A NOTE FROM OUR FOUNDER

In 2020, I began to circle around a set of questions from my seat in philanthropy and systems change:

- If we deeply value the voices, experiences, and brilliance of Black women leaders in social change, **why are we seeing an increase in leaders burning out and leaving their fields?**
- If we are asking leaders to make progress against challenges deeply rooted in systemic racism and discrimination, **why do we continue to make short-term investments for a centuries-old problem?**
- If philanthropy is meant to spur innovation, **how can we create more funding opportunities to imagine and normalize failing forward?**

Through imagining by myself and alongside Black women across the nation, centering well-being as essential, and listening to the Black community, a set of strategic intentions began to come together to truly create change and multi-generational wealth in Black communities.

Two years later, those intentions have formed into The Highland Project. Two years later, a team of women wake up daily to center, invest in, and celebrate Black women - their sustainability, imaginations, and legacies.

With every week that passed in 2022, with every conversation with the Highland Community, I became more and more clear: **everything begins and ends with a sustained Black woman leader.** And, that includes my team and me. As a new year begins, I encourage you to join The Highland Project in reflecting and moving towards action on:

- **Imagining:** In a few words, what’s the world you imagine seven generations from now?
- **Centering:** What are your best leadership practices of support and care for yourself and team? Are there gaps between how you care for your team vs. yourself?
- **Listening:** How do you center the lived experiences and expertise of Black women?
- **Celebrating:** How do you show up for and celebrate Black women and their communities?

In community,

**gabrielle**

Gabrielle Wyatt
Founder & CEO
OUR VISION

The Highland Project envisions a world where Black women imagine, design, build, and sustain structural change to create an equitable society where Black communities thrive.

OUR MISSION

The Highland Project is building and sustaining a coalition of Black women leading communities, systems, and institutions creating multi-generational wealth and change in the communities where they live and serve.
Building a Legacy

BY THE NUMBERS

We invest in Black women innovators from across the nation, sectors, and generations who are driving bold solutions focused on creating multi-generational wealth and opportunity for Black communities where they live and serve.

Our five-year goals:

- Transform how we invest in the power of Black women
- Spark a movement to redefine multi-generational wealth
- Catalyze strategic action and learnings

Since 2020, we have:

- 30 Highland Leaders who span the nation, generations, and sectors
- $13.8M seed fund to center Black women in redefining wealth
- National and local media features secured highlighting the importance of Black women leading the redefinition of wealth
- Unrestricted capital committed to Highland Leaders to pilot, ideate, and scale their visions
- 1,400 Black women listened to across the country in groundbreaking non-partisan polls
Quarter One
We Imagined
Began the year imaging the abundance of possibilities when we trust and invest in Black women. (Pages 6 - 8)

Quarter Two
We Centered
We centered wellbeing because everything starts and ends with a sustained Black woman leader. (Pages 9 - 10)

Quarter Three
We Listened
We listened to Black women and moved to action (Pages 11 - 12)

Quarter Four
We Celebrated
Ended the year in community again with the Highland Leaders and reflected on our impact to date (Pages 13 - 15)
Quarter 1: We Imagined

We began the year imagining the abundance of possibilities when we trust and invest in Black women.

Our inaugural cohort of 15 Highland Leaders began their journey Durham, North Carolina. This circle of path-blazing Black women - soon to become a circle of sisters - took a leap of faith together to re-imagine wealth for the Black communities where they live and serve.

“The biggest takeaway from that experience is collective work is possible, but it isn’t going to happen overnight. It takes years of building trust, relationships, and commitment.”

- Highland Leader
Abundance Vol. I

We celebrated the worthiness of Black women across the country, releasing Abundance Magazine Volume I.

Abundance Vol. I celebrated the worthiness of Black women and our aspirations, dreams, and legacies.

These Are Our Stories

We kicked off Highland Hour with Erica Green, B. Monet, and Brittany Young. The Highland Community re-connected and explored the narratives of Black women and girls created by and for us in the media and beyond.

Panelists shared their abundant dreams and advice for the next generation of Black women leaders.

"They can take everything from you, but they cannot take your gift."
- Erica L. Green
We collaborated with Blavity.Org and the Highland Community on a social media campaign to imagine a Bill of Rights for Black women.

Article I: Listen to Black women.

#DREAMWITHBLACKWOMEN

#IMAGINETHUS

Article III: Root solutions in abundance and multi-generational change for Black communities.

#DREAMWITHBLACKWOMEN

#IMAGINETHUS

What if there was a Bill of Rights for Black women?

Article V: Invest in Black women’s visions with multi-year, multi-million dollar investments.

#DREAMWITHBLACKWOMEN

#IMAGINETHUS

Article IX: Honor joy and rest. Normalize joy and rest.

#DREAMWITHBLACKWOMEN

#IMAGINETHUS
Quarter 2: We Centered

We centered well-being because everything starts and ends with a sustained Black woman leader.

We hosted Highland Hour “A Dose of Wellness: Black Women’s Health Matters” with Dr. Angela Neal-Barnett, Shawna Wells, Dr. Stella Safo, and Takirra Winfield Dixon. Watch the event video recap and read our further reflections on Black women’s wellness in "How to be 'WELL-THY.'"

"Wealth should be spelled 'well-thy' and make it be what’s around you. What makes you well? Who makes you well? What are the experiences that make you well-thy?"

-Shawna Wells
Founder of B is for Black Brilliance and Board Chair of The Highland Project
Cohort tapped into rest and creativity during their second gathering in Jackson, Mississippi. They had the honor of gathering with civil rights activist and leader Ms. Flonzie Brown Wright.

Read more about that visit and our second quarter [here](#).

"[The art making activity] helped me tapped into a creative side that I've been missing and made me realize that I want to prioritize this more in my work and life going forward."

- Highland Leader

"Restoration of your spirit leads to inspiration for the future."

- Highland Leader
Quarter 3: We Listened
We listened to Black women and moved to action.

The Highland Project, in partnership with brilliant corners research, released its second national non-partisan poll “Not Another Box to Check.” We heard from over 700 Black women across the country on their top values, aspirations, barriers to multi-generational wealth, and their recommendations for creating opportunity.

<table>
<thead>
<tr>
<th>TOP CONCERNS OF BLACK WOMEN SURVEYED</th>
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<tbody>
<tr>
<td>33% - Fighting inflation and lowering the cost of goods</td>
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<tr>
<td>25% - Police reform</td>
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<tr>
<td>22% - Protecting voting rights</td>
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<tr>
<td>20% - Lowering the cost of healthcare and prescriptions</td>
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<td>20% - Protect reproductive health choices</td>
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"Black women are not only feeling left out, but left behind, continuously feeling and painfully pleading that the country is moving in the wrong direction."

-Gabrielle Wyatt and Cornell Belcher

Source: Blavity.com
We listened to the legacies of Black women in our Recruitment and Selection process for the second cohort of Highland Leaders.

2022 Applicants Agreed the Process

- Centered worthiness as a Black women
- Centered creativity
- Centered rest

“The process allowed me to reflect on myself and what I wanted to see happen and not center around what I can do for the organization.”

“This process has helped me begin to reconceptualize my relationship with rest.”

“I liked the visual, creative approach to thinking about our legacy 7 generations from now.”

“It generated a deeper desire to imagine bigger.”

“I have referred back to my legacy visioning document several times since I created it and plan to continue to do so.”

“Through the process, I have begun to imagine the development of an initiative that would identify and cultivate Black talent from a young age.”

“It made me assess the things I’ve done this far and how I should and could shape my actions moving forward in a more intentional manner.”
Quarter 4: We Celebrated

Ended the year in community with the Highland Leaders at our third gathering in Detroit, MI and reflected on our impact to date.

Captured the words of our inaugural Highland Leaders as they reflected on wealth, legacy, and community. Watch their video and listen to their dreams full of possibilities for generations to come.

BY THE NUMBERS

To date, the inaugural cohort of Highland Leaders report:

<table>
<thead>
<tr>
<th>TRANSFORM</th>
<th>SPARK</th>
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<tr>
<td>90% Increased commitment to practicing personal sustainability</td>
<td>88% More clear visions of their personal and collective definitions of multi-generational wealth</td>
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<tr>
<td>100% Clarity on how to close the gap between where they are now both personally and professionally 1 and 5 years from now</td>
<td>94% They are intentionally advancing their personal and professional goals because of THP</td>
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COHORT 1 LEADERS IN ACTION

Katara McCarty
Working towards her Legacy Vision of Black women, regardless of background or income, having access to affordable, high quality well-being supports

Carolene Mays
Working towards her Legacy Vision of Black professionals across Indiana having consistent access to seats of power in board rooms, the community, and government, creating wealth for future generations

BY THE NUMBERS, CONTINUED
To date, the inaugural cohort of Highland Leaders report:

<table>
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<th>CATALYZE</th>
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<tr>
<td><strong>80%</strong> Increased commitment to engaging in structural change to advance a new definition of wealth</td>
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<tr>
<td><strong>97%</strong> Have nurtured connections that are meaningful and intergenerational and feel part of THP’s community</td>
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With pride we announced and celebrated the second cohort of Highland Leaders on "Signing Day," officially expanding our circle to 30 leaders.

The cohort represents 15 innovators from across the nation, sectors, and generations who are building their legacies for our health, our planet and our voice.

Kenya Bradshaw  Rhianna Gunn-Wright  Khadija Haynes  Tynesh McHarris  State Rep. Robin Shackleford
Dr. Lakeysha Hallmon  Asia Johnson  Vanessa Garrison  Sade' Cooper  Anne Elaine Price
Latoya Holman  Yordanos Eyoel  Jocelyn J. Stephens  Lindsay Love  Chastity Lord
The Highland Project

THANKS YOU

Thank you to our donors for imagining with, centering, and celebrating Black women.

We welcomed the following new institutional investors to our portfolio in 2022, joining our institutional investors from 2021.

<table>
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<tr>
<th>2022</th>
<th>2021</th>
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<tr>
<td>Arrow Impact</td>
<td>B is for Black Brilliance</td>
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<tr>
<td>Carson Foundation</td>
<td>Chan Zuckerberg Initiative</td>
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<td>Charles and Helen Schwab Foundation</td>
<td>Education Leaders of Color - Boulder Fund</td>
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<td>Chanel Dennis</td>
<td>Kendeda Fund</td>
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<td>Goldman Sachs Gives</td>
<td>Margulf Foundation</td>
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<td>Lululemon Center for Social Impact</td>
<td>Opportunity 180</td>
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<td>Nellie Mae Foundation</td>
<td>The City Fund</td>
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<tr>
<td>New Profit</td>
<td>The Mind Trust</td>
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<td>Nike Fund</td>
<td>The Winthrop Rockefeller Foundation</td>
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<td>The Kresge Foundation</td>
<td>Walton Family Foundation</td>
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<td>The Community Foundation for Mississippi</td>
<td>Wend Collective</td>
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<tr>
<td>Spring Point Partners</td>
<td>Women’s Giving Circle of Howard County</td>
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<td>Susan Chapman Hughes</td>
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<td>W.K. Kellogg Foundation</td>
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"Women who have risen in the face of all manner of weapons formed against them.

Women who found and made a way to survive, thrive, live, vision, dream, and redefine how to prosper for themselves, communities, and honestly on behalf of us all.

This is no small thing. It is a transformative thing."

- Octavia Raheem
THP Chief Executive Daydreaming Officer