

Starting Your Journey Toward Repair

Reparative philanthropy represents a unique and urgent opportunity to contribute to racial repair and **build a more just and liberated future.**

IT CALLS FOR INTENTIONAL REDISTRIBUTION OF WEALTH AND POWER

to address historic and ongoing harms, and it centers the wisdom, leadership, and lived experiences of communities that philanthropy has systematically excluded from decision-making and resource allocation.

More than reform, reparative philanthropy creates the potential for collective healing and structural change. It offers philanthropy a concrete pathway to help build a multiracial democracy and a civil society grounded in equity, accountability, and shared power.

Reparative philanthropy is not a destination, but a transformative set of practices. These practices are grounded in an ongoing commitment to repair and guided by humility, historical truth, and the leadership of those most impacted by systemic harm.

Repair in practice means:

Redistributing extracted wealth.

Returning capital and resources to communities from which they were extracted, creating pathways toward just transition and community ownership.

Building sustained power.

Funding long-term organizing and capacity-building that strengthens historically marginalized communities' ability to advocate for themselves and shape policy.

Sharing decision-making.

Ceding real power to community-led organizations and movements, moving beyond advisory roles to authentic partnership in resource allocation.

Cultivating trust-based relationships.

Replacing transactional grantmaking with partnerships built on mutual respect, flexible funding, and long-term commitment.

Investing in community infrastructure.

Supporting healing, restoration, and the systems that enable true self-determination and community resilience.



This work demands courage and sustained commitment.

Yet we know it is not only possible but essential—because communities harmed by extraction and exclusion have been practicing repair, resilience, and mutual aid for generations. They have shown us the way forward.

The question is not whether repair is needed, but whether we will choose to be part of it.

At Bold Ventures, we choose to be a part of it.

WE INVITE YOU TO JOIN US.

Questions to Guide Your Journey

If you're ready to explore reparative giving, here are some questions to sit with:

What communities have been harmed in the creation or maintenance of my wealth—and what do they say they need now?

Who holds power in my philanthropic decision-making?

- How am I determining where money goes, who gets to request it, and how it must be used?
- Are community voices driving these decisions, or am I maintaining traditional gatekeeping structures?

What am I prioritizing—trust or efficiency?

- Am I choosing trust-based relationships and long-term commitment over the metrics of scale, speed, and traditional definitions of 'impact'?
- Are my practices building authentic partnership or perpetuating harmful power dynamics?

To whom am I truly accountable?

- Beyond my board, peers, or advisors—am I accountable to those who have been harmed by the very systems that created my wealth?
- How do I measure success through their lens, not just my own?

Can I commit to the long arc of repair?

- This work extends beyond grant cycles and strategic plans—am I prepared for a lifetime practice of learning, accountability, and transformation?

5 Steps You Can Take Today

Even as you reflect on the previous questions, consider these first steps:



1 START WITH LISTENING

- Identify community leaders and organizations already doing this work.
- Connect with them to learn more.

2 BEGIN WHERE YOU ARE

- Look for immediate opportunities to shift power or resources.
- Which of these will be easiest to achieve? Can you do it yourself or do you need help?

3 SEEK PARTNERSHIP

- This work can't be done in isolation—find others on similar journeys. (We're here whenever you need us.)

4 PREPARE FOR LONG-TERM ENGAGEMENT

- Repairing historic harms takes real time and real relationships.
- Thankfully, real and reparative relationships are also deeply meaningful

5 ASSESS YOUR CURRENT PRACTICE

- Contact us to dig deeper into (and behind) the questions raised above.
- Follow our ongoing content series for practical frameworks and tools.

Learn more at
alltogetherbold.com

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