

Elevating The Ripple Effect

Dear Rhia Community,

In the past few weeks, we at Rhia Ventures have grappled with how to provide support, elevate critical services, and do our part to fight for racial equity. The senseless killings of George Floyd, Breonna Taylor, and Tony McDade represent just a few of the countless lives taken throughout centuries of racially motivated violence in this country. We stand in solidarity with the Black community against racism and injustice. We recognize that standing in solidarity is one thing, and actively working toward creating sustainable change is another.

Our organization was founded and built to improve women's lives by providing access, affordability, and improved reproductive health care for all women, particularly those in underserved communities and vulnerable populations. Throughout the history of reproductive justice in this country, Black and Brown women have experienced deep inequities at the hands of a system that was built on the premise of oppression. With your partnership, we are here to support the needs of women of color, low-income communities, and Medicaid communities by helping to fund and promote science, innovation, and policies.

We feel a responsibility to use our platform to champion change within reproductive health and to close the gaps that fuel racial inequities. Fear of getting it wrong can lead to inaction but we believe the ripple effect from positive structural change can create a long-lasting impact for women, their families, and society.

We are all experiencing this reality in a different way and the past few weeks have been a stark reminder of the importance of our work and how much more there is to do. We feel fortunate to count among our community many who have spent years working tirelessly to create positive change. Thank you for your work and your commitment then and today.

Bold, strategic action is needed to create change, and change doesn't happen overnight. We are committed to becoming the change we want to see in this world and will continue to pursue strategies, invest in companies, and support programs on the path toward reproductive health equity. We see you, we hear you and we stand with you.

Sincerely,



Lisa & The Rhia Team

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Our Commitment

We are committed to ensuring that our governance and staff remain diverse and that our programming is inclusive of racial equity. To that end, we seek to broaden and deepen our relationships with organizations, individuals, and prospective companies seeking to advance reproductive justice and the other values we espouse; to tap those relationships when we hire staff and consultants; and to circulate job openings to HBCUs, among others.



COMPANY

- 90% Women
- 30% People of Color
- 20% Black
- 30% LGBTQ



LEADERSHIP

- 100% Women
- 0% People of Color
- 0% Black
- 25% LGBTQ



BOARD

- 83% Women
- 60% People of Color
- 20% Black



ADVISORS

- 100% Women
- 67% People of Color
- 22% Black

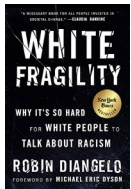


PROSPECTIVE COMPANIES LEADERSHIP

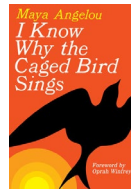
- 44% Women
- 20% People of Color
- 14% Women of Color

Resources

EDUCATIVE BOOKS & ARTICLES



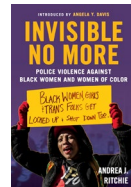
White Fragility: Why It's So Hard for White People to Talk About Racism
by Robin DiAngelo, Ph.D



I Know Why the Caged Bird Sings
by Maya Angelou



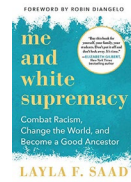
Raising Our Hands
by Jenna Arnold



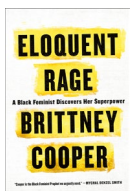
Invisible No More: Police Violence Against Black Women and Women of Color
by Andrea J. Ritchie



U.S. Businesses Must Take Meaningful Action Against Racism
by Laura Morgan Roberts and Ella F. Washington



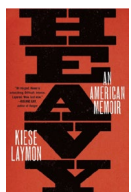
Me and White Supremacy
by Layla F. Saad



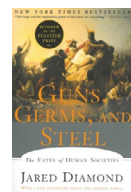
Eloquent Rage: A Black Feminist Discovers Her Superpower
by Dr. Brittney Cooper



For Too Long, Economists Have Dodged the Issue of Racism and Discrimination
by Kai Ryssdal & Maria Hollenhorst



Heavy: An American Memoir
by Kiese Laymon



Guns, Germs, and Steel
by Jared Diamond

Resources

INFORMATIVE VIDEOS



Black Feminism & the Movement for Black Lives:
Barbara Smith, Reina Gossett, Charlene Carruthers
 (50:48)



Dr. Robin DiAngelo discusses 'White Fragility'
 (1:23:30)

PODCASTS OF INTEREST



1619
 New York Times



Code Switch
 NPR



Intersectionality Matters!
 hosted by Kimberlé Crenshaw



Pod For The Cause
 from The Leadership Conference
 on Civil & Human Rights



Pod Save the People
 Crooked Media

Resources

SOCIAL MEDIA ACCOUNTS



Audre Lorde Project



Colorlines



Black Women's Blueprint



Equal Justice Initiative (EJI)



Color Of Change



Digital Undivided

