



2023 IMPACT REPORT

TRANSFORMATIVE POWER

IMPACT, INSIGHTS, AND THE PATH FORWARD





Photo Credit: Danielle Miles

Introduction

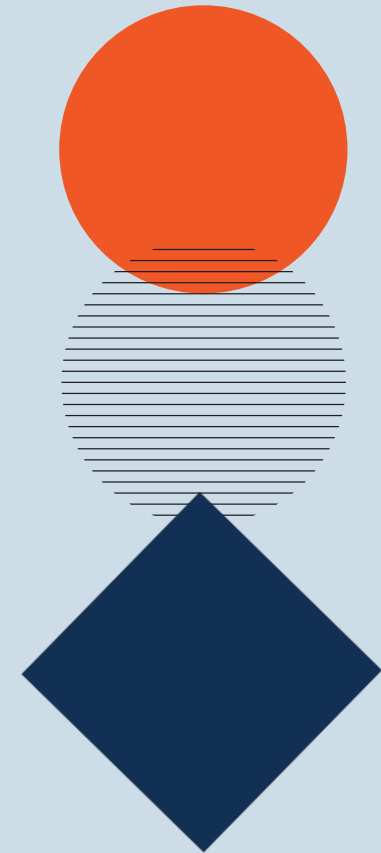
Welcome community!

We are thrilled to reflect on and share our journey, vision, and outcomes with you in our inaugural impact report. At The Moriah Group (TMG), our mission is clear: we collaborate with our partners to implement sustainable social change and create thriving communities for young people of color (YPOC).

We achieve this through our dedication to collective actions, equity, and the transformative power of community building. Our work digs beneath the surface — delving into the heart of the distinctive challenges that YPOC, their families, and communities face by championing more equitable policies that reduce disparities; amplifying the strengths of culturally responsive and community-centered solutions; and supporting the leaders who are critical to this work.

In the following pages, we share the stories of our successes and lessons learned — along with the outcomes of our commitment to healing, equity, and power building.

Thank you for being an integral part of our journey. We invite you to explore how we are strengthening connections, fostering healing, and empowering communities.



Our Learnings: Nurturing Healing, Community, and Transformation

Our journey toward building thriving communities of color unites a collective learning experience with disruptive advocacy. Systemic inequities are deeply embedded in our society, causing racialized trauma and harm in the lives of people of color. But solutions exist and they are being implemented by brave leaders in our communities every day. This understanding is crucial as we navigate the realms of grantmaking, advocacy, and supporting the healers in communities of color.

TMG collaborated with community leaders to develop the [Dehumanization Framework](#). This framework builds a common language and provides an understanding of the impacts of dehumanization on the lives of people of color. We use it to guide many of our efforts. In grantmaking, we use it to identify initiatives that directly counteract the negative impacts of oppression. Similarly, the framework serves as a core learning and action tool in our technical assistance, supporting systems seeking to be more equitable in their work.

We champion solutions like youth programming rooted in cultural practices that fundamentally respect and uplift the humanity of people of color — fostering environments where young people are seen, heard, and valued. And we promote the dismantling of systemic discriminatory practices. This work, in particular, is driven by listening to the lived experiences of YPOC and empowering them to take the lead on transformational change.

It is also central in our work to [heal the healers](#). We recognize the physical, mental, and emotional toll of movement work on leaders of color who are hustling for the same, limited pool of funding; whose expertise is often disregarded because they “fail” to translate the effectiveness of their work and programming into Eurocentric metrics; and who are compartmentalizing their own personal racialized trauma in favor of saving and showing up for their communities.



The Dehumanization Framework has given me language that others can understand in a more succinct way. The domains of dehumanization that are outlined are very clear. It just makes it much easier to understand the overall importance [of dehumanization] and how what you are doing can disrupt dehumanization.

Forward Promise Fellow - Cohort 1



Honoring Culture to Restore the Well-Being of YPOC

Building from the Dehumanization Framework, we have also embraced [culturally responsive healing practices \(CRHP\)](#) as a cornerstone of our work. CRHP is based on the idea that cultural values, rituals, language, and a sense of identity all contribute to restoring well-being and mental health for YPOC.

Our partners use culturally responsive practices to engage with young people and their communities as a whole. Utilizing both individual and structural strategies, they build solutions to the many issues that undermine healing, growing, and thriving. These solutions have life-changing impact on youth, their families, and the effectiveness of public systems.

Our partners also report that the young people they work with are embracing their cultures, embarking on healing journeys, awakening critical consciousness, and empowering themselves to write authentic narratives about their lives and communities.



I did three semesters of the Young Author Project. That was the only place I had to express myself and felt seen. I wasn't hiding myself, but nobody saw me.

Deep Center Participant



CYC has given me an escape from my group home. They let me channel my anger and frustration at the foster care system into a healthy and creative way to repair it.

California Youth Connection Participant



We are empowering youth to own their healing! Healing looks different for every individual, and we simply want to be a conduit for young people to discover what's the most effective way for them to heal themselves. We are also working to reform the systems that they are interacting with on a daily basis – to help expand the service delivery and approach they take toward working with the youth.

Deep Center Participant

Our Work: Embracing Insights and Enhancing Impact

We are proud to share about the positive influence of our work in the areas of funding, culturally responsive healing, leadership development, technical assistance, coaching, and more that we provide to our partners.

The Power of Unrestricted Funding and Trust-Based Partnership

Since 2017, we have distributed \$7.83 million in funding to organizations supporting YPOC through our [Forward Promise](#) initiative. Our [grantee partners](#) operate across diverse sectors but are unified by a profound commitment to culture, community, and healing.

It is important to note that our approach has significantly evolved based on direct feedback from our grantee partners. Initially, our first two and largest grantmaking cycles focused on project-based funding. Responding to partner insights, we shifted our model to blend unrestricted, general operating funding with self-directed, individualized technical assistance. This refined approach to [equitable grantmaking](#) offered organizations greater autonomy and tailored support, which are vital for their distinct missions. Our partners are sharing with us about the benefits of engaging with technical assistance coaches, securing unrestricted funding, and being trusted to know which interventions and programming work best for the communities they serve.

Through these reflections, the value of our listening and adaptive approach is evident. We are not just intermediary funders; we are partners who are committed to understanding and responding to the unique needs and aspirations of those we support. This dynamic, responsive relationship is the cornerstone of our impact.



So, I think [being assigned a TA coach is] a rarity, and we're grateful because we don't get that kind of support. We don't have the luxury of budgeting thousands of dollars for a consultant to do strategic communications with us. So, it's helped us a lot because we don't traditionally have those resources.

Grantee Partner

The ability to act autonomously in our interest was monumental. We have been searching for funds to make our dream of bringing mobile services into our community, and our work would not be effective without our clinicians. We had no luck prior finding grants that would tailor to these ambitions, nor did we have luck finding foundations that would support these niche aspects of our work.

Grantee Partner

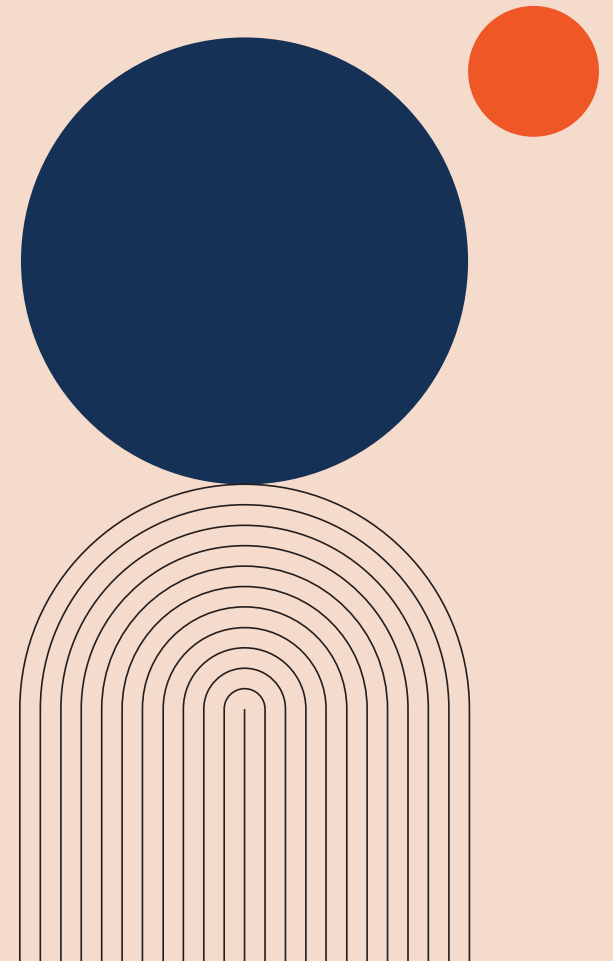
Our Commitment: Nurturing and Nourishing Leaders of Color

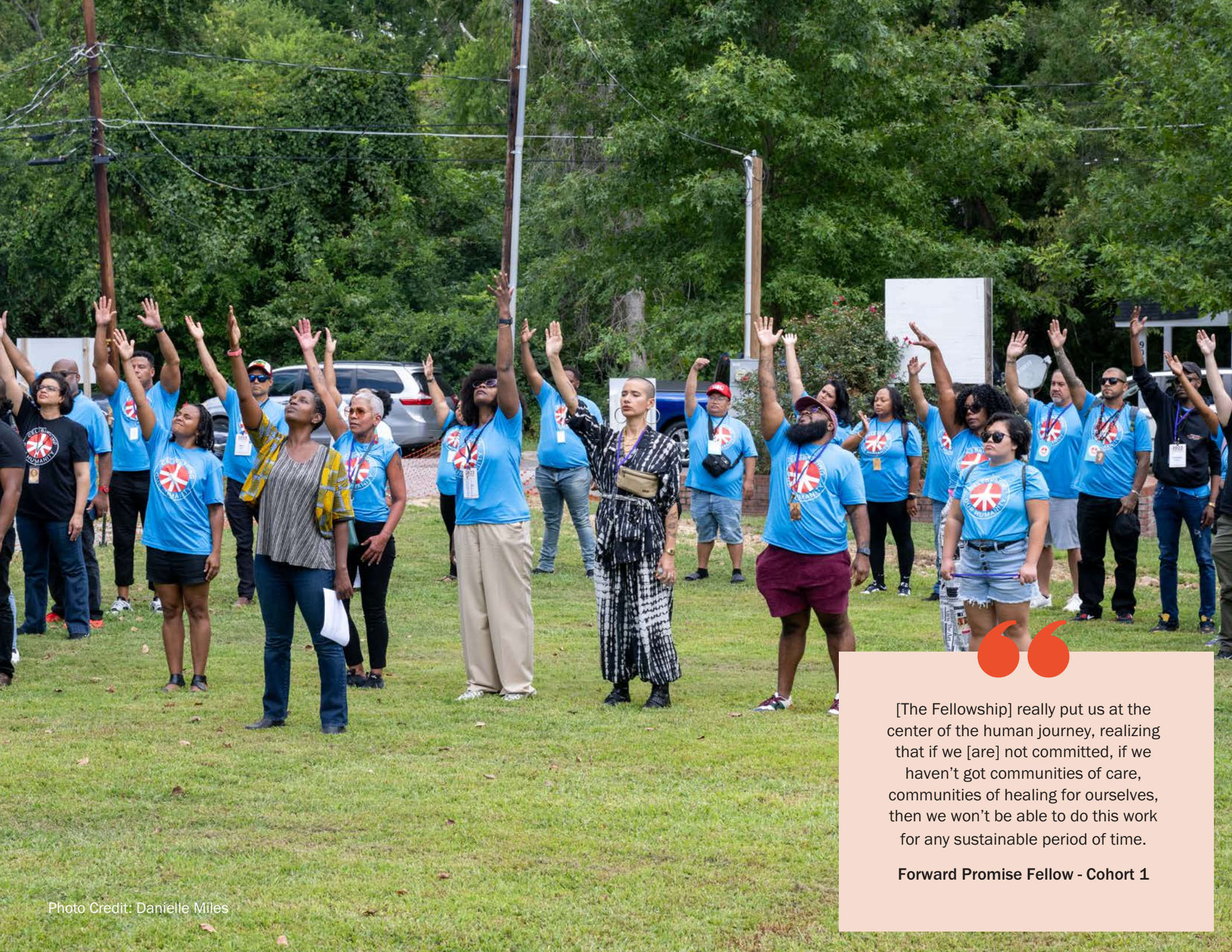
Visionary leaders who are deeply committed to integrating culturally responsive, healing-centered practices in their programming are the core of thriving communities of color. Recognizing this, our [Forward Promise Fellowship for Leaders](#) provides opportunities for rest, shared learning, and community building for these leaders of color.

We are proud to have presented awards to 40 Fellows from two diverse and intergenerational cohorts. This support nurtures their well-being, enhances their leadership development, and helps sustain their transformative work. The Fellowship also fosters the creation of trusted networks, emphasizes both personal and collective care, and effectively combats leadership isolation. Additionally, it equips leaders with the tools to challenge dehumanization, supporting them as they implement culturally responsive healing practices. The Fellowship will continue to be an anchor that grounds and nurtures their efforts.

Supporting the Infrastructure and Financial Health of POC-Led Organizations

TMG's work extends to reinforcing the infrastructure and financial health of organizations led by people of color. Through the [Nafasi Fund](#) initiative, we provide nascent organizations with the opportunity, capacity, and space to grow stronger. We support leaders who are building, maintaining, and wielding power for social change in their communities by offering low-fee fiscal sponsorship, no-cost technical assistance, and annual healing retreats. This culturally responsive approach enables leaders of color to prioritize their wellness and focus on the growth and long-term stability of their work.





[The Fellowship] really put us at the center of the human journey, realizing that if we [are] not committed, if we haven't got communities of care, communities of healing for ourselves, then we won't be able to do this work for any sustainable period of time.

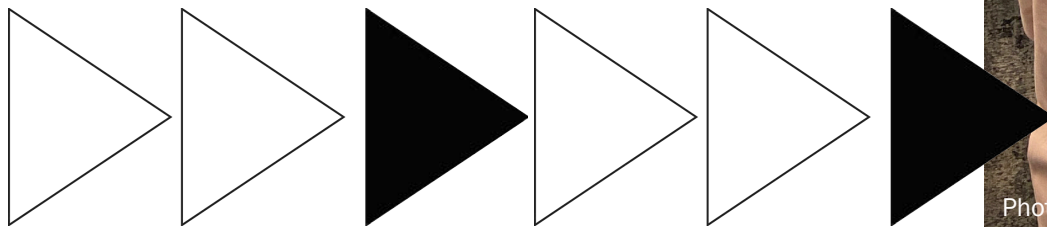
Forward Promise Fellow - Cohort 1

Photo Credit: Danielle Miles

Power Building Through Convening and Collaboration

We also believe in the power of unity and action. In 2023, we brought together leaders of color to facilitate collaboration and shared learning through the Forward Promise annual convening, Forward Promise Fellowship retreats, and the Rooted Change Field Leaders' Table (FLT) convening.

As a part of our power-building efforts, we worked alongside partners in 2023 to reimagine the work of the FLT through our Rooted Change initiative. The FLT, a coalition of diverse leaders working toward a unified vision for thriving boys and young men of color (BYMOC), recently convened in Atlanta to strengthen cross-cultural connections, support an intersectional vision for shifting the field, and start framing an intersectional-reaching policy agenda. This inaugural planning retreat served as a catalyst — re-energizing the FLT and creating new momentum for the work of 2024.



Power Building Through Convening and Collaboration

In April 2023, TMG, national partners, and local community leaders gathered on the land that will soon be the Ayoku Healing Retreat Center in Murfreesboro, Tennessee, for a Land Blessing Ceremony.

The ceremony commemorated the reclamation of the land. It also honored the Indigenous Yuchi community and enslaved Africans who once lived and worked on this land many generations ago.

Ayoku's mission is to bring joy and revival in a nurturing environment that fosters healing, self-discovery, and the reclamation of one's humanity. This is a space of refuge where we honor the tireless efforts of leaders — a place of harmony that champions personal and collective growth.

Joy Remains



Photo Credit: Tru Soul Life



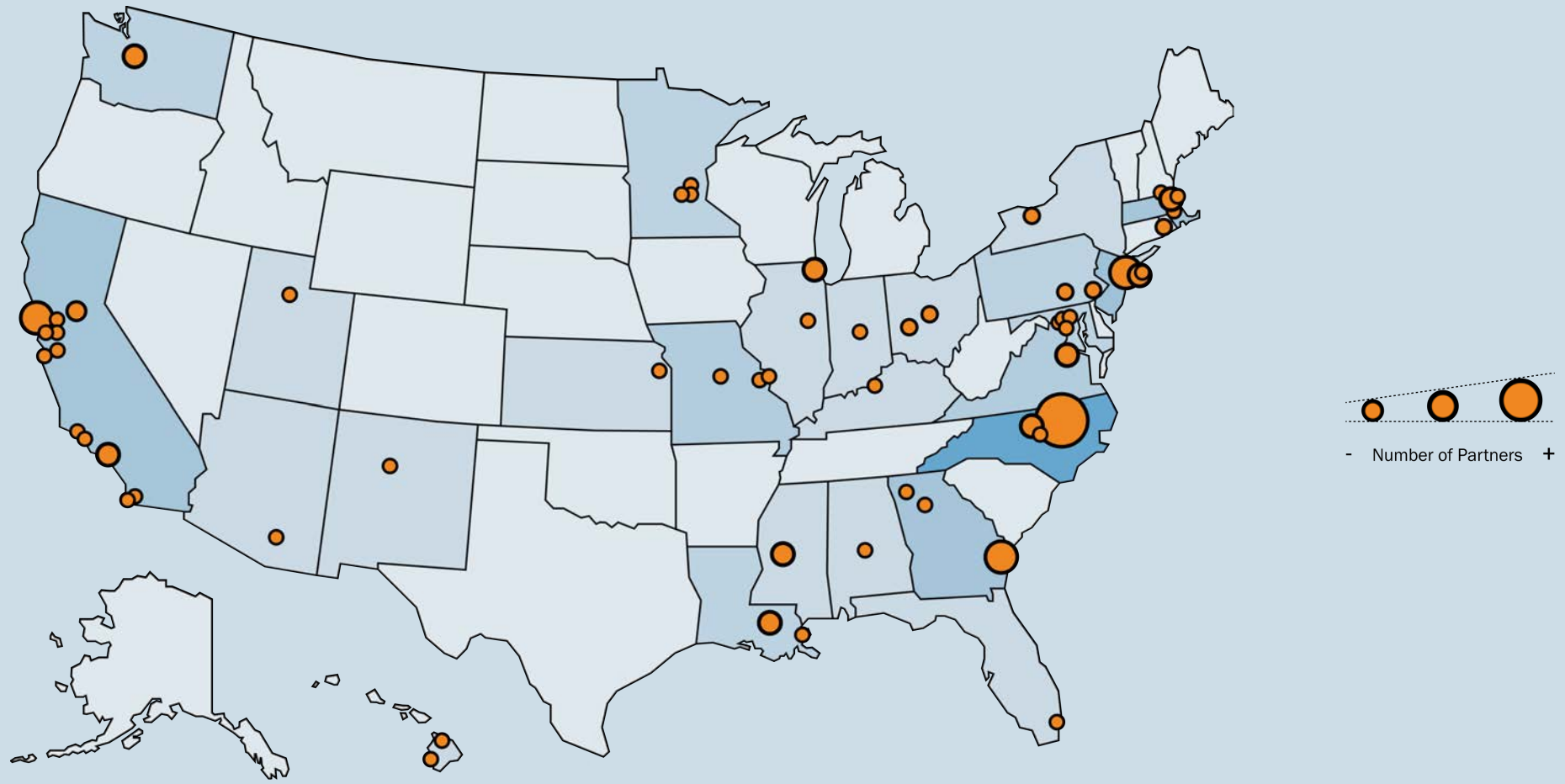
Ayoku, which means “joy remains” in Yoruba, is slated to open in the fall of 2025 as a space of restoration for those who work tirelessly to create an equitable society.



Photo Credit: Gianna Snell Photography

Our Reach: Reclaiming Our Humanity Across the Nation

This map provides a snapshot of the rich diversity of our partners across the nation. It also challenges us to cultivate even more partnerships to increase our impact for young people of color.



Our Future: Disrupting Dehumanization and Promoting Healing

As partners in building thriving communities, we recognize the importance of listening to diverse voices and expanding our work to include all YPOC — no matter their gender, social identity, language, or ethnicity. We seek to build synergy across movements, so we will be intentional about incorporating intersectionality in our quest for racial justice.

In 2024, we will continue to:

- Cultivate relationships and engage in strategic partnerships across philanthropy, policy organizations, and youth-serving systems to continue supporting a holistic approach to change
- Strengthen our networks to disrupt dehumanization and support the healing of YPOC
- Empower existing networks of advocates and leaders with enhanced tools and resources to challenge dehumanization and promote healing
- Facilitate peer-to-peer learning and knowledge-sharing within our network, encouraging a collective commitment to support the well-being and resilience of YPOC
- Conduct in-depth research and analysis that provides updated insights about the challenges and opportunities facing BYMOC
- Advocate for social change that transforms the negative impact of systems on YPOC, driving policy shifts for a more just society



Thank You

We are deeply grateful for our generous funders and donors whose unwavering support has catalyzed our work. Your visionary resolve has amplified our impact, transforming aspirations into reality and creating brighter futures for youth of color. We also thank our partners and fellow leaders of color who work alongside us to dismantle the complex social inequities that deeply impact young people and their communities.

FUNDERS



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THE COLORADO HEALTH FOUNDATION

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UNITED STATES

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jsdfoundation.com/



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latinxed.org/



MAN FORWARD

UNITED STATES

man-forward.org/



METROMORPHOSIS

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metromorphosis.net/



MOMS OF BLACK BOYS UNITED, INC.

KATY, TX

mobbunited.org/



NATIONALCOMPADRES NETWORK

SAN JOSE, CA

nationalcompadresnetwork.org/



NATIONAL YOUTH ALLIANCE FOR BOYS AND MEN OF COLOR

NEW YORK, NY

fcoyo.org/programs/national-youth-alliance-for-boys-and-men-of-color/



COMMUNITY ACADEMY

ALBUQUERQUE, NM

nacaschool.org/



NATIVE LIVE WATER

IMPERIAL BEACH, CA

nativelikewater.org/



RYSE CENTER, INC.

RICHMOND, CA

rysecenter.org/

MOVING IMAGES

UNITED STATES



SOIL AND SHADOW

OAKLAND, CA

soilandshadow.com/



VILLAGE OF WISDOM

DURHAM, NC

villageofwisdom.org/



HEALING BY ANY MEANS

SAVANNAH, GA

healingbyanymeans.com/



BMES TALK

ATLANTA, GA

communitybuildventures.com/bmestalk/



RARE COACHING & CONSULTING

ATLANTA, GA

rarecoaching.net/



COMMUNITY JUSTICE NETWORK FOR YOUTH

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