

CRIMINAL JUSTICE PILLAR	Grant Purpose	Grant Period
<u>A New Way of Life</u>	Core Support to a re-entry 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.	1/2024-12/2024
<u>Anti-Recidivism Coalition (ARC)</u>	Core support for ARC anti-recidivism, workforce development, job placement and reentry services for formerly incarcerated people, including union trades apprenticeships, music career pipeline and firefighting programs.	1/2024-12/2026
<u>Bard Prison Initiative</u>	Core Support for BPI, which enrolls incarcerated students in programs that culminate in degrees from Bard College; offers extensive re-entry 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	1/2024-12/2024
<u>Brazil Human Rights Fund</u>	Support the Fund's sub-grant programs supporting Black-led grassroots orgs in addressing systemic violence in their communities; advancing racial equity and criminal justice reform.	1/2024-12/2025
<u>Grantmakers for Girls of Color</u>	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.	1/2024-12/2024
<u>JULIAN</u>	Core support to a non-profit organization that frames racial terrorism against Black people within international human rights framework and pursues justice for victims of police violence and racial.	6/2023 - 5/2025
<u>StopWatch</u>	Core 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.	6/2023 - 5/2025

The Ladies of Hope Ministries	Core support to the Ladies of Hope Ministries, a re-entry 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.	6/2023 - 5/2025
Criminal Justice Reform Foundation (dba REFORM Alliance)	General operating support for Reform Alliance to serve the four million Americans who are living on probation and parole through policy advocacy, coalition expansion, research, testing development, and dissemination of content.	1/2024-12/2025
The Marshall Project	General operating support for The Marshall Project, a nonpartisan, nonprofit news organization that builds national urgency about the U.S. criminal justice system.	6/2023 - 5/2025
ARTS & CULTURE PILLAR	Grant Purpose	Grant Period
Array Alliance	Core Support for ARRAY to scale 3 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.	1/2024-12/2026
Ashé Cultural Arts Center	Core Support to advance Ashé's mission: using art and culture to support human, community, and economic development in New Orleans.	5/2021-4/2024
Black Cultural Archives	Core 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.	5/2021-4/2024
Flamboyant Arts Fund	Core support for the Flamboyant Arts Fund, supporting local arts organizations in Puerto Rico through its Cultural Response Centers Initiative to provide job opportunities to artists, community engagement, and resilient sustainable planning in vulnerable and marginalized communities.	1/2024-12/2025
Manos Visibles	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.	1/2024-12/2026
Pop Culture Collaborative	Support for Pop Culture Collaborative and its Becoming America Fund to resource a network of content creators in entertainment and social justice to generate a "narrative ocean" of pop culture stories, advancing a more diverse, equitable and just society.	1/2024-12/2025

<u>Rhythm & Blues Foundation</u>	To provide programs that provide financial support to artists in need and other programs that amplify the legacy of Rhythm & Blues (R&B) music.	12/2022-12/2024
<u>The Africa Center</u>	Support for The Center's research, planning, production and delivery of the Movements in the Modern Diaspora exhibit.	5/2021-4/2024
<u>The Studio Museum of Harlem</u>	Core 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.	6/2023 - 5/2026
EDUCATION PILLAR	Grant Purpose	Grant Period
<u>Black Lives in Music (UK)</u>	Core 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.	7/2022 - 5/2025
<u>Caribbean Cultural Center African Diaspora Institute (CCCADI)</u>	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.	1/2024-12/2025
<u>Gender Amplified</u>	Capacity-Building and program support for a WMG-staff led org that aims to celebrate women and non-binary 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.	1/2024-12/2026
<u>Girls Make Beats</u>	Core support for GMB to provide mentorship, training, internships, stipends, and other programs to girls of color interested in pursuing careers in the music industry.	7/2022 - 5/2025
<u>Hidden Genius Project</u>	Program Support for 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.	1/2024-12/2025
<u>Howard University</u>	Core support to establish the Warner Music Blavatnik Center for Music Business, training Howard Business School students for careers in the Music Industry.	5/2021-4/2026
<u>Jacksonville Arts & Music School (JAMS)</u>	To serve low-income families in Jacksonville's Long Branch neighborhood by empowering youth through arts education, professional development, and leadership training.	1/2024-12/2025

Leaders Up	Program 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.	6/2023 - 5/2025
No Label Academy	Core 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 potentially a juvenile correctional facility.	6/2023 - 5/2025
Overtown Youth Center	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.	5/2021-4/2024
Project Level	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.	7/2022 - 5/2025
Stephen Lawrence Day Foundation (UK)	To support the empowerment of young people from marginalized communities across the UK, equipping them with education, mentorship, peer learning and employment readiness.	1/2024-12/2025
The Sarz Academy	Core support for the Sarz Academy, a non-profit organization founded by Sarz, an award-winning Nigerian record producer and musician who has played a crucial role in Afrobeats' global recognition. Sarz Academy 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.	6/2023 - 5/2026
MULTI-PILLAR (+Youth Organizing)	Grant Purpose	Grant Period
AAPI Civic Engagement Fund	Core 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.	6/2023 - 5/2026
BOLD	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.	1/2024-12/2025
Fem the Future	Support for Femme the Future's Civics and Public Policy programming for girls in 6th - 12th grades which culminates in local, participant-driven community change projects. (Affiliated with Atlantic Records artist Janelle Monáe)	12/2022 - 12/2024

<u>Rio Ferdinand Foundation</u>	<p>To support the delivery of digital and tech skills training to youth in under resourced communities, and to create a platform for and youth-driven community policing reform.</p>	<p>1/2024-12/2025</p>
<u>The Brotherhood Sister Sol</u>	<p>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.</p>	<p>1/2024-12/2026</p>
<u>URGE (Unite for Reproductive and Gender Equity)</u>	<p>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.</p>	<p>1/2024-12/2025</p>
<u>We Are Family Foundation</u>	<p>Program support for We Are Family Foundation's Youth to the Front Fund Support, which resources and equips youth activists at the forefront of fighting systemic racism and inequity in the US and around the world.</p>	<p>6/2023 - 5/2026</p>