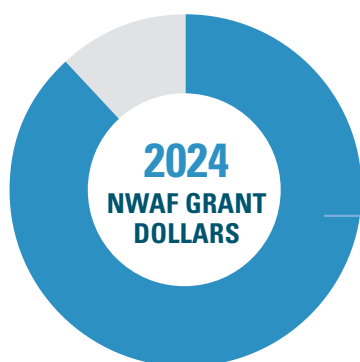


Keep tracking our journey. This year's annual report marks the third year we've tracked our progress on justice, equity, diversity, and inclusion (JEDI). The report isn't exhaustive. But it highlights key data so you can follow what we've been doing and hold us accountable to the commitments we've made. You can also compare it to the snapshots of our impact from the 2023 and 2022 annual reports. Engage with us about it. Ask for more insight about our work. Suggest how we can improve.

External Impact

GRANTMAKING | 2024 grantmaking reflects our commitment to support efforts led by Native Americans and communities of color. Beginning this year, our report represents grants **paid**, a key change from our prior two annual reports, which represented grants approved.

Overall, \$18.1 million in grants were paid out in 2024.



88.3%
**INVESTED IN ORGANIZATIONS
LED BY NATIVE AMERICANS
AND COMMUNITIES OF COLOR**

\$18.1M

GRANTS PAID OUT IN 2024

DISAGGREGATION OF 2024 GRANT DOLLARS

Figures in parentheses represent total grant dollars paid.

NWAF PRIORITY COMMUNITIES*

Native American-led	44.3% (\$8.0M)
Communities of color-led (excluding Native)	48.8% (\$8.8M)
Immigrant-led	10.5% (\$1.9M)
Refugee-led	4.4% (\$0.8M)
Rural-led	21.2% (\$3.8M)

*Percentages total more than 100% because the immigrant-, refugee-, and rural-led categories have some overlap with the other priority community categories, and refugee-led also includes white, rural leaders.

RACE/ETHNICITY OF LEADERSHIP**

Native American / American Indian / Indigenous	44.3%
Black / African American / African	27.0%
Asian American / Asian	10.5%
Hispanic / Latino	10.3%
Middle Eastern / North African	2.8%
Native Hawaiian / Pacific Islander	0.7%
Another race/ethnicity	0.7%
Declined to state	0%
White / Caucasian / European	16.1%

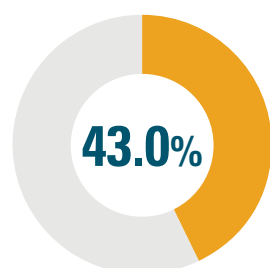
**Percentages total more than 100% because 12.4% of leaders identify with more than one race or ethnicity. (Categorization of a grantee partner's leadership is determined by self-reported, organizational data.)

“*[The Foundation's] explicit commitment to social justice, systems change, racial justice, equity, and priority communities can serve as an example in the philanthropic sector.*”

— GRANTEE PARTNER (via CEP Grantee Perception Survey)

VENDORS AND INVESTMENT MANAGERS | We strive to align our spending and investments with the same JEDI values that guide our grantmaking. Through our 2030 impact investing strategy, we're taking into account the diversity, equity, and inclusion (DEI) practices of firms and portfolio companies we invest in.

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

22.6% **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.

Key JEDI Engagement, Activities & Achievements

CEP SURVEY: Grantee partners surveyed through the Center for Effective Philanthropy (CEP), a national leader in evaluation, rated us very highly for how clearly we center JEDI in our work and interactions with them.

PHILANTHROPIC INFLUENCE: Staff and board advocated for JEDI with partners at multiple field-wide events, including those held by CHANGE Philanthropy, Council on Foundations, Minnesota Council of Nonprofits, the Foundation Financial Officers Group, and Native CDFI Network.

BOARD JEDI VIDEO 2: We released our second video about our board's JEDI journey, showing other foundation and nonprofit boards how JEDI can make them more effective.

JEDI WEBPAGE: We significantly expanded reporting on our JEDI journey by updating our [webpage](#) with more examples and info that's easier to find.

LAND ACKNOWLEDGMENTS: Staff and board explored the Foundation's history with dispossession of Native lands. This led to strengthened land acknowledgment practices and board-approved plans to deepen them further going forward.

TRAININGS: We continued to learn through disability justice workshops, conflict-style workshops, a book club, and other trainings.

ONBOARDING CURRICULUM: We reworked our curriculum for onboarding new board and staff to reflect JEDI learning and practices.

Internal Impact

BOARD AND STAFF DEMOGRAPHICS (YEAR-END 2024)



Native American / Indigenous	5
Black / African American	3
Multiracial	2
Asian American	1
Hispanic / Latino	1
Middle Eastern / North African	0
Native Hawaiian / Pacific Islander	0
Declined to state	0
White / Caucasian	5



Asian American	4
Black / African American	3
Multiracial	3
Native American / Indigenous	2
Declined to state	2
Hispanic / Latino	1
Middle Eastern / North African	0
Native Hawaiian / Pacific Islander	0
White / Caucasian	9

Note: We have 13 board members and 21 staff. Several staff and board members selected multiple racial or ethnic categories.



It is important to have funding champions to support work that addresses racial disparities. The Foundation gives me a sense of confidence to the work I do in a conservative state, knowing we are able to fund projects and programs without marginalizing or harming folks."

— GRANTEE PARTNER (via CEP
Grantee Perception Survey)

STAFF SURVEY — AVERAGE RESPONSE

	1 = STRONGLY DISAGREE	7 = STRONGLY AGREE	2024	2023	2022
I felt my supervisor was supportive of our commitment to JEDI.			6.1	5.8	5.9
I found opportunities to learn and grow on my personal JEDI journey.			6.2	6.2	6.2
I felt the Board was supportive of our JEDI journey.			6.2	6.5	6.1
I felt the Senior Leadership Team was supportive of our JEDI journey.			5.8	5.9	5.9
I provided feedback and feel I was able to shape our JEDI journey.			5.4	5.7	5.9
I felt supported and could talk freely with members of my dept/team.			5.7	5.9	5.7

Our JEDI work is ongoing. We continue to grow deeper in our JEDI learning and practice in 2025, the ninth year since our journey began. Our [JEDI webpage](#) offers more detail and insights.

We welcome your feedback. JEDI Director, [Margie Jo Eun Joo Andreason](#), invites you to email her via the link in her bio to ask questions or to set up a conversation.