



**FUNDACIÓN COMUNITARIA  
DE PUERTO RICO**

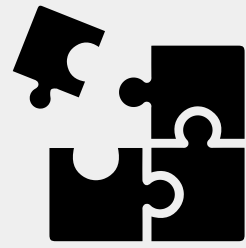


**REBIA**

Racial Equity Building Institute for the Americas  
powered by Fundación Comunitaria de Puerto Rico

# **ANNUAL REPORT 2023**

# RACIAL EQUITY BUILDING INSTITUTE FOR THE AMERICAS



The **Racial Equity Building Institute for the Americas (REBIA)** is a program of the **Puerto Rico Community Foundation (PRCF)** that serves as a platform for initiatives and projects that promote grassroots anti-racist solutions for systemic change by impacting public policy and creating a new narrative of inclusion and racial equity for Afro-Latino communities.



# ORIGINS



The killing of George Floyd sparked a worldwide recognition of the need to address and tackle the deeply rooted racism in our society. This has led individuals, organizations, and governments to challenge the widespread injustices that disproportionately affect BIPOC (Black, Indigenous, and People of Color) communities.



Considering the understanding of the systemic and institutional racism that permeates our society, REBIA was born from the need to create a platform of equity builders to join the anti-racist efforts being implemented throughout the Americas. Our program seeks to facilitate equitable access to resources and opportunities that allow us to eradicate the racism that threatens Afro-Latino communities.

# MISSION & VISION



Strengthen leadership networks focused on building racial equity, considering shared experiences from a decolonial perspective.

MISIÓN



Facilitate equitable access to resources and opportunities that allow the eradication of racism that threatens Afro-Latino communities in the Americas.

VISIÓN

# IDENTITY

- The REBIA logo uses a set of imperfect geometric figures that represent the 4 pillars that support the program and its mission.
- The color palette of the logo seeks to emulate tones of nature: **blue** of the sea, **green** of the forest, **yellow** of the sun, **red** of the earth.





# IDENTITY

- These imperfect geometric figures in the form of pebbles also represent the American continent's 4 regions: **North**, **Central**, **Caribbean** and **South**.
- In turn, the location and orientation of the pebbles simulate the African continent, thus connecting the Americas with our ancestral land.



# IDENTITY

- The geometric figures of the logo simulate **adinkras**, Ghanaian symbols originating from the Bono people that represent concepts or aphorisms.

- Each of the pebbles is inspired by a particular adinkra with a meaning transferable to the 4 strategic pillars or axes of REBIA.



|  |  |   |  |
|--|--|---|--|
| <b>BESE SAKA</b><br>abundance<br>wealth<br>fullness<br>unity | <b>MATE MASIE</b><br>wisdom<br>knowledge<br>prudence | <b>DWENNIMMEN</b><br>strength<br>humility | <b>ESONO ATANAM</b><br>leadership<br>greatness<br>care<br>impact |
|  |  |   |  |
| <b>SUSTAINABILITY</b>  | <b>RECOGNITION</b>                                   | <b>EMPOWERMENT</b>                        | <b>STRENGTHENING</b>   |

# STRATEGIC PILLARS



## **Knowledge for Action**

Generate data to make Afro-descendant and Black communities visible.



## **Narrative Change**

Empower communicators to tell a new anti-racist narrative and heal.



## **Strengthening Influence on Public Policy**

Enable and empower Afro-descendant leaders to influence public policy.



## **Racial Equity Fund**

Develop a fund that promotes the sustainability of equity-building organizations.



# REBIA STAFF



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theory of change

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RIVERA**

Graphic identity  
and digital  
presence



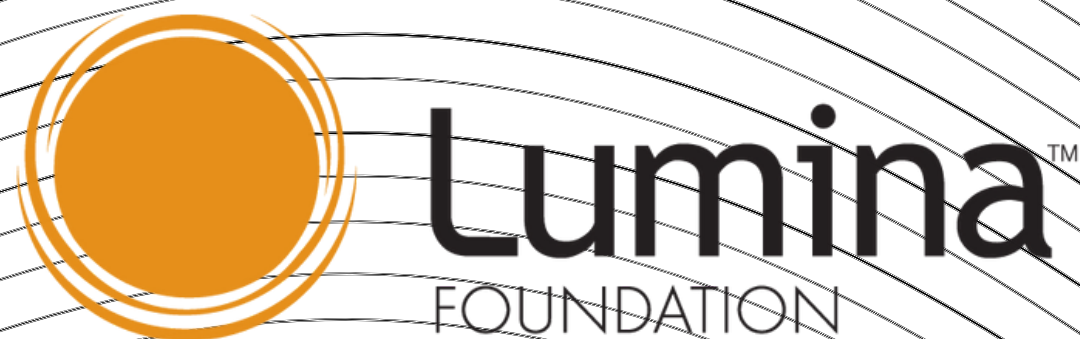
**DIANA  
CAMPOAMOR**

Philanthropic  
relations and  
convening





# DONORS





# ACHIEVEMENTS ON STRATEGIC PILLARS



Knowledge for  
Action



Narrative  
Change



Strengthening  
Influence on Public  
Policy



Racial Equity Fund

# KNOWLEDGE FOR ACTION

## Achievements

- Development of a socioeconomic atlas depicting data on a pilot group of 8 Black communities in Puerto Rico.
- Participation in various national and international forums and conferences on racial equity issues.
  - Black Philanthropy Month
  - State of Black Health
  - Anti-Racism in the European Union: Recognition, Justice and Development
- Grant for Cumbre Afro 2023.
- Knowledge exchange with local and U.S.-based racial-equity organizations.
  - My Brother's Keeper (Florida)
  - Sierra Health Foundation



# NARRATIVE CHANGE

## Achievements

- Grant for DocuPerú.
- Agreements and conversations with the Center for Research and Digital Archives on Afrodescendence at the University of Puerto Rico, Río Piedras Campus about two projects:
  - Digital repository of Afrodescendant knowledge.
  - Laboratory for the creation of Afro content.
- Anti-Racist training for PRCF staff provided by Colectivo Ilé.



# STRENGTHENING INFLUENCE ON PUBLIC POLICY

## Logros

- Participation in the third commemoration of the National Day for the Eradication of Racism and Affirmation of Afrodescendants per Law No. 21 passed on August 5, 2021.
- Conversation with the Hon. Ana Irma Rivera Lassén.
- Participation in the second session of the United Nations Permanent Forum on People of African Descent.
- Collaboration with Colombian lawyer and expert Pastor Murillo as a consultant in the area of public policy and liaison with Afro-Latino leaders.





# RACIAL EQUITY FUND

## Logros

- Planning and coordination of the Racial Equity Builders Dialogue to be held in February 2024, a convening of U.S.-based philanthropic leaders.



# OUR FOCUS FOR 2024

- Execution of the event *The Impact of Global Racism: A Racial Equity Builders Dialogue*, a gathering of leaders in U.S. philanthropy.
- Increased presence and participation in national and international forums.
- Participation in the third session of the United Nations Permanent Forum on People of African Descent.
- Grantmaking for racial equity projects in Latin America.
- Publication of the Socioeconomic Atlas.
- Grant for Cumbre Afro 2024.
- Establishment of annual winter meetings and immersion trips in Latin American and Caribbean countries for racial equity builders in philanthropy.