



REPARATION
GENERATION

2024 IMPACT REPORT




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GREETINGS FRIENDS AND ADVOCATES,



Welcome to our fiscal year 2024 Impact Report (October 1, 2023 through September 30, 2024). 2024 was an incredible year for Reparation Generation (RepGen) and we are thrilled to share our progress, learnings, and impacts with you.

Since our founding in 2020, Reparation Generation has worked diligently to further the cause of Reparative Justice. We wanted to be an organization of “doers” not “talkers.” This mentality has led us, in a short time, to build the capacity to provide \$350,000 in Reparative Wealth transfers to 14 Black descendants of Enslaved People in the U.S. and, in the process, aid them in connecting with their family history and redefine their place in our country.* The first six participants to receive Reparative Transfers in 2021 recently completed our evaluation process where we evaluated the impact reparative acts have using the five social determinants of health (Economic Stability, Education Access and Quality, Health Care Access and Quality, Neighborhood and Built Environment, Social and Community Context). In this report, you will learn of the amazing triumphs, the challenges experienced, and the modifications we are considering to amplify our impact. At every step in our journey we are

learning so that we can better inform policymakers and Reparations advocates of the best way to enact reparative programming.

In 2024, we also continued our Community Engagement and Activation efforts including virtual and in person house meetings. Through these events we touched hundreds of people and helped move them from Reparations Curious to Reparations Committed and then on to Reparations Activated. Additionally, we continued to strengthen our National Advisory Board, our organizational processes and continued to co-learn and invite collaborators into our process. Furthermore, we were honored to receive the “Outstanding Contribution award” from Reparations leaders at the National Symposium for State and Local Reparations in Evanston, IL the birthplace of municipal Reparations. The award is truly a testament to what we’ve built and what we’ve contributed to the movement. Finally, we hired our first Executive Director, myself, in July of 2024. My hiring has significantly increased our capacity and allowed us to begin thinking about scaling our impact in new ways. In the following pages you will learn more about what we hope to accomplish and how you can help us get there.

In my relatively short time in this role, the question I have been asked the most is, “The word Reparations is so divisive, why not use another name for your work?” My answer is always two fold: 1. We aim to destigmatize the word and make it easier for folks to discuss healing and repair. 2. We stand on the shoulders of generations of Americans who made the decision to advocate for what seemed impossible, whether it was outspoken abolitionists in the 1600s advocating for the end of slavery, hundreds of years before it was mainstream, or suffragists in the late 1800s who dreamt of a day when all people could vote equally under the law. Every generation has had a handful of dreamers who pushed us towards a more equitable future. This is our work at Reparation Generation, to be the people for our generation who ask you to think beyond what's possible to what can be.

As you read our impact report, I ask you once again to dream with us, to imagine a world where we aim to heal not punish, where we acknowledge when harm has been done and use the ideals of Reparative Justice to redress it. A world where all people are connected to their family history, have the wealth they are owed

and have the space to heal from generational traumas. Your continued support will allow us to achieve these dreams and more. Now is the time to roll up our sleeves, open our hearts, and pour into this work. I’m so glad to be on this journey with you.

Thank you for reading,

Christian Harris

Christian Harris
Executive Director



Christian is a lifelong Chicago area resident and Founder and Chair of the Oak Park IL Reparations Task Force. He has collaborated with elected officials, grassroots organizers, philanthropic institutions, and everyday citizens to address structural racism and create uplifting programs. He brings extensive experience in entrepreneurship, political consulting, elected board service, executive leadership, and racial equity work to the role of Executive Director.

*\$250,000 has been successfully transferred and a few participants are still progressing towards their goals of homeownership as of December 2024.

ABOUT US

WHO WE ARE

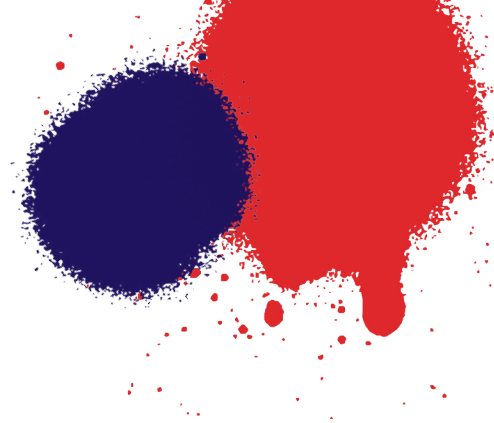
Founded in 2020 after the murder of George Floyd at the hands of the law enforcement, RepGen is a multi-racial movement of citizens across the U.S. with **the mission of being the generation to achieve federal Reparations for slavery and the unjust systematic denial of constitutional rights of Black Americans well into the 20th century. Our vision is to be the more perfect union our constitution promises every American.** Our Black founders set out to demonstrate “reparations in action” models that in real time cultivate intergenerational wealth and attempt to heal harm for Black people who descend from enslaved people within the U.S. These models undergo an evaluation process with the overall goal of learning the best way to design reparative programs for maximum impact. We examine questions like: “Did our programs create wealth? Did they heal harm? Did they benefit the community at large?” Our learnings are then shared with policy makers and Reparations advocacy organizations to bolster the case for a federal Reparations program.

HOW WE ARE UNIQUE IN THE REPARATIONS LANDSCAPE

1

INTERRACIAL ORGANIZATION

Reparation Generation is intentionally designed as an interracial organization, rooted in the belief that Reparations are not just a responsibility for Black communities, but a moral and societal imperative for everyone. By creating space for collaborative leadership between Black Americans and allies, we model what shared accountability and solidarity can look like in action. At the heart of this collaboration is our unwavering commitment to Black leadership, which not only serves as the foundation of our work but also ensures that final decisions are guided by the lived experiences, wisdom, and direction of Black communities. Our structure allows us to engage diverse networks, leverage cross-community support, and inspire collective action for reparative justice while maintaining a steadfast focus on centering Black voices and leadership.



2

IMPACT-DRIVEN PROGRAM EVALUATION

Our work focuses on achieving measurable outcomes, not merely intentions. We assess the impact of our programs using the UN Reparations framework, evaluating whether they foster repair and healing among those we serve. Additionally, we incorporate the five social determinants of health to monitor concrete improvements in health resulting from our initiatives. The insights we gather are shared with policymakers and reparations advocates to demonstrate the effectiveness of reparative programming and provide guidance on optimizing program design for maximum impact.

3

FOCUS ON REPARATIVE ACTION OVER CHARITY

We acknowledge the framing of traditional philanthropy as charity and aid and encourage our contributors to center their contributions as a reparative action, an act of responsibility—recognizing and addressing historical harms that persist today. By shifting this narrative, we move from acts of kindness to engagement and participation in systemic change; we empower individuals, organizations, and funders to reimagine their role in citizen action to create a more equitable future.

HOW WE RAISE FUNDS

We raise funds from individuals, corporations, and foundations, and RepGen’s Black founders direct the investment strategy. While we primarily raise funds from Americans who have benefited from historical injustices to fund Reparative Transfers of wealth, we also welcome contributions to our general operating fund from others who feel compelled to support this effort. Contributions help fund our Black-led team as we advance the critical work of reparative justice, create lasting change and show the efficacy of reparative acts. At this moment we are calling everybody in because we believe it takes all of us.

OUR CORE VALUES

- High level strategy and programming decisions are led by RepGen’s Black founders and National Advisory Board Members (NAB). Others are responsible for implementation and fundraising.
- Reparative Transfers should be made to all Black American descendants of enslaved people in the U.S. regardless of income level.
- Reparative Transfers are not gifts or donations. They are a conscious and intentional acknowledgement and way to reconcile the ways you, and perhaps your family, have benefited historically from slavery and ongoing structural racism.



IN 2024

RepGen was honored to Receive the

“OUTSTANDING
CONTRIBUTION”
AWARD

from Reparations leaders at the National
State and Local Reparations Symposium
in Evanston, IL. This award is truly a

TESTAMENT TO
WHAT WE’VE BUILT

and contributed to the movement. We
want to give a special thank you to our
supporters for your support in building
a culture of repair.

- All participants are valuable co-learners and co-creators with RepGen.
- All Americans will experience positive individual and societal benefits from racial wealth equity.
- Truth, Acknowledgement and Healing are part of reparations for all Americans and help secure our democracy.
- The work, efforts, and programs of RepGen will not perpetuate harm.

UNITED NATIONS REPARATIONS FRAMEWORK

RepGen is an organization that believes deeply in the U.N. Framework for Reparations which includes five pillars:

RESTITUTION

Restoring the conditions that existed before the harm occurred.

COMPENSATION

Providing financial redress when restitution is not possible.

REHABILITATION

Implementing policies, practices, and systems to remedy harm and support recovery.

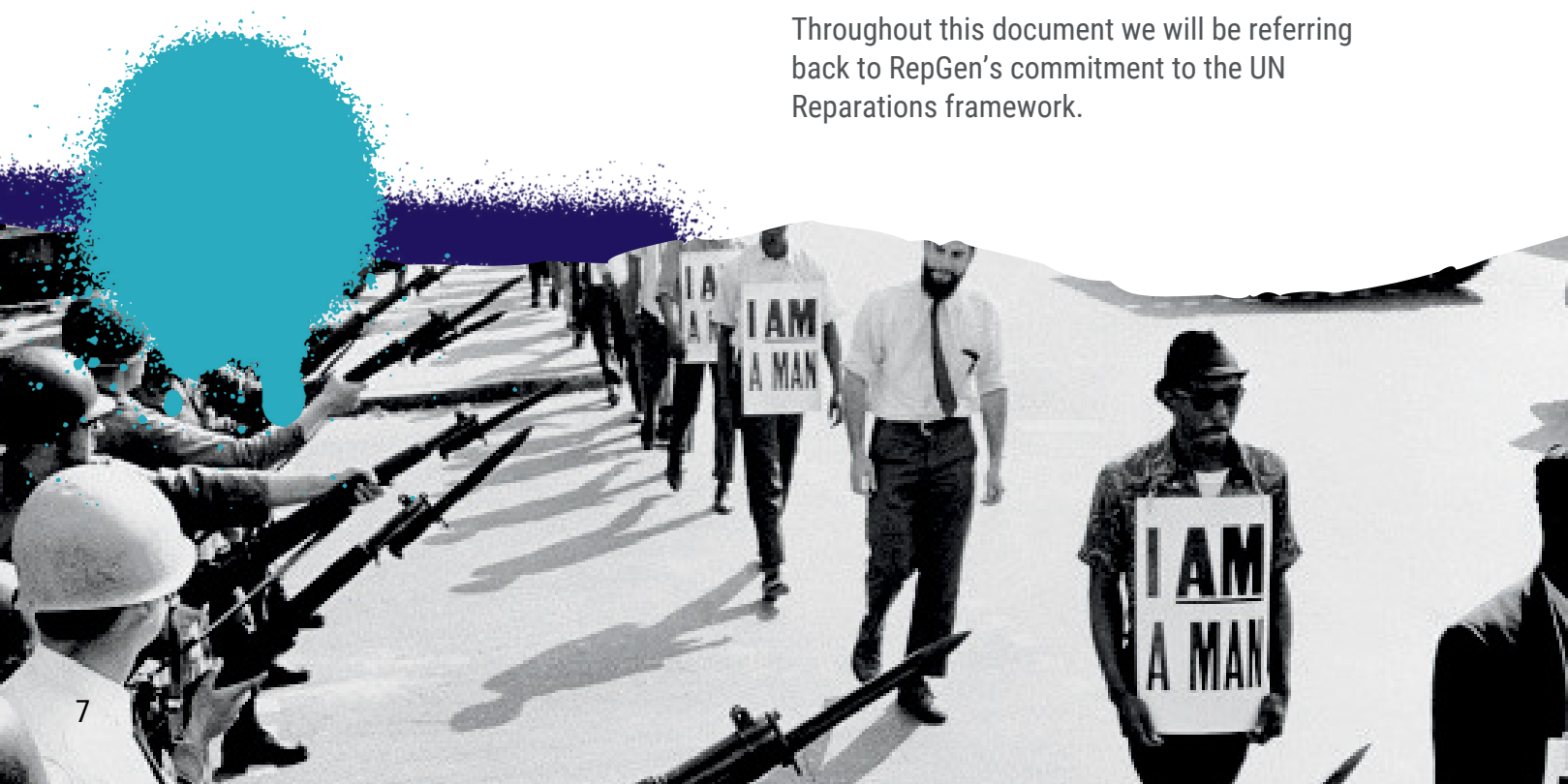
SATISFACTION

Acknowledging harm in a way that satisfies those harmed.

GUARANTEES OF NON REPETITION

Taking steps to prevent future occurrences of the harm.

Throughout this document we will be referring back to RepGen's commitment to the UN Reparations framework.



PROGRAM IMPACTS



HOME OWNERSHIP REPARATIVE TRANSFERS (HORT)

GOAL: Grounded in the UN principle of compensation, we aim to create a replicable model for redressing the harm experienced by Black descendants of enslaved people in the U.S. who historically, and presently, face systemic barriers—and, in many cases, outright exclusion—from homeownership. This includes demonstrating that funds can be raised and transferred as personal and organizational acts of truth, healing, and repair, while also learning from and sharing the impacts of these reparative acts on both recipients and contributors.

HOW THIS PROGRAM AIDS THE NATIONAL REPARATIONS MOVEMENT:

We help answer common questions and objections to Reparations programs and provide guidance for what a federal program could look like by evaluating the impact of our programs, making improvements and sharing the findings.

WHAT IT IS AND HOW IT WORKS:

HORT provides one-time \$25,000 Reparative Transfers and homebuyer mentorship to Black Descendants of Enslaved People in the U.S. purchasing a primary residence in Metro Detroit. The funds can be used for a down payment, paying down mortgage principal and home buying related expenses. Starting with HORT 2.0, free Restorative Genealogy consultation is now provided to applicants in order to document descendency for program eligibility. Applicants agree to close on a home within 120 days and to participate in impact evaluation activities for two years after receiving the Reparative Transfer in their escrow account.

LEARN MORE ABOUT OUR
HORT PROGRAM HERE



 Click to learn more



ACCOMPLISHMENTS

HORT 1.0 PILOT EVALUATION COMPLETED

In 2022, *six Black Americans completed the HORT Pilot 1.0 Program* and received \$25,000 reparative transfers at escrow, accelerating their ability to purchase a home! They've been in their new homes *for over two years*. We have deep gratitude and appreciation for these pilot participants who shared their time and experience with us at four points since they started the program. During the final round in Oct 2024 they shared their most recent experiences and cumulative insights. Some key findings and impacts are highlighted below.


KEY FINDINGS AS OF OCTOBER 2024:

HOME AND NEIGHBORHOOD

- Stability - All six participants still live in the same homes
- Participants continue to report increased positive experiences related to:
 - Feelings of security, comfort, and enjoyment related to the home itself
 - Feelings of social connection and sense of belonging relating to immediate neighbors and the surrounding community, including exchanging kindness and favors
 - Positive impacts from accessing amenities surrounding their homes
 - Safe/walkable streets
 - Public parks and recreation options
 - Improved health (or health support) from their new lifestyle, location and/or from being closer to family

IN THEIR OWN WORDS:



 Click and hear our HORT recipients share their story.

WEALTH INCOME AND FINANCE

- Five of the six were first time homebuyers.
- All six of their homes have increased in value, ranging from 1% to 101% increases.
- A few participants lost or changed employment, had reduced income, or were late on mortgage payments over the past year. They used a variety of their own resources and called upon others to navigate the difficult periods. Maintaining their homeownership remained a top priority.
- For the overall cohort, there was minor change in:
 - Annual household income levels
 - Those spending more than 30 percent of household income on housing
 - Credit scores
- Participants still did not expect to receive inheritance or intergenerational financial contributions to help their households.

HOME OWNERSHIP CHALLENGES

- Almost all of these homeowners experienced challenges with:
 - unexpected home repairs and maintenance for which they were not as financially prepared as they wished
 - unexpected increases in property tax and home insurance costs
- While feelings of frustration were common, so, too, were their intentions and stories of learning from the experiences.



HOME BUYING REFLECTIONS

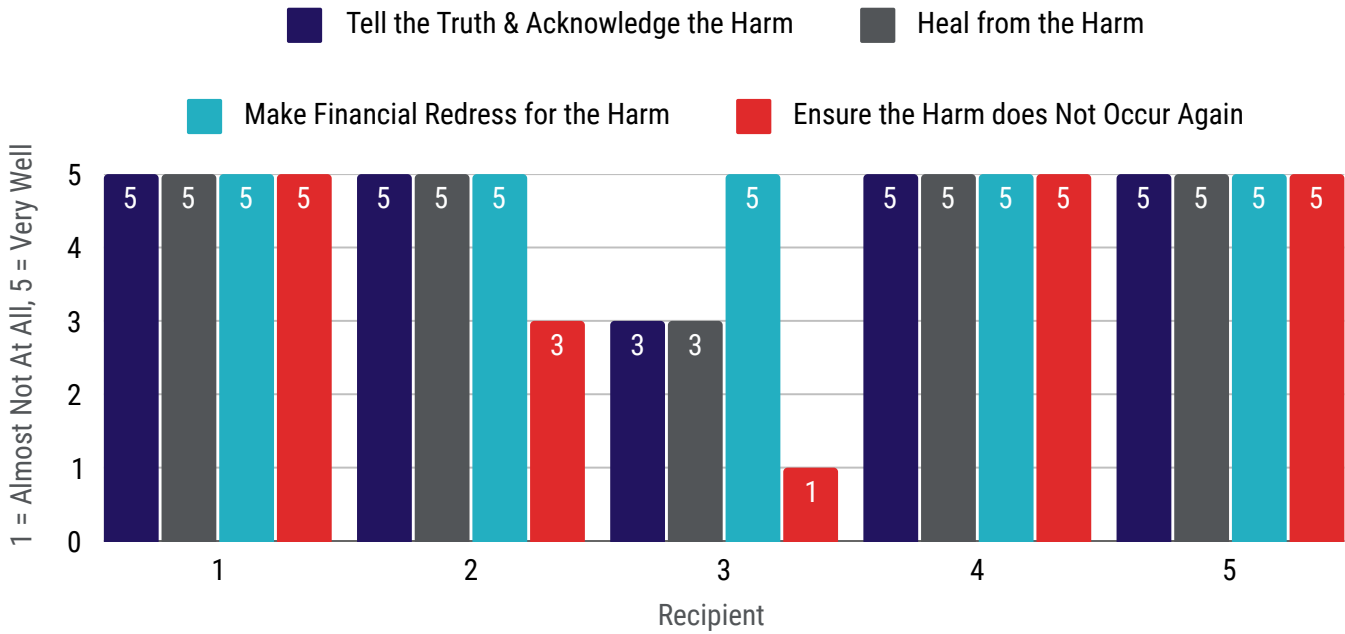
During our last interview, several participants revisited the challenges of their original home buying experiences, the “sting” still palpable. They recalled their difficulties navigating the lexicon and frustration with the arcane processes and working with representatives of the various capital and financial institutions. In retrospect, these participants recognize the ways their representatives did not always act with the homebuyer’s best long term interest as the priority. RepGen will continue to try to provide high quality, personally relevant resources for homebuying and homeownership to potential applicants to prepare them for the experiences (e.g. mortgage loan types, “hidden costs” in home buying, and budgeting).

WAS HORT 1.0 REPARATIVE?

From the beginning we’ve sought to understand if and how the HORT Program and participating with Reparation Generation is “reparative.” Does it feel different than any average down payment assistance program?

In their survey responses, HORT 1.0 participants said that receiving the \$25,000 transfer was “very reparative” and that the other required activities (their ancestry research, periodic interviews, etc.) were “somewhat reparative.” Recently we leaned in further and asked if RepGen and HORT 1.0 live up to four principles of the UN Reparations Framework. Respondents mostly said yes, and gave the lowest rating in regard to Ensuring the Harm does Not Occur Again.

Did HORT 1.0 Live Up to These Four Principles of Reparations?



HORT 2.0 LAUNCHED

The experience, insights and ideas from all HORT 1.0 Program participants guided modifications in program activities **to further simplify and streamline the experience and increase homebuying mentorship through the process.** The HORT Pilot 2.0 launched in July 2024 and is composed solely of people who were either waitlisted or were unable to complete the program requirements within the timeframe allocated in Pilot 1.0. These participants deserve the opportunity to apply again with the benefit of the revised application activities and they are, in fact, in the **best position to co-evaluate whether the adjustments result in more steady progress to their homeownership goals and other forms of repair.**

ONGOING ITERATION:

The accomplishments and challenges of HORT 1.0 participants as seen above, informed program modifications for HORT 2.0 in the areas of:

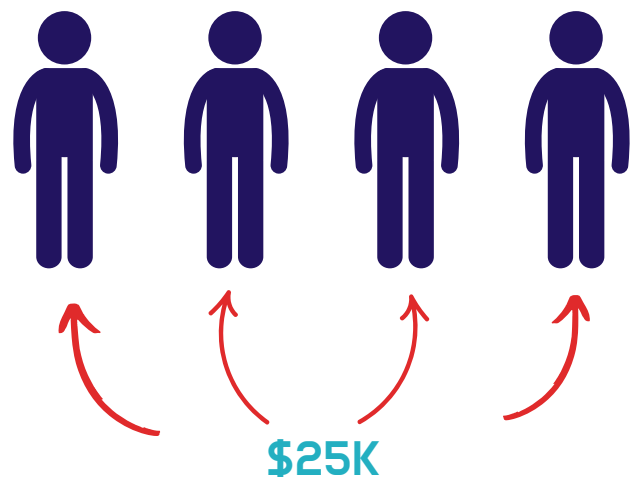
- Timeframe and Timing (e.g. expanded from 90 to 120 day window, avoiding winter months in Detroit)
- Guidance & Support (e.g. added a 1 to 1 personalized Orientation session, Online homebuyer education required only for first time home buyers, Free Professional Restorative Genealogy Consultations, Homebuyer Mentors)
- Communication (e.g. more upfront and ongoing information about deadlines, extensions, and the possibility of non-completion)

HORT 2.0 participant experiences have already provided additional insights that will inform HORT 3.0 in 2025. Ongoing iteration requires dedication to reliable and timely organizational decision-making processes for data review and action. We will continue to strive for a RepGen form and structure that is agile and accountable to best achieve its mission and vision.

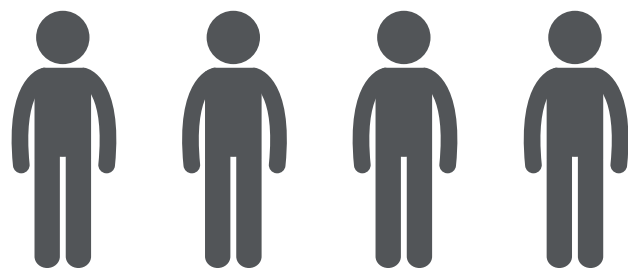
“
THE REPARATIVE
TRANSFER TOOK
10 YEARS
OF
PAYMENTS
OFF MY MORTGAGE.
”

RepGen HORT Participant

HORT 2.0 BY THE NUMBERS



= \$100K IN TOTAL
REPARATIVE TRANSFERS



As of December 2024, **eight participants** have completed the application activities, including orientation, homebuyer education, and a restorative genealogy consultation to complete their family tree and confirm their HORT eligibility. **Four participants** have received their \$25,000 reparative transfer and are in their new homes. All Enrollees have met and received support from Homebuyer Mentors. Special thanks to Jessica Eiland Anders (NAB member) and Solomon Cooper (volunteer and realtor) for helping our participants through the homebuying process.

Since three of the participants purchased their first home between the close of HORT 1.0 and the launch of HORT 2.0, RepGen allowed a one time modification for the \$25,000 Reparative Transfer to be used to pay down the principal of their existing mortgage rather than be applied towards the purchase of a new home. This modification immediately gave the participants equity in their new homes.

CHALLENGES & NEXT STEPS

TOPIC	CHALLENGE	NEXT STEPS
READINESS VS GRASPING THE BRASS RING 	Homebuying under the best of circumstances is complex and stressful. Having enough time, financial readiness and consumer savviness for the process is important. Applicants who have not been ready-enough have pursued the HORT Program because it feels like a once in a lifetime opportunity that they can't pass up. This certainly was a factor in 4 applicants not completing the HORT 1.0 process. Additionally, for less-ready applicants who do successfully purchase a home, it can put them in difficult and/or worse financial conditions when expected and unexpected costs occur.	RepGen will continue to adjust HORT Program Pre-Application requirements, Homebuyer Mentor activities, and explore other alternatives to do right by those who want to apply.
CULTURE, LEXICON AND PRACTICES OF CAPITAL & FINANCIAL INSTITUTIONS, REPGEN, AND ITS PARTNERS 	As stated previously, two years after completing the homebuying process, participants readily recount stories about how communicating with and getting the best out of their "homebuying team" was harder than it should be and their interests were not well served.	<p>Providing Enrollees with a suggested lists of realtors who meet selected criteria co-created with past participants (e.g. realtors who have successfully closed on homes for middle and lower income homebuyers, are full-time realtors, and attended a 'HORT Program Partner' Online Orientation).</p> <p>Providing Realtors, Lenders, and Counselors with their own HORT Orientation that includes translations for RepGen and HORT Program terminology (e.g. "reparative transfer") into customary financial and capital institution terms.</p> <p>Continuing to simplify and streamline the people, organizations, interactions and activities required of HORT Program Applicants and Enrollees.</p>

CHALLENGES & NEXT STEPS CONTINUED

TOPIC

CHALLENGE

NEXT STEPS

HOMEOWNERSHIP RELATED UNADDRESSED HARMS



HORT attempts to repair the harm of Black descendants of Enslaved People in the U.S. being prevented from owning and facing barriers when purchasing a home. Adjacent Homeownership-related harms that may exist remain unaddressed. For example HORT does not directly address the experience of growing up in homes without:

- the funds for, nor the experience of finding, selecting, hiring, and demanding high quality service from professionals like plumbers and electricians to make repairs.
- generational wealth to assist with unexpected or costly home repairs.

We will explore how to support Enrollees' trauma-informed recognition of, and addressing of, harms that cause issues in their navigating home ownership. We'll also increase our active partnership with local organizations and resources that provide other ongoing homebuyer and homeownership support.

BLESSING V. REPARATION



Participants often express immense gratitude for RepGen and the HORT Program, likening the experience to winning the lottery or witnessing a miracle. While we value their expressions of appreciation, it is a moment of discomfort when this gratitude feels framed as an act of kindness rather than the justice and repair they rightfully deserve.

RepGen will continue to co-create a culture and language of repair that helps us all see, think, feel and make acts of repair common sense and common place.

IF YOU WISH TO EXPLORE COLLABORATION ON
ESTABLISHING A HORT PROGRAM IN YOUR COMMUNITY,
PLEASE EMAIL US AT INFO@REPARATIONSGENERATION.ORG.

RESTORATIVE GENEALOGY

GOAL:

Grounded in the UN principle of satisfaction and restitution, we aim to offer a healing-centered journey into family histories that goes beyond lineage tracing, aiming to rebuild identities. Using factual data, we help Descendants reconnect with their ancestors to identify, affirm, and honor their resilience, fostering intergenerational healing. This knowledge is evaluated to amplify and strengthen the federal Reparations movement.

HOW THIS PROGRAM AIDS THE NATIONAL REPARATIONS MOVEMENT:

The Restorative Genealogy Program is intended to provide answers to common objections to Reparations programs and provide empirical lessons for what a federal program might look like. One of the most common objections to Reparations for slavery is that Black people will be unable to trace their lineage to an enslaved person in the U.S. By showing it can be done, and can be done quickly and affordably, we are debunking this objection. Additionally, our program evaluates how participants benefit from connecting with unknown parts of their family history and helps place Black Americans at the center of the founding and establishment of the United States, showing that non compensatory forms of repair must be part of any comprehensive Reparations plan. Our findings are shared with policy makers and Reparations advocates to bolster the case for a federal movement.

HOW IT WORKS:

As a part of the HORT program, each participant must be able to evidence through genealogical research that they have at least one of the following:

A

An ancestor that was enslaved within the United States

B

An ancestor listed on the 1870/1880/1890/1900 census

C

An ancestor traced back to the South 1940 or prior*

*Prior to 1960, the number of Black people in the United States that did not descend from enslaved people was below 1%.

To evidence this, each applicant meets with our restorative genealogists to confirm their lineage. The cost for this session is completely covered by RepGen.

ACCOMPLISHMENTS




- All 8 of our HORT 2.0 applicants were able to confirm their lineage and access parts of their history they never knew. Following the meetings, our restorative genealogist produces a comprehensive Research Journal that includes a narrative and official sources, meeting the official standard of Genealogical proof.
- Two participants remarked that the Genealogy session was the “most reparative” part of their interaction with RepGen. This was extremely moving for us to hear and we are excited about the continued impact of this program.



“
**GENEALOGY NOT ONLY
ENRICHES THE
AFRICAN
AMERICAN
COMMUNITY'S
UNDERSTANDING OF THEIR PAST,
BUT ALSO A TESTAMENT TO
RESILIENCE
AND A GUIDE
FOR NAVIGATING CURRENT
CHALLENGES.**
”

Kellie Farrish
RepGen Board Member
and Professional Genealogist

CHALLENGES & NEXT STEPS

TOPIC	CHALLENGE	NEXT STEPS
ATTESTATIONS 	In HORT 1.0 we accepted attestations from participants as to their lineage. This limited the accuracy and did not allow for connection to their ancestors.	As stated previously, we modified the HORT program to require all applicants to meet with our restorative genealogist and confirm their ancestry. The cost for this session is completely covered by RepGen.
PROGRAM DESIGN 	As we scale our program, the costs associated with confirming each applicant's ancestry are expected to rise significantly, posing a potential barrier to program accessibility and sustainability.	Explore and implement a streamlined, cost-effective process for genealogical confirmation that maintains the integrity of our program while supporting scalability and equitable access.
EVALUATION 	Our Evaluation process was not adjusted to fully measure the impact of the Restorative Genealogy sessions. Specifically, we did not reach out to participants after their session with questions about how the session impacted them.	Generate new evaluation questions and a survey or interview following the Restorative Genealogy session to collect this information.

COMMUNITY

ENGAGEMENT AND ACTIVATION

GOAL: Grounded in elements of the UN principle of satisfaction, we aim to increase awareness, support and advocacy for Reparations amongst all Americans by engaging and providing resources and actionable opportunities to guide them from being Reparations curious to committed to active.

HOW THIS PROGRAM AIDS THE NATIONAL REPARATIONS MOVEMENT:

Varying studies show between 15-20% of white Americans support a federal Reparations program. While this could be discouraging for some, for us, it means that nearly 40 million white Americans are already supportive. By engaging and mobilizing this demographic and their networks, we increase the likelihood of our government enacting a federal program.

Non-white people are more than welcome to engage in our CEA activities to learn or show support. However, as Black people have historically borne the majority of the emotional and physical labor in the fight for Reparations, our focus is on activating more white people to support Reparations, helping to further shift public opinion—a critical factor in driving change within a democracy.

HOW IT WORKS:

Through house meetings (in person and virtual), presentations, newsletters, social media and more, our CEA activities help folks “Meet RepGen,” learn about our work, exchange information and personal stories, and tap into the larger Reparations movement.



ACCOMPLISHMENTS

In 2024, Rep Gen’s focus was on hiring our first Executive Director, refining and launching another round of programming, and communicating with those deeply committed to our work. The numbers below reflect this shift in focus. In the coming years, we plan to expand our reach and engage more people by sharing our growing body of work, impact, and vision more broadly.



PRESENTATIONS/PANELS

We have been increasingly called upon to speak about our “Reparations-in-action” approach to organizations and individuals, including the Black Roots Alliance’s Ramping up For Reparations Event in Chicago, The National State and Local Reparations Symposium in Evanston, IL, the California Bay Area Health Inequities Initiative Reparations Community of Practice, and more.

6

Different Events

250

Engaged Participants



HOUSE MEETINGS

Attendees had the opportunity to foster connection, engage in truth-telling, and deepen their engagement with the Reparations movement. At these meetings we shared our “Reparations in action” approach and how it advances the broader Reparations movement.

6

In-Person House Meetings

11

Virtual House Meetings

170

Engaged Participants



COMMUNITY ENGAGEMENT & ACTIVATION EVALUATION SURVEYS

Learning the perspectives of the participants in our CEA activities is central to RepGen’s understanding and describing of the experiences and impacts of all our programs.

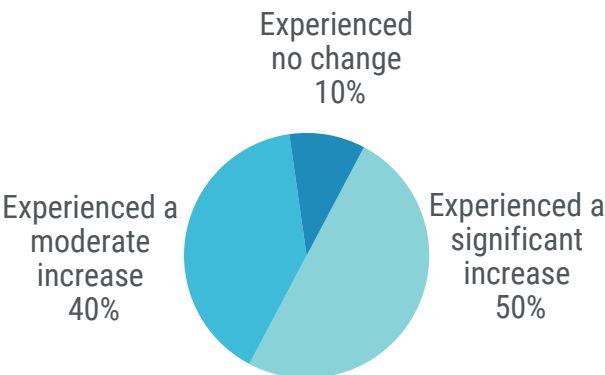
168

Participants

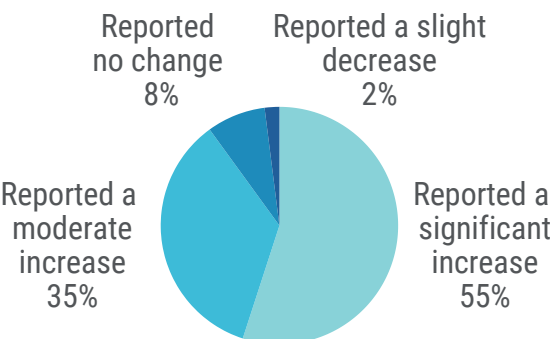
COMMUNITY ENGAGEMENT AND ACTIVATION SURVEY

FOLLOWING OUR CEA ACTIVITIES, 168 ATTENDEES INDICATED:

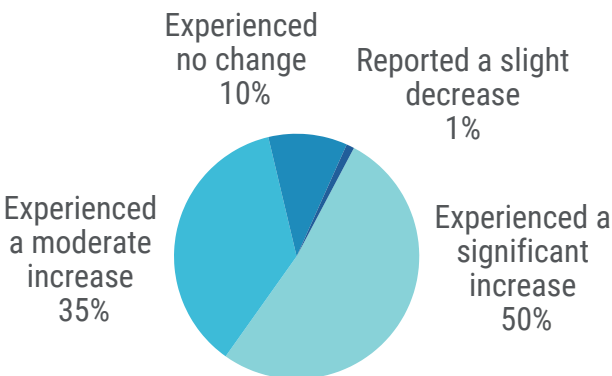
UNDERSTANDING & AWARENESS OF REPARATIONS



INTEREST IN ENGAGING WITH REPARATIONS



READINESS TO SPEAK & ACT FOR REPARATIONS



These results indicate that our CEA programs are having an incredible impact on generating more support and interest in Reparations related activities and we look forward to continuing this much needed work with your support.



COMMUNICATION BY THE NUMBERS



NEWSLETTERS AND EMAIL UPDATES

This year we published three newsletters updating the RepGen community on our progress, findings and national Reparations news.

45%
Average Unique
Open Rate

90%
Open Rate
which suggests people are
forwarding our newsletters and
reading them more than once



WEBSITE

7.5K
Engaged Users

38K
Visits

+34.3%
Increase in Visits
From the Prior Year



SOCIAL MEDIA

5,647
Impressions

302
Interactions

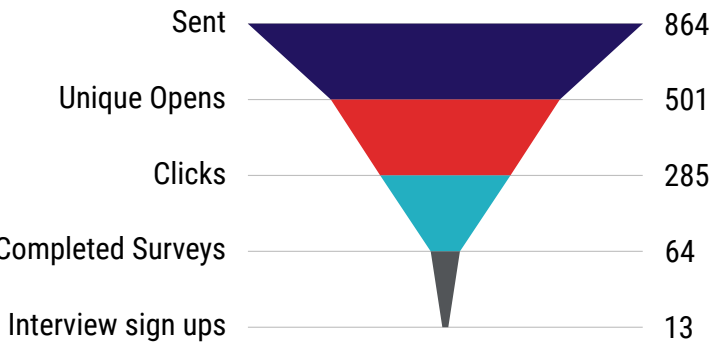
643
Followers

+26%
Follower Increase
From the Prior Year

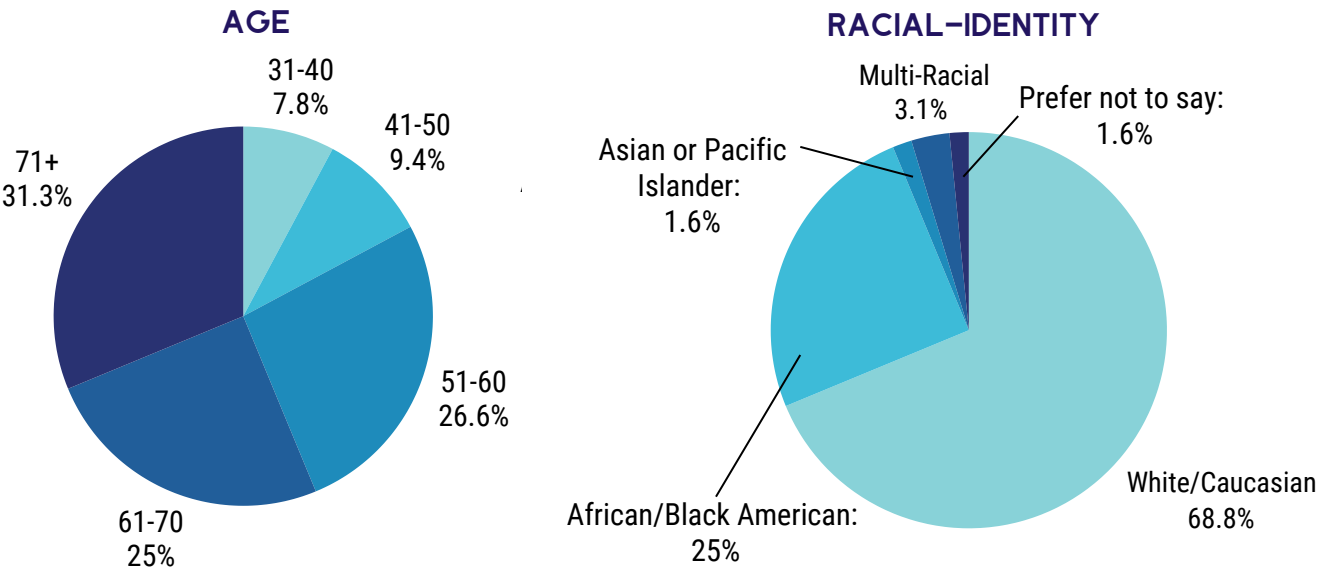
OUR ANNUAL NORTH STAR EVALUATION: LISTENING TO OUR CONTRIBUTORS AND SUPPORTERS



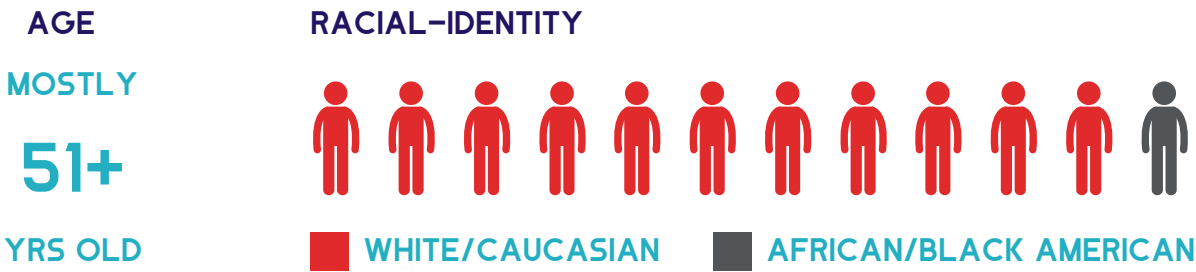
To evaluate our contributors and supporters we gathered 64 anonymous surveys and completed 12 follow up interviews from 864 people on the RepGen mailing list.



THE SURVEY RESPONDENTS INCLUDED:



FOLLOW UP INTERVIEW DEMOGRAPHICS:



KEY FINDINGS

1

REPARATIONS-RELATED ACTIVITIES IN 2023

Our respondents are engaged in a range of Reparations-related activities. As we've continued to learn from them we've begun to see the purpose of CEA as helping to shift people from Reparations curious to Reparations committed and then to Reparations active.

- Top Activities in 2023:
 - Reading, watching, and learning about Reparations
 - Informal discussions with others
- Desired for 2024:
 - Attending events
 - Volunteering their time and skills
 - Advocating for concrete policies and practices

2

IMPACT ON QUALITY OF LIFE

- Over **75%** of respondents reported that their reparations-related activities in 2023 led to **positive shifts** in their:
 - Intellectual growth
 - Emotional well-being
 - Civic and political engagement
- **6%** of respondents noted **negative shifts** in their:
 - Physical health
 - Economic circumstances

3

MOTIVATIONS FOR SUPPORTING REPARATIONS

Participants' support for reparations appears to be driven by:

- A strong moral commitment to justice
- Insights from personal circumstances and historical analysis
- Opportunities to take meaningful action



4

BELIEFS AND LONG-TERM COMMITMENT

Participants expressed a strong belief in the possibility of building a just and democratic society in the United States, with reparations as an integral part of that vision.

- **Long-Term Commitment:** Participants are realistic about the time required to achieve federal reparations and remain dedicated to the cause for the long term.
- **Short-Term Concerns:** There is significant concern about the current political climate and the potential impact of the 2024 election cycle on short-term progress for reparations.



5

FUTURE ENGAGEMENT

While the reparations landscape is evolving, participants particularly resonate with RepGen’s core values and approach and rely on RepGen heavily as their primary window and onramp into the work.



The experiences, insights and ideas shared by survey respondents and interviewees have already informed and shifted our CEA Program activities.

CHALLENGES & NEXT STEPS

TOPIC	CHALLENGE	NEXT STEPS
ENGAGING WITH OTHERS 	<p>Participants reported these challenges to their engaging in Reparations-related activities:</p> <ul style="list-style-type: none">• Engaging others in conversation that leads to action• Discordant beliefs in families who have gained or profited from enslavement• Uncertainty about building on their work and how RepGen might help• Not sure how to focus their volunteer time and skills, which are varied• Feeling inspired but overwhelmed by the number and different purposes of Reparations-related organizations and which ones to follow• When things become difficult or uncomfortable, those with the privilege and ability often choose to disengage	<p>Based on their feedback we’ve already:</p> <p>Increased our collaboration with other organizations in the movement to a) increase collaboration and delivery of high quality resources and training to our RepGen community and b) reduce avoidable duplication and confusion.</p> <p>Adapted our Virtual Monthly House Meetings to feature more information, stories, and skill practice addressing some of the challenging areas. Since June 2024, special focus has been on Talking to Others about Reparations, The Power of Your Restorative Genealogy for Reparations, RepGen Evaluation and Early Findings from HORT 1.0, and a Post-Election Debrief and Possible Implications for Reparations.</p>
DIGITAL ANALYTICS 	<p>Our social media posts have failed to garner much engagement. In order to better inform people of our work and continue to educate people on Reparations we are seeking to have a greater impact on social media.</p>	<p>To address this, in collaboration with our communications consultant we are crafting a comprehensive 2025 Communications plan that will allow us to have a full year of activities dedicated to increasing engagement across all channels.</p>



ACCOMPLISHMENTS

PARTICIPATORY ACTION RESEARCH

GOAL: Grounded in the UN Reparations Framework and Social Determinants of Health, we center the voices of program participants and supporters to systematically:

A

learn how advocating, making and receiving reparative acts impacts us all,

B

provide real-time data for our program improvement, and

C

share findings to advance the federal Reparations movement.

HOW THIS PROGRAM AIDS THE NATIONAL REPARATIONS MOVEMENT:

By creating tools to evaluate our Reparations-in-action programs, we generate findings that help address several common objections to Reparations: they're too hard, they won't work, and they will cause more division. Moreover, our iterative program improvements will help provide a scalable and transferable blueprints for broader application.

HOW IT WORKS:

Using a combination of surveys, interviews, and follow-up conversations, RepGen engages program participants and supporters in evaluating the impact of its programs and activities. By employing both quantitative and qualitative data collection, including thematic analysis of interviews and triangulating data from multiple sources, we're able to capture nuanced understandings of participants' experiences. This mixed-method approach allows for real-time feedback, iterative improvements, and a robust evaluation of program effectiveness.



NORTH STAR

North Star Evaluation activities focus on the broad RepGen Community: financial contributors as well as those who have simply opted into our mailing list.



COMPASS

Compass Evaluation activities focus on the Home Ownership Reparative Transfer (HORT) Program Applicants, Enrollees & Recipients.

UTILIZING COST-EFFECTIVE AND SUSTAINABLE METHODS

The findings and recommendations generated have been incorporated into the programs quickly (often within a few months or less). The post House Meeting and Presentation Evaluation/Interest Form is still our best internal way to follow up with attendees and determine the impact of our programs.

EXPANDED WAYS TO SHARE NUANCED STORIES AND LEARNINGS ABOUT REPARATIVE IMPACTS

We have begun to include a) audio recordings of participants "in their own words" and b) community level data that supplements and contrasts the self-reported data generated from participants.

HORT 1.0 EVALUATION COMPLETED

The survey and interview activities with participants at four milestones between November 2021 and October 2024 explored the impact of HORT activities on their lives. In 2024, the Reparations Finance Lab (RFL) worked with RepGen to improve its surveys and interviews and add more data. They used their Social Access Index for Metro Detroit to study community trends. This helped us compare what participants said about their lives before and after HORT with what the data shows is actually happening in their communities. (See HORT section for HORT evaluation findings.)

HORT 2.0 EVALUATION

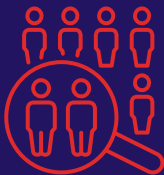


We have begun the two year evaluation process of recipients and are already gaining insights to inform HORT 3.0.

NORTH STAR (CONTRIBUTOR) EVALUATION SHIFTED METHODS TO FOCUS ON COMMUNITY ENGAGEMENT & ACTIVATION (CEA)

For the first time, we invited participation from the full RepGen network of supporters, not just our financial contributors and gained new insights for amplifying our CEA efforts. (See CEA section for CEA evaluation findings.)



CHALLENGES & NEXT STEPS

TOPIC	CHALLENGE	NEXT STEPS
SMALL SAMPLE SIZE 	Our HORT 1.0 and 2.0 programs have had relatively small sample sizes. This has limited our ability to detect deeper program effects and generalize our results. Also, small samples are more susceptible to outliers skewing results and being over-emphasized.	Scale our HORT program to a larger number of program participants. Co-create an evaluation “Community-of-Practice” to achieve meaningful sample sizes and findings about Reparations-in-action programs. This will help bolster the evidence that repair is needed, achievable, and effective.
EVALUATION TOOLS 	While our structured evaluation tools have been invaluable to date, as RepGen scales, there will be a need for more nuanced and advanced tools to ensure our evaluations remain comprehensive, accurate, and aligned with the current context in which our pilot programs operate.	Expand and update our modalities to optimize participant engagement in generating, analyzing and sharing the data cost effectively.
AN EVER CHANGING MOVEMENT 	The needs of the Reparations movement change constantly as legislation moves forward and public opinions shift. With this in mind it is important for us to stay grounded in what evaluation data policy makers and Reparations advocates need to help build their case for a federal program.	Update our reparative impact metrics, indicators, and questions given the evolution and needs of the Reparations movement.



FINANCIAL OVERVIEW

FINANCIALS

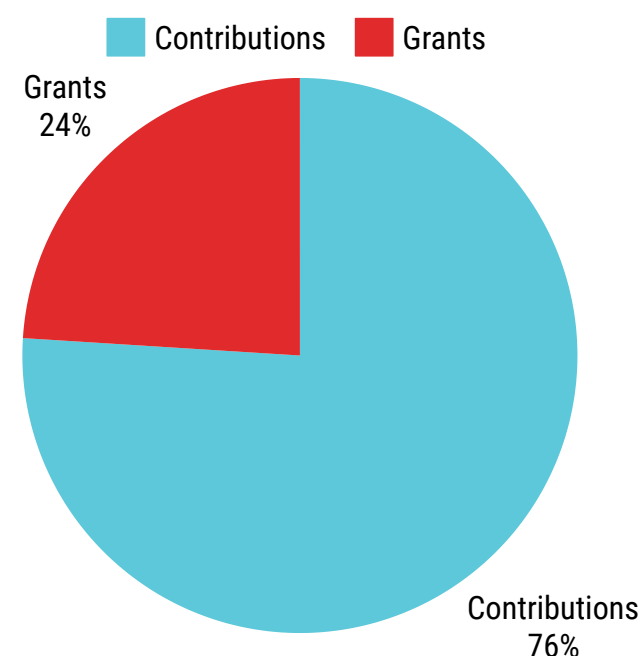
OCTOBER 1, 2023– SEPTEMBER 30, 2024

RepGen operates as an independent project under the umbrella of Multiplier 501(C)3, an organization dedicated to a just and sustainable world.

As a project of Multiplier, RepGen has immediate access to time-tested financial guidance, human resources, and operational systems designed to safeguard our funding and ensure compliance with complex nonprofit laws. RepGen's funds are carefully monitored to guarantee they are used efficiently and exclusively for charitable purposes. Multiplier ensures that all RepGen funds are utilized in alignment with contributor intent and the distribution of funds are per terms and conditions of specific agreements. As RepGen's Fiscal Sponsor, Multiplier assumes a fiduciary responsibility to maintain proper IRS compliant accounting systems. An independent CPA firm conducts a complete financial audit of Multiplier, including RepGen's accounts, on an annual basis and Multiplier consistently achieves a 4-star rating with Charity Navigator.

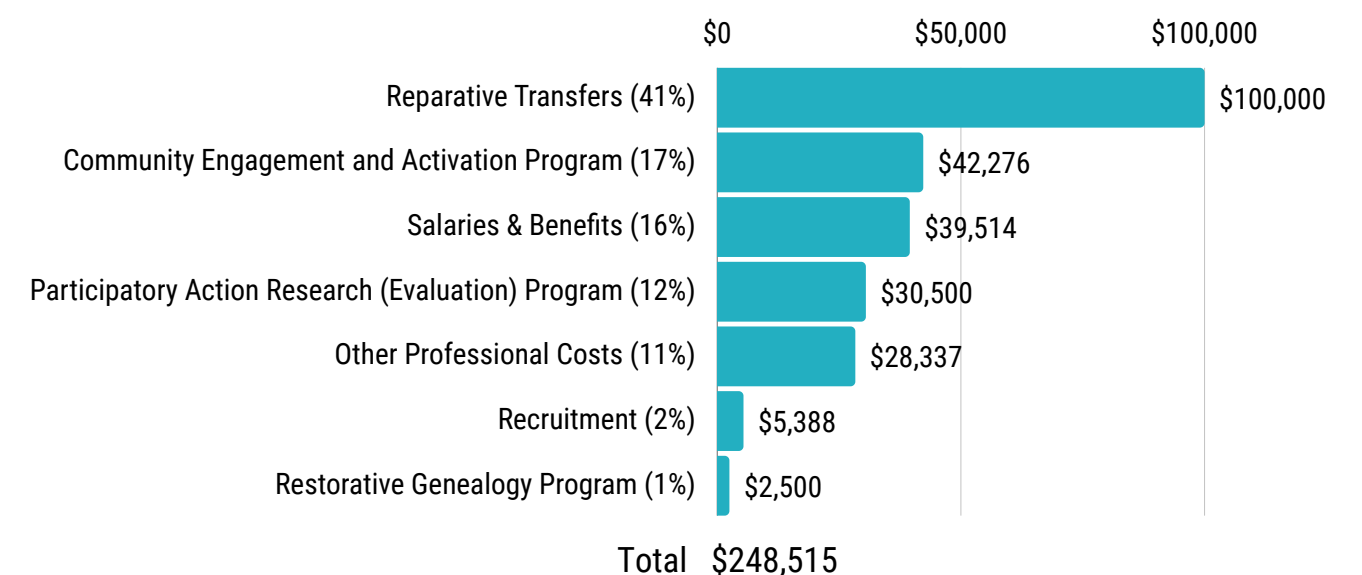
REVENUE

SOURCE	AMOUNT	PERCENT
Contributions	\$ 239,859	76%
Grants	\$ 75,000	24%
TOTAL	\$ 314,859	100%



KEY SPENDING

Reparation Generation operates with a lean infrastructure, powered by a dedicated team of volunteers—including a nearly full-time volunteer HORT Program Manager and Participatory Action Research Manager, discounted restorative genealogy services, and more. As a result, the spending below reflects our ability to maximize impact with relatively low operating expenditures. Additionally, our volunteers generously contribute supplies, materials, and refreshments for our events, further reducing our overhead costs. This allows us to direct more resources toward programs and reparative initiatives, ensuring that every dollar is spent with intention and alignment with our mission.



KEY METRICS & RESERVES



DAYS OF OPERATING CASH ON HAND:
APPROXIMATELY 10 MONTHS



REPARATIVE TRANSFER RESERVE FUND AS OF 9/31:
\$175,930

COLLABORATIONS

REPARATIONS FINANCE LAB

Fiscally sponsored by Humanitarian Social Innovation


In September of 2024, we formed a relationship with RFL to enhance the evaluation frameworks of our Home Ownership Reparative Transfer (HORT) Program. By leveraging RFL’s expertise in evidence-based, data-oriented reparative modeling, we aim to generate actionable insights that will optimize the impact of HORT 2.0 and lay the groundwork for the future expansion of HORT 3.0. This partnership represents a pivotal step in our collective mission to advance reparative justice. By combining RFL’s cutting-edge reparative models with RepGen’s mission to become the generation that achieves federal Reparations, we are creating a powerful platform for driving systemic change. We look forward to this collaboration growing in 2025 and beyond.

YOUR SUPPORT

As we look toward the future, the growth and sustainability of RepGen’s initiatives rely on the continued support of our partners, donors, and advocates. Our current impact demonstrates that investing in community-driven programs, like our HORT program, has tangible results, fostering economic stability and community resilience. To scale these efforts, we need your commitment to help expand our reach in Detroit and into other communities where our reparative initiatives can make a transformative difference. Your support will enable us to increase staffing, improve infrastructure, and advocate for vital legislative measures, including a Federal Reparations Act. By investing in our mission, you empower RepGen to advance equity, repair historical injustices, and pave the way for meaningful, systemic change. We invite you to lean in now at this crucial moment in our journey.

LEARN MORE ABOUT
THE PARTNERSHIP



 Click to learn more

CONTRIBUTE



 Click to contribute

ACKNOWLEDGEMENTS AND CLOSING REMARKS

THANK YOU.

As co-chairs of the board and proud co-founders of this organization, we are overflowing with gratitude and excitement as we celebrate how far we've come and dream of the incredible possibilities that lie ahead.

This year has been extraordinary. The impacts shared in this report are a testament to the tireless dedication of our team, the steadfast support of our partners, and the invaluable wisdom and leadership of our National Advisory Board members, past and present. To our contributors, advisors, consultants, and the countless community members who have shared their voices and insights—you are the heartbeat and soul of this growing movement.

Together, we've proven that bold ideas can lead to transformative action. But we are just getting started. The momentum we've built has laid a powerful foundation for what's possible next. The opportunities before us demand even bolder steps, and we are ready to rise to the challenge.

Now is the time to scale our programs, expand our reach, and deepen the healing and repair we've begun. With your continued partnership, we can turn this progress into lasting transformation—creating a future where justice and equity prevail. Your trust, support, and unwavering belief in this mission make it all possible.

We are energized by all we've accomplished together and inspired by what lies ahead. The best is truly yet to come.



JOIN US AS WE BUILD ON THIS INCREDIBLE MOMENTUM AND TAKE THE NEXT STEPS TOWARD THE LASTING CHANGE WE ALL ENVISION.






With gratitude, hope, and excitement for what's ahead,

**REPARATION
GENERATION**

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GENERATION**

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RepGen's fiscal sponsor is Multiplier,
a tax-exempt nonprofit 501(c)(3)
umbrella organization with a 4 star
98% rating from Charity Navigator.

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