



2024 SCHOTT FOUNDATION IMPACT REPORT

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Web Designer & Developer: Lemon Cake Digital x DigiGeeks Collective

Thanks to all of our contributors!

WELCOME.



Schott Foundation board and staff at the Civil Rights Museum in Atlanta.



Kyle Serrette
Board Chair

Dear Partner,

Welcome to Schott Foundation's 2024 Impact Report. At this juncture in history, I am more than ever dedicated to Schott's grantmaking mission: to fund the organizing necessary to win the loving schools and loving communities we all know we need. It is with your support and allyship that this is possible.

In this report, you'll learn how funders and donors are committing to what it takes to build collective power. Their investment in Schott as an intermediary is built on the common recognition that real solutions fund students, parents, and educators living day-to-day in communities, expressing their power through action, advocacy, and voting.

It's a formula that works. Schott's pooled funds are invested in community organizations that understand organizing. Increasing their capacity over time allows them to build the power they need with others and put policies in place for loving schools and communities. They can then bring their solutions into wider play, locally and nationally.

Schott invites funders and donors to commit their resources to this essential power-building. Read on to learn how Schott partners and donors are building that organizing infrastructure—especially relevant today when support for public schools remains strong.

This year, we welcomed three new board members: Sonia Chang-Diaz, Troy Johnson, and Frank Gettridge. They bring decades of advocacy, policy, and philanthropic experience.

As board members, we recognize Schott's key role as a movement funder. When Schott organizes donors and raises funds, our grantee partners can do what they do best—organize communities!

This is Schott's unique role in the movement ecosystem. This is why we're all in. We invite you to join us.

Peace,

Kyle

Kyle Serrette
Chair, Schott Foundation Board of Directors

When Schott organizes donors and raises funds, our grantee partners can do what they do best—organize communities!



Dr. John H. Jackson
President & CEO

Creating loving communities requires sustainable support for advocacy partners closest to the problems and the solutions.

Dear Partner,

Thank you for joining us in building loving communities where every child has the opportunity to learn and thrive. In loving communities, children have access to healthy food, parents earn livable wages, and schools have the resources for teachers to teach and students to learn.

As an intermediary, the Schott Foundation bridges philanthropy and its resources to campaigns led by parents, youth, and educators across the country. Co-funding with Schott means bolstering their efforts to advance transformative policies that can impact communities and children most in need. On the ground, Schott program officers connect with dedicated partners working to transform the necessary systems and build power among those families most affected.

Creating loving communities requires sustainable support for advocacy partners closest to the problems and the solutions. Schott is committed to funding these organizations to implement a change strategy over time—without worrying about where the next dollar will come from or when it will arrive.

For funders and donors, this means building a strong advocacy infrastructure to defend policies that protect loving communities and the opportunity to learn. With capacity, resources, and support, advocates can continue to work on the local and state levels to advance loving communities and the opportunity to learn.

The birth of every new child is a gift, an opportunity to redefine our humanity. It is still possible for us to ensure each child has an opportunity to thrive. This moment calls for us to boldly bridge the breach and shepherd our next generation of children away from a nation of divisions to a nation bonded by the most powerful force in us and the universe – love.

Thank you for your continued investment. Your support is critical to our ability to fund our partners like we want them to win—and win they must.

In solidarity,

John

Dr. John H. Jackson
President and CEO, Schott Foundation

IMPACT BY THE NUMBERS

\$51m

Schott has moved over \$51 million to grassroots organizations since its founding.

In 2024:

\$4m

Grant dollars
awarded

156

Grants made

\$6.9m

Dollars pooled
from donor
partners

1,400

Technical assistance
hours provided to
grantees

In 2024, Schott advanced its pivotal role as a bridge for donors to coalesce resources and impact communities. As a philanthropic intermediary, we collaborated with our donor partners and provided funding as well as other critical strategic resources and support to movement organizations and campaigns.

As a Black-led national public fund and movement-building organization, we seek to dramatically increase the capacity of advocates nationally and in three regions: the Northeast, South, and West.

As a philanthropic intermediary, we pool and leverage funding to increase parent and youth-led organizations' effectiveness, results, and impact at a scale higher than any individual contribution would allow.

To see our financial statements, [click here.](#)

* Note: As Schott's fiscal year is July 1 to June 30, these figures reflect our grantmaking from January through June 2024 captured in our FY 2024 audited financials combined with unaudited grantmaking figures for July through December 2024.

THANKS TO OUR DONOR PARTNERS

Dogwood Health
Trust

Raikes Foundation

Spencer
Foundation

Bill and Melinda
Gates Foundation

Caroline and
Sigmund Schott
Fund

Annie E. Casey
Foundation

Resourcing Justice
Fund

Josephine and
Louise Crane
Foundation

Nellie Mae
Education Fund

William and
Flora Hewlett
Foundation

InSight Fund
of the Triangle
Community
Foundation

Stuart Foundation

John Rex
Endowment

Hill-Snowdon
Foundation

American
Federation of
Teachers

Wellspring
Philanthropic Fund

Carnegie
Corporation

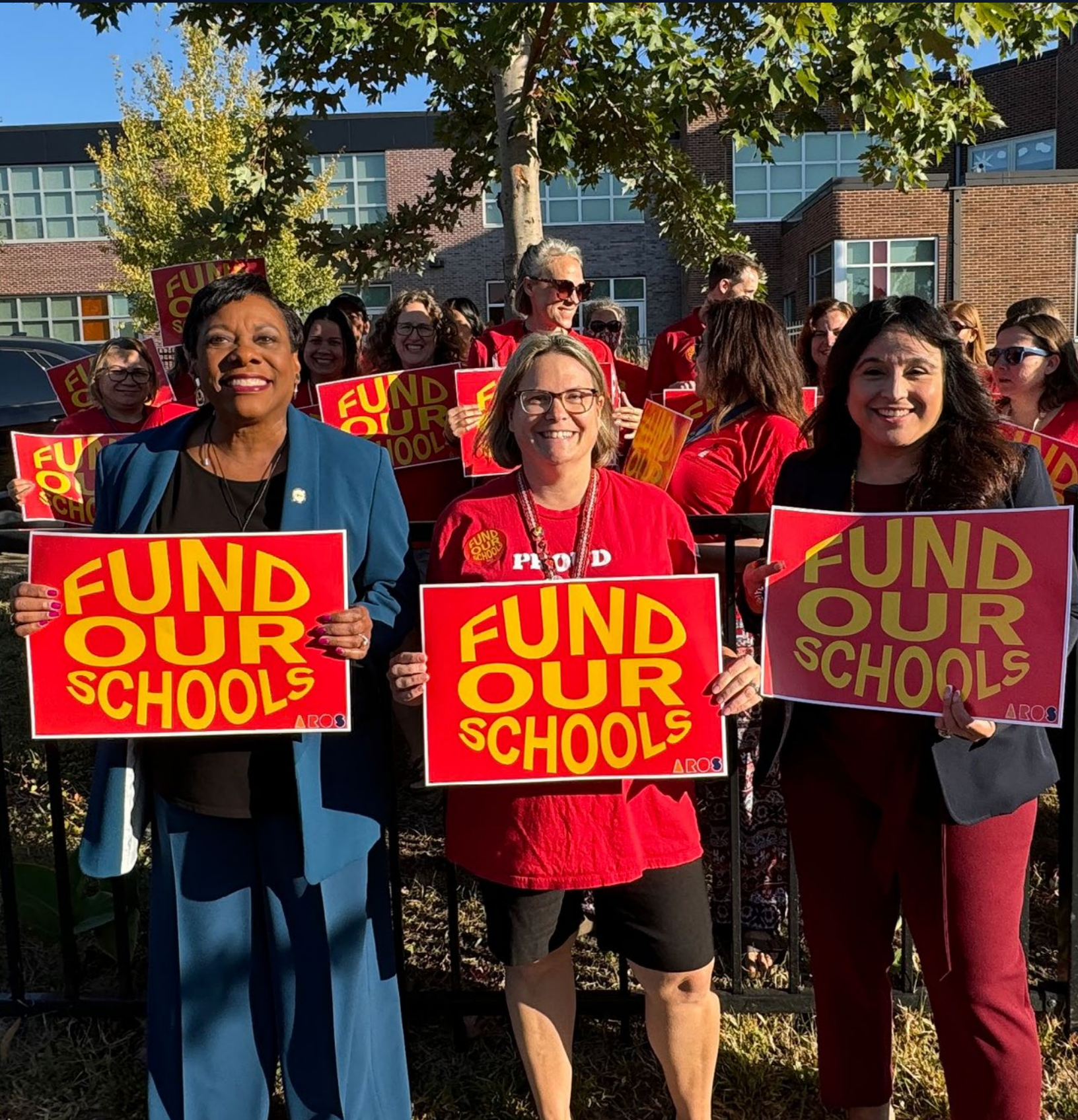
Grantmakers for
Thriving Youth
Policy Working
Group Fund

The Hyams
Foundation

Tides Foundation

We are also grateful for the many individual donors who support our work year after year.

PARTNERS SPEAK





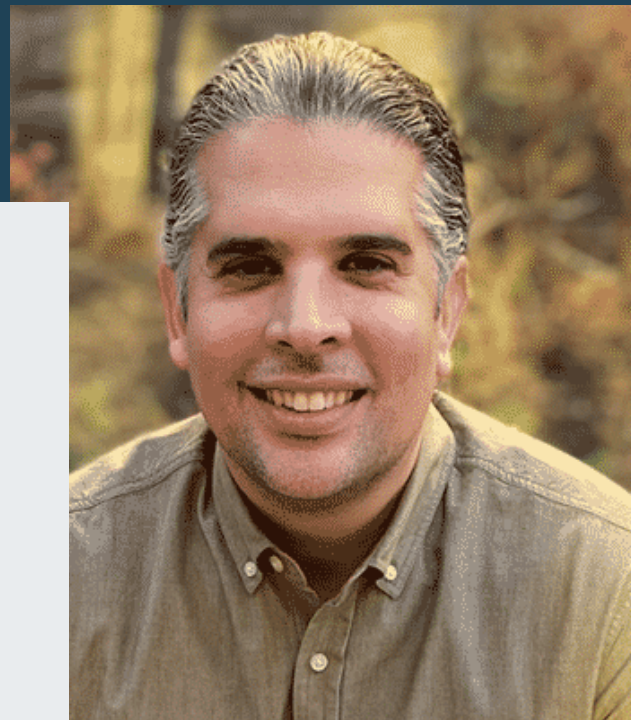
KELLAN MOORE

President and CEO
John Rex Endowment

The John Rex Endowment is reimagining philanthropy and shifting power back to the community. The Schott Foundation is helping us do this more effectively by serving as an intermediary and leveraging the trusted relationships and networks they've built locally. It's a true partnership where community members lead, where lived experiences are valued, and where the power lies where it should be—with the community.

MARCOS LUCIO POPOVICH

Director of Grantmaking
Nellie Mae Education Foundation



The work the Schott Foundation is doing across New England to increase grantee effectiveness in advocating for the resources and policies their communities need is essential. We're proud to fund work that is supercharging grassroots efforts to ensure all our children—and all our families—have the resources, supports, and opportunities they need to learn and thrive.



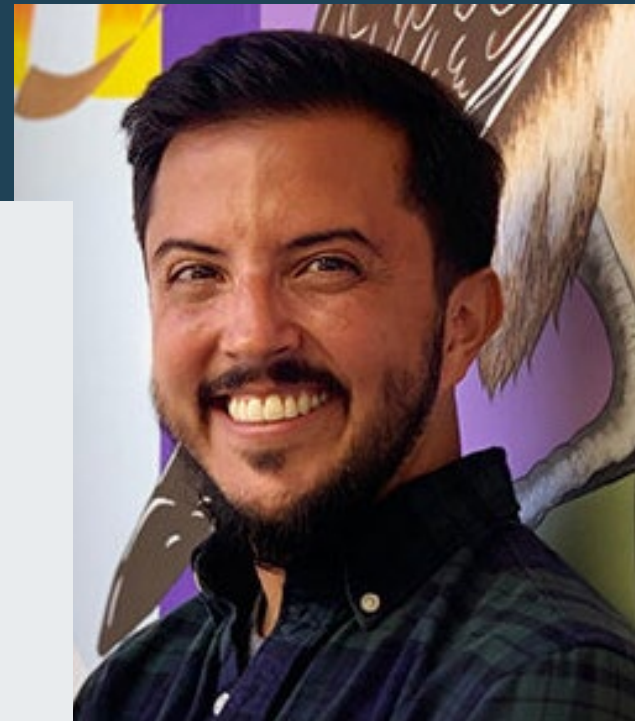
MOTAZ ATTALLA

Senior Program Officer, Public Engagement & Insights
Gates Foundation

Schott's partnerships highlight the transformative power of trust and collaboration. Gates' investments reflect a shared belief in the power of people, showing that lifting up the voices of those most affected leads to lasting, positive impact.

MAURO SIFUENTES

Co-Executive Director
Californians for Justice



The Schott Foundation has not just provided Californians for Justice with invaluable resources for our organization and program but has opened doors to relationships with other funders and decision-makers in the public education space. Our partnership is one rooted in trust, mutuality, and shared commitments.



MARIA HARMON

Co-Founder and Co-Director
Step Up Louisiana

The Schott Foundation has been very supportive of our work at Step Up Louisiana since our founding in 2017. We appreciate Schott's program officer in New Orleans, whose wisdom, strategic thinking, and established relationships have benefitted us greatly. He has supported Step Up Louisiana by connecting us to new and potential funders, increasing our visibility, and offering a listening ear when we are struggling with a challenge.

MAYA SHEPPARD

Hearing Youth Voices
Executive Director

Support from Schott meant that our young people could activate their campaign for wellness dollars by traveling back and forth to the Capital and advocating directly to legislators.



MOIRA KALEIDA

National Coalition Director,
Alliance to Reclaim Our Schools



As AROS' fiscal sponsor, the Schott Foundation has provided a nurturing and compassionate home for our organization. From navigating the funder landscape, to daily operations, to thought partnership—the team at Schott excels at leading by example, promoting growth, and assuring wellness not only for our team, but for organizers on the ground.



GROWING RESOURCES FOR MOVEMENT BUILDING



In 2024, Schott pooled funds for Black- and Brown-led grassroots organizing in critical investment areas like building our multiracial democracy and the health and welfare of children and families.

Donor partners invest in Schott's movement-building nationally as well as in the Northeast, South, and West through grantmaking, technical assistance, and the National Opportunity to Learn (OTL) Network.

Zakiyah Shaakir-Ansari, Schott Foundation Board Member and Co-executive Director, Alliance for Quality Education of New York



GROWING RESOURCES FOR MOVEMENT BUILDING OPPORTUNITY TO LEARN NETWORK • NATIONAL



Connecting and Supporting Movements Across the Country



Contributor: Michael S. Wotorson

The National Opportunity to Learn Network is Schott's flagship grantmaking program, comprising four national alliances and more than 40 grantee organizations, which encompass 306 local organizations across 32 states and 54 cities, actively coordinating 120,000 people and impacting more than 800,000.

Schott engages directly with movement organizations to fill gaps in infrastructure, working to co-design campaigns and support programs informed by our frontline partners. Schott links funding, resources, and organizations to strengthen and sustain movement infrastructure.

An example is the growing evolution of organizing partners like the Equal Justice Alliance (EJA) of North Carolina. Schott's sustained support helped EJA gain the stability necessary to make critical pivots that are key to its growth and efficacy. One pivot was responding to their constituencies by hiring a Spanish-speaking program co-director. Another pivot was setting up a multi-entity structure to accommodate its growth throughout the state better.

Stay tuned for the OTL Network Convening in May 2025.



Strengthening Organizing Efforts in the U.S. South

Students at a Nollie Jenkins Family Center event, Mississippi

Contributor: Mike Woodward

In 2024, Schott substantially deepened donor investment in public education organizing and power building in the South. With the generous support of new partners, Schott expanded investments in grassroots organizations in North Carolina, Louisiana, Arkansas, and Mississippi.

Beyond pooling resources, these grantees are part of the National Opportunity to Learn Network, where they connect with other public education advocates and organizations to learn from each other, strategize, and grow.



In Louisiana, Schott increased its investment to support Step Up Louisiana’s statewide community schools campaign and Rethink’s youth organizing infrastructure in New Orleans. Schott leveraged its relationship with Someone Else’s Child Foundation which invested in these groups for the first time.



In North Carolina, following Gov. Roy Cooper’s declaration of a state of emergency for public education, Schott pooled resources from Dogwood Health Trust, John Rex Endowment, and the ChildTrust Foundation. The funds enabled local grassroots organizations statewide to coalesce, educate, and mobilize the public around a dangerous proposed private school voucher expansion.



In Arkansas and Mississippi, Schott connected community groups like Grassroots Arkansas and the Nollie Jenkins Family Center with the Focus for Health Foundation. As a result, Focus for Health deepened its investment in the region.



Bringing Student Voice and Perspectives to Policymakers

Hearing Youth Voices members at a city council meeting

Contributor: Precious Waldron-López

Hearing Youth Voices' Youth Building Power membership group helps develop leadership skills and train new youth organizers in Connecticut. In 2024, the group met weekly to support each other in writing testimony aimed at the Board of Education and policymakers; they practiced their testimony and prepped to speak in front of elected officials. Their aim: wellness counselors and interventionists for students. Their campaign took them to four Board of Education meetings, five city council meetings, and the state legislature, where they attended and testified.

Their preparation, participation, and testimonies paid off. In the spring, they secured an additional \$1.5 million for these critical positions.



Hearing Youth Voices members



TECHNICAL ASSISTANCE ACCELERATOR

Building Capacity for Campaigns and Organizations

Contributor: Precious Waldron-López

In 2024, the Nellie Mae Education Foundation approached the Schott Foundation with an interest in advancing the capacity of Northeast organizations to advocate for the policies and resources needed for New England communities (CT, RI, MA). In response, Schott leveraged its networks and partnership to create the Technical Assistance Accelerator. The program offers Northeast advocates sought-after communications, policy, research, and fundraising resources.

Donor partners who invest in the Schott TA Accelerator share our commitment to empowering grassroots organizations in the Northeast or their region and creating a sustainable framework that addresses immediate needs and strengthens long-term organizational capacity.



Massachusetts Education Justice Alliance parent organizers



Cultivating an Inter-Connected Learning Community Nationally



Students Deserve members

Contributor: Michael S. Wotorsen

Schott's expansion to the Western region is more about building cross-regional relationships between California organizations and elsewhere, strengthening the movement strategically. Schott facilitates cross-organizational learning, which helps organizations in the South and Northeast with strategy ideas and organizations from the West. Conversely, it helps those in the West with Southern and Northeast strategy and organizing ideas.

In 2024, Schott is growing this connection through our evolving partnership with the Stuart Foundation through the Purpose of Education Initiative and the Youth Learning Initiative. These initiatives provide the perfect opportunity to promote and facilitate collaboration and information exchange.

In 2024, Students Deserve became one of the Schott Foundation's newest grantee partners in California. With a rich history of pursuing positive systems and practice change for students and communities of color, the Schott Foundation recently invited Students Deserve to join the National OTL Network. There, they can share and learn about others' movement strategies and successes from groups across the country working on similar issues.





Building Endowments to Sustain National Racial Justice Alliances



Members of Families and Friends of Louisiana's Incarcerated Children (FFLIC), a member group of the Dignity in Schools Campaign



Contributor: Melissa Daar Carvajal

Schott's Racial Justice in Education Endowment (RJEE) Fund is a groundbreaking fund, raising capital for endowments to ensure the stability of three BIPOC-led national education justice alliances. This \$30 million fund will endow three national racial justice alliances.

Once funded, these endowments will shift power to the people closest to their public school communities and allow them to become less dependent on the whims of philanthropy. It will give these movement organizations the stability and sustainability to win victories and close racial disparities.



MOBILIZING SUPPORT FOR PUBLIC SCHOOLS





SUPPORTING NATIONAL PUBLIC SCHOOL ORGANIZING FOR A MULTIRACIAL DEMOCRACY

Contributor: Melissa Daar Carvajal

HEAL Together is a multi-partner initiative through which Schott supports grassroots campaigns and organizations combating the well-resourced, anti-democratic attacks that threaten our public schools, racial justice, and democracy.



Public School Strong activists in North Carolina

In 2024, HEAL Together’s student and parent organizers shifted policy in their communities—defeating student censorship in Florida, winning community school funding in Norfolk, Virginia, defeating universal school vouchers in Tennessee, and promoting language access in Michigan. HEAL provides these organizers with funding, training, toolkits, and peer networks to build community power in local school districts, translating into state power.

In addition, HEAL’s Public School Strong campaign—started by parents, educators, and students in North Carolina—expanded to public school districts in Tennessee, Virginia, Ohio, and beyond. The campaign builds organizing teams, community power, and narrative to talk to policymakers, as well as to protect and promote public education.



ELEVATING THE POSITIVE IMPACT OF PUBLIC SCHOOLS



#PublicSchoolGrad

Contributor: Patrick St. John

From legislators and artists to educators and community leaders, the alumni of U.S. public schools form the largest and most diverse network in the country, shaping our society in countless meaningful ways.

Yet, discussions about public education most often dwell on its perceived failures.

The Schott Foundation believes it's time to change the story—focusing instead on public schools' critical role in fostering equity and opportunity in a multiracial democracy.

Check out some of these great public school grads.





USING DATA TO INFORM ADVOCATES & DRIVE ACTION

Contributor: Patrick St. John



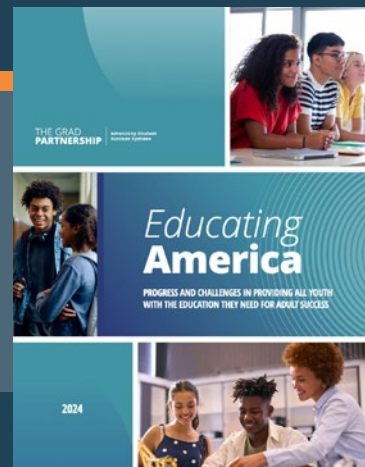
Schott’s reports on Black male students in public education, released since 2004, highlight who loses out most through race and gender inequity and, therefore, have the most to give if we make our schools and communities equitable and just. Schott’s most recent edition of the report was released in May 2024:

Love is the Foundation for Life: Schott Report on Black Males in Public Education

Schott’s upcoming landscape reports, developed in partnership with the National Center for Youth Law, examine policy and outcome inequities in each grantee state. The profiles paint a picture that advocates can use to educate their members, craft strategies, and make policy changes. [Sign up to be alerted when it is released.](#)



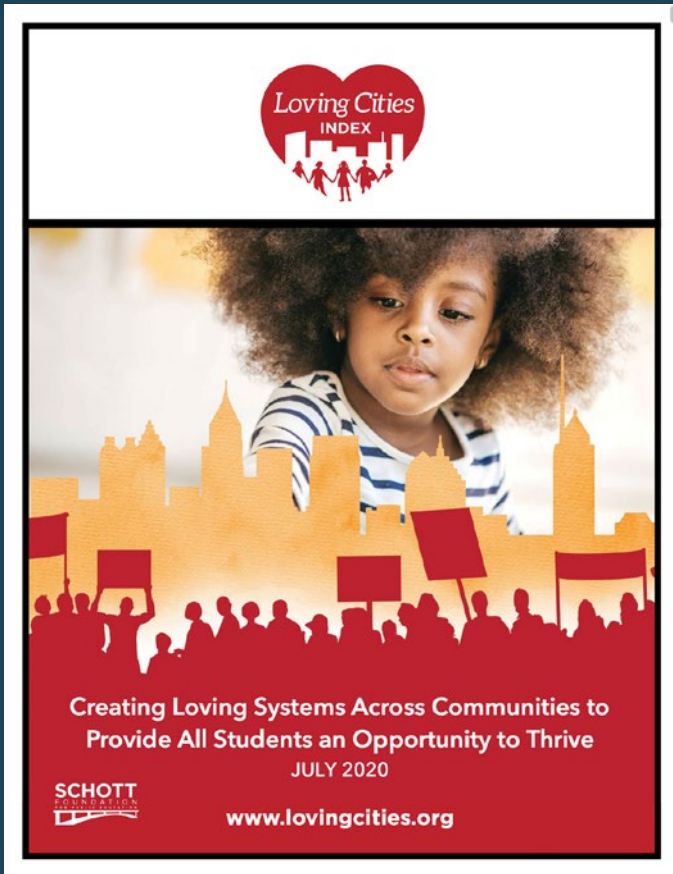
Schott released the *Educating America* report in November 2023 as part of the GRAD Partnership. It provides the first in-depth analysis of the pandemic’s impact on high school graduation rates, uncovering some surprising trends often obscured by national averages.





MOBILIZING SUPPORT FOR PUBLIC SCHOOLS

USING DATA TO INFORM ADVOCATES & DRIVE ACTION



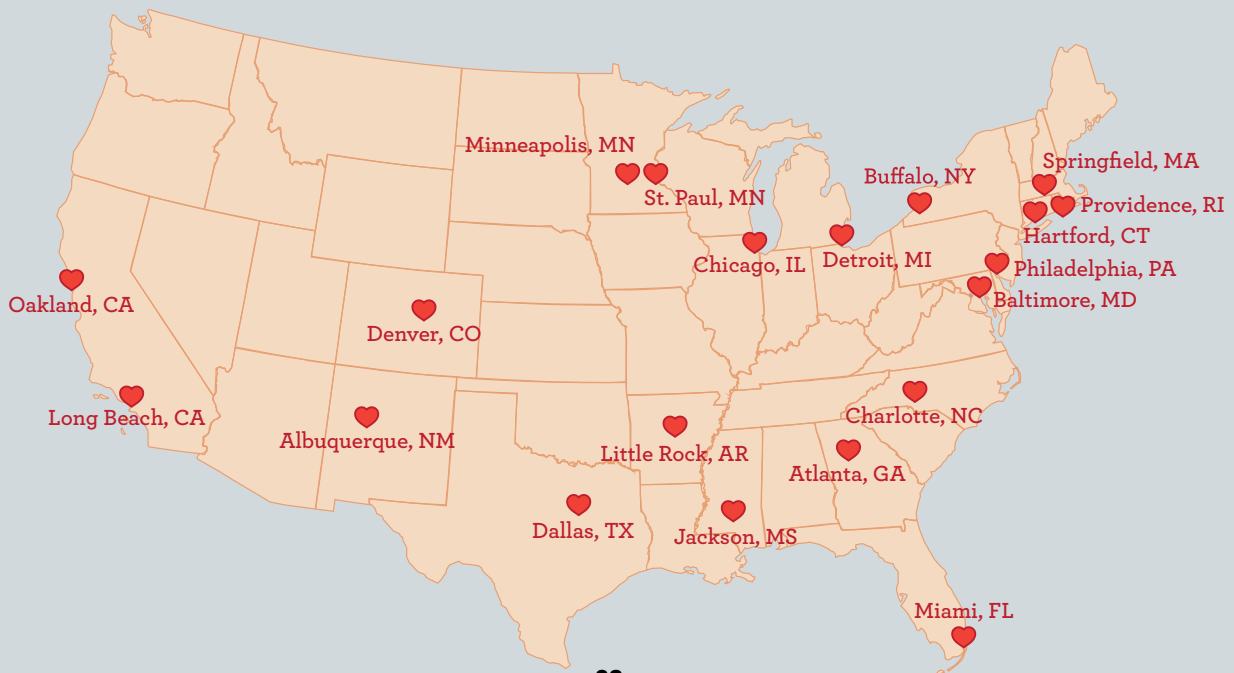
Contributor: Patrick St. John

Schott's Loving Cities Index, first launched in 2018, tracks 24 indicators, ranging from pre-K and school discipline to clean air to housing, allowing cities to assess whether they are truly "loving" to their children.

A new set of city reports will be released in April 2025.

[Sign up to receive the new city reports when they are released.](#)

Currently indexed cities:





COALESCING PHILANTHROPY

Shifting the philanthropic sector to build winning movements has meant venturing into uncharted territory, sharing discoveries and insights as we go. Schott's donor partners support these initiatives and research opportunities.



GRANTMAKERS FOR EDUCATION NATIONAL CONFERENCE, 2024

Left to right: Kent McGuire, Hewlett Foundation; Dr. Danielle Allen, Harvard University; Dr. John H. Jackson, Schott Foundation; Lulete Mola, Black Collective Foundation MN; Zoë Stemm-Calderon, Raikes Foundation



EndowNow

Encouraging philanthropy to make long-term investments in racial justice organizations and movement-building

Contributor: Melissa Daar Carvajal

In 2024, Schott's EndowNow campaign gained strong support from donor partners, presenting this innovative grantmaking strategy to address racial justice and other systemic challenges. The campaign utilizes a multi-faceted approach to encourage philanthropy to invest long-term in essential racial justice organizations to ensure sustainability and greater impact.



"[Let's Build Assets for Racial Equity](#)" featured Schott's President and CEO, Dr. Jackson, as its first expert in a new series on the Center for Effective Philanthropy's (CEP) blog. In the blog, Dr. Jackson responds to CEP's latest research and adds his perspectives on endowment grantmaking. "As a Black foundation leader, shifting resources and power to organizations of color is not just personal: it's strategic."

Stay tuned for phase two of the EndowNow campaign as Schott explores moving to a more "LEED certification" type of model.



PHILOS

a project of the schott foundation

Informing donor changemakers working to shift the sector to justice and equity through Schott’s quarterly journal.

Contributor: Patrick St. John



Recent Philos interviewees

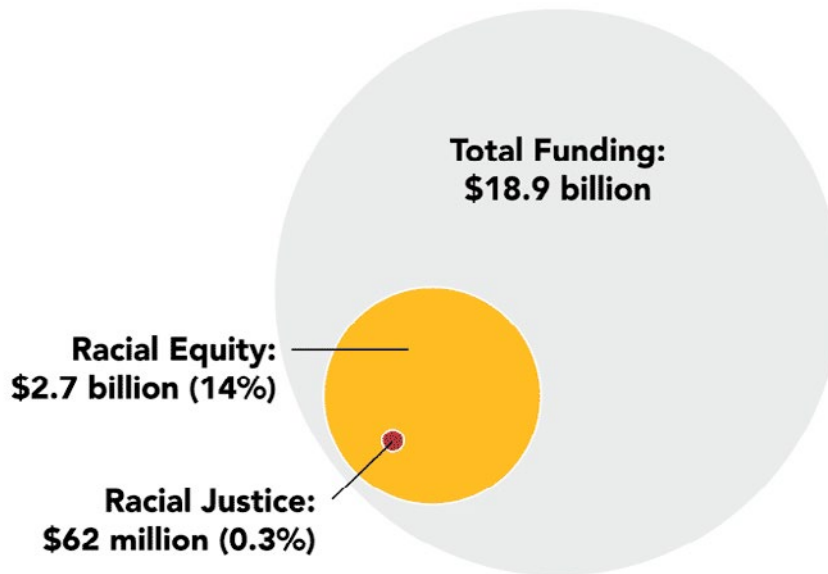
Through in-depth interviews with philanthropic leaders and innovators, alongside explorations of useful research for grantmakers, *Philos* is helping build a new consensus in the sector: one rooted in bold strategy, centered in communities, and focused on advancing racial equity.

In 2024, *Philos* released new data on billions of K-12 grantmaking, discussed how to fund democracy beyond election day, and learned how some funders spend down to maximize their impact.

[Subscribe here.](#)



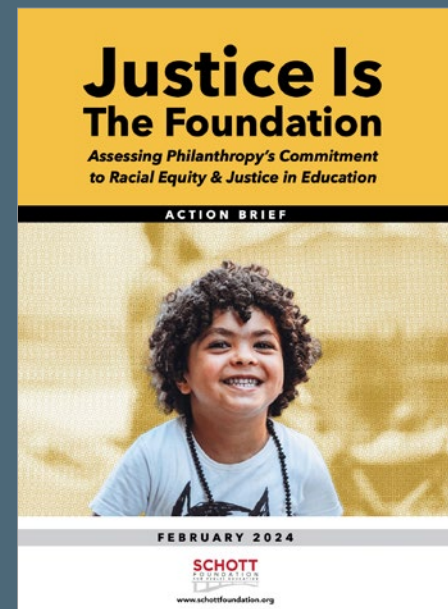
K-12 Education Philanthropy Grants, 2019-2021



Assessing philanthropy's commitment to racial equity and justice in education.

Contributor: Patrick St. John

Justice Is The Foundation is Schott's data project to better understand the philanthropic sector: what we're doing right and what most needs change. In collaboration with Candid, Schott's latest report, released February 2024, reveals that racial equity funding remains disproportionately smaller than what is needed to have the impact on public education that so many funders have committed to, especially since 2020.



Here are the Schott team mottos as we look to 2025:



Dr. John H. Jackson
President & CEO

We're blessed with another 24 to make right what we didn't the day before.



Diego Alvarez
Director of Finance & Operations

The secret of life is to fall seven times and to get up eight times.
from The Alchemist, by Paulo Coelho



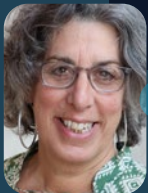
Darius Bartolomei
Programs & Grant Associate

The true revolutionary is guided by a great feeling of love. It is impossible to think of a genuine revolutionary lacking this quality.
— Che Guevara



Diallo Brooks
Senior Equity Fellow

Courage to learn, wisdom to lead.



Melissa Daar Carvajal
Donor Communications & Marketing Director

Gotta dance.



Shawna Ellis
Executive Operations Manager

Be the reason why people believe in beautiful souls, kind hearts and good energy. Never stop being a good person.
— author unknown



Andrea Garvey
Operations & Grants Manager

There is nothing new under the sun, but there are new suns.
— Octavia E. Butler



Kayla Henderson-Wood
Communications Manager

The revolution has always been in the hands of the young. The young always inherit the revolution.
— Huey P. Newton



Claude Kabuya
Staff Accountant

Life is a one ticket trip, so travel in the first class.



Lisa Michel
Operations Assistant

I believe that unarmed truth and unconditional love will have the final word in reality. This is why right, temporarily defeated, is stronger than evil triumphant.
— Martin Luther King, Jr.



Patrick St. John
Narrative & Digital Campaign Director

Love is an action, never simply a feeling.
— bell hooks



Diana Tate Vermeire
Executive Vice President

Fight for the things that you care about, but do it in a way that will lead others to join you.
— Ruth Bader Ginsburg



Precious Waldron-López
Regional Program Officer, Northeast

Not everything that is faced can be changed, but nothing can be changed until it is faced.
— James Baldwin



Melissa Wiggins
Senior Development Associate

Rest is resistance.



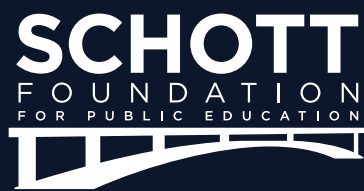
Mike Woodward
Regional Program Officer, South

I really don't think life is about the I-could-have-beens. Life is only about the I-tried-to-do. I don't mind the failure but I can't imagine that I'd forgive myself if I didn't try.
— Nikki Giovanni



Michael S. Watorson
National Program Director

If you tremble with indignation at every injustice, then you are a comrade of mine.
— Che Guevara



www.schottfoundation.org
