

REPARATION
GENERATION

IMPACT REPORT 2023 EDITION



OUR MISSION AND VALUES

Founded in 2020 in the wake of George Floyd's murder, *Reparation Generation* ("RepGen") is a multi-racial organization with the mission to achieve federal reparations for slavery and the unjust systematic denial of constitutional rights of Black Americans well into the 20th century. ***Our vision is to realize an equitable and secure democracy that works for all Americans.*** RepGen advances and demonstrates models for racial healing and reparative wealth transfers to Black American descendants of slavery to build intergenerational wealth.

We acknowledge the significant and overlapping oppression faced by all people of color, and are in agreement with the findings of the [California Reparations Report](#) which states, "the experience of 246 years of enslavement, 90 years of Jim Crow and racial terror and decades more of systematic subjugation and exclusion is unique to African Americans and without near equivalence, resulting in persistent lingering consequences today." ***In essence, RepGen firmly believes that reparations are a vital step towards creating a more perfect union that benefits all Americans.***

While reparations must include economic compensation, racial healing goes well beyond financial payments. *RepGen* embraces a four-part understanding of reparations as outlined by the [United Nations](#).

- Acknowledge the truth of the harm
- Heal from the harm
- Establish financial redress for the harm
- Ensure non-repeat of the harm

With a comprehensive approach to reparations, *RepGen* is actively implementing various models, such as listening sessions, restorative genealogy, and reparative wealth transfers. The ultimate aim is to foster healing and narrow the racial wealth gap, ensuring a future where communities can thrive together.

RepGen's thirteen-member [National Advisory Board](#) is comprised of national business executives, community activists, investors, educators, and authors. Founders Kiko Davis Snoddy and David Mayer are Co-Chairs who, as part of an Executive Committee, hold legal and fiduciary responsibility with [Multiplier](#), our California 501(c) (3) umbrella.

As we reflect on our work at *RepGen*, we want to share some key accomplishments, challenges, lessons, and plans for the future.

KEY ACCOMPLISHMENTS

1

PROGRESSING WITH OUR STRATEGIC PLAN AND CORE VALUES.

Black American leadership remains a consistent part of *RepGen*'s organizational identity, and we created practices for recruiting new board members and retiring emeriti from day-to-day operations. The Black-identified board members continue to set the organization's direction and non-Black members hold responsibility for fundraising and program implementation. All board members contribute to the imagining, implementing, and evaluating of *RepGen* models for repair and healing

3

CONTRIBUTIONS.

In total, *RepGen* has received over \$850,000 from individual donations, both small and large. In 2023, we received over 80 donations from new supporters across the U.S. *RepGen* was fortunate in its early stages of development to receive a generous \$20,000 grant from the [Skillman Foundation](#) that was used for operational costs.

2

CREATION OF INNOVATIVE PROGRAMS.

RepGen's Home Ownership Reparative Transfers ("HORT"), restorative genealogy, and community engagement and education programs are changing lives and increasing awareness and support for reparations. We have established metrics to account for short, medium, and long-term healing experienced by program participants.

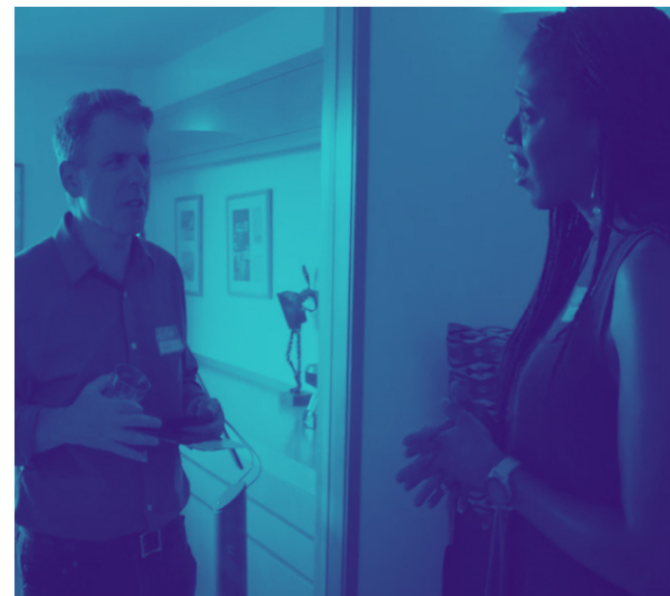
“
I LOVE THIS PLACE [...] IT MEANS
STABILITY
IT MEANS CREATING
WEALTH
”

Janice Tillman
Educator,
Reparative Transfer Recipient

4

REPARATIVE TRANSFERS.

Six Black Americans were recipients of the \$25,000 Home Ownership Reparative Transfers and have been in their new homes for over a year. Our evaluation team surveyed the recipients and those unable to complete the program over the past eighteen months and the lessons from their experiences guide our program iterations. Recipients speak of several positive impacts, including accelerating their ability to purchase a home. Their new homes and neighborhoods enhanced recipients' feelings of security, confidence, safety, and belonging. Other tangible benefits include shorter commutes to school and work, being closer to family, access to better amenities, and more financial stability. Their feedback also informed changes in our program's support and timing to help future applicants through the HORT.



5

HOUSE MEETINGS

We've hosted about 20 house meetings, with 11 of them held virtually in the past two years. These gatherings are an important form of community engagement that centers personal truth-telling, awareness of reparations, and options for taking action. House Meetings are often the initial engagement point for those who are "reparations curious." The vast majority of those who attend report "a little" to "much more" understanding of, and support for, reparations after participating in our meetings.

6

CREATING COMPELLING PROMOTIONAL MATERIALS.

RepGen is building the case for reparations through historically grounded and emotionally compelling storytelling. Our [website](#), [social media](#), recurring [newsletter](#), and award-winning [videos](#) have reached thousands of people and have become a visible platform for the reparations movement.

7

"FRIENDRAISER."

We hosted a successful "friendraiser" event at our August National Advisor Board meeting in downtown Oakland that featured California Reparations Task Force member Don Tamaki.

CHALLENGES & LESSONS LEARNED

BALANCING PRIVACY AND PUBLICITY.

The majority of those white Americans who have made monetary contributions to *RepGen* do not share their involvement openly to their friends and family. Regardless of the specific reasons, a lack of comfort in publicly supporting reparations has the effect of limiting the movement's wider social acceptance.

FOCUSING ON LOCALIZED REPARATIONS.

With few exceptions, most of the recent progress being made in reparations has occurred at the level of state and municipal governments. Although the nation as a whole carries a moral and financial debt to the descendants of enslaved people, the particular form and features of racial injustice can vary considerably. As such, racial healing requires a nuanced approach tailored to the unique needs of individual communities. *RepGen*'s progress has depended largely on understanding and responding to the particular racial dynamics in Detroit, Michigan but focusing on one city has created questions regarding scalability, and individual contributors and potential foundations often request programs in their more immediate proximity.

CREATING CAPACITY. MITIGATING BURNOUT.

RepGen has been powered by volunteers who have committed their time, talents, and funds to build and deliver a "reparations in real time" approach. The rapid success of the organization and its models, and the current moment, presents increasing opportunities to build and expand *RepGen*'s impact, but the volunteer nature limits capacity. Moreover, organizations dealing with challenging, emotionally laden and long-term issues are far more likely to experience institutional turnover.

NARROW AND OVERSIMPLIFIED NARRATIVE ABOUT REPARATIONS.

The media's general focus on only the financial compensation component of reparations prevents many Americans from understanding the complexity of the issue. For example, the level of opposition white Americans have for reparations drops considerably when individuals understand our nation's history and learn how resources are used in unique and unexpected ways, such as for baby bonds, student loan relief, and rent reduction for Black-owned businesses. *RepGen*'s specific focus on reparative transfers toward home ownership is in line with this approach and is an effective way to demonstrate the tangible power of reparations that contributors and recipients alike can embrace.

NON-REPETITION OF HARM.

Even under optimal circumstances, the process of reparation is logistically and administratively difficult. Asking participants to trace their lineage to slavery, enroll in training seminars, and navigate tax reporting without sufficient support can all diminish the healing potential of reparations. Unfortunately, 4 of the 10 Black Americans who took part in our original pilot "timed out," and these people, now on the "waitlist," have expressed frustration and disappointment. With the information from enrollees and our internal evaluation, *RepGen* revised the HORT Program so that the \$25,000 reparative wealth transfers are as accessible as possible and the pathway to homeownership is achieved.

“
WHAT DREW ME TO
REPARATION
GENERATION
IS THE FACT THAT THEY'RE
NOT JUST OUT THERE
TALKING
ABOUT REPARATIONS,
THEY'RE ACTUALLY
DOING IT.

”
Christian Garcia
RepGen Volunteer

FUTURE DIRECTION



ENHANCE ORGANIZATIONAL CAPACITY

RepGen has relied heavily on the commitment and time of volunteers, but it is now necessary to expand the organization by building professional leadership and the necessary staff and resources to support and execute our strategic plan.



SHARE RESEARCH AND LEARNING

RepGen aims to demonstrate in real time what a program of racial repair can look like. Through qualitative research with contributors and participants, we seek to help make the case for reparations and are preparing to share our findings with the broader movement to support efforts at the state and federal level.



EXPAND TO BUILD THE CASE

Detroit, Michigan was strategically selected as our pilot city because of its unique history of segregation, institutional racism, and displacement of Black residents. There is increasing interest in utilizing our program in other cities in order to illustrate the possibility of creating collaborative reparations programs across America.



COLLABORATION FOR IMPACT

After working meticulously to solidify our mission and internal processes, *RepGen* is now actively expanding and deepening its collaborative partnerships with organizations, agencies, and programs committed to racial justice. Special attention will be directed toward building solidarity with other organizations in the reparations movement.



WHEN PEOPLE HEAR 'REPARATIONS' THEY OFTEN DON'T KNOW
WHERE TO BEGIN.
OVERWHELMED BY THE PROSPECT, FOLKS POWER DOWN.
IN DOING SO, WE CONTINUE TO MISS THE OPPORTUNITY
**TO FACE OUR HISTORY
AND HEAL OURSELVES.**
REPARATION GENERATION IS ABOUT TRUTH-TELLING, BOLD ACTION,
AND COLLECTIVE NOURISHMENT. WHILE THE SKILLMAN FOUNDATION
FOCUSES ON FUNDING DETROIT'S CHILDREN AND YOUTH AS WE PURSUE
EQUITABLE EDUCATION SYSTEMS, WE RECOGNIZE THAT REPARATION
GENERATION'S WORK WILL HAVE A
MULTIPLIER EFFECT
ON IMPACT REGARDLESS OF ANY STATED PHILANTHROPIC FOCUS AREA.



Angelique Power
President & CEO Skillman Foundation

SUMMARY

In three short years, *Reparation Generation* has made significant progress in the long-deferred task of developing programs that model reparations in action. *RepGen* is by no means the first, or only, organization to take on this effort and we have been guided and inspired by the courageous work of Ta-Nehisi Coates, Robin Rue Simmons, members of the California Task Force to Study and Develop Reparation Proposals for African Americans, and many others.



ACKNOWLEDGEMENTS

Thanks to the generous support from our many contributors, volunteers, recipients, and others in the field, we co-created *RepGen*. Together we have moved beyond symbolism to show not only that reparations are possible, but that they provide undeniable benefits for our nation's future. While the number of reparative wealth transfers remains modest, the impact on individual lives and the community is significant and deeply meaningful. We are grateful to those who have joined us on this journey, and with your continued engagement, we are optimistic that our shared abilities and experiences will continue to grow momentum for reparations in the coming years.

WE THANK YOU FOR YOUR CONTINUED SUPPORT OF OUR PROGRAM

REPARATION
GENERATION™



REPARATION GENERATION™

info@reparationgeneration.org
www.reparationgeneration.org

Reparation Generation
is an operating project of Multiplier,
a 501(c)(3) nonprofit organization.
Tax ID 91-2166435