REPARATION GENERATION



2025 IMPACT REPORT

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ABOUT US

RepGen is a national, multi-racial organization founded in 2020 after the murder of George Floyd at the hands of law enforcement. Our 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 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.

OUR MISSION

Be the generation of Americans who **achieve federal Reparations for slavery** and the unjust, systematic denial of constitutional rights of Black Americans well into the 21st century.

OUR VISION

To become the **more perfect union** our constitution promises every American.

OUR CORE VALUES

- Reparations are not a single policy but a comprehensive, holistic commitment to repair, dignity, and long-term transformation.
- All participants are valuable co-learners and co-creators with RepGen.
- Truth, Acknowledgement, and Healing are part of reparations for all Americans and help secure democracy.
- All Americans will experience positive individual and societal benefits from executing reparations and addressing racial inequities.
- Reparative Grants are awarded using objective, program-specific, and non-discriminatory criteria designed to further RepGen’s purpose.
- The work, efforts, and programs of RepGen will not perpetuate harm.
- High-level strategy and programming direction are led by RepGen’s Black Founders and National Advisors. Others are responsibile for program implementation and fundraising.

LETTER FROM OUR BOARD CO-CHAIRS

Thank you for taking the time to engage with our 2025 Impact Report.

2025 marked Reparation Generation's five-year anniversary and proved to be a year of challenge and intentional growth. Like many in our reparations movement community, we have been pushed to find the courage necessary to continue the long work of healing and repair.

In the last year we came face-to-face with the enduring friction between emancipatory goals of reparations and the logistical concerns of government and financial institutions. Political forces today are orchestrating targeted legal retribution on non-profits who support and advance racial justice. The effect has been a cascade of changes including the massive rollback of legal protections, social programs, and more importantly the facade of a colorblind America. Nevertheless, Bryan Stevenson calls on us to emulate the strength and resilience of those Black Americans "who endured enslavement, who endured lynching, who had endured decades of humiliation and segregation…for something new, something different."

Although demanding, Reparation Generation has received these challenges and created new opportunities to realign with our mission and values in support of the national reparations movement. A major change this past year is that we became a California non-profit public benefit corporation which provides greater autonomy in our operations while remaining in collaboration with a new fiscal sponsor, Movement Alliance Project (MAP).

Our community engagement and activation initiatives anchored our efforts and reached hundreds of reparations supporters through virtual and in-person events. With the dedicated action of our supporters, our HORT program continues to demonstrate that reparations are possible and are happening today. In 2025, we completed our third round of Home Ownership Reparative Transfer (HORT) grants to six families in Metro Detroit, MI. In total, we've granted $450,000 to 18 families with a goal of scaling our program to support homeownership for 40 Black descendants of formerly enslaved people by 2027.

We continue to grow our reparative evaluation practice, which aims to understand what healing and repair mean to both reparations recipients and contributors. Doing so helps illuminate a holistic vision of both reparative policy and local programming. Part of this effort is the planning of a Reparative Evaluation Community of Practice (RECoP), an emergent network of evaluators shaping and implementing reparative evaluation frameworks for local programs like RepGen's HORT.

Lastly, we thank our supporters for carrying us through. Your contributions and participation demonstrate that healing, repair, and movement building through truth, acknowledgement, and commitment are both possible and integral to our collective future.

In solidarity,

Colette Ngana & Jessy Ohl

Colette Ngana & Jessy Ohl
Reparation Generation Co-Chairs, Board of Directors



FINANCIAL REVIEW FY2025

Reparation Generation closed FY2025 in a position of financial strength that mirrored our forward momentum. More than 70% of RepGen's expenses went to reparative programs, including community engagement and evaluation, with 33.4% for HORT transfer grants.

RepGen is sustained by small and large contributions alike. Here's a look at our 2025 contributors:

- 18 monthly contributors
- 5 contributions of $25,000+
- 30 contributions of $1,000+
- At least 60 contributions of $10+

A balanced mix of grants and individual giving, combined with reserve management allowed us to end the year with funds to maintain the ability to move our work forward. Though RepGen is a modest sized organization, our results reflect a maturing, resilient nonprofit, demonstrating accountable stewardship, transparent operations, and a sustainable commitment to repair that honors the long arc of justice.

KEY INDICATORS

PROGRAM SPENDING
70.7%

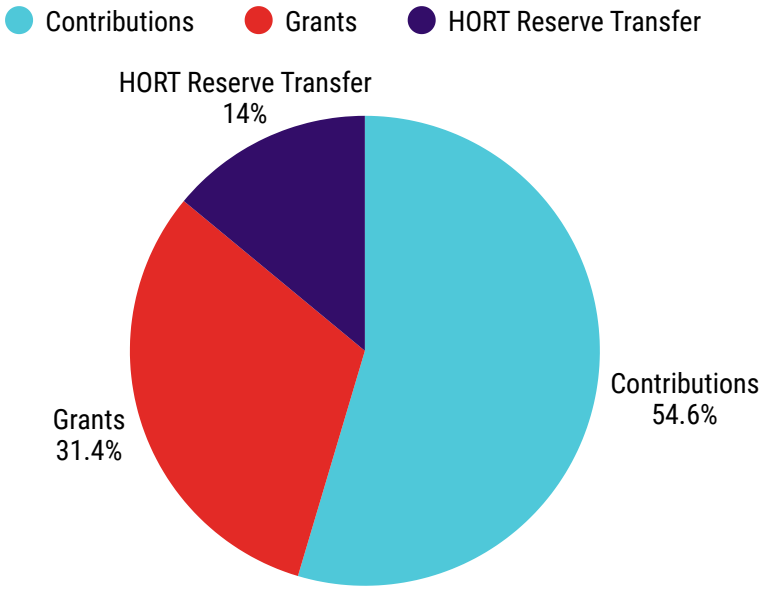
STRONG RESERVES

COMMUNICATIONS
14.7%

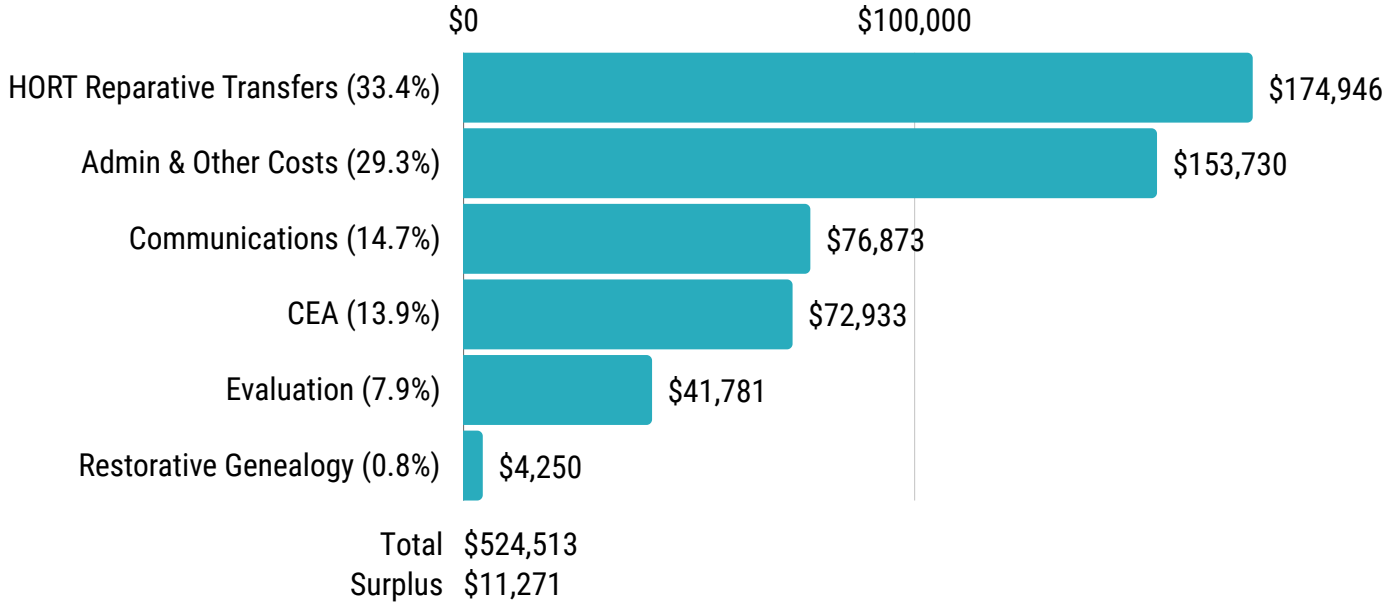
SURPLUS
$11,271

REVENUE

SOURCE	AMOUNT	PERCENT
Contributions	$ 292,796	54.6%
Grants	$ 167,988	31.4%
HORT Reserve Transfer	$75,000	14%
TOTAL	**$ 535,784**	**100%**



EXPENSES



BALANCE SHEET SNAPSHOT

CASH & RECEIVABLES
$422.015

ACCOUNTS PAYABLE
$52.406

TOTAL NET ASSETS
$369.609

IMPLICATIONS FOR REPGEN'S INVESTMENT IN PROGRAMMING:

DEMONSTRATING MISSION FIDELITY

Directing more than 70% of expenditures to reparative programs shows that RepGen consistently prioritizes creating demonstration models that provide repair to Black American families.

BUILDING CONFIDENCE

Supporters can see dollars moving quickly and transparently into community-centered work, reinforcing trust in RepGen's stewardship.

STRENGTHENING REPARATIVE IMPACT LEARNINGS

High program investment ratio means each contribution dollar produces more direct information and learning regarding the possibility of reparations. RepGen's on-going evaluation ensures intentions for repair and healing are proven and generates iterative improvements to programs for maximum impact.

SUPPORTING NARRATIVE CHANGE

Meaningful investment in the CEA Program and communications reflects RepGen's commitment to cultivating an informed, engaged, and values-aligned community. Together, these efforts deepen trust, strengthen relationships, and help supporters see themselves as active participants in a national movement toward Reparations.

POSITIONING THE ORGANIZATION FOR DEEPER PROGRAMMING AND GROWTH

Consistent program investment and evaluation paired with disciplined financial management and strong reserves, shows RepGen can responsibly scale its reparations-in-action model without compromising stability and core values.







HOME OWNERSHIP REPARATIVE TRANSFERS (HORT)

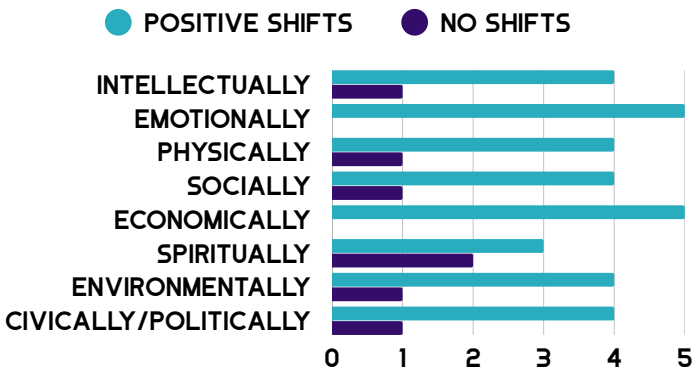
Our model program demonstrates **partial compensatory repair through one-time, $25,000 Reparative Transfer Grants** plus homebuyer mentorship, Restorative Genealogy, and other critical supports to Descendants of Enslaved People in the U.S. purchasing a primary residence in Metro Detroit, MI.

HORT 2.0 EVALUATION

QUALITY OF LIFE

RepGen's reparations-in-action approach aims to understand healing and repair beyond economics alone. We asked HORT 2.0 recipients about whether their quality of life had shifted since receiving the $25,000 grant and moving into their new homes.

We are proud to say that, across all categories, **quality of life for HORT 2.0 recipients either shifted positively or stayed the same.**



- Emotionally and spiritually, recipients reported feeling gratitude, peace, and relaxation.
- All recipients reported positive economic shifts due to the generational wealth-building and entrepreneurship opportunities that homeownership allows.
- Many of our recipients moved from apartments to single-family homes, where access to outdoor spaces created opportunities to connect with neighbors, family, and nature.
- Recipients recounted that homeownership also encouraged civic and political engagement. They stated that their interest in participating in local politics, organizing neighborhood traditions, and seeking local amenities — like recreational centers and libraries — positively shifted since moving into their new homes.

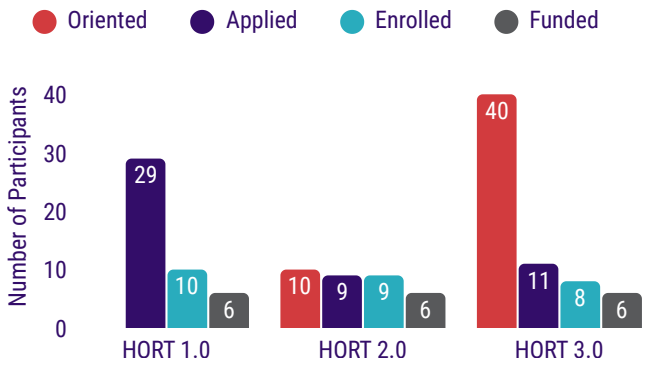
HOMES AVAILABLE

96%

of single-family, detached homes were built before 1980 in Detroit, MI.

This aging housing stock poses a barrier when looking for homes that are both affordable and needing minimal repairs. We've found that HORT recipients **consistently cite home repairs as a primary challenge in the first year of homeownership.**

PROGRAM PARTICIPANTS



HORT 3.0 PROGRAM LAUNCH AND UPDATES

We've made several updates to the HORT program, demonstrating that an **iterative and co-creative model creates reparative processes.**

APPLICANT PROCESS

We updated the orientation and application steps to accommodate a larger applicant pool while keeping the process streamlined, clear, and fair.

TEAM WORK

We started using a **new home buying team structure that focused on relationship building and effective communication** between the HORT Program Manager, HORT recipients, and their lender and realtor.

Initial findings within our HORT 3.0 program include feedback from lenders and realtors that **this team approach made the purchasing process smoother**, to the point where some realtors have implemented it with other clients.

> "IT'S KIND OF A SET-IT-AND-FORGET-IT TYPE OF PROGRAM. ONCE IT'S ALREADY IN MOTION, ONCE THE CLIENT HAS DONE THEIR PART, THERE'S REALLY NOTHING ELSE FOR ME TO WORRY ABOUT. THAT'S WHAT I REALLY LIKE ABOUT IT."
>
> - HORT 3.0 Lender

HOMEBUYER TOOLS

Opportunity hoarding, including access to knowledge, is a mechanism of racial inequality that we aim to combat.

A newly created **Personal and Financial Readiness Assessment and Consultation was included** in our homebuyer education resources.

This resource assists applicants in aligning their financial, home buying, and personal goals; specifically preparing our first-time homebuyers for the challenges of homeownership.

100%

of HORT 3.0 participants said that the **Personal and Financial Readiness Assessment helped better explain the HORT program requirements,** allowing them to make a more informed decision to proceed with enrollment and qualification.

We offer a variety of homeownership education tools to support our recipients' autonomy while providing resources that can be used in their HORT home purchase, and possibly the next.



COMMUNITY ENGAGEMENT AND ACTIVATION (CEA)

We are healing, repairing and movement building through the **creation of shared spaces where stories, truth, acknowledgement, and commitment can occur**. 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.

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.

A NOTE ON URGENCY:

Under the current sociopolitical landscape, **we are witnessing and feeling the persistent effort to delegitimize racial discrimination** as a means by which individuals and communities can be harmed. This is a longtime and familiar project, now evident by the massive rolling back of DEI programs and offices across U.S. institutions and the suing of non-profit organizations that address racialized harm.

At RepGen, we've felt these constraints through, what we call, 'trickle-down-urgency' or the cascading pressures to adhere, swiftly, to the changing tides of U.S. policies. This urgency is present in both large and small organizations, including the movement partners that help sustain projects like RepGen. This urgency purposefully diverts our time and thoughtful attention away from the good work that brings us closer to Reparations.

In these moments, we lean into the foundational work of *truth telling*. The truth is, as Tema Okun cites in her 1999 essay, that a sense of urgency is a classic marker of white supremacy culture. It is our work to resist by finding small pockets of time to slow down, remember our values, and move forward with conviction. **Our CEA events provide space for reflection and connection so we can work together to slow down and remain steady in our commitment.**

COMMUNICATION BY THE NUMBERS

PRESENTATIONS/PANELS

11
In-person & Virtual Events

163
Engaged Participants

HOUSE MEETINGS

6
In-Person Meetings in CA, MI, KY, & NY

320
Engaged Participants

12
Virtual Meetings

NEWSLETTERS AND EMAIL UPDATES

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

49.5%
Average Unique Open Rate

91.8%
Open Rate
which suggests people are forwarding our newsletters and reading them more than once.

WEBSITE

13K
Engaged Users

82K
Visits

+114.5%
Increase in Visits From the Prior Year

SOCIAL MEDIA

142.8K
Impressions

309
Interactions

846
Followers

+57%
Follower Increase From the Prior Year

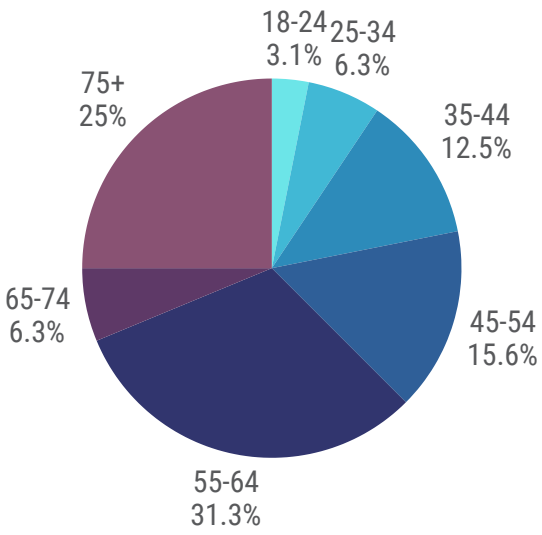
2026 COMMUNITY ENGAGEMENT AND ACTIVATION SURVEY

LISTENING TO OUR CONTRIBUTORS AND SUPPORTERS

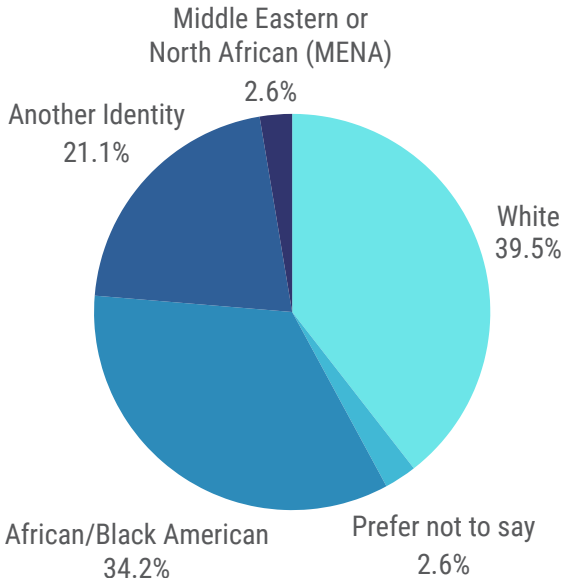
To better understand our contributors and supporters, we sent an anonymous survey to 1,400 of our email subscribers and gathered 57 responses.

THE SURVEY RESPONDENTS INCLUDED:

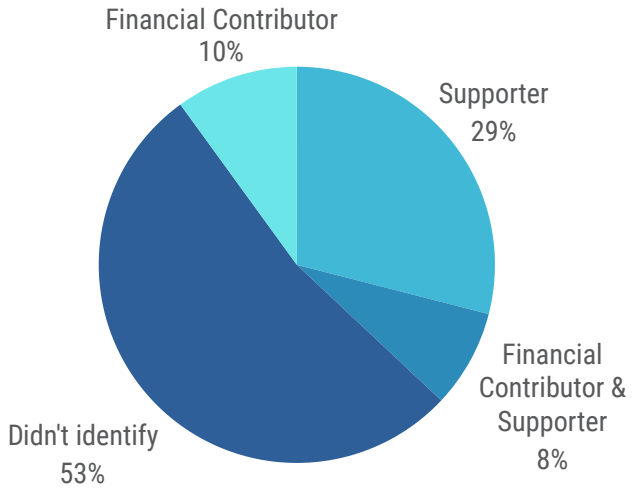
AGE



RACIAL–IDENTITY



ROLE WITH REPGEN



Our dedicated contributors, supporters, and volunteers are invaluable to RepGen's success!

Our survey responses show that RepGen volunteers play many roles by engaging in our organization as financial contributors, supporters, co-creators, and co-learners alongside their volunteer work.

Thank you for helping make reparations a reality!



KEY FINDINGS

Thank you to our RepGen community whose dedication to healing and repair supports a steady and growing movement for reparations. Your time and intention are key to keeping the hope of reparative justice at the forefront of our communities.

1

HOW FINANCIAL CONTRIBUTORS FEEL WHEN SUPPORTING REPARATIONS

RepGen continues to model ways to close the racial wealth gap.

Participants who made a financial contribution to RepGen primarily felt:

- A sense of healing
- A sense of repair
- Ethical

2

INCREASE IN ENGAGEMENT

In 2025:

- **38%** of participants said that their **engagement with RepGen increased**.
- **50%** said their engagement stayed the same.

3

REPARATIONS-RELATED ACTIVITIES

38% of respondents said their **engagement with reparations increased** in 2025.

Top Activities in 2025:

- Educated oneself and others about the historic harms of slavery and its legacies.
- Educated oneself and talked to others about past and current reparations programs.
- Advocated for reparations policy and legislation.

4

PARTICIPANTS ARE ACTIVE IN MANY JUSTICE MOVEMENTS

Participants indicated that they are **involved in a number of social justice movements**, sometimes making it difficult to focus on reparations work.

Here are some of the top issues our participants are concerned with:

- Education
- Health and Healthcare
- Climate Change & Environmental Justice
- Housing





RESTORATIVE GENEALOGY

Our program **provides participants with a healing-centered journey into their family history.** We illuminate a direct link to their descendants through genealogical records and U.S. history, restoring a sense of belonging and ownership of the American story.

Restorative genealogy continues to be an important aspect of our reparative models, both in HORT and CEA programming. Incorporating these services into the HORT model has shown to be reparative by connecting applicants with their family history, and by documenting the lineage-based and racial harms that our models aim to partially repair.

Legacy work is a component of how we understand community, engagement, and activation (CEA) which moves reparations-curious people to be active in the name of healing and repair. For instance, many of our contributors and supporters research their family's involvement with oppressive systems like the American Chattel Slavery system and subsequent policies like the GI Bill, Homestead Act, and others as part of their reparations engagement.

ACCOMPLISHMENTS

Descendancy has been confirmed for **100% of our HORT applicants.**

The Reparative Genealogy Program *addresses the falsehood* that Black Americans cannot trace their lineage.

Although there are barriers with access to a professional genealogist, we have helped **17 HORT participants trace their family lineage.**

> "AS PEOPLE OF COLOR, WE DON'T ALWAYS GET TO SAY THOSE THINGS. I DON'T REMEMBER EVER SAYING, OR MY PARENTS EVER SAYING, "YOU'RE FIFTH GENERATION AMERICAN." BUT MY KIDS ARE 6TH AND MY GRANDKIDS ARE 7TH GENERATION AMERICAN – OF THIS COUNTRY. I THINK THAT PROVIDES ANOTHER HEALING FOR PEOPLE OF COLOR BECAUSE IT SHOWS THAT WE HAVE BEEN HERE. WE ARE HERE AND THIS IS OUR HOME, TOO."
>
> **HORT 2.0 Recipient**





REPARATIVE EVALUATION

We use a Reparative Evaluation framework to **understand what repair looks like and what healing might feel like** for Black Americans, our contributors, and our supporters. 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.

HORT PROGRAM EVALUATION

UPDATES

- Included shorter, more frequent surveys to allow for timely response to recipients' needs.
- Added a debrief with lenders and realtors in HORT 3.0 to give us wholistic insight into the HORT experience.

FINDINGS

- Our iterative and co-creative model proved impactful between HORT 2.0 and 3.0.
- **Most HORT 2.0 recipients reported that receiving the $25,000 grant contributed to a sense of healing or repair.** Other words to describe the HORT experience were *joy, opportunity, blessings, and feelings of being rooted and grounded*.
- **100% of HORT 2.0 recipients agreed the HORT payment represents partial compensation** for historic and systemic ownership-related harms to Black descendants of enslaved people in the U.S.

> [LEARNING ABOUT MY GENEALOGY] MAKES ME FEEL LIKE I REALLY AM. YOU KNOW. PART OF DETROIT. AT ONE POINT I JUST WANTED TO GET AWAY FROM DETROIT. I WANTED TO RUN AWAY FROM DETROIT. BUT I'M A DETROITER. NO MATTER WHERE I'VE BEEN. I'M A DETROITER.
>
> - HORT 2.0 Recipient

REPARATIVE EVALUATION COMMUNITY OF PRACTICE (RECOP)

In 2025, with the support of a planning grant from the Robert Wood Johnson Foundation, RepGen launched the Reparative Evaluation Community of Practice (RECoP). We are *learning about evaluation needs in the reparations movement and how to bring community together to meet them.*

FINDINGS

- Movement leaders want reparative evaluation practices they can use in local initiatives.
- Black evaluators must be elevated and centered.
- Multi-racial and intergenerational community building, even in small settings, takes time and trust.

Planning grants fund the initial research, community building, and strategy necessary to launch a large-scale project.



REPARATION GENERATION

TOGETHER WE ARE THE REPARATION GENERATION

Reparation Generation is a California Nonprofit, Public Benefit Corporation. Reparation Generation works collaboratively as a charitable project of Movement Alliance Project ("MAP"). MAP is a Section 501(c)(3) charitable organization, EIN 26-0307123.

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