

This year has been unlike any other

2020 has been a time of multiple and interwoven challenges. The cascading and exponential crises that have affected our communities, from the impacts of the pandemic, to the ongoing racial injustice, to the devastating effects of wildfires, required Gray Family Foundation to operate differently.



We recognized that one of the ways we could respond to these crises was to significantly increase our grantmaking. In 2020, we approved an additional \$400,000 in grants, a 21% increase over our planned grant spending and a 50% increase from our 2019 grantmaking. This included increasing funding in our traditional grant programs as well as providing responsive grants to organizations facing critical challenges resulting from this year's crises.

We also recognized that organizations need as much flexibility as possible to navigate the impact of these crises in their work. In late March, we converted as many of our existing grants as possible to general operating support, while allowing additional flexibility to all of our grantees on reporting, timelines, deliverables, and budgets.

Although this year has been unprecedented, we also believe the lessons it has taught us should be carried with us in future years. Systems need to change, and this includes how our own foundation operates as part of the larger system. Our staff and board are committed to working individually and as a collective to increase our awareness of systemic racism and other biases embedded with our systems, policies, and practices and to work together with communities to dismantle and reimagine these in a way that advances sustainable systemic change.

At our recent board meeting, we adopted a revised [Justice, Equity, Diversity and Inclusion statement](#) and a new Justice and Equity Lens providing us a framework that both guides and holds the Gray Family Foundation organization accountable for continuously examining, challenging, and dismantling systems, policies, and practices that reinforce inequities. We recognize this is just one part of our journey and look forward to building on these efforts as we continue into 2021.

We are grateful for the work that you do and proud of the commitment you have made to your communities. Your innovation and flexibility is inspiring. Thank you for your partnership in advancing our mission and vision of an inclusive, equitable Oregon where

all of us are able to build strong connections to our communities and our natural spaces.

We look forward to supporting your work in 2021 and beyond.

Nancy, Nell, and Carla

Oregon ASK Community Survey:

Oregon ASK is gathering a comprehensive list and overall number to share with the Governor's Office about the huge financial impact COVID-19 closures have had on out of school time programs. Whether you are a summer camp, afterschool club or community organization, please share your experience.

If you have been able to track or document your organization's financial loss experienced in the last 3-8 months, please take a few minutes to take [THIS SURVEY](#).

If you have any questions can contact general@oregonask.org.