



July 2020-June 2021

# Annual Impact Report

WMG Social  
Justice  
Fund  
BFF



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**“This Fund is committed to being a proactive and productive champion of the global movement for social justice and racial equity.”**

# Dear friends,

In June 2020, as communities were devastated by the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other Black people, Warner Music Group and the Blavatnik Family Foundation decided to move beyond “thoughts and prayers” and public statements to investment and action – and created this \$100 million Social Justice Fund.

It wasn’t just about the undeniable discrimination, racism, hate, violence, and homicides against innumerable Black and historically marginalized individuals that took center stage in 2020, and it wasn’t just about the deep-rooted social inequalities made all the more apparent by a deadly pandemic – it was about the people who took to the streets across the globe to reject those unjust norms. We saw an international uprising that was long overdue: a shift in the collective consciousness; a moment of hope and unification amidst hate and divisiveness; a modern, global civil rights movement.

This Fund is committed to being a proactive and productive champion of the global movement for social justice and racial equity. The past year has been an educational and impactful journey for us, as we’ve tried to be extremely thoughtful and strategic in how we can best make a lasting impact – from defining our mission and guiding pillars, to being intentional about partnering with Black-owned businesses, to identifying laudable, results-driven organizations to invest in.

As we move further away from June 2020, we promise never to forget why this Fund was created. We will continue to seek out organizations on the front lines of advancing social justice, with heightened attention given to Black communities in their intersectional dimensions.

Every member of our Board is wholeheartedly devoted to the mission of this Fund, and we’re grateful to Warner Music Group and to the Blavatnik Family Foundation for this opportunity to deepen our understanding and invest in lasting change. We are dedicated to strategically investing in and working alongside organizations that can create equity and justice where it is needed most.

Our grantee partners this year were chosen for the extraordinary work they’re doing to combat structural racism and advance justice for historically underserved and marginalized people through education, arts and culture, and criminal justice reform. We are honored to be a part of their stories – and to have them be an integral part of our first chapter.

Sincerely,

A collection of handwritten signatures in black ink, arranged in three rows. The signatures are of various styles, some appearing to be first names and others more formal or stylized.

The Warner Music Group / Blavatnik Family Foundation Social Justice Fund Board of Directors



# Our Mission

We invest 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.

**“We’ve crafted a grantmaking strategy focused on three key pillars that advance opportunity, justice, and narrative change on behalf of people of color, with a predominant focus on Black populations around the globe. Our initial grantee partners exemplify these guiding principles and are helping to effectuate meaningful change on racial justice.”**



**Tanya Coke**

Director of the WMG / BFF SJF  
Director of Gender, Racial and Ethnic Justice at the Ford Foundation



# Our Pillars

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## Education



## Arts & Culture



## Criminal Justice Reform

**“Providing opportunities for underserved communities in education and in the arts paves the way for equal opportunity and representation in the music industry and beyond. The Fund’s commitment to a sustained effort to achieve change and results will have a lasting, positive impact.”**



**Len Blavatnik**

Chairman, Blavatnik Family Foundation



# Our Partners

The Fund has chosen OneUnited Bank (the largest Black-owned bank in the U.S.) as its banking partner, Moore Impact (a division of Black woman-owned start-up Moore Philanthropy, led by Yvonne L. Moore) as its fiscal sponsor, and MAR Group, LLC (a Black-owned and -operated Richburg Enterprises company, led by Michelle Richburg) as its accountancy firm.



Moore Impact, the 501(c)(3) exempt arm of Moore Philanthropy, provides a tax-exempt vehicle that allows corporations, donor collaboratives, giving circles, advocacy initiatives, and urgent response funds to accept donations and make grants, both in the U.S. and abroad. Moore Impact takes an intentional approach to reversing the lack of investment in Communities of Color by ensuring that change makers are able to access the support and financial tools needed to create systemic change and build generational wealth.

**“This Fund intends to not only work to effect structural change through our contributions, but also to support Black-owned and Black-led businesses as a core way of operating.”**



**Camille Hackney**

President and Director of the WMG / BFF SJF  
Chief Partnerships Officer at Atlantic Records / Head of Global Brand Partnerships at WMG



OneUnited Bank is the premier bank for urban communities, the largest Black-owned bank, the first and only Black-owned digital bank and a Community Development Financial Institution (CDFI). Its mission is to provide affordable financial services to support economic development in urban communities, to make financial literacy a core value of the Black community and maintain superior financial performance to maximize shareholder value. OneUnited is an FDIC insured bank and an equal housing lender.



Richburg Enterprises LLC takes personal interest in the financial health of clients of all size, scale, and industry. They leverage a network of high-end services and vetted providers to establish an effective measurable plan to achieve goals, while working directly with clients on business management, tax management, and financial planning. The New York-based firm combines nearly 50 years of professional experience with a client history that includes high-profile and high-net-worth individuals, entertainers, athletes, executives, privately owned companies, and non-profits to deliver the precision and quality of a mega-firm, with the 24/7 touch of a boutique shop.



# Warner Music Group



# The Blavatnik Family Foundation

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The Fund is an integral part of WMG's larger commitment to fostering a company and industry culture centered on diversity, equity, inclusion, and belonging.

The Fund 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.

**"In such a short time, this Fund has already done so much thoughtful, impactful work. And we intend to continue to partner with these worthy organizations beyond this fiscal support – through bespoke mentorship and volunteer programs, as well as by using our platforms to amplify their voices."**



**Steve Cooper**  
CEO, Warner Music Group

**"The BFF's and WMG's dedication to engaging with and investing in racial equity is exemplified by the creation of the Social Justice Fund and in how they've chosen to navigate this journey. And I use the word 'journey' intentionally. The work of social justice is not only about how you give, but how you engage in, listen to, and trust community. The leadership of the Fund is investing in communities directly impacted by injustice, as well as manifesting the values and ideals of social justice by choosing to partner with Black-led institutions. These partnerships have the potential to be a game-changer, well beyond the life of the Fund."**



**Yvonne L. Moore**  
Fiscal Sponsor of the WMG / BFF SJF  
President at Moore Impact



# Our Team

## BOARD OF DIRECTORS

	<b>Temi Adeniji</b> Managing Director, WM South Africa / SVP, Sub-Saharan Africa Strategy and SVP, Special Projects at WMG		<b>Mark Baker</b> SVP, Public Policy & Government Relations at WMG		<b>Alex Blavatnik</b> Blavatnik Family Foundation		<b>Val Blavatnik</b> Blavatnik Family Foundation
	<b>Tanya Coke</b> Director of Gender, Racial and Ethnic Justice at the Ford Foundation		<b>Austin Daboh</b> EVP at Atlantic Records UK		<b>Shawn Gee</b> President of Live Nation Urban / Principal and Partner at Live Nation's Maverick Management		<b>Camille Hackney</b> Chief Partnerships Officer at Atlantic Records / Head of Global Brand Partnerships at WMG
	<b>Paul Henderson</b> Executive Director at the San Francisco Department of Police Accountability (DPA)		<b>Alencia Johnson</b> Advocate & Political Strategist / Chief Impact Officer & Founder of 1063 West Broad		<b>Michael Lynton</b> Chairman at Snap Inc.		<b>Riggs Morales</b> SVP, Urban A&R at Atlantic Records
	<b>Julian K. Petty</b> EVP and Head of Business & Legal Affairs at Warner Records		<b>Ryan Press</b> President, A&R, U.S. at Warner Chappell Music		<b>Dr. Maurice A. Stinnett</b> Global Head of Equity, Diversity and Inclusion at WMG		<b>Mona Sutphen</b> Senior Advisor at The Vistria Group LLC

## FISCAL PARTNERS

	<b>Yvonne L. Moore</b> President at Moore Impact		<b>Celiné Justice</b> Director of Programs at Moore Impact
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## TREASURER

	<b>Lou Dickler</b> SVP of Finance and Corporate Controller at WMG
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## COMMUNICATION LEADS

<b>Kristal McKanders</b> VP, Communications & Marketing at WMG
<b>Mackenzie Aliano</b> Associate Director, Communications & Marketing at WMG



# Conversations On Change

“This virtual event series gives our grantee partners the opportunity to share their vision with a broader audience. It connects our grantee partners in a fantastic, captivating way that highlights their important, individual work, but also expands their networks and allows them to lean in to each other’s collective expertise to catalyze change.”



**Mark Baker**

Secretary and Director of the WMG / BFF SJF  
SVP, Public Policy & Government Relations at WMG

Click to watch the February 25th event

## Featuring:



**Alicia Garza**

Principal, Black Futures Lab



**Arike Oke**

Managing Director, Black Cultural Archives



**Neil Volz**

Deputy Director, Florida Rights Restoration



**Dr. Anthony D. Wilbon**

Business School Dean, Howard University



**Damon Williams**

Chairman, Rhythm and Blues Foundation

## Moderated by:



**Dr. Maurice A. Stinnett**

Director of the WMG / BFF SJF  
Global Head of Equity, Diversity and Inclusion at WMG

## With introduction by:



**Camille Hackney**

Director of the WMG / BFF SJF  
Chief Partnerships Officer at Atlantic Records /  
Head of Global Brand Partnerships at WMG

Click to watch the June 30th event

## Featuring:



**Tina Brown**

CEO, Overtown Youth Center



**Asali DeVan  
Ecclesiastes**

CEO, Ashé Cultural Arts Center



**Dr. Uzodinma Iweala**

CEO, The Africa Center



**Robert Rooks**

CEO, REFORM Alliance

## Moderated by:



**Alencia Johnson**

Director of the WMG / BFF SJF  
Advocate & Political Strategist / Chief Impact  
Officer & Founder of 1063 West Broad

## With introduction by:



**Dr. Maurice A. Stinnett**

Director of the WMG / BFF SJF  
Global Head of Equity, Diversity and Inclusion at WMG



Total amount committed  
to the community this year

**\$12,878,500**

**“To all our grantee partners,  
I’d like to officially say:  
Welcome to the WMG  
family! I’m so in awe of the  
exceptional work these  
organizations are doing  
to build more equitable  
futures, and I’m so proud  
that their work is now  
a part of our work.”**



**Dr. Maurice A. Stinnett**

Director of the WMG / BFF SJF  
Global Head of Equity, Diversity and Inclusion at WMG

# Our Grantee Partners

**THE  
AFRICA  
CENTER**



**REFORM**







**Dr. Uzodinma Iweala**

CEO, The Africa Center

“We share the responsibility of making sure that the ways in which racism shows up in our systems, explicitly and implicitly, are seen, confronted, and checked so that we can use our energy for bolder and brighter pursuits. We have seen the death and destruction caused by racism for far too long. If we don’t act, racism will kill us all.”



# The Africa Center

**A**s part of The Africa Center’s mission to re-define the narrative around the African diaspora, with the Fund’s investment, the Center will produce a multidisciplinary cultural exhibition, “Movements in the Modern Diaspora.” This multi-year project is unprecedented in scope and will promote equality, opportunity, diversity, and inclusion by exploring the myriad contributions that African immigrants in the U.S. have made across the fields of arts and music, sciences and technology, politics, and beyond.

The Africa Center provides a gateway for engagement with contemporary Africa, educating the world about Africa and its diaspora, and advancing thought and action around Africa’s global influence and impact on our shared futures.



“The Africa Center transforms narratives about Africans and Africa’s global influence by organizing, preserving, and sharing an array of art, culture, history, foods, and educational tools. Their expertly curated exhibitions and programming reflect Africa’s – and its diverse peoples’ – distinguished legacy.”



**Temi Adeniji**

VP and Director of the WMG / BFF SJF  
Managing Director, WM South Africa / SVP, Sub-Saharan Africa Strategy and SVP, Special Projects at WMG





“An investment like this, in an organization like Ashé CAC, in the audacious plans of cultural workers, is an investment in dreams deferred and paradigm shifts. We are thrilled to explore all the possibilities such a partnership can manifest in the real lives of Black New Orleanians in our collective fight for equity and economic empowerment.”



**Asali DeVan Ecclesiastes**

CEO, Ashé Cultural Arts Center

# Ashé Cultural Arts Center

**W**ith over 30,000 square feet of performance, meeting, and gallery space, Ashé Cultural Arts Center is a community leader in curating and sharing innovative, mind-expanding programming. This grant will help Ashé in continuing to support activities that further their core mission: to use art and culture in the vigorous and intentional dismantling of personal, systemic, and structural barriers to an equitable quality of life.

Ashé Cultural Arts Center develops innovative programming designed to use culture and the arts to foster human, community, and economic development, while creating opportunities for the curation, exhibition, and commission of folk, fine, and fine-folk art of the African Diaspora.

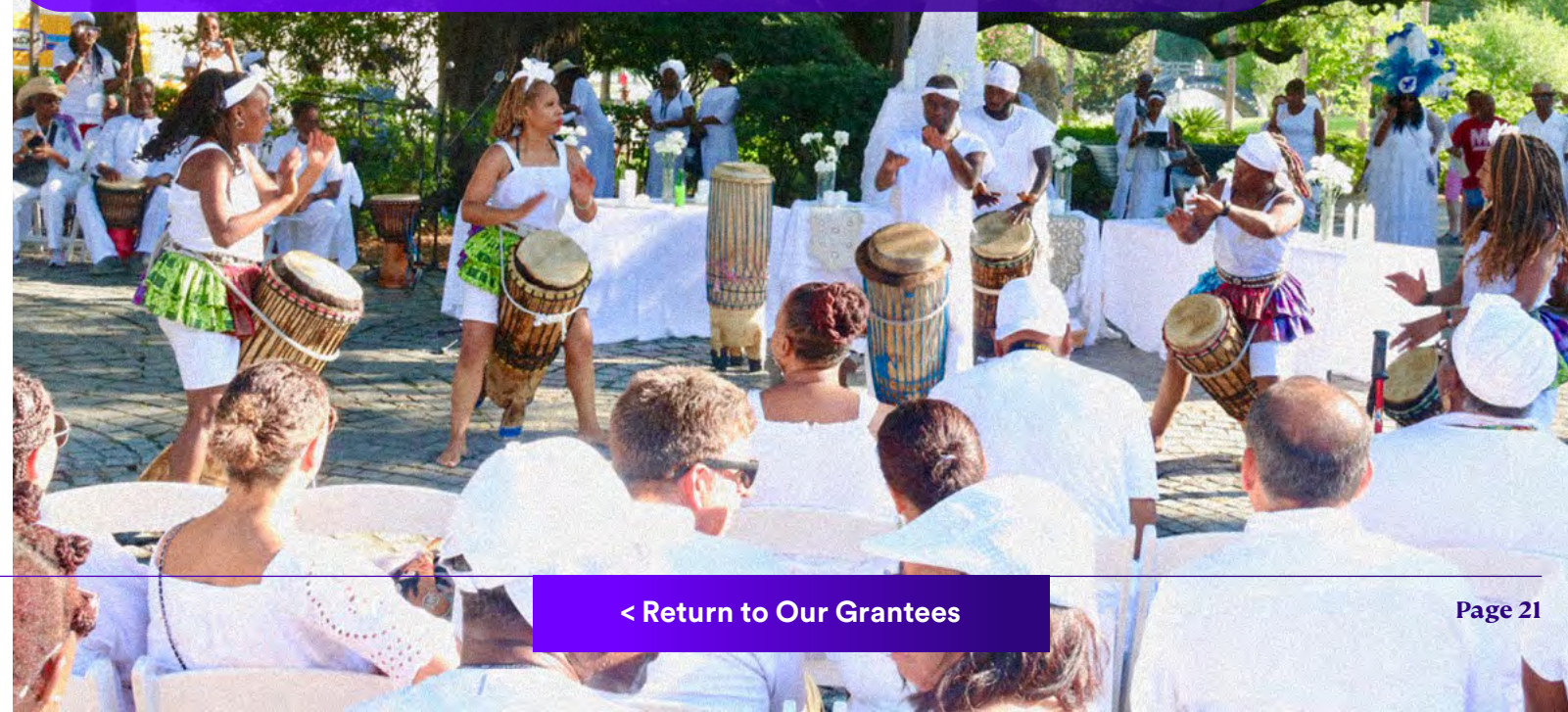


“Ashé Cultural Arts Center thrives at the intersection of Community, Culture, and Commerce. Personally, I couldn’t be prouder to be supporting the potential of this thriving agency at the forefront of addressing race disparities in the arts with aggressive programming tied to economic opportunities!”



**Paul Henderson**

Director of the WMG / BFF SJF  
Executive Director at the San Francisco Department of Police Accountability (DPA)







“By documenting and exhibiting Black British stories, BCA is not only doing outstanding work to archive rich, diverse histories, they’re validating experiences and creating a more expansive future for the cultural identity of Black people in the UK.”



**Austin Daboh**

WMG / BFF SJF Advisory Board member  
EVP at Atlantic Records UK

“Worldwide, what brings people together? What is healing? How do we process trauma? How do we exercise and learn empathy as we’re growing up? It’s through art and culture. It’s through stories. It’s through music.”



**Arike Oke**

Managing Director,  
Black Cultural Archives

# Black Cultural Archives



**B**CA is a one-of-a-kind institution that promotes truth and acceptance by sharing the histories of Black people in the UK. The Fund’s grant over three years is an investment for growth. It will enable BCA to act entrepreneurially, embed community and partner relationships, spread the message about Black British history, develop their organizational resilience, and use income generation to carry out their mission.

Black Cultural Archives (BCA) is the home of Black British History – collecting, preserving, and celebrating the histories of people from the African diaspora in the UK and inspiring individuals, communities, and society.





“We know that what’s good for Black folks is good for everyone, and we want to see that implemented in relationship to rules. So first, we’ve got to undo the rigged rules that have been leaving us out and leaving us behind. But then we have to replace them with rules that really help to lift all of our boats.”

# Black Futures Lab

**T**he team at Black Futures Lab works tirelessly to understand the dynamics impacting our communities, build the capacity of our communities to govern, and engage Black people in the decisions that impact our lives. With 2020 as a pivotal election year, Black Futures Lab contacted one million Black voters with their Get Out The Vote (GOTV) efforts. They used the Fund’s grant to provide training, capacity building, and organizing tools to partners in nine states – helping more than 2,500 people register to vote and securing 6,547 pledges to vote through its non-partisan voter engagement campaign, #BlackToTheBallot.



**Alicia Garza**

Principal, Black Futures Lab



Black Futures Lab works to build Black political power locally, statewide, and nationally, by engaging with voters year-round and encouraging them to use their political strength to build a democracy that works for all of us.

“Under the leadership of Alicia Garza, Black Futures Lab plays a crucial role in the movement to turn activism into sustained engagement and community strength – and by extension into political power. I know they will be instrumental in fostering an America that supports and reflects us all.”



**Mona Sutphen**

Director of the WMG / BFF SJF  
Senior Advisor at The Vistria Group LLC





**Neil Volz**

Deputy Director, Florida  
Rights Restoration  
Coalition

“We’re going to continue to fight for democracy in the state of Florida, because there are still hundreds of thousands of Returning Citizens who don’t yet have access to democracy. That’s what we’re going to be fighting for in the year ahead and the years ahead, and we’re grateful for this partnership.”



“The work of the Florida Rights Restoration Coalition is a model for all of us committed to liberation. At the intersection of voting rights and criminal justice reform, this work is urgent in our pursuit of equity and justice.”



**Alencia Johnson**

Director of the WMG / BFF SJF  
Advocate & Political Strategist / Chief Impact Officer &  
Founder of 1063 West Broad

# Florida Rights Restoration Coalition

The FRRC’s mission intensified during 2020, as the presidential election took center stage in upcoming policies that would affect people with convictions. This grant directly supported more than 40,000 Returning Citizens (formerly convicted persons) and helped them become eligible to vote by paying their remaining legal and financial fees.

The Florida Rights Restoration Coalition (FRRC) is a grassroots membership organization run by Returning Citizens (formerly convicted persons) that are dedicated to ending the disenfranchisement and discrimination against people with convictions, and creating a more comprehensive and humane reentry system that will enhance successful reentry, reduce recidivism, and increase public safety.







“Our goal is to prepare students with the skills necessary to succeed, provide the networking opportunities to gain exposure to industry leaders, and create long-term impact in the entertainment board rooms.”



**Dr. Anthony D. Wilbon**

Business School Dean,  
Howard University

# Howard University

**H**oward University School of Business believes that the key to addressing the underrepresentation of Black executives and professionals employed in music and entertainment is intense coaching and immersion programs. The Fund’s grant will launch a new music business center, which will create world-class curriculum development, career readiness training, and executive-in-residence and certification programs for students.

Howard University is a private, federally chartered HBCU, comprising 13 schools and colleges in Washington D.C. and producing more on-campus African American Ph.D. recipients than any other university in the U.S.

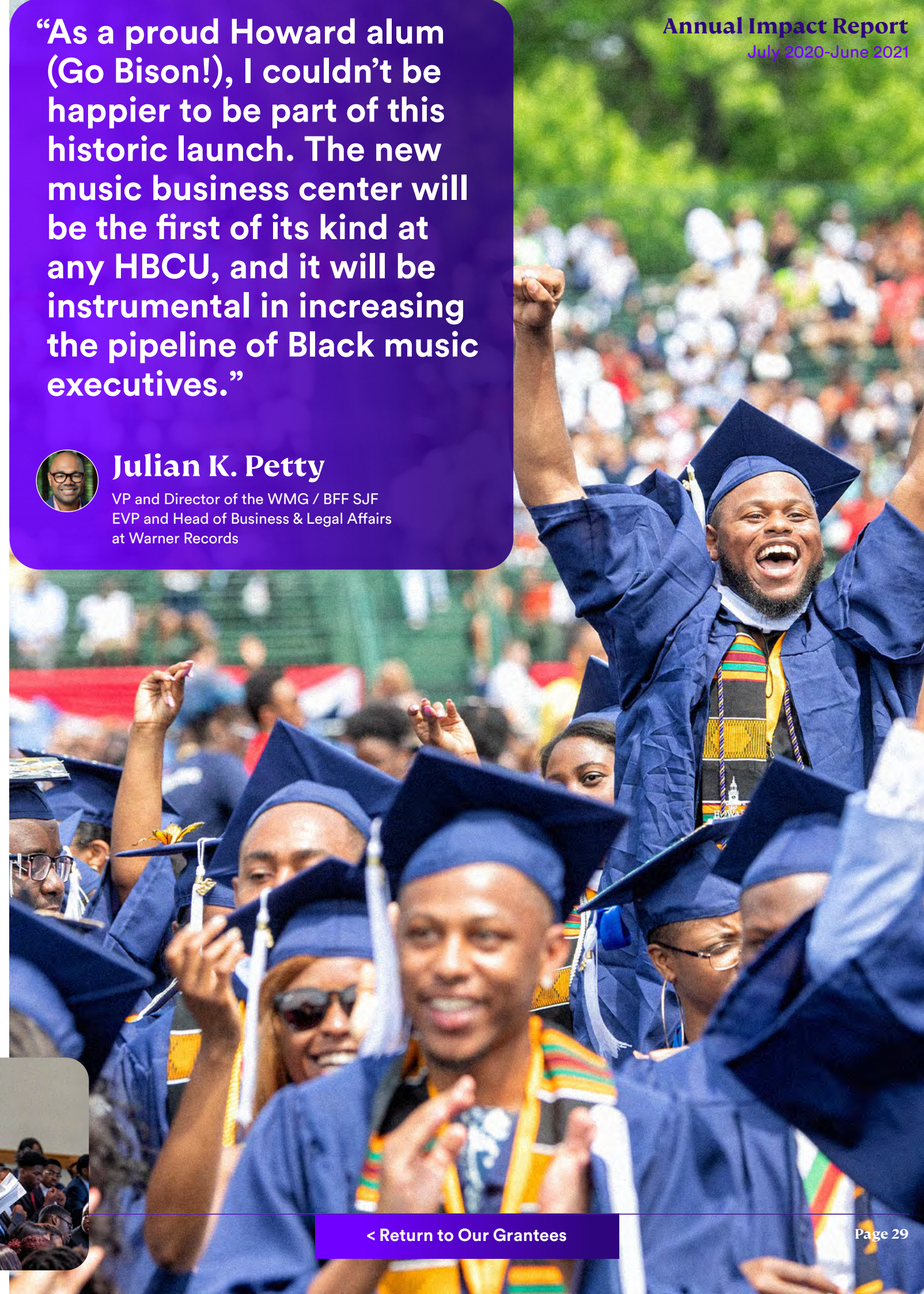


“As a proud Howard alum (Go Bison!), I couldn’t be happier to be part of this historic launch. The new music business center will be the first of its kind at any HBCU, and it will be instrumental in increasing the pipeline of Black music executives.”



**Julian K. Petty**

VP and Director of the WMG / BFF SJF  
EVP and Head of Business & Legal Affairs  
at Warner Records







**Tina Brown**

CEO, Overtown Youth Center



**“Overtown Youth Center provides invaluable resources and opportunities to ensure students succeed – but above all, OYC provides hope. Their work makes a real difference for these children and their families, and the results are undeniable. One student at a time, OYC is transforming the community.”**



**Alex Blavatnik**

Director of the WMG / BFF SJF  
Blavatnik Family Foundation

# Overtown Youth Center

## in Miami-Dade County

**W**ith deep community roots and a results-driven mission, Overtown Youth Center is devoted to providing much-needed services to young people and families residing in marginalized Miami-Dade County communities. The Fund’s investment will directly support the Center’s holistic and culturally relevant program offerings, including academic support, college and career preparation, employment services, gender specific services, and health/wellness programs.

The Overtown Youth Center (OYC) is a community development agency, civic influencer, and catalyst for equity and change currently serving more than 1,700 youth and their families by bridging educational, social, emotional, health, economic and opportunity gaps.

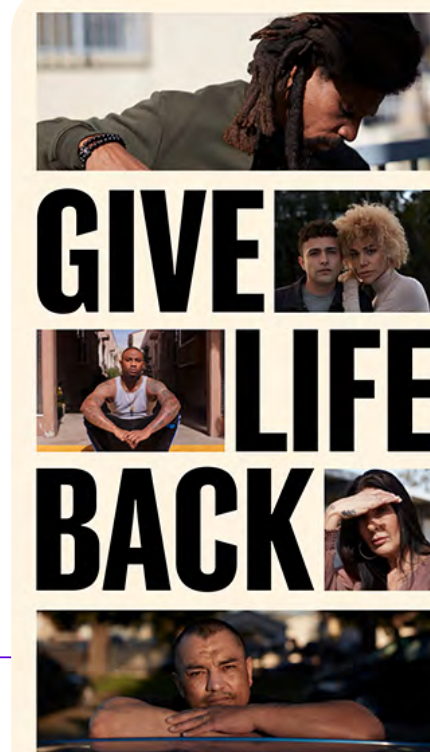




# REFORM Alliance

In the midst of one of the most crucial elections of our lifetime and with a staggering 6.6 million people in the U.S. in the criminal justice system, REFORM Alliance's vital work brought together bipartisan experts, system leaders, advocates, and policymakers on common-sense solutions to transform probation and parole. The Fund's grant went toward REFORM's continued work to reduce the number of people needlessly trapped in the criminal justice system and to significantly increase the number of people moving from supervision to work and wellbeing.

REFORM Alliance aims to transform probation and parole by changing laws, systems, and culture to create real pathways to work and wellbeing.

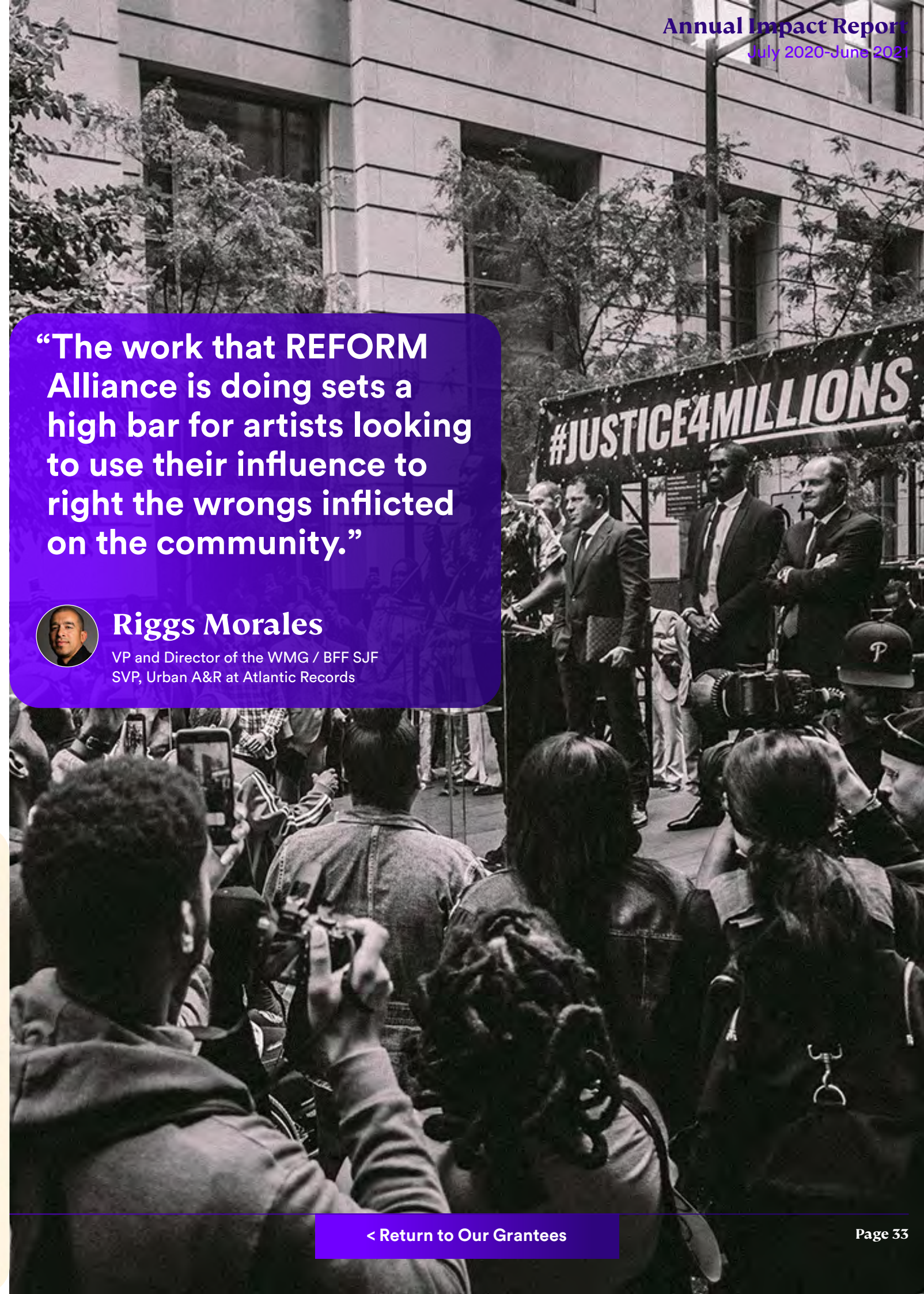


“The work that REFORM Alliance is doing sets a high bar for artists looking to use their influence to right the wrongs inflicted on the community.”



**Riggs Morales**

VP and Director of the WMG / BFF SJF  
SVP, Urban A&R at Atlantic Records







“The R&B Foundation does remarkable work for R&B music, artists, and history. It also reminds those of us currently in the industry to constantly ask ourselves: What can we be doing now to ensure that our artists and songwriters are taken care of in the years to come?”



**Ryan Press**

Director of the WMG / BFF SJF  
President, A&R, U.S. at Warner Chappell Music

“Those that are in power need to hear from people that are suffering or being afflicted by policies, procedures, and some things that are just legacy-driven. Through this Fund, we all have a seat at the table. And I think that’s where it really starts.”



**Damon Williams**

Chairman, Rhythm and Blues Foundation



# Rhythm & Blues Foundation

The R&B Foundation’s primary focus right now is helping artists who have been severely impacted by COVID-19. Artists receive assistance through three different grant programs, one of which was created by the Fund. Prior to the Fund’s grant, the R&B Foundation only had the resources to assist artists who were affiliated with certain record labels, but with the Fund’s inclusive grant, they’ve been able to expand the list of artists they can help.

Rhythm & Blues Foundation is dedicated to the preservation of R&B music and to providing financial support, medical assistance, and educational outreach to R&B artists who recorded music from the 1940s through the 1990s.





