

A conversation starter. Our annual impact report holds us accountable as a foundation to the commitments we've made to justice, equity, diversity, and inclusion (JEDI). It's a way to track what we're doing. And, it's an opening for deeper engagement about what exactly we've done along with possibilities to add to or change what we do in the future.

The first annual report, published last year, was a snapshot of our external and internal impact in 2022. This second annual report, about our 2023 impact, is another snapshot and also provides some points for comparison. We invite you to engage with it and with us about it.

External Impact

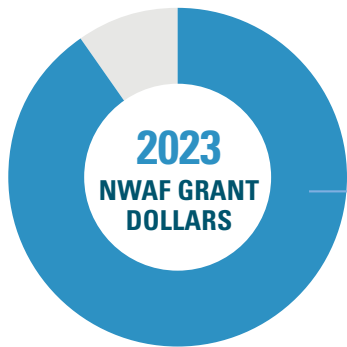
NEW MISSION STATEMENT | In 2023, we approved a new mission statement to align with our justice commitment. We've been living into that commitment over years of growth and change through grantmaking and our JEDI journey.

OUR NEW MISSION

We stand alongside **changemakers** in our region of eight states and 76 Native nations and fund work that leads to **racial, social, and economic justice.**

GRANTMAKING | 2023 grantmaking reflects our commitment to support efforts led by Native Americans and communities of color. Funding for this commitment has increased in the past year.

Arrows indicate change from 2022. Increases or decreases are by percentage (not dollars).



90.4% ↑ 10.9%
INVESTED IN ORGANIZATIONS
LED BY NATIVE AMERICANS
AND COMMUNITIES OF COLOR

DISAGGREGATION OF 2023 GRANT DOLLARS

NWAF PRIORITY COMMUNITIES*

Native American-led	52.1%	↑ 7.0%
Communities of color-led	43.4%	↑ 5.0%
Immigrant-led	15.9%	↑ 7.4%
Refugee-led	3.6%	↑ 2.3%
Rural-led	49.0%	↑ 0.2%

RACE/ETHNICITY**

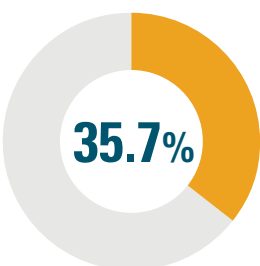
Native American/ American Indian/Indigenous	52.1%	↑ 7.0%
Asian American/ Pacific Islander/Asian	12.9%	↓ 2.0%
Black/African American/ African	22.2%	↑ 7.6%
Hispanic/Latino	6.4%	↓ 2.8%
Middle Eastern/North African	1.7%	↑ 0.1%
Another race/ethnicity	0%	↓ 1.2%
Declined to state	0%	↓ 3.5%
White/Caucasian/European	13.1%	↓ 7.5%

*Percentages total more than 100% because the rural-led category overlaps with the other four priority community categories and also includes white, rural leaders.

**Percentages total more than 100% because 8.4% of leaders identify with more than one race or ethnicity. However, for the priority communities chart, leaders had to identify only one race/ethnicity.

VENDORS AND INVESTMENT MANAGERS | We strive to reflect the values of JEDI in the resources we expend on vendors and on the investment managers we select.

PERCENT OF BUSINESS TO PREFERRED VENDORS (BY TOTAL NUMBER)



PREFERRED VENDOR: Businesses owned or led by an executive/president (or at least 50% of the multiple owners/partners) who come from one or more of our priority communities: Native American, communities of color, immigrants, refugees, and people in rural areas.

PERCENT OF DIVERSE-OWNED OR DIVERSE-LED INVESTMENT MANAGERS

19.6% DIVERSE-OWNED: A firm that's at least 50% owned by an underrepresented group.

DIVERSE-LED: A firm that's 33% to 50% owned by an underrepresented group. Underrepresented groups include Black/African Americans, Latinos, Asian/Pacific Islanders, Native/American Indians, Females, Disabled Persons, Veterans, and LGBTQ+ Persons.

NOTE: 18.1% of total assets under management of the 55 largest US foundations are managed by diverse-owned firms. (Knight Foundation, 2022)

Internal Impact

KEY JEDI ACTIVITIES AND ACHIEVEMENTS

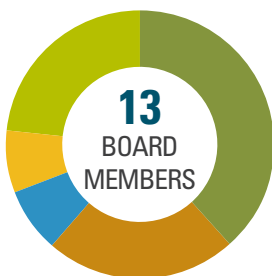
- **JEDI ACTION PLAN:** The board and each internal department implemented plans to achieve goals that advanced JEDI in their work
- **RACIAL EQUITY MAGNIFIER (REM):** Used the REM to inform an open request-for-proposal decision, whether to include a land acknowledgment in our board meetings, and vendor survey and tracking
- **FIELD LEARNING:** Educational field trips on local and national levels allowed staff and board to learn more about JEDI from community organizations and events, including CHANGE Philanthropy’s Unity Summit
- **IMPACT INVESTING STRATEGY:** Implemented a strategy that targets 30% to 50% of assets to be managed by diverse managers; views portfolio through an environmental, social, and governance (ESG) lens; and dedicates 40% of impact investment dollars to Indigenous firms, organizations, and communities by 2030
- **LEARNING WORKSHOPS:** Staff leadership had in-depth training on white supremacy and received training, along with the board, on refugee communities



Key to my own growth is learning to take risks and being willing to make mistakes.”

— NWAF STAFF MEMBER

BOARD AND STAFF DEMOGRAPHICS (YEAR-END 2023)



TEN OF 13 BOARD MEMBERS ARE NATIVE AMERICAN OR COME FROM COMMUNITIES OF COLOR

Native American/Indigenous	5 (38.5%)
Black/African American	3 (23.1%)
Asian American	1 (7.7%)
Hispanic/Latino	1 (7.7%)
White/Caucasian	3 (23.1%)



ELEVEN OF 20 STAFF MEMBERS ARE NATIVE AMERICAN OR COME FROM COMMUNITIES OF COLOR

Asian American	4 (20%)
Black/African American	3 (15%)
Native American/Indigenous	2 (10%)
Hispanic/Latino	1 (5%)
Multiracial	1 (5%)
Unknown	0 (0%)
White/Caucasian	11 (55%)

Some staff noted multiple racial and ethnic categories.



I appreciate having the space in the board meetings to learn about JEDI issues. Other boards talk about DEI but no one gets into it. I appreciate board members being on this journey with me.”

— NWAF BOARD MEMBER

STAFF SURVEY — AVERAGE RESPONSE

	1 = STRONGLY DISAGREE	7 = STRONGLY AGREE	2023	2022
I found opportunities to learn and grow on my personal JEDI journey.			6.2	6.2
I felt the board was supportive of our JEDI journey.			6.5	6.1
I felt the Senior Leadership Team was supportive of our JEDI journey.			5.9	5.9
I provided feedback and feel I was able to shape NWAF’s JEDI journey.			5.7	5.9
I felt supported and could talk freely with members of my dept/team.			5.9	5.7

Start a conversation with us. We’ve entered the eighth year of this journey. There’s more to share about it, and plenty more opportunities ahead of us to grow. Our [JEDI webpage](#) offers more detail and insights.

Our JEDI director, Margie Jo Eun Joo Andreason, would love to talk more with you about all things JEDI. Click the email link in her bio to send her questions or set up a conversation.