the Foundation and partners to improve quality and increase enrollment capacity. Members of the Thriving Spaces Milwaukee cohort participate in professional development workshops and conferences, and facility improvements are focused on healthy child development.

FACILITY RENOVATIONS TO EXPAND QUALITY SPOTS

United Community Center's high quality Ricardo Diaz Early Learning Academy on Milwaukee's south side can now enroll up to 350 children ages 6 weeks to 4 years following capital renovations supported by significant donor and Foundation investment.

\$8.5 MILLION

Total investment in early childhood education by Foundation and donors from 2020-2022

Retain educators

Nearly 2,900 Milwaukee early childhood educators have applied for \$1,500 in added compensation through a wage stipend program created by the MKE Early Childhood Education coalition and funded by city of Milwaukee American Rescue Plan Act dollars.

Grow workforce

105 trainees are estimated to participate in a new project to address the workforce shortage through a \$5 million MKE Early Childhood Education Coalition-developed, Wisconsin Department of Workforce Development-funded Workforce Innovation Grant over the next 3 years. The project includes the ability to earn credentials through free, accelerated MATC courses, wraparound services, case management, career counseling and paid training, all through multiple community partners.

Center lived experience

19 women have joined Milwaukee Succeeds' new Early Childhood Education Ambassadorship, using their experience as parents, early childhood employees or both to co-design strategies and support advocacy work to strengthen the sector.

GreaterMilwaukeeFoundation.org

-  facebook.com/GreaterMilwaukeeFoundation
-  twitter.com/GrMkeFdn
-  youtube.com/GrMkeFdn
-  instagram.com/GrMkeFdn

INVESTMENT MANAGER DIVERSITY – LEADING FROM WITHIN

In a recent study of the top 35 charitable foundations in the United States with the most assets under management, the average foundation invests 20.3 percent of its assets in diverse-owned management firms.

24% of investment management firms* in GMF Investment Pool are diverse

9 diverse investment management firms in GMF Investment Pool

**The Foundation's definition of a diverse firm is one that is owned by more than 50 percent people of color.*

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“Minorities and women make up 70 percent of the U.S. working-age population and 68 percent of college graduates, yet diverse-owned firms manage only 1.4 percent of assets under management in the United States.”

2022 Knight Foundation Diversity of Asset Managers study

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“We always talk about the word diversification in investing, but there is another version of that word, which is diversity. Success in a diversified portfolio is far more likely when combining talented people with different life experiences – gender and ethnicity are particularly powerful. We need people who look at the world very differently from one another. Diversity is one of the key factors that drives higher returns in a portfolio, and that is what drives the Investment Committee and Crewcial Partners to go out and find really talented people to bring variant perception to the table.”

Mike Miller, chief investment officer, Crewcial Partners, investment adviser to the Greater Milwaukee Foundation