



WMG Social Justice Fund  
 \* BFF Fund  
 2021-2023

# IMPACT REPORT





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# LETTER FROM THE EXECUTIVE DIRECTOR

*Courage. Vision. Resilience. Love.*

These are the qualities our grantee partners embody in their work to build a more just, equitable world. From Brooklyn to Brazil, London to Lagos, Medellín to Memphis and beyond, they are addressing anti-Black racism, building power and planting seeds for a pluralist future in which all people have an equal opportunity to thrive.

In the past three years since the brutal police murders of George Floyd, Breonna Taylor and the global racial reckoning that ensued, we have witnessed a remarkable period of growth, innovation and resistance. We know this work is far from done given escalating threats to democracy, growing racial and income inequality, the erosion of reproductive rights and continued attacks on immigrant and trans communities – but we must acknowledge the hard-won milestones since 2020.

A glimpse into our grantee partners' achievements is not only a cause for hope but a demonstration of real change on the frontlines of movement. Organizations like Anti-Recidivism Coalition, Black Lives in Music, Borealis' Communities Transforming Policing Fund, Gender Amplified and Brazil Human Rights Fund are shifting state policies to strengthen the rights of



people trapped in the US carceral system; expanding opportunities for women and nonbinary music producers; launching an Anti-Racism Code of Conduct with key players in the UK music industry; piloting community-based approaches to safety; advocating for police-free schools across the US; and supporting grassroots organizations in Brazil as they address systemic violence and advance racial equity in their communities.

The Warner Music Group/Blavatnik Family Foundation Social Justice Fund (WMG/BFF SJF) is positioned to help sustain this work for the long-term. As we grow into a mature grantmaking

institution, we are strategically aligned toward a clear north star: dismantling systemic racism. To date, we have committed over \$28 million to fuel change across our three key grantmaking pillars: education, arts and culture and criminal justice reform. We have partnered with 122 organizations and hundreds of courageous leaders carrying this fight forward.

We are clear about the challenges ahead and we are adapting our strategy accordingly. We continue to center Black communities in this work while engaging multiple marginalized communities, acknowledging our shared struggles. We are urgently addressing gender inequity and systemic attacks on bodily autonomy that disproportionately threaten women of color, as well as trans and nonbinary people. We are amplifying the power of youth organizers to carry this work forward beyond the WMG/BFF SJF's 10-year horizon. And we are doing so with an intersectional analysis, acknowledging the ways these issues converge across multiple layers by those most impacted. We know that sustaining momentum requires more than fiscal support, so we're also providing capacity-building resources and seeding grantee collaborations across cities and continents.

Please read this report as an invitation to learn from and stand with our grantee partners. Join us in elevating this work, listening to these leaders and supporting their vision.

In the inspiring words of author Arundhati Roy, "A new world is already on her way. On a quiet day, I can hear her breathing."

Our grantee partners, midwives of movement, need all of us on board now more than ever. Together, let's breathe and push.

Onward,



# WMG & BFF

The Warner Music Group / Blavatnik Family Foundation Social Justice Fund is an integral part of Warner Music Group's larger commitment to fostering a company and industry culture centered on diversity, equity, inclusion and belonging.

The WMG/BFF SJF is a natural extension of the Blavatnik Family Foundation's values, as it supports institutions that offer diverse and inclusive views of the arts through performance, exhibition and education.

“

Music reflects, informs, and energizes cultures and social justice movements around the world. That global power, combined with the missions of these outstanding organizations, has fueled the Fund's commitment to sustainable change. We continue to explore new ways to support the Fund's grantee partners and make long-term investments in social equity.

– Robert Kyncl  
CEO, Warner Music Group

“

The WMG/BFF Social Justice Fund is creating enduring opportunities for underserved communities. I'm pleased to see that the Fund is delivering on its mission.

– Len Blavatnik  
Chairman Blavatnik Family Foundation



# OUR TEAM



**Lorelei Williams**  
Executive Director



**Seyram Dodor**  
Program Associate



TREASURER  
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Controller at WMG



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**Kristal McKanders**  
SVP, Communications & Marketing  
at WMG



ASSISTANT TREASURER  
**Marc McDonald**  
Finance Manager, Corporate  
Services at WMG



COMMUNICATIONS TEAM  
**Mackenzie Aliano**  
Director, Communications &  
Marketing at WMG

## FISCAL SPONSOR

Moore Philanthropy, the collaborative partner to [Moore Impact](#) is a Black-founded and woman-led philanthropic advisory firm and public charity bringing over 25 years of knowledge and experience to provide thoughtful, strategic and tailored philanthropic services to individuals, families and private institutions. Moore Philanthropy's mission is rooted in reversing the lack of investment in communities of color by ensuring that changemakers can access the support and financial tools to create systemic change, build influence and accrue generational wealth.

**Yvonne L. Moore**  
Founder and Managing Director, Moore Philanthropy

**Alma Martinez**  
Grants Manager, Moore Philanthropy

**Joseph Jovel**  
Executive Assistant, Moore Philanthropy



# BOARD OF DIRECTORS



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Global Head of Diversity, Equity and Inclusion at WMG



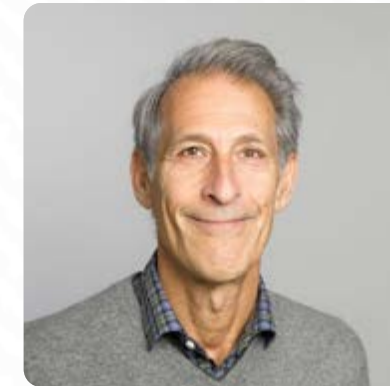
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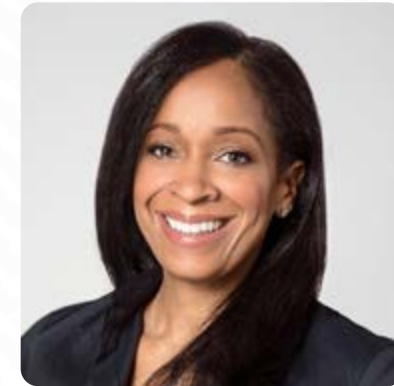
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**Val Blavatnik**

Blavatnik Family Foundation



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**Tanya Coke**

Director of Gender, Racial and Ethnic Justice at the Ford Foundation



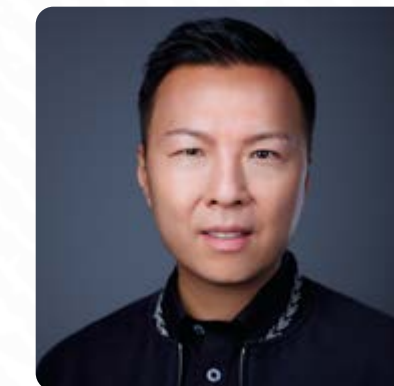
**Paul Henderson**

Executive Director at the San Francisco Department of Police Accountability (DPA)



**Ryan Press**

President, North America at Warner Chappell Music



**Eric Wong**

President & Chief Marketing Officer, Warner Recorded Music at WMG





The Warner Music Group / Blavatnik Family Foundation Social Justice Fund invests in organizations around the globe that build more just and equitable communities and create real change in the lives of historically underserved and marginalized people. We focus our investments on organizations that are led by and work to benefit affected populations, principally Black populations, in their intersectional dimensions. Our sustained, long-term investments focus on our three key strategic pillars: education, arts and culture and criminal justice reform, with the belief that work in these areas will aid in dismantling structural racism and advancing equity and justice for all people.

# OUR MISSION





# PROGRAMMATIC STRATEGIES



## GRANTMAKING

Through our Core, SJF Repertoire and Resilience Funds, we counter the chronic underinvestment of organizations led by Black and historically marginalized people.



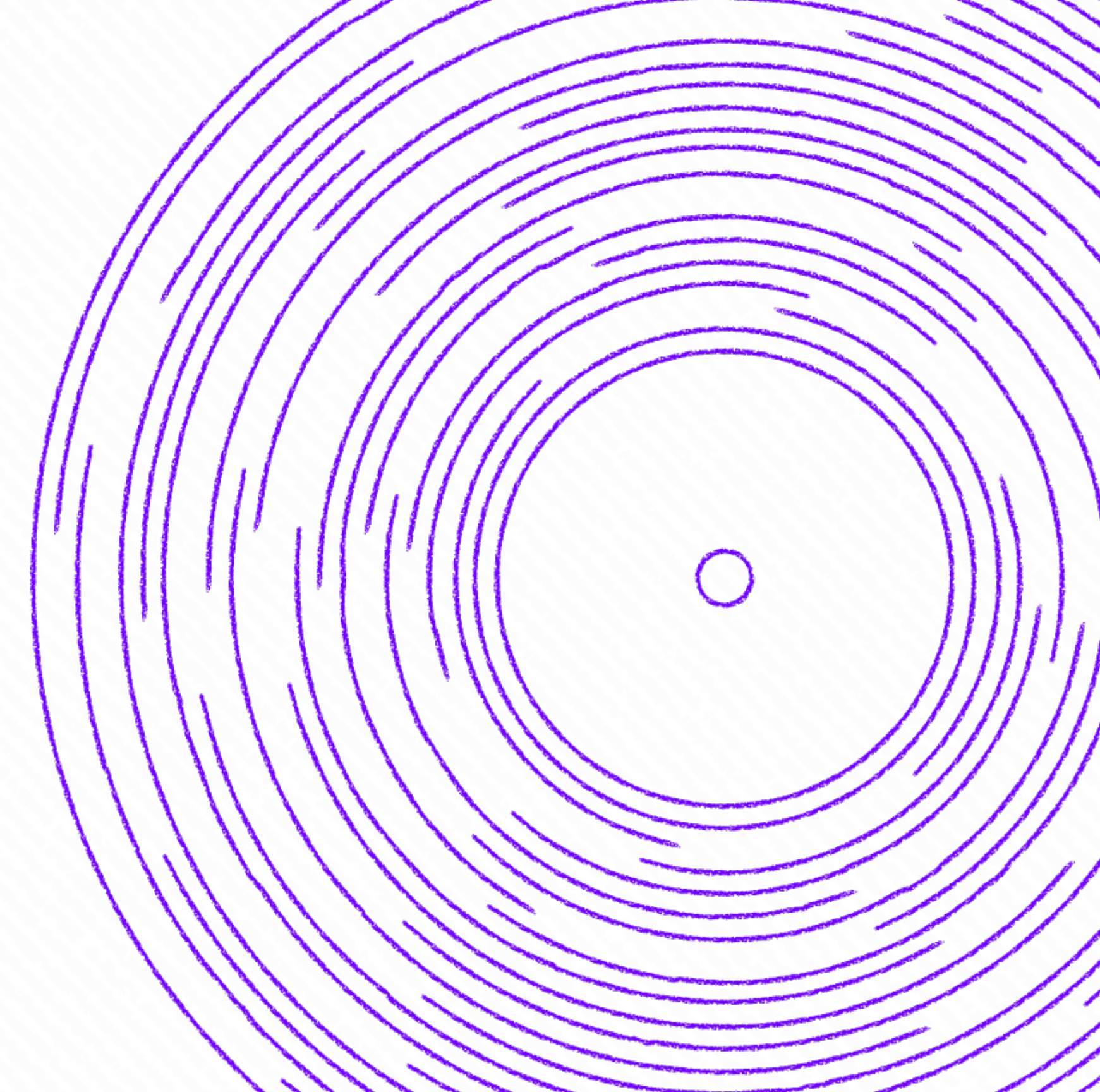
## CAPACITY-BUILDING

We provide training, technical assistance and coaching to our Core Fund grantee partners to strengthen operations in fundraising, financial management, HR, IT, marketing and beyond. With greater sustainability, our grantee partners are positioned to deepen their impact and influence.



## COMMUNITY-BUILDING

Through our Grantee Convening and networking opportunities, we connect global racial justice movement leaders with each other – and their music industry peers – to exchange ideas, innovate and collaborate.



# WHAT WE DO



# GRANTMAKING PILLARS & THROUGHLINES

## ARTS & CULTURE



We principally fund Black-led arts institutions, particularly those focusing on local community engagement. We also support organizations/campaigns that leverage the power of culture to heal communities, mobilize movements and drive narrative change.

## EDUCATION



We support college and career pathways into the music industry, increasing the number of youth with access to the industry and Black executives in leadership roles across all aspects of the business (i.e. legal, technology, finance, business administration, marketing, communications, data/research, human resources and sound engineering).

## CRIMINAL JUSTICE REFORM



To address systemic injustice in the criminal justice system, we focus on (1) dismantling the school to prison pipeline; (2) reentry reform, including reinstating voting rights for formerly incarcerated people; (3) policing reform and community resolution alternatives.

## CROSS-PORTFOLIO THROUGHLINES



Across all the WMG/BFF SJF pillars, our investments advance:

### GENDER JUSTICE

We use an intersectional lens to frame our work and account for the historical marginalization of women, girls and femmes of color, as well as gender norms and practices that inflict harm on girls, boys, gender-expansive and LGBTQ+ youth.

### YOUTH ORGANIZING & LEADERSHIP DEVELOPMENT

Recognizing the power of youth to spark change, we support the next generation of young leaders in taking their leadership to the next level – in the music industry, in social justice movement building and beyond.



OUR VALUES

JUSTICE  
EQUITY  
CREATIVITY  
IMPACT  
TRUST



# OUR GLOBAL COMMUNITY





# THREE FUNDS IN ONE

## CORE FUND

Provides major multi-year grants to organizations aligned with the WMG/BFF SJF mission, grant-making pillars and priority geographic regions.

## SJF REPERTOIRE FUND

Provides small discretionary grants to organizations aligned with the WMG/BFF SJF mission. Grantee partners are nominated by members of the WMG community.

## RESILIENCE FUND

Provides capacity-building support for the resilience and sustainability of core grantee organizations, to strengthen their administrative, governance and programmatic functions.





# THE CORE FUND

More than 80% of all the WMG/BFF SJF investments are made through the Core Fund. Our grantee partners – movement veterans, newcomers, disruptors and innovators – are driving racial justice through structural, systemic and cultural change.

As a cohort, they represent a balanced investment across our three pillars and prioritized geographic regions. In line with philanthropic best practices, the majority of these investments are major multi-year unrestricted grants. Through the Core Fund, a small percentage of resources are dedicated to funding intermediaries who anchor local ecosystems of change in the broader social justice field.





# CORE FUND GRANTMAKING BY THE NUMBERS

OVER  
**\$28M**  
TO 51 ORGANIZATIONS



**83%** of grantee partners are Black led



**77%** led by women and LGBTQ+ partners



**51%** integrate a gender justice lens



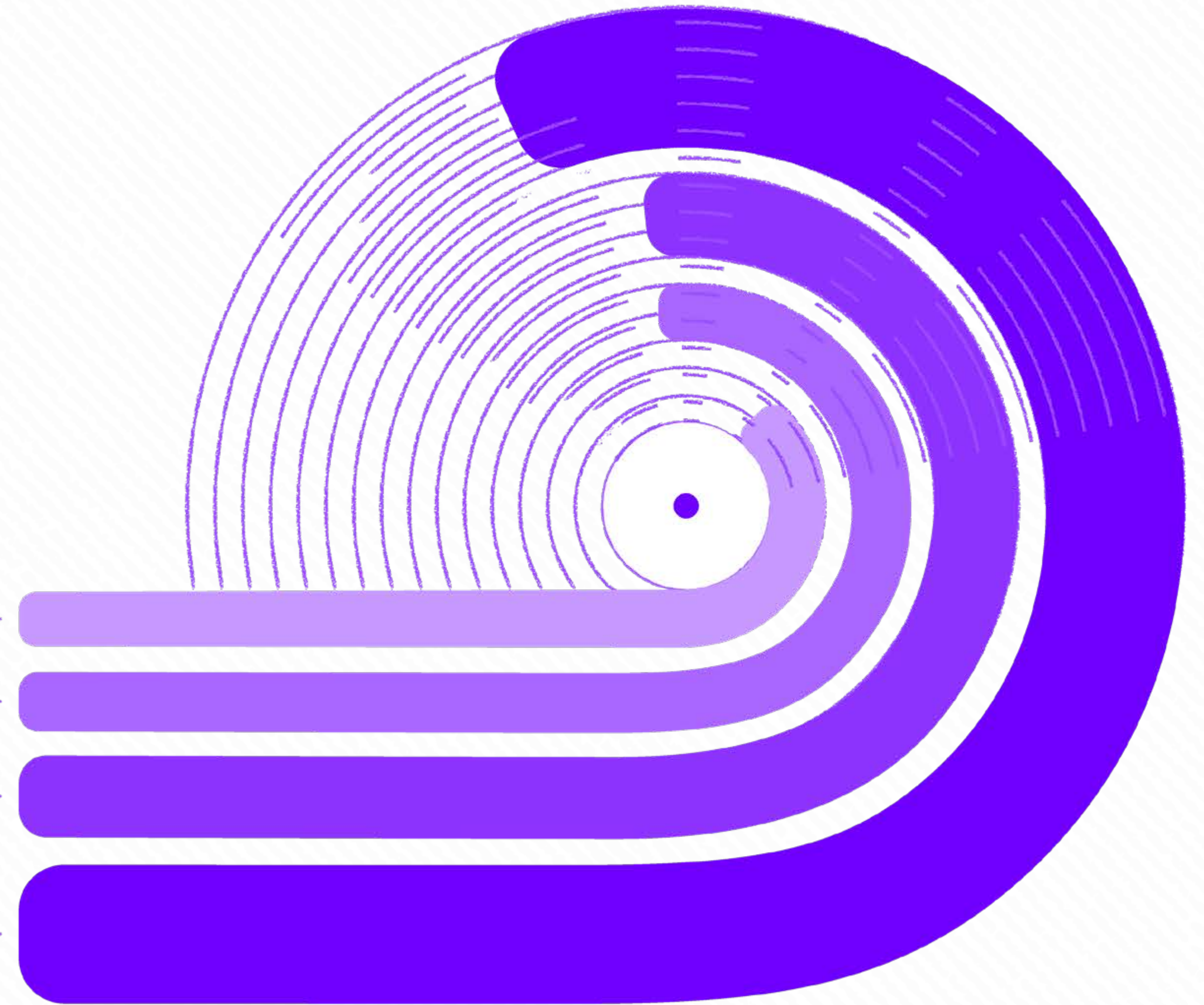
**17%** of international grants support global racial justice movements



# WMG/BFF SJF CORE FUND GRANTEE PARTNERS

\$28,857,850 to date to 51 Core Fund grantee partners globally

Multi-Pillar	12%
Criminal Justice Reform	27%
Arts & Culture	28%
Education	33%





# ARTS & CULTURE

Our fund supports cultural organizing and narrative change through the arts, film, music, storytelling and new media. With a primary focus on Black-led institutions, movements and leaders, we seek to elevate the voice and visibility of marginalized populations, awaken the public imagination, spark public conversation and inspire policy change.



of Thomas J Price: Witness featuring The Distance Within, 2021. Marcus Garvey Park, New York, NY, October 2, 2021– October 1, 2022. Courtesy of Studio Museum in Harlem. Photo: Adam Reich.



Studio Museum of Harlem (Left)  
Ashé Cultural Center (Below)





**ARTS & CULTURE**

## MANOS VISIBLES

For 13 years, Manos Visibles (Visible Hands), a leading Colombian NGO, has incubated networks of leadership to reduce inequality of representation and agency of ethnic communities in Colombia and the world. The organization has impacted more than 25,000 Afro-Colombians and Indigenous people in Colombia, strengthened more than 500 organizations and developed an international network called "AFROINNOVA" with members from ten countries with a major population of the African diaspora. Manos Visibles has four action lines: (1) education, (2) technology, (3) collective empowerment and culture and (4) new narratives. In partnership with the WMG/BFF SJF, Manos Visibles has developed the program "Pacifico Master Beat," which serves as a platform for music production of quality and impact. Pacifico Master Beat has provided training for more than 60 emerging music producers to create a brand of emerging music development in the Colombian scene. Through the Manos Visibles program, one music band, Plu con Plá, launched their first album, with a significant reflection on discrimination and Colombian identity. In this process, Plu con Plá has signed a distribution agreement with ADA Latin, part of the independent label and artist services arm of Warner Music Group.





## ARTS &amp; CULTURE

# ARRAY ALLIANCE

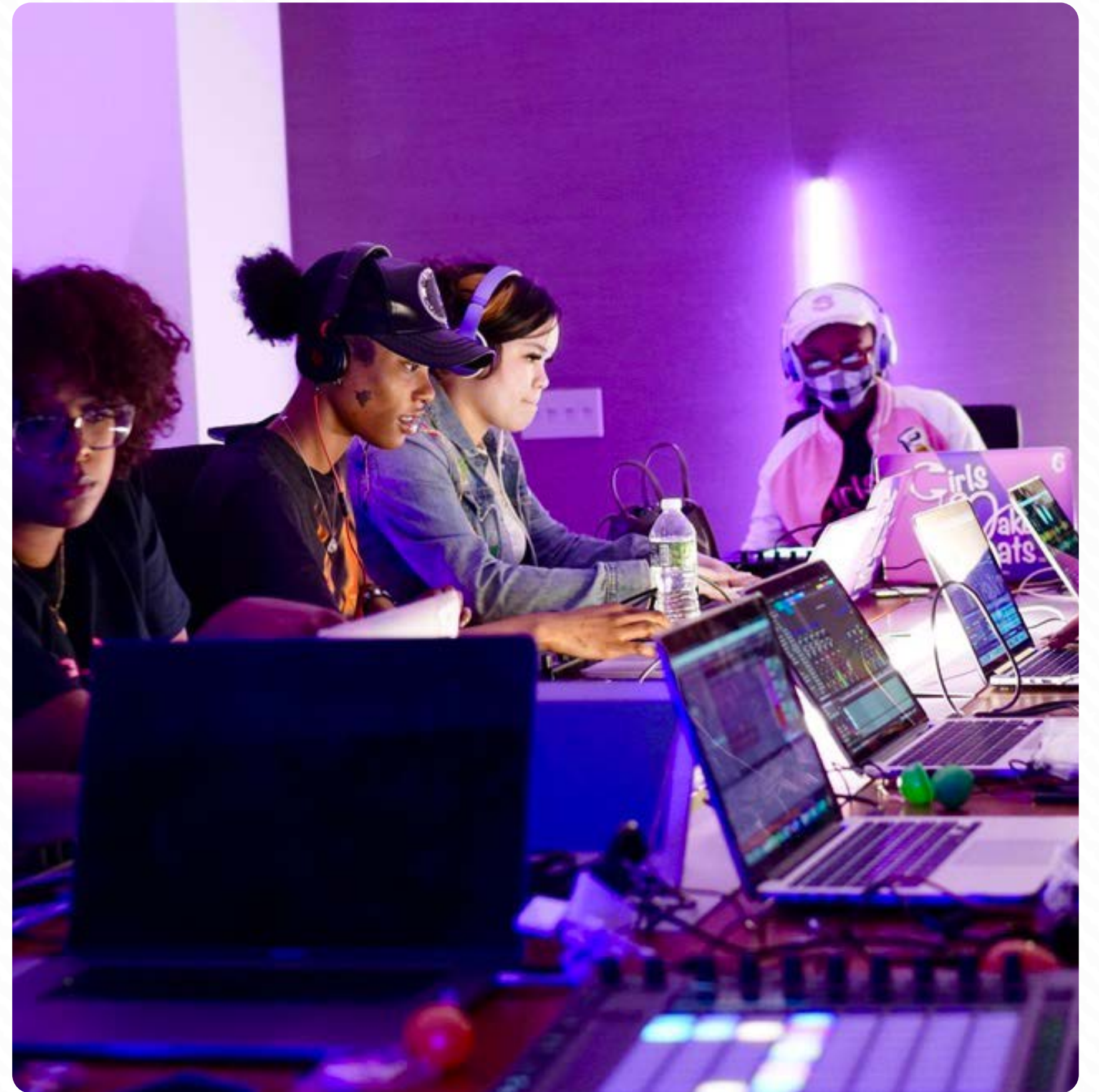
Founded by filmmaker Ava DuVernay, ARRAY Alliance's mission is to advance social and cultural justice through storytelling and amplifying the stories of underrepresented communities by providing resources to ensure they have a platform for change. Through the medium of film, ARRAY seeks "to tell stories that aren't being told, to expose audiences to different walks of life and to foster a space without boundaries where community and entertainment can intersect" – a space where filmmakers, activists and audiences can engage in dialogue and learning. ARRAY Alliance also launched its first database, ARRAY Crew, where studio executives and hiring managers can access a pipeline of women and people of color to staff television and film crews. With the WMG/ BFF SJF's support, the ARRAY Crew database grew significantly from 3,000 members to 10,000 members consisting of people of color and women, and more than 1,250 productions have used the ARRAY Crew app to hire. ARRAY has also created and distributed two learning companions that complement two Black films, "They've Gotta Have Us" and "Sankofa," the first motion picture to center an enslaved African's journey to America. ARRAY hosted programming around "Sankofa" and its learning companion at 30 colleges, universities and nonprofits to teach participants how to study family and community history.





# EDUCATION

Our funding supports college and career pathways into the music industry and beyond. Grantee partners are expanding opportunities for people of color, women and nonbinary people in the music industry, from entry-level positions to the C-suite. This work carries across all aspects of the business (i.e. legal, technology, finance, marketing, engineering and beyond) with the vision of building a more diverse, equitable music industry.



The Hidden Genius Project (Left)

Girls Makes Beat (Above)



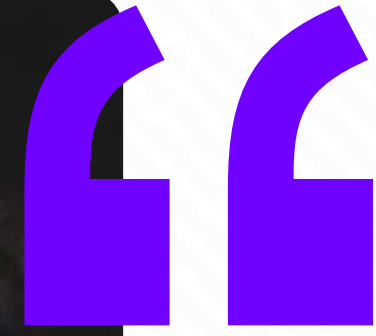
## EDUCATION

GENDER  
AMPLIFIED

Gender Amplified aims to foster the next generation of emerging women and nonbinary music producers by providing a platform that champions inclusivity and diversity in the music industry. The organization was founded in 2007 by Ebonie Smith, an award-winning music producer, singer-songwriter and audio engineer – currently working at Atlantic Records. In partnership with WMG/BFF SJF, Gender Amplified has activated their flagship program, CTRL Room Series, at Hyperballad Studios in Brooklyn to collaborate and promote the advancement of women and nonbinary creatives (as seen in *Billboard* and on NPR). The movement is driving change through visionary organizing, state-of-the-art education and community development through production camps, professional networking and skill development training and multimedia storytelling. According to *Forbes*, only 2.8% of women producers are represented in popular music – a statistic that Gender Amplified strives to change. Exposing new pathways and empowering the growing community to cultivate a robust catalog of songs that the organization is working to pitch and secure a home for the music in the industry at large – with their first singles release, “Future Number.” In 2023, Gender Amplified collaborated on producing camps with industry leaders and technology partners at Serato, the Recording Academy and Fox Television Network.







Gender Amplified is honored to partner with the Warner Music Group / Blavatnik Family Foundation Social Justice Fund. The Fund's generous contribution will help us reach our goal of supporting women and nonbinary music producers all over the world.

– Ebonie Smith  
Founder/President and Head of Creative,  
Gender Amplified



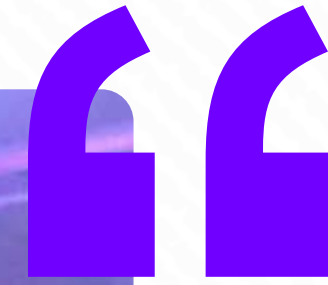
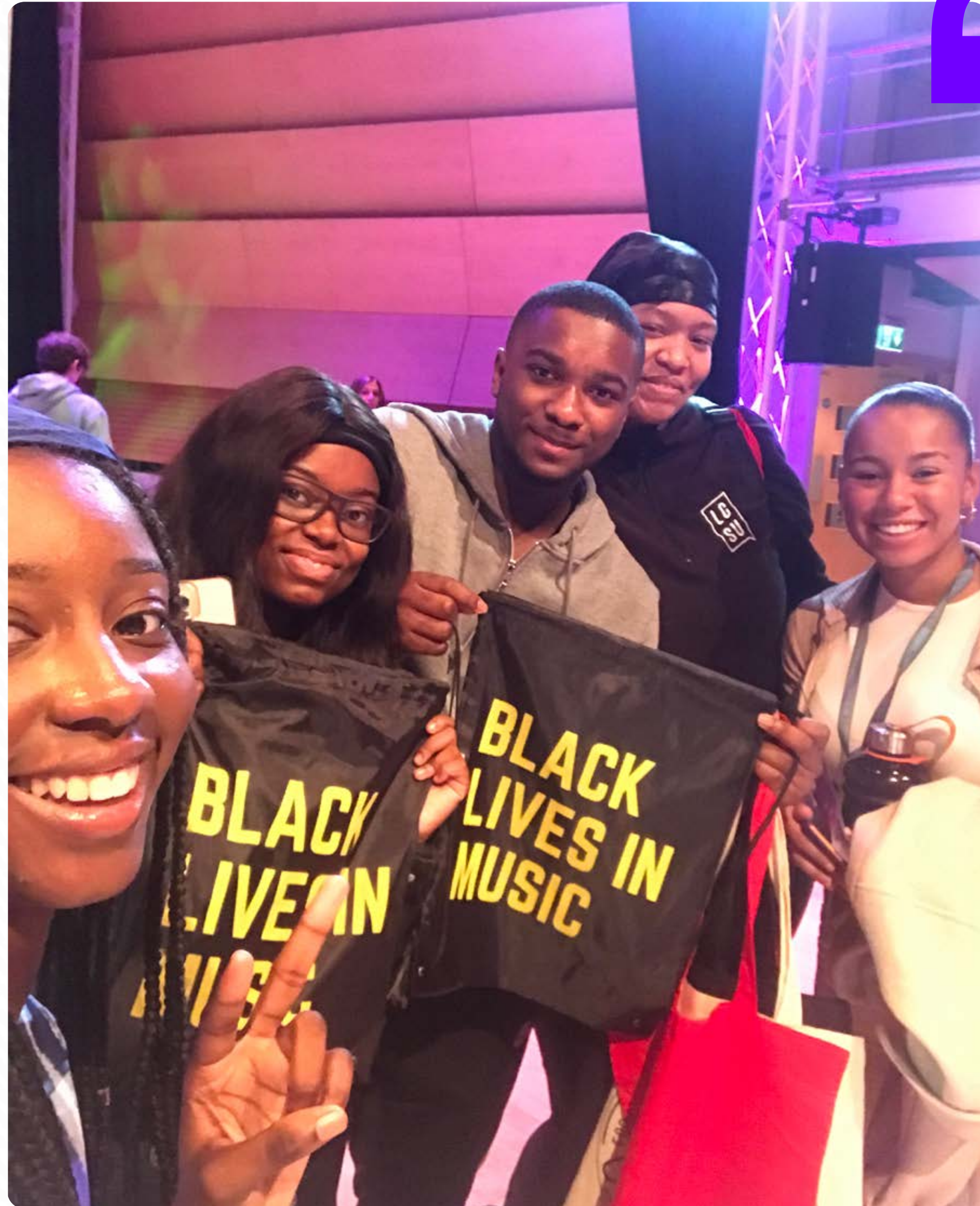
## EDUCATION

BLACK LIVES  
IN MUSIC

Founded in 2020, Black Lives in Music (BLiM) seeks to address systemic racism in the United Kingdom's music industry through research, advocacy and mentorship for Black, Asian and ethnically-diverse music industry professionals. BLiM's "Being Black in the Music Industry" report underpins all of its advocacy and programmatic work. The 2021 report uncovered barriers faced by nearly 2,000 Black industry professionals and jumpstarted dialogue and advocacy campaigns around structural racism, gender gaps and pay disparity within the music industry. Report findings have also influenced BLiM's leadership of a membership community of over 90 UK-based music companies committed to achieving industry change. Current BLiM priorities include transforming recruitment practices and organizational culture to increase diversity and inclusivity across the music industry. Recently, BLiM launched an Anti-Racism Code of Conduct in partnership with key players in the UK music industry.







Black Lives in Music are truly grateful to the WMG/BFF Social Justice Fund for supporting our work. Our evidence-based research is important in identifying and addressing the issues Black music creators and industry professionals often encounter – and our advocacy is essential for meaningful change to take place. Together, we are at vanguard in the effort to dismantle systemic racism in the music industry and create a level playing field where Black music creators and industry professionals can fulfill their aspirations.

– Charisse Beaumont  
CEO, Black Lives in Music

The WMG/BFF SJF's Education grantee partners have attracted over \$500,000 in additional funds through our music pipeline matching incentives from Paramount, Esmée Fairbairn Foundation, SoundCloud, Splice, The Recording Academy, BeatStars, Silicon Valley Community Foundation, Universal Music Group's Social Justice Fund, Grantmakers for Girls of Color, Arts Council England, United Masters, among others.



# CRIMINAL JUSTICE REFORM

Our fund supports organizations led by and for communities most impacted by deadly and discriminatory policing practices, unjust school disciplinary policies and over-incarceration. Our grantee partners are reframing public safety, rewriting policy, addressing bias in the criminal legal system and opening doors to healing, employment and education for formerly incarcerated people.



Anti-Recidivism Campaign; JULIAN (Top Left to Right)

Bard Prison Initiative (Bottom Right)





## CRIMINAL JUSTICE REFORM

ANTI-RECIDIVISM  
COALITION (ARC)

The Anti-Recidivism Coalition (ARC) works to end mass incarceration in California and empowers formerly and currently incarcerated people to thrive by providing a support network, comprehensive reentry services and opportunities to advocate for policy change. ARC also conducts grassroots policy advocacy to transform the criminal justice system so that it is more just and equitable for all people. In partnership with the WMG/BFF SJF, ARC has achieved great success in increasing participation in achieving education and employment goals. Anti-Recidivism Coalition's Second Chance apprenticeship program achieved a 71% placement rate. ARC is also working with major entertainment industry partners (i.e. NBC Universal, Dreamworks) to place participants in rotational programs, internships and creative paid opportunities. ARC reported a less than 5% recidivism rate among members.





## CRIMINAL JUSTICE REFORM

 BLACK ALLIANCE  
 FOR JUST  
 IMMIGRATION (BAJI)

Black Alliance for Just Immigration (BAJI) fights for the rights of the nearly 10 million Black immigrants, refugees and their loved ones in the US. BAJI's work is centered on organizing, legal advocacy, research, policy and narrative building to improve the conditions of Black communities by advancing racial justice and migrant rights. BAJI focuses on organizing and advocating for the interests of Black immigrants from Africa, the Caribbean and Latin America, who experience racial discrimination as they navigate US society and systems, including the US immigration apparatus. BAJI also builds collaborations between African Americans and Black immigrants to build healthy, safe communities. With funding from the WMG/BFF SJF, BAJI has advanced strategic campaigns to end Title 42 and held meetings with the White House, several Congressional leaders and the United Nations. BAJI has also organized and developed the leadership of Black immigrant and refugee serving and individual community leaders through BAJI organizing committees. To unite Black folks across the African diaspora, BAJI created a video titled "Blackness Is." Staffers have also been featured in news outlets, such as the *San Francisco Chronicle* amplifying Black migrant issues.





# GENDER JUSTICE

In all that we do, we focus our investments on organizations that are led by and work to benefit the most impacted populations, principally Black populations, in their intersectional dimensions.

Our grantmaking addresses the marginalization of women, girls and femmes of color, as well as gender norms and practices that inflict harm on girls, boys and gender-expansive and LGBTQ+ youth.



SPARK (Top)  
Ladies of Hope Ministries (Bottom)



## GENDER JUSTICE

# URGE: UNITE FOR REPRODUCTIVE & GENDER EQUITY

URGE's mission is to build the power of young people and sustain a youth movement for reproductive justice. It accomplishes this through community organizing, civic engagement, policy advocacy, movement building and cultural engagement. URGE also builds critical organizing capacity in southern and midwestern states where the challenges and opportunities are greatest (AL, CA, GA, KS, OH, TX). Strategic priorities include: (1) addressing the mounting crisis of abortion access by halting abortion bans, expanding access to self-managed abortion care and providing community reproductive rights education, (2) decriminalizing abortion access in historically marginalized communities most impacted by abortion bans, and (3) mobilizing young and BIPOC voters through year-round voter engagement, issue education and grassroots organizing, both on and off college campuses in the south, midwest and California. Across its work, URGE centers the leadership of young people 18-30 years old who are Black, Indigenous and other people of color, women, queer, trans, nonbinary and people of low income. The WMG/BFF SJF's partnership will strengthen URGE's campus-based youth organizing chapters and community action networks in target states, elevate the leadership of youth organizers in marginalized communities and reinforce the long-term infrastructure for youth advocacy.





# YOUTH ORGANIZING & LEADERSHIP DEVELOPMENT

We recognize the power of youth to spark change and we support the next generation of young leaders in taking their leadership to the next level – in the music industry, in social justice movement building and beyond.



SPARK (Top)

Children's Rights Innovation Fund (CRIF) (Bottom Left)

Funders Collaborative for Youth Organizing (FCYO) (Bottom Right)



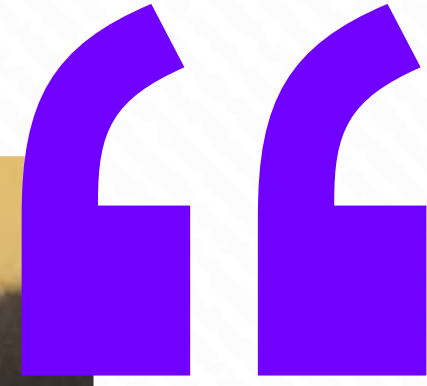
## YOUTH ORGANIZING &amp; LEADERSHIP DEVELOPMENT

# THE BROTHERHOOD SISTER SOL

For over 25 years, The Brotherhood Sister Sol (BroSis) has been at the forefront of social justice, educating, organizing and training youth to challenge inequity and championing opportunity for all. With a focus on Black and Latinx youth, BroSis supports young people to claim the power of their history, identity and community. The Brotherhood Sister Sol has earned national recognition for its evidence-based model, receiving awards that include Oprah Winfrey's Angel Network Use Your Life Award and Ford Foundation's Leadership for a Changing World Award. Its programs span social justice organizing, arts and culture, international study, environmental justice, college and professional development and health and wellness. Partnership with the WMG/BFF SJF will support BroSis in the delivery of its core programming, including but not limited to the Liberation Program, a youth-led organizing collective engaging students in a campaign to improve the NYC public school system by advocating for more social workers, counselors and restorative justice practices – and reducing the number of police officers in schools, suspensions and detentions.







The Brotherhood Sister Sol is deeply grateful for the support of the Warner Music Group / Blavatnik Family Foundation Social Justice Fund. For more than 25 years, The Brotherhood Sister Sol has been at the forefront of social justice movements – educating, organizing and training to challenge inequity and champion opportunity for all. This grant will support the political education of our members, helping them to develop their critical thinking skills and become advocates and social change makers – and their specific organizing campaign to increase the number of counselors and mental health resources in our schools.

– Khary Lazarre-White  
Executive Director & Co-Founder,  
The Brotherhood Sister Sol



# THE SJF REPERTOIRE FUND

In 2022, WMG/BFF SJF launched the SJF Repertoire Fund, an eight-year \$10,000,000 initiative that allows WMG employees in participating regions to nominate local organizations for grants up to \$15,000. Like the Core Fund, the SJF Repertoire Fund advances racial equity and social justice in arts and culture, education and criminal justice reform. All organizations are led by – and focus on – historically marginalized communities.

During its pilot year, the SJF Repertoire Fund opened WMG offices in Sub-Saharan Africa, Latin America and North America, creating opportunities for WMG employees in these regions to nominate organizations making changes in local communities. A total of \$700,000 was granted to 71 organizations aligned with the WMG/BFF SJF mission. In 2023, the SJF Repertoire Fund is expanding to Europe and Asia.

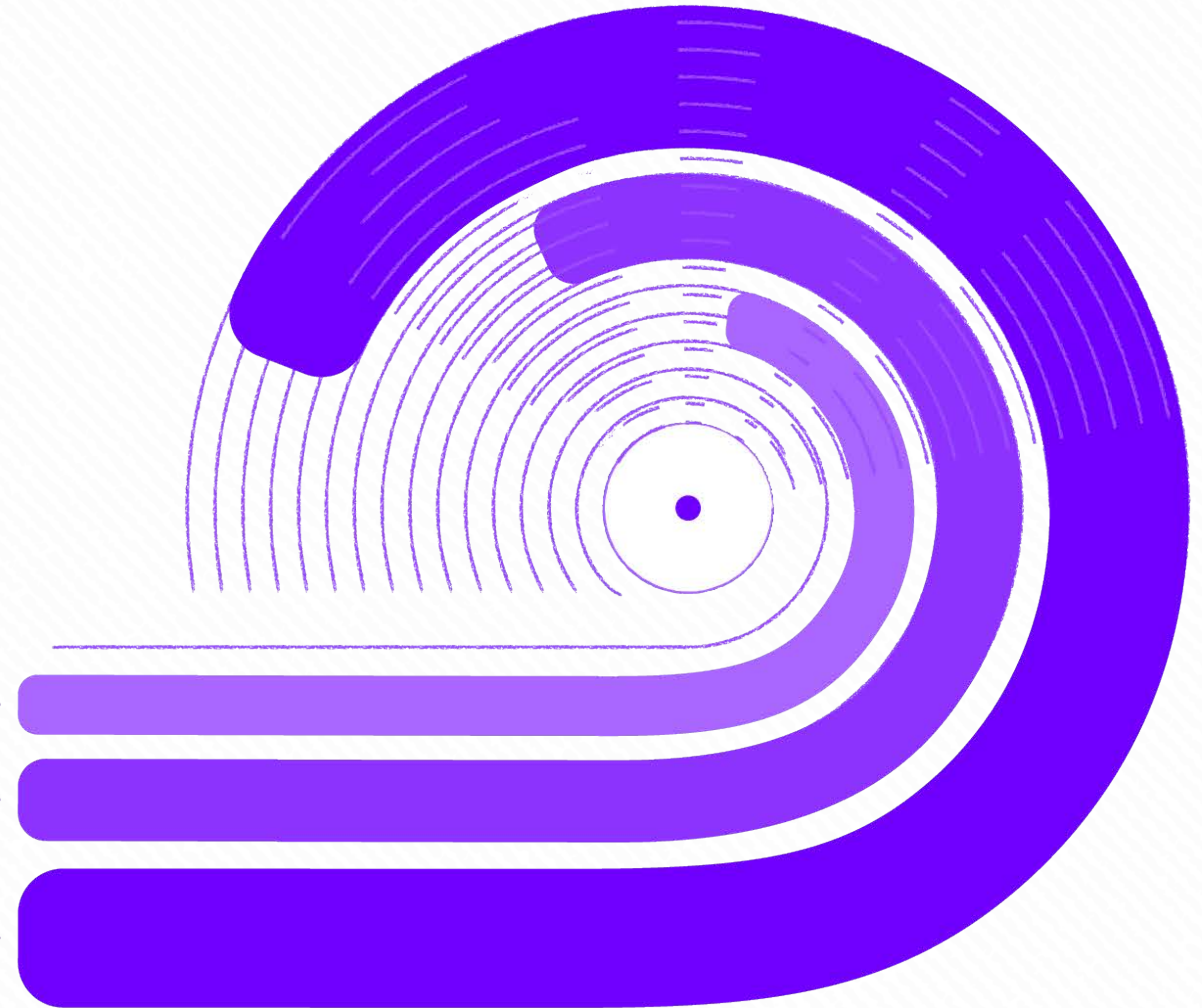




# THE SJF REPERTOIRE FUND

2022 Fund Commitments by Pillar

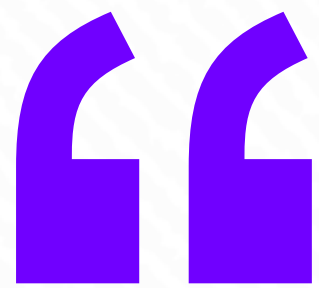
Criminal Justice Reform	21%
Arts & Culture	34%
Education	45%





# US & CANADA GIVING CIRCLE

51 national organizations working across 14 states in the US and three Canadian provinces



In the inaugural cycle of the SJF Repertoire Fund in the United States and Canada, we were thrilled to see our people at WMG rise to the opportunity and share the amazing organizations creating sustainable change in their communities.

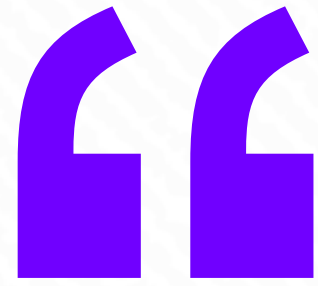
– **Dr. Maurice A. Stinnett**

Global Head of Diversity, Equity and Inclusion at WMG  
and a member of the WMG/BFF SJF Board of Directors

ADVANCE, Canada's Black Music Business Collective • Agape Connection • Alpha Kappa Alpha Sorority, Incorporated – Alpha Delta Omega Chapter • Art Star • Black Art in America Foundation • Black Women Lead • Boys & Girls Club of Metro Los Angeles • Brothers Sons Selves Coalition • Building Beats • Carrefour jeunesse-emploi de Côte-des-Neiges • CREATOR FORCE • Education Through Music • Esperanza Community Housing Corporation • Eternal Seeds • Free Hearts • Free Root Operation • Jawonio • Ka Ni Kanichihk – Indigenous Youth Land Back Camp • Leading By Example • Make Music Matter • Minority Millennials • Music and the Brain • National CARES Mentoring Movement • No Exceptions Prison Collective • No Label Academy • Nollie Jenkins Family Center • Partakers Empowerment Program • Project People Foundation • Project Remix Ventures • Pull Up Neighbor • RYSE Creative Village • Saving Our Daughters • Self-Help Graphics & Art • Southerners on New Ground (SONG) • Sphinx Organization • Stoked • The Equity Alliance • The First 72+ • The Ghetto Film School, Inc. • The Koffler Centre of the Arts • The Living Legends Foundation Inc. • The Lotus House • The Protégé Project for Self-Defense • The Sidewalk Project • Toronto Council Fire Native Cultural Centre • Urban Comfort Foods Foundation • White Plains Youth Bureau • Wisdomania Foundation • Women of Substance & Men of Honor • Wright House of Fashion • Youth Represent



# SUB-SAHARAN AFRICA



As we launched the Fund in Sub-Saharan Africa, we were very deliberate in finding organizations not only reflective of the focus pillars but also across various countries to reflect the diversity of the continent.

– **Temí Adeniji**

Managing Director, Warner Music South Africa / SVP, Sub-Saharan Africa Strategy and SVP, Special Projects at WMG and Co-Vice President of the WMG/BFF SJF

African Leadership Academy (South Africa) • African Digital Media Institute (Kenya) • AgroEknor Farmers Education & Empowerment Program (Nigeria) • ArtNg (Nigeria) • Edugrant (Nigeria) • Fair Justice Initiative (Ghana) • Kids Haven (South Africa) • Rele Arts Foundation (Nigeria) • The Sarz Academy (Nigeria) • The Tag Foundation (South Africa) • The Tomorrow Trust (South Africa) • Zoma Museum (Ethiopia) • WeThinkCode\_ (South Africa)

# LATIN AMERICA



In Mexico, a diverse team of Warner Music Group employees worked hard to identify and approach some trusted and active organizations that are focusing their efforts on the issues that concern us most and are of particular importance in Mexico. We hope that the support they receive from us strengthens what they have built, helps them do more for our society and provides a lot of learning for our corporate community.

– **Alejandro Mejía**

VP A&R at Warner Music Mexico and leader of the DEI Committee in Mexico

Fondo Semillas (México) • Fundación Acción Interna (Colombia) • Diálogos Insubmisos (Brasil) • Fundación Cigarra (Colombia) • Fundación HELP (Colombia) • Gerando Falcões (Brasil) • Grupo Conexão G (Brasil) • La Cana, Proyecto De Reinserción Social (México) • Quilombaque (Brasil) • Refugio Casa Frida (México) • YAAJ (México)



# RESILIENCE FUND

The Resilience Fund supports the stability and long-term growth of grantee organizations and leaders in their work to advance racial justice.

Launched in 2021, this fund helps our core grantee partners improve their administrative, governance, or programmatic functions, strengthening a range of areas from fundraising and financial management, to human resources, executive coaching, IT systems development, board development, marketing and communications, digital security, program evaluation and beyond.

In addition to grants supporting individual organizations, the Resilience Fund provides cohort-based training for groups of grantee partners who may identify similar needs and/or be able to provide peer coaching to other members of their cohort.

The WMG/BFF SJF has provided \$65,000 to five organizations to date. Support will expand to even more of our grantee partners in June 2023.





## RESILIENCE FUND GRANTS 2021-2022

### ORGANIZATION

### GRANT PURPOSE

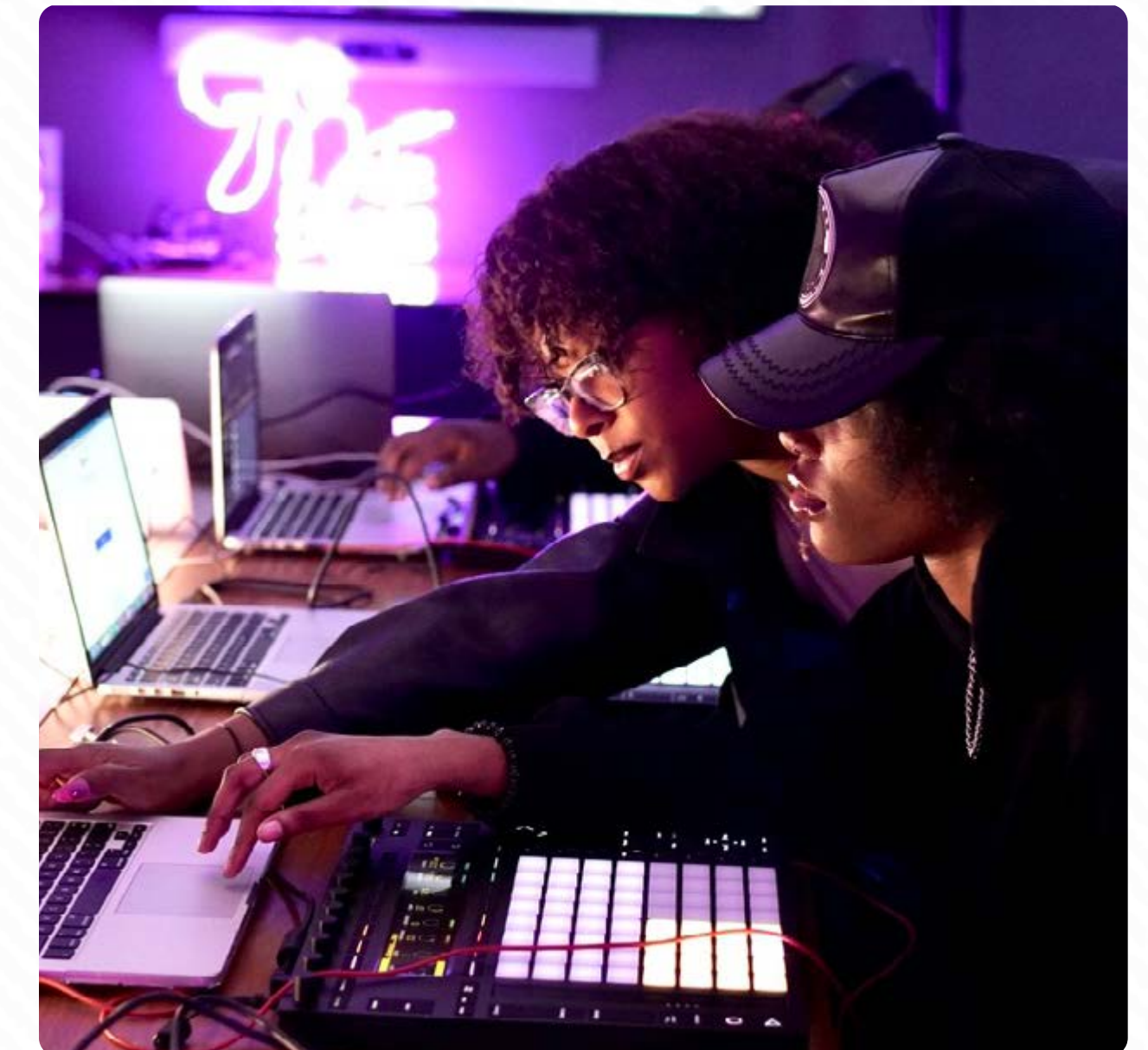
**Diversify The Stage** — Executive coaching for organizational development and fundraising.

**Gender Amplified** — Executive coaching for organizational development and human resource planning.

**Girls Make Beats** — Train the Trainer program preparing ten women of color to become qualified GMB educators.

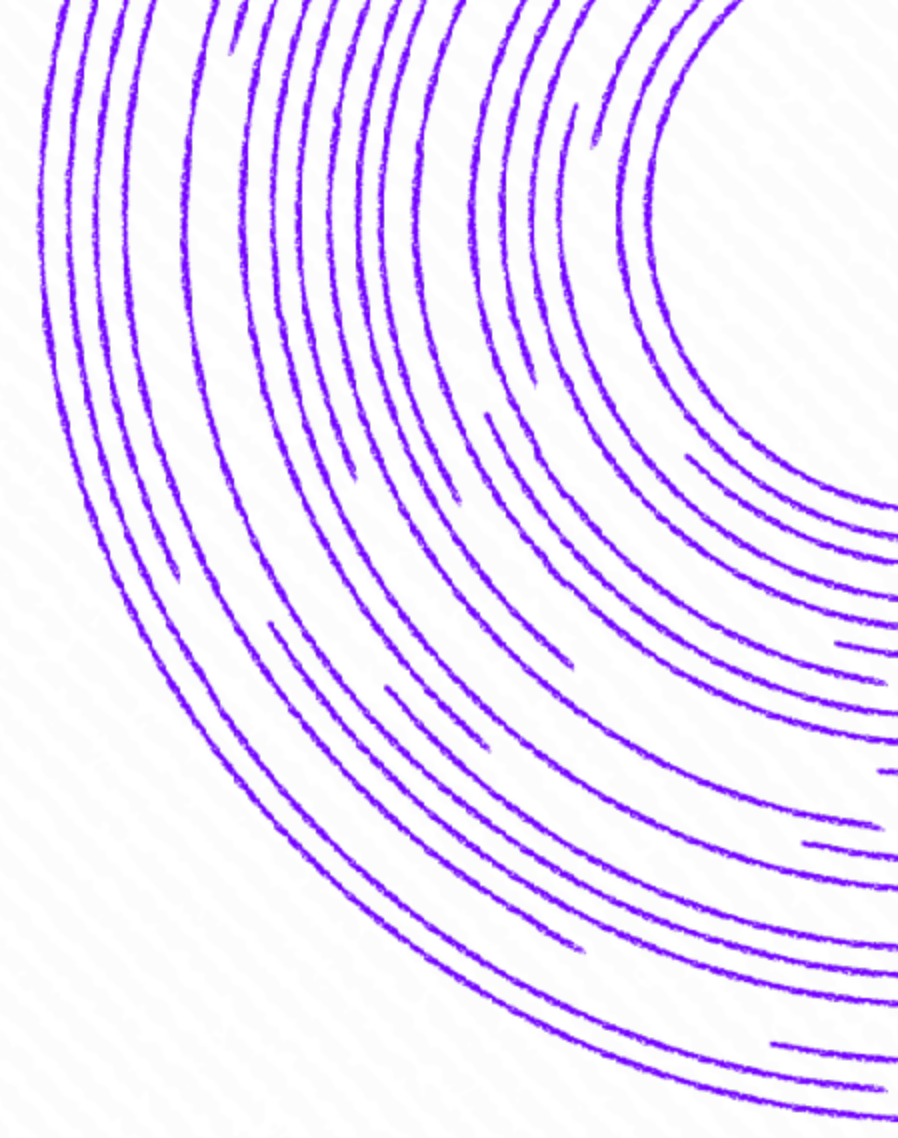
**Project Level** — Fundraising consultant to diversify Project Level’s funding base and create a fundraising plan.

**Universal Hip Hop Museum** — To strengthen UHHM’s communications capacity in preparation for its 2024 grand opening.



Universal Hip Hop Museum (Above)

Diversify the Stage; Girls Make Beats (Left to Right)





# THE INAUGURAL WMG/BFF SJF GRANTEE CONVENING

The WMG/BFF SJF's 2022 Grantee Convening, "Turntables, Testimony & Transformation," gathered 52 social justice leaders for dialogue and community-building, including panels, networking and reception at Atlantic Records' New York office.

The convening centered on the voices of WMG/BFF SJF grantee partners who are dreaming and building towards a more liberated future. In a landscape irrevocably transformed by COVID and climate change, we explored models of intersectional movement building that are dismantling systemic racism and confronting anti-Black terrorism – and we celebrated the extraordinary work of our grantee partners.

## VIDEOS

[The WMG/BFF Social Justice Fund: Our Vision & Strategy](#)

[Leveraging Culture to Fuel Criminal Justice Reform](#)

[Diaspora Dialogues](#)



I loved coming together with this community. So many wonderful ways to connect, the whole event felt open, welcoming, and aligned from start to end – and I made incredible connections with grantee partners, staff, and board.

– Kate Cox

Director of Development,  
Bard Prison Initiative



Speaking to other Black-led organizations around the globe was so strengthening – we share similar challenges and will take strength from working together.

– Preeya Anand

Head of Partnerships and Development  
Black Lives in Music



# WMG/BFF SJF x WMG PARTNERSHIP

The WMG/BFF SJF and WMG teams work in tandem to advance WMG’s commitment to diversity, equity, inclusion and social impact. From social media takeovers on WMG platforms to donating ad space in trade music media outlets, WMG has amplified the work of the Fund and its grantee partners. The WMG/BFF SJF has also linked alumni of these organizations to WMG internship, mentorship and employment opportunities.

Through this partnership, WMG employees can also connect with communities and causes aligned with the WMG/BFF SJF:



A group of Warner Music Group volunteers joined CCCADI (Caribbean Cultural Center African Diaspora Institute) staff in preparing our East Harlem Firehouse location for our public reopening. CCCADI is an organization dedicated to the cultural equity, racial and social justice of African descendant communities. As a home for intergenerational cultural preservation, the vitality of our institution is critically important to our community. Warner Music Group volunteers helped us to ensure our space is one step closer to welcoming generations of African descendants through our doors.

– Sabine Blazin  
Director of Programs, CCCADI



## EMPLOYEE GIVING

Through the SJF Repertoire Fund, WMG team members can nominate local organizations aligned with WMG/BFF SJF’s pillars for a grant of up to \$15,000.

## VOLUNTEERING

Employees can volunteer at WMG/BFF SJF grantee partner organizations on one-time projects or through ongoing initiatives like the bespoke mentorship program for fellows of the Warner Music | Blavatnik Center for Music Business at Howard University.

## LEARNING

Employees can engage with the WMG/BFF SJF grantee partners through education forums, panels and other events.



# APPENDICES





# GRANTEE PARTNERS

## ACTIVE CORE GRANTS

### ARTS & CULTURE

#### [The Africa Center • 5/2021-4/2024](#)

Support for The Africa Center's research, planning, production and delivery of the Movements in the Modern Diaspora exhibit.

#### [ARRAY Alliance • 12/2021-11/2023](#)

General operating support for ARRAY to scale three priority programs (ARRAY 101, ARRAY Crew and ARRAY Crew Education) to advance social and cultural justice through storytelling and to amplify stories of underrepresented communities by providing women filmmakers and people of color with training and resources to ensure their diverse perspectives have a platform for change.

#### [Ashé Cultural Arts Center • 5/2021-4/2024](#)

General operating support to advance Ashé's mission: using art and culture to support human, community and economic development in New Orleans.

#### [Black Cultural Archives \(BCA\) • 5/2021-4/2024](#)

General operating support to advance BCA's mission to collect, preserve and celebrate the histories of people of African and Caribbean descent in the UK and to inspire and give strength to individuals, communities and society.

#### [Highlander Center • 12/2021-11/2023](#)

Support for Highlander's Cultural Organizing program, which celebrates, honors and engages cultural expression and traditions in communities across the US South in the work to advance racial justice.

#### [Manos Visibles • 12/2021-11/2023](#)

Support for "Potencia Étnica Audiovisual" in Colombia which will advance social change and economic empowerment for marginalized Afrodescendent and Indigenous cultural producers, supporting them to shift narratives around race in Colombia, produce new music and films and amplify stories of marginalized communities. Includes training for Afrodescendent musicians, managers, audio engineers, producers and directors.

#### [Rhythm & Blues Foundation • 12/2022-11/2023](#)

To support programs that provide financial support to artists in need and other programs that amplify the legacy of Rhythm & Blues (R&B) music.

#### [The Studio Museum of Harlem • 6/2023-5/2026](#)

General operating support for the Studio Museum of Harlem to support its mission of collecting, preserving and interpreting art created by Black artists across the US and the African Diaspora.

## CRIMINAL JUSTICE REFORM

#### [A New Way of Life \(ANWoL\) • 12/2021-11/2023](#)

General operating support to a reentry program for women that provides housing, case management, pro bono legal services, advocacy and leadership development for women and gender expansive people rebuilding their lives after prison. With SJF support, ANWoL would replicate its reentry programs across the US via its Safe Housing Network.

#### [Anti-Recidivism Coalition \(ARC\) • 12/2021-11/2023](#)

General operating support for ARC's anti-recidivism, workforce development, job placement and reentry services for formerly

incarcerated people, including union trades apprenticeships, music career pipeline and firefighting programs.

#### [Bard Prison Initiative \(BPI\) • 12/2021-11/2023](#)

General operating support for BPI, which enrolls incarcerated students in programs that culminate in degrees from Bard College; offers extensive reentry and career training support for its alumni in and around New York City; and serves as a national hub for practitioners building "college-in-prison" programs at leading universities and in partnership with community-based institutions.

#### [Black Alliance for Just Immigration \(BAJI\) • 12/2021-11/2023](#)

General operating support for BAJI, which engages in organizing, education, advocacy and cross-cultural alliance building in order to end the racism, criminalization and economic disenfranchisement of Black immigrants, refugees and African American communities

#### [Brazil Human Rights Fund • 12/2021-11/2023](#)

To support the Brazil Human Rights Fund's grant programs supporting Black-led grassroots organizations in addressing systemic violence in their communities; advancing racial equity and criminal justice reform.

#### [Borealis Philanthropy • 12/2021-11/2023](#)

To support for (A) Borealis' Black-Led Movement Fund, supporting the Movement for Black Lives to shape policy agendas for Black communities, create alternatives to institutions that have been harmful to Black people and build local Black community power; and (B) for the Communities Transforming Policing Fund, which resources local communities impacted by deadly and discriminatory policing practices to build power, increase police accountability and transparency and invest in public safety alternatives.

#### [Grantmakers for Girls of Color • 12/2021-11/2023](#)

To provide support for sub-grants to grassroots organizations working to dismantle the school-to-confinement pipeline for girls, femmes and gender-expansive youth of color in the U.S.



#### JULIAN • 6/2023-5/2025

General operating support to JULIAN, an organization using litigation, advocacy, technology and policy to fight racial injustice in rural areas in the South.

#### StopWatch • 6/2023-5/2025

General operating support to grow StopWatch's work to promote fair, effective and accountable policing in England and Wales, with a primary focus on stop and search, campaigning against the over-policing of marginalized communities.

#### The Ladies of Hope Ministries • 6/2023-5/2025

General operating support to The Ladies of Hope Ministries, a reentry program for women and girls that provides direct service, education, workforce development and advocacy to amplify the voices of women impacted by the legal system.

#### The Marshall Project • 6/2023-5/2025

General operating support for The Marshall Project, a nonpartisan, nonprofit news organization that builds national urgency about the U.S. criminal justice system.

## EDUCATION

#### Black Lives in Music • 7/2022-5/2025

General operating support for a UK-based organization that provides music/arts training and workforce development for BAME youth and emerging professionals. Also uses data and research to combat racism, campaign for equity in the music industry and empower Black musicians in the UK.

#### Caribbean Cultural Center African Diaspora Institute (CCCADI) • 7/2022-6/2023

Support for CCCADI's Arts Education Program "African Oral Tradition: From Storytelling to Hip Hop," that addresses the multiple systems of oppression impacting youth in public housing as they connect the culture

of their ancestors and hip-hop culture, building skills in songwriting and community engagement.

#### Diversify the Stage (DTS) • 12/2021-11/2023

General operating support for DTS, a network of industry professionals and community organizations working to build accountability to establish more inclusive hiring practices and greater access to equitable opportunities in live music, events and touring industries.

#### Gender Amplified • 12/2021-11/2023

General operating support for a WMG-staff led org that aims to celebrate women and nonbinary people in music production, raise their visibility and develop a pipeline for girls, gender expansive youth and young women to get involved behind the scenes as music producers.

#### Girls Make Beats (GMB) • 7/2022-5/2025

General operating support for GMB to provide mentorship, training, internships, stipends and other programs to girls of color interested in pursuing careers in the music industry.

#### Hidden Genius Project • 12/2021-11/2023

To support the Intensive Immersion Program, a 15-month mentorship experience that provides computer science, software development, entrepreneurship and leadership training to Black male high school students in Oakland, Richmond and Los Angeles, CA.

#### Howard University • 3/2021-2/2026

General operating support to establish the Warner Music|Blavatnik Center for Music Business, training Howard Business School students for careers in the Music Industry.

#### LeadersUp • 6/2023-5/2025

Support for LeadersUp's pilot apprenticeship program to empower the youth of color in the music, technology and entertainment industries and provide in-demand skills development and career pathways toward worker power and economic mobility.

#### No Label Academy • 6/2023-5/2025

General operating support for Warner Records' rapper IDK's 'No Label Academy', a 10-day music business program at Harvard University for BIPOC youth as it expands to Howard University and a juvenile correctional facility.

#### Overtown Youth Center • 5/2021-4/2024

Support for Overtown's In-School and After School Services, Honey Shine Program, Post High School Services and Summer Internship/Employment Programs serving South Florida.

#### Project Level • 7/2022-5/2025

Support for Project Level's "Music Department," teaching the fundamentals of audio engineering, digital recording and music composition to youth of color (principally Black youth) in the Bay Area and enabling them to apply their new skills by producing youth artists.

#### Save the Music • 7/2022-6/2023

To launch the J. Dilla Music Tech program in three high schools in Atlanta, Memphis and LA, enabling low-income students of color to build key skills in producing, engineering, songwriting and beatmaking and to broaden access to career pathways in the music industry.

#### The Sarz Academy • 6/2023-5/2026

General operating support for the Sarz Academy, a non-profit organization founded by Sarz, an award-winning Nigerian record producer and musician, that trains young aspiring African creatives and professionals for careers in the music and entertainment industry and works to build a thriving industry ecosystem to nurture them.

#### Unlock Her Potential • 7/2022-6/2023

Support for Unlock Her Potential's programs helping 126 women of color advance their careers in the music, arts and entertainment industries through professional mentorship, seminars and community building activities.



[Universal Hip Hop Museum \(UHHM\) • 7/2022-6/2023](#)

Support for the UHHM Business of Music Institute: Perfect Pitch Summer Camp to develop the next generation of music business leaders in finance and marketing.

[West Africa Vocational Education \(WAVE\) • 12/2021-11/2023](#)

Support to a Nigerian nonprofit organization to provide STEAM-based vocational/tech training for Nigerian youth and place them with local and multinational partner companies.

## MULTI-PILLAR

[AAPI Civic Engagement Fund • 6/2023-5/2026](#)

General operating support to the Asian American and Pacific Islanders (AAPI) Civic Engagement Fund that supports AAPI organizations mobilizing Asian Americans and Pacific Islanders to fully participate in a multiracial democracy, achieve policy and systems change and lead thriving lives.

[BOLD • 12/2021-11/2023](#)

General support grant for a national intermediary supporting Black social justice organizers through training programs, coaching and technical assistance across multiple sectors including education justice, immigrant rights, criminal justice reform and more.

[Fem the Future • 12/31/2022-11/30/2023](#)

To support the expansion of programs for Fem the Future, a nonprofit founded by Atlantic Records artist and LGBTQ+ advocate Janelle Monáe, whose mission is to build a fem-forward future by creating opportunities for under-resourced girls and nonbinary youth of color in music, the arts and education.

[Children's Rights Innovation Fund \(CRIF\) • 12/31/2022-11/30/2023](#)

Support for a "decolonize!" participatory grantmaking cohort of young activists from Africa and the Americas working to make tangible change

in their communities and build towards a stronger global children's rights movement.

[Funders Collaborative for Youth Organizing \(FCYO\) • 12/31/2022- 11/30/2023](#)

Support for a cohort of nationally recognized Black-led youth organizing groups via FCYO's GenPower Labs programs, providing sub-grants, training and technical assistance with a long-term agenda that shifts policies to transform material conditions for Black working class communities.

[SPARK • 12/31/2022-11/30/2023](#)

General operating support for SPARK, Speak Justice, Take Action Program FYRE (Fierce Youth Reclaiming & Empowering) program which develops the civic leadership of queer and trans young people of color and allied young people of color living in the South to advance reproductive justice.

[The Brotherhood Sister Sol • 12/31/2022-11/30/2023](#)

General operating support for a nationally recognized nonprofit with a 25 year track record of providing holistic leadership development, education and social justice organizing programs anchored in racial justice, educational equity, criminal justice reform and gender equity.

[URGE \(Unite for Reproductive and Gender Equity\) • 12/31/2022-11/30/2023](#)

General operating support for the only youth-led national reproductive justice organization in the US, anchored in community organizing, civic engagement, policy advocacy, movement building and narrative change. URGE also builds critical organizing capacity in South and Midwest states where the challenges and opportunities are greatest.

[We Are Family Foundation • 6/2023-5/2026](#)

Support for We Are Family Foundation's Youth to the Front Fund, which resources and equips youth activists at the forefront of fighting systemic racism and inequity in the US and around the world.

[Youth Organizing & Culture Change Fund • 12/31/2022-11/30/2023](#)

Collaborative grant with a new fund launched by the Ford and Kornfeld Foundations convening youth organizers, artists, culture strategists and creatives to build local community power and win change for communities of color through organizing, arts and culture change strategies.



# THANK YOU FOR READING!

[LEARN MORE ABOUT US](#)

Checkout some of our highlights

[WMG/BFF SOCIAL JUSTICE FUND THREE-YEAR IMPACT](#)



WMG Social  
\* BFF Justice  
Fund