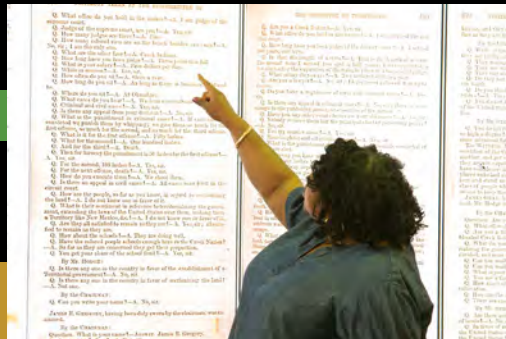


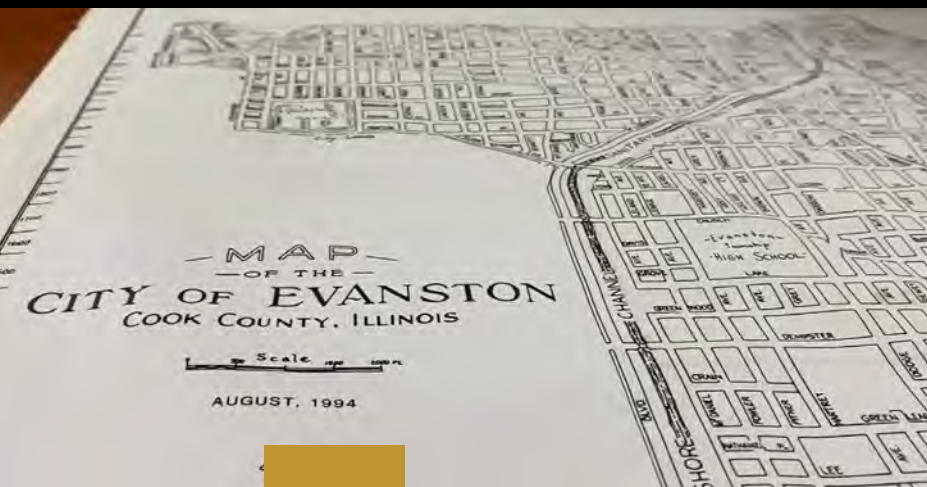
FIRST REPAIR



Honoring History.
Shaping the Future.



2025 ANNUAL REPORT



To our partners:

In 2025, our resolve was tested, but our commitment to one another and to the work of repair deepened. We moved through a year marked by the deliberate erasure of Black history and coordinated political and legal attacks intended to slow our growing momentum for reparations. Yet even in the face of resistance, our movement expanded in outcomes, influence, and measurable impact.

This year reminded us of a truth we have always known: we are most powerful when we move together with shared purpose (Nia), and collective responsibility (Ujima). From elders and scholars to organizers, artists, policymakers, and young leaders, every contribution strengthened the foundation we are building together. The progress we are witnessing is the result of a continuum of inter-generational vision, courage, and coordinated action.

Across the country, communities advanced reparations through strategic planning, rigorous research, and public leadership. New harm reports were released. Commissions and task forces were established. New leaders stepped forward with both courage and preparation. What became unmistakably clear in 2025 is that local leadership and federal advocacy are no longer operating separately. Local harm reports are informing federal briefings. Municipal strategies are shaping national conversations. What happens in one community now strengthens the possibilities for all of us. Repair at any level moves us closer to repair at every level.

We also continue to understand that reparations is not only a policy agenda. It is a cultural and moral movement grounded in truth-telling, healing, and transformation. Through the arts, public education, spiritual practice, scholarship, and

projects like *The Reckoning: Freedom Songs for Reparations*, we are helping shift public consciousness while restoring dignity and historical truth.

As we look toward the year ahead, we do so with discipline, and a solutions-centered vision for what is possible. We will continue to move this work forward by practicing:

- **Operational Unity:** Aligning our voices and our outcomes.
- **Intergenerational Knowledge:** Rooting our vision in the memory of our elders.
- **SMART Action:** Ensuring implementation is where we win.

We are part of a global movement for repair, and this report reflects what is possible when we refuse despair and choose coordinated leadership over division. Thank you for continuing to build with us, believe with us, and labor alongside us toward a repaired and self-determined future.

With gratitude and commitment,


N'nanba (Robin)

LETTER FROM THE DIRECTOR



To our ancestors, elders, and future generations, we honor your sacrifices, your wisdom, and your enduring presence in this work. May this report stand as both a reflection of our collective labor and a commitment to the repair, dignity, and self-determination our communities deserve. Asé.



What We Believe

FirstRepair believes in a just society where Black people are liberated, thriving, and repaired. We believe that the path to true repair requires a robust and sustainable movement dedicated to addressing the enduring legacies of systemic harm.

Our History

Founded in 2021, FirstRepair is led by N'nanba (Robin Rue Simmons), former Evanston, Illinois alderman and the architect of the nation's first tax-funded municipal reparations program. FirstRepair has provided support to more

Our Vision

Our vision is a future where state and local reparations have dismantled the barriers to Black prosperity, ensuring all Black residents live in communities that have fully remedied historic and ongoing anti-Black practices.

Our Mission

Our mission is to fuel a movement that educates and equips leaders, stakeholders, and allies to advance local reparations policies.

What We Do

FirstRepair is the primary trusted resource for elected officials, legal experts, practitioners, advocates, researchers, faith leaders, and activists seeking guidance, collaboration, and community in the work of achieving reparatory justice. Through education, strategy, and partnership, we help turn reparations into actionable local policy and practice and demonstrate life with repair.

than 100 communities engaged in local initiatives; established the National Symposium for State and Local Reparations, the signature convening for the local reparations movement that coalesces over 300 local leaders from across the country;

built four regional networks with local leadership hosting monthly strategy sessions; and launched the National Resource Center for State and Local Reparations in Evanston, IL.

Our Symbol

FirstRepair's logo is based on the Adinkra symbol "Adinkrahene", which emphasizes the importance of learning from the past to improve the present. The three concentric circles also represent local, state, and federal repair.

The combined negative and positive spaces of the symbol represent the five Forms of repair (restitution, compensation, rehabilitation, satisfaction, cessation), with the outer ring of the circle encompassing all humanity.



ABOUT FIRSTREPAIR

FIRSTREPAIR TEAM

Board

- Matt Feldman
Treasurer
- Tonika Lewis Johnson
- Courtney Q. Jones
- Dr. Julianne Malveaux
- N'nanba (Robin Rue Simmons)
President
- Dr. Akinyele Umoja
- Casey Lewis Varela
Secretary
- Elisa Walker

Staff

- Jumoke Ifetayo
Senior Advisor
- Tina Penick
Executive Assistant
- Bailee Rue
Program Director
- Victoria Shire
Chief Operating Officer
- N'nanba (Robin Rue Simmons)
Founder, Executive Director and Board President
- Elisa Walker
Program Director
- Seth Watson
AV and Infrastructure Coordinator

Regional Leaders

- C. Davida Ingram
West Region
- Jeffrey Trask
Midwest Region
- Jumoke Ifetayo
South Region
- Jean-Pierre Brutus
East & Mid-Atlantic Region



FirstRepair is the primary resource for legislative bodies, committees, taskforces and commissions, elected leaders, and reparations practitioners seeking information, support, and community for policy solutions that advance a repaired world. We are also the go-to partner for community advocates, interfaith and lay leaders, academics and researchers, activists and racial justice leaders committed to reparatory justice. We bring out the best in everyone—from grassroots organizers and civic leaders to policy experts and legal scholars—so that together we can design and implement the frameworks necessary to achieve tangible, lasting redress for Black communities.

Strategic Advising

Drawing from the experience of and knowledge of practitioners, FirstRepair provides one-on-one strategic advising in closed sessions for elected leaders. We provide testimony for public sessions, advise stakeholders and allies on action items, and support established committees, task forces and commissions.

Monthly Strategy Sessions

build a network of informed and empowered local leaders equipped to advocate for reparations policies in their communities. Strategy sessions cover the principles of reparations, democracy and reparations, women in the reparations movement, legal

Workshops, Lectures, and Panels

FirstRepair hosts, facilitates, and participates in workshops, presenting and speaking at events across the nation and the globe. We have presented and organized side events since 2022 at the United Nations Permanent Forum on People of African Descent. Founder N'nanba (Robin Rue Simmons) is in high demand to

and communication strategies, arts and culture, and more.

The National Symposium for State and Local Reparations is the signature event for the local reparations movement. Held each year in Evanston, IL, the Symposium welcomes more than 300 attendees to hear from over 50 speakers on topics including policy design, interfaith partnerships communication, legal strategies, allyship, and more. Attendees also participate in a bus tour, a Town Hall Session, regional reports, live Toolkit sessions, and an awards dinner recognizing significant leaders and achievements of the past year.

share a reparations vision and possibilities for implementation at conferences, invited talks, and to media and community-based efforts. Our work attracts new partners and connections to aligned efforts in racial and social justice including education, economic justice, housing and philanthropy.



Arts and Culture

FirstRepair curates a range of commissioned arts and culture programming that showcases life with repair including exhibits and showcases, public art, music, documentaries, books, and digital media.



2025 Legacy
Awardee Attorney
Adoja Aiyetoro



Resources, Toolkits, and Research

There is no exact blueprint for implementing reparations, but there are best practices, flexible models and other templates and resources that are proven. FirstRepair's toolkits and resources for practitioners are shared at conferences, workshops, in focused training sessions, through the National Resource Center for State and Local Reparations,

in monthly Strategy Sessions, and on our website.

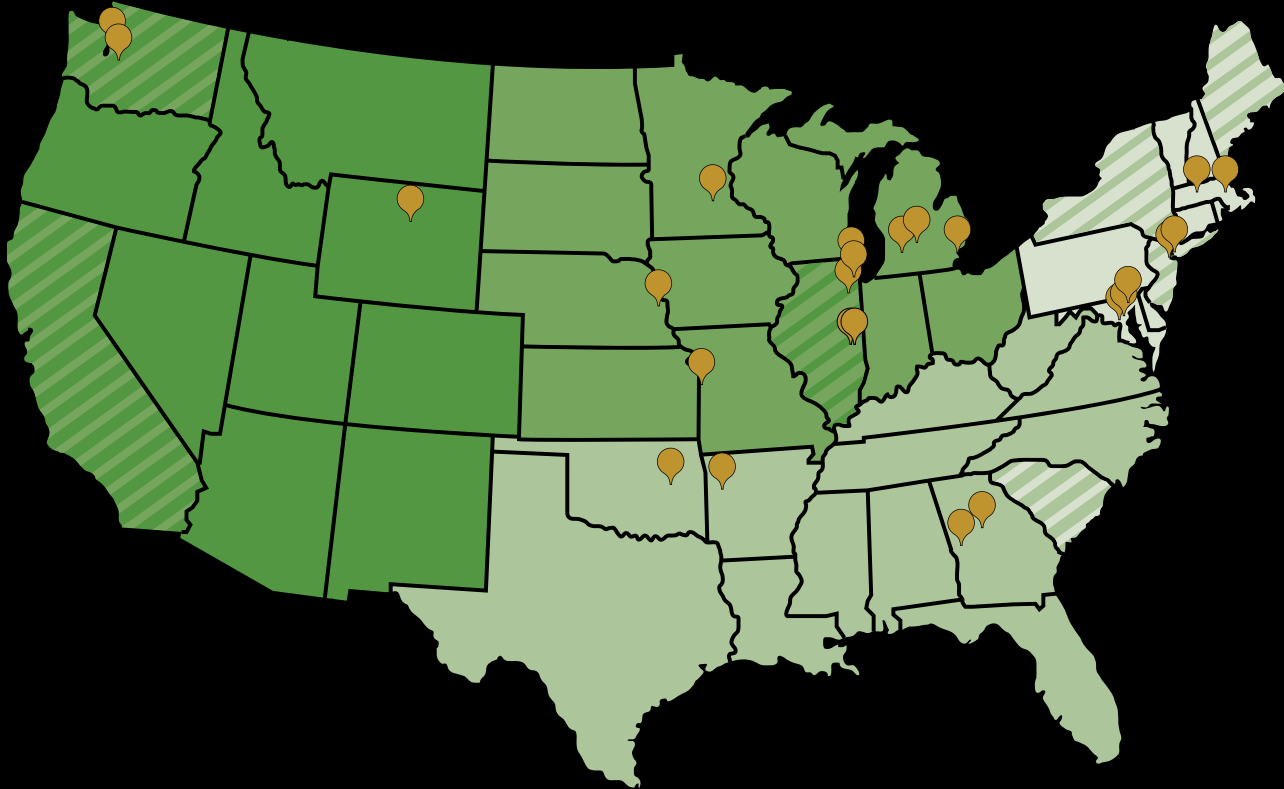
The U.S. Reparations Map is a new interactive map that tracks reparations initiatives and movement partners, demonstrating the scope, power, and success of the local reparations movement. This map is a comprehensive view of the U.S. reparations ecosystem.

With the growing crescendo of calls for reparations and redress of systemic injustices against Black people in the United States, we've designed this tool to expedite and strengthen these efforts.



FIRSTREPAIR SERVICES

COMMUNITIES SERVED



COMMUNITIES SERVED

Since our founding in 2021, FirstRepair has supported over 100 communities in advancing local reparations initiatives with active work underway in:



West

- California (State)
- Los Angeles, CA
- Palm Springs, CA
- Sacramento, CA
- San Francisco, CA
- Denver, CO
- Renton, WA
- Seattle, WA
- Washington (State)

Midwest

- Illinois (State)
- Chicago, IL
- Champaign, IL
- Evanston, IL
- Oak Park, IL
- Urbana, IL
- Waukegan, IL
- Detroit, MI
- Kalamazoo, MI
- Lansing, MI
- St. Paul, MN
- Kansas City, MO
- Omaha, NE
- Columbus, OH
- Beloit, WI

East & MidAtlantic Region

- Maine (state)
- Baltimore, MD
- Bowie, MD
- Amherst, MA
- Boston, MA
- Cambridge, MA
- Jamaica Plain, MA
- Martha's Vineyard, MA
- Greenbelt, MD
- New Jersey (State)
- New York (State)
- New York, NY
- Philadelphia, PA
- Providence, RI
- Washington, DC

South

- Fayetteville, AR
- Atlanta, GA
- Decatur, GA
- South Fulton, GA
- New Orleans, LA
- Asheville, NC
- Tulsa, OK
- Shelby County, TN
- South Carolina (State)
- Richmond, VA



While we faced significant political and legal barriers this year, our network responded not with setbacks, but with solutions. More than ever **Reparations Leaders Are Resourced and Turning Barriers into Breakthroughs**



- **Evanston, IL:** Despite a direct lawsuit attempting to undermine local efforts, the city disbursed a total of **\$6.5 million** in direct benefits, part of a **\$20 million** total commitment. Furthermore, the Evanston community demonstrated “contribution, not just a pledge” with a **\$1 million gift** from the interfaith community to the Reparations Stakeholder Authority of Evanston.
- **Asheville, NC:** In response to intimidation from the Department of Justice, the Reparations Stakeholder Authority of Asheville moved forward with bold land transfers and historic renovations, proving that community-led repair is unstoppable.
- **Tulsa, OK:** Following a devastating court dismissal, the movement pivoted toward private redress. Mayor Monroe Nichols launched a **\$105 million private reparations trust**, ensuring the fight for Justice for Greenwood continues through intergenerational community building.
- **Maryland:** When a state reparations bill faced an unexpected gubernatorial veto, local and national partners immediately mobilized. This rapid response has become our new model for **operational unity under pressure**.



A National Momentum

Across the nation, our movement advanced through planning and evidence-based research. Comprehensive harm reports were released in **Detroit, New Jersey, Fulton County, and Lakeland**. Notably, the **Palm Springs Section 14** survivors won a landmark lawsuit, securing a \$27 million agreement with initial \$5.9 million cash settlements already received.

We also recognize the American South as a region of rising power. From Atlanta’s robust community task force to the unanimous passage of a reparations resolution in Decatur, GA, these victories were built on a foundation of trust and sophisticated political coordination.



Local Repair has a National Home at the National Resource Center for State and Local Reparations

Monthly programming showcased reparations experts, arts and culture, community and belonging, and intergenerational experiences. Featured speakers include: Shorefront Legacy Center, Joining Forces for Affordable Housing, Evanston Chamber of Commerce, Evanston Community Foundation, City of Evanston, Global Circle for Reparations and Healing,

Obama Foundation Scholars, Kingsway Prep Elementary School, Brown Books and Paintbrushes, Maia Faith, Tonika Lewis Johnson, Kamasi Hill, Steven Golding, Craig Hodges, Jerusalem Singleton, Christopher Simms, and Moe Momentum.

This year, the library received strong community support through numerous donations,

reflecting growing awareness and enthusiasm. Between our initial book purchases and donated materials, the collection now offers over 600 titles, including historical nonfiction, encyclopedias, novels, arts and culture resources, children’s books, harm reports, and toolkits.



“Reparations is not simply a policy. Reparations is a practice. Reparations is a verb.”

— N'nanba (Robin Rue Simmons)

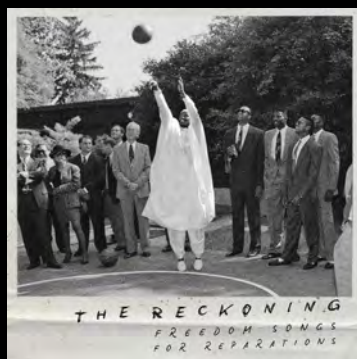
Repair is Joyous: Arts & Culture

The Reckoning: Freedom Songs for Reparations, a full-length album celebrating Black liberation and reparations, was released in 2025 and performed at this year’s Symposium. This collection of lyrical essays is more than music—it is a living testament to our truth,

our repair, and our brilliance. This project brings together legendary Hip Hop voices Ras Kass, KRS-One, Scarface, Loose Mindz and more. And just as important, *The Reckoning* lifts up the voices of our own movement leaders: Attorney Nkechi “Nikki T” Taifa, Dr.

Akineyele “Baba AK” Umoja, Queen AF, and Trevor “Tricky Trev” Smith. Their contributions remind us that this movement is not only fueled by scholars, organizers, and movement practitioners, but also by artists who have dedicated their lives to repair.

Listen to
The Reckoning



The Movement is Global

FirstRepair **attended and presented at *The Fourth Permanent Forum on People of African Descent (PFPAD)*** a United Nations-led platform dedicated to advancing the rights and well-being of people of African descent worldwide, at the United Nations headquarters in New York City. N'nanba and Elisa Walker both delivered interventions on the

General Assembly floor, and FirstRepair organized and participated in side events throughout the Forum.

FirstRepair was proud to bring an intergenerational delegation of six Evanston residents to the forum, helping us empower the next generation of Evanston reparations leaders.



Building the Next Generation

New programming kicked off this year when more than a dozen young people engaged in a day of learning and discussion on racial justice, reparations, and democracy. Invited guest Kristi Williams led the group in a talk and interactive lessons based on Tulsa’s Black History Saturdays, a powerful youth and community education model. Kristi is a descendant of Tulsa Race Massacre survivors, serves on the Tulsa Mass Graves Oversight Committee and Black Wall Street Chamber of Commerce,



and is a National Geographic Explorer. Following her talk, participants engaged in a role-play exercise demonstrating the dynamics of a City Council vote on reparations, with members playing the roles of elected and appointed leaders, community leaders, advocates, and more.

Youth participants were further engaged in an intergenerational workshop at the National Symposium, led by FirstRepair and Get Free, focused on empowering

youth to engage in social movements, with particular emphasis on the reparations movement. Participants learned about Evanston’s reparations initiative and its influence on efforts in other cities, a hands-on activity where youth practiced organizing and advocacy strategies, and an intergenerational discussion with Evanston community elders who have extensive experience in civic participation and mobilizing.

MORE 2025 HIGHLIGHTS

REPAIR IS EVERYWHERE

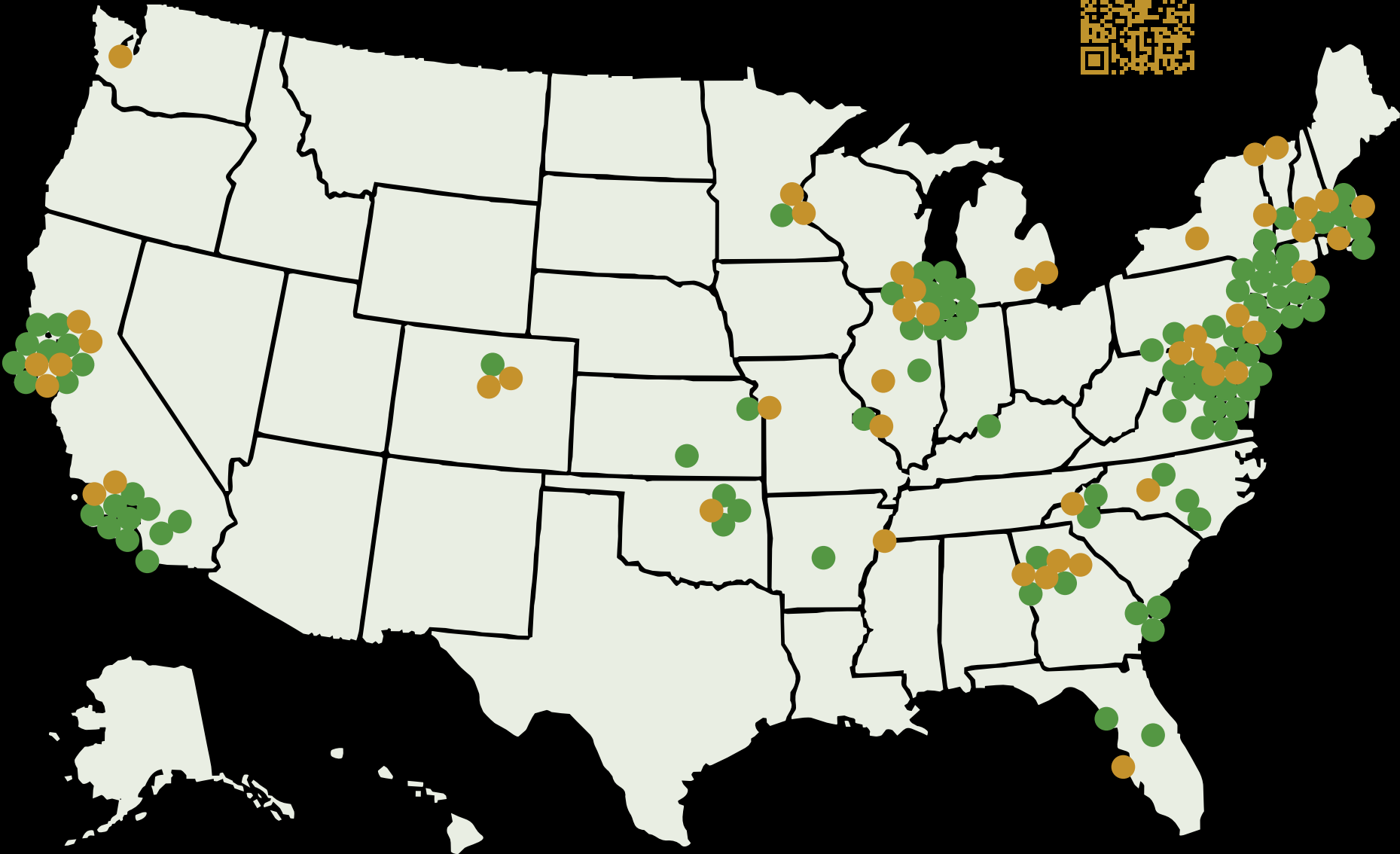
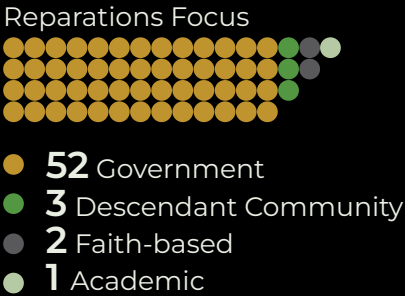
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On the site landing page, activists, practitioners, philanthropists and other users can scroll through an overview of the collected data—currently representing over 160 organizations—expressed

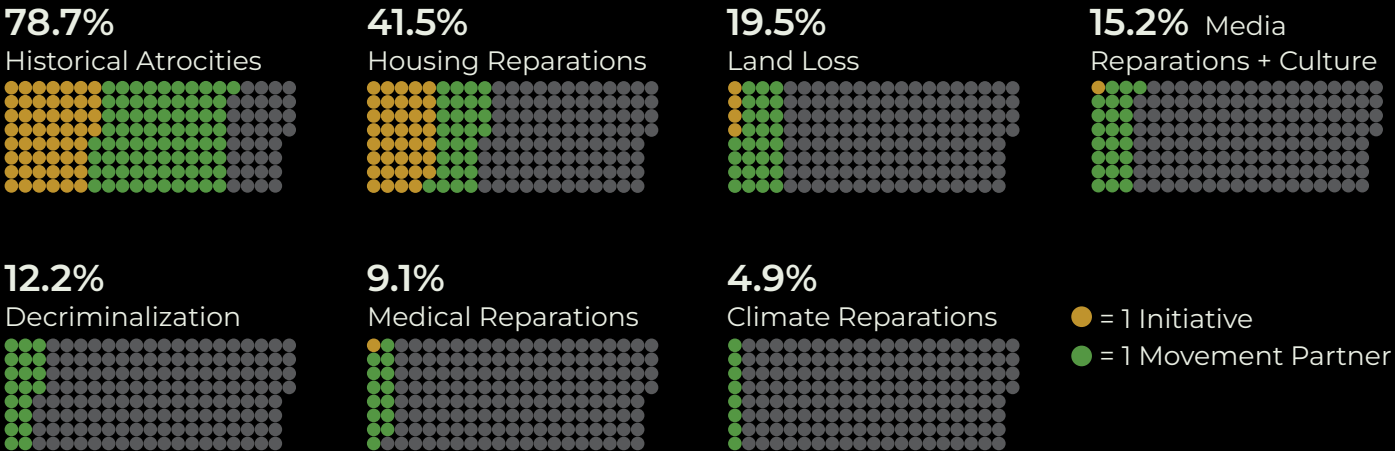
through easy-to-understand charts and graphs. From there, they can explore the data on a map view, then toggle over to a sortable, searchable table offering the same pertinent information. The map itself allows users to explore the growing number of advocacy groups, research centers, special committees, task forces, councils and other bodies contributing to America's fight for reparations. The map also tracks reparations initiatives, displaying on-the-ground progress in the form of task forces created, funding allocated, bills passed and more.



- 53 Initiatives
- 111 Movement Partners



CALL TO ACTION:
get on the map!





**WE ARE NO LONGER ASKING
WHETHER REPARATIONS IS
POSSIBLE. WE ARE ASKING:
HOW DO WE IMPLEMENT IT?
HOW DO WE PROTECT IT?
HOW DO WE SUSTAIN IT?
HOW DO WE MEASURE IT?**

— N'NANBA

NATIONAL RESOURCE CENTER FOR STATE AND LOCAL REPARATIONS

The National Resource Center for State and Local Reparations

is a home for the national reparations movement to:

- ▶ coordinate partners;
- ▶ organize and increase access to resources, support, and information;
- ▶ create and inform engagement points for professionals in aligned industries; including law, civics, youth education, and Black creatives; and
- ▶ archive the local reparations movement.

FirstRepair launched programming at the National Resource Center for State and Local Reparations with a focus on events that support repair, healing, and joy. Events included:

- ▶ Celebration of **Marcus Garvey** with an invited talk by Steven Golding reflecting on the enduring fight for reparations and global Black empowerment.
- ▶ **A Decade to Remember**, an exhibit and panel discussion of the Norshore Twelve Debutante Cotillion in the 1960s.

The Resource Center hosts reparations-centered exhibits, artist talks, expert panels and public viewings of art and data to engage and inform the dialogue around racial healing and repair. Office hours and a resource and referral process further support local initiatives across the nation to advance their efforts.

- ▶ **Black in Bloom: A Family Day of Stories and Play** featured a variety of hands-on activities for children, including read-alouds of children's books that introduced themes of repair, justice, and community care.
- ▶ **A Fireside Chat with Craig Hodges**, two-time NBA champion discussed his book *Long Shot: The Triumphs and Struggles of an NBA Freedom Fighter* with Chicago-based cultural leader and entrepreneur Yohance Lacour.

The Resource Center Library houses foundational materials, such as sample legislation and harm reports, equipping local leaders to directly challenge discriminatory policies and shift the balance of power in their communities.

- ▶ **Black Poetry Showcase** celebrating the power of Black voices and art in pursuit of reparations featuring Jerusalem Singleton, Katie Brown, Christopher Simms, and Moe Momentum.
- ▶ **Reparations Are Due!**, a groundbreaking art exhibit by MacArthur Fellow *Tonika Lewis Johnson* underscored the impact of redlining and highlights the ongoing fight for reparations.
- ▶as well as open houses and other community-led events hosted at the Resource Center.

Finding Eden by Maia Faith

Finding Eden is a striking new mural celebrating Black families, the vision of reparations, and the joy of repair. The three-part painting explores themes of faith, growth, love, and the transformative power of human connection. Though centered on two individuals, the story reflects

a universal hope for future generations—flourishing in environments of love, restoration, and abundance. The paintings honor the power of a community that not only nurtures but also heals—one that tends to the wounds of the past with care and intention.



The Resource Center Library

The Library makes available *a collection* of books written by leaders in the reparations movement, harm reports, works that explore critical issues within the Black community, and children's books that introduce themes of justice and repair. Since its launch in December 2024, the FirstRepair Library has finalized its initial collection of 600 books. With the help of

volunteers, we have successfully cataloged our collection, toolkits, and harm reports in the *Libib system*. Browsers are invited to deepen their knowledge and share these resources with others as part of learning, healing, and action.



A Place for Racial Repair in Evanston

The Resource Center provides a gathering place for racial repair in Evanston. This new space has welcomed community and movement partners including:

- ▶ Evanston's *Joining Forces for Affordable Housing* held a convening to explore how housing justice and reparations go hand in hand, centering stories of displacement and imagining more equitable futures.
- ▶ FirstRepair hosted the *Global Circle for Reparations and Healing* for a retreat of the Circle's Steering Committee to reflect, strategize, and build alignment across continents.
- ▶ Merchant associations, community groups, and artists are enjoying our vibrant, community-oriented space.



The Resource Center was founded with partnership and support from



NATIONAL SYMPOSIUM FOR STATE AND LOCAL REPARATIONS

275 attendees
from over 60 localities
more than 80 initiatives
to hear from over 50 speakers
in 30 sessions



recap video



In 2025, the majority of participants attended for the first time, showing strong new engagement in the movement.



The National Symposium for State and Local Reparations is the signature event for the local reparations movement, bringing leaders from across the country together in fellowship and learning.

The 2025 keynote speaker MacArthur Fellow Tonika Lewis Johnson demonstrated how visual art serves as a powerful tool for truth-telling and tangible community repair, emphasizing how the reparations movement provides the imagination and courage necessary for healing. Plenary Session panels featuring Dr. Ron Daniels, Dr. Marcus Hunter, Jennifer Jones Austin, Attorney Mawuli Davis and N'nanba provided context, clarity, and call to action.

This year, FirstRepair also recognized the 2025 Local Leader Cohort for their deep commitment to advancing reparations in their communities. Their work has strengthened local initiatives, fostered collaboration, and helped build momentum for the growing reparations movement. Thanks to their tireless efforts, hearts and minds are changed, legislation is advancing, and we see institutional change in this nation.



LIVE PERFORMANCE OF REPARATIONS ALBUM

Attendees were treated to a live performance of *The Reckoning*, a full-length album celebrating Black liberation and reparations, released in 2025



ACKNOWLEDGE COMMIT TRANSFORM



**WHEN WE HONOR OUR PAST WITH
UNFLINCHING TRUTH, WE OPEN THE WAY
FOR A FUTURE SHAPED BY JUSTICE AND
SACRED REPAIR. REPARATIONS ARE A
SPIRITUAL MANDATE: RESTORING WHAT
WAS TAKEN, HEALING WHAT WAS
WOUNDED, AND FREEING WHAT WAS
BOUND. I WAS HUMBLLED AND HONORED
TO BE A PART OF FIRSTREPAIR'S
PROPHETIC WORK OF LIBERATION.**

— REV. DAMIEN DURR

General Secretary/Chief Executive Officer,
Samuel DeWitt Proctor Conference

IN THE NEWS

The past year has underscored the growing prominence of reparations in the national media landscape. From in-depth analyses of the historical and ongoing impacts of systemic racism to detailed reports on the progress of local reparations initiatives across the country, the conversation around repair is more visible and vital than ever.

FirstRepair has consistently served as a leading voice and sought-after expert within this critical dialogue. Founder and Executive Director, N'nanba (Robin Rue Simmons) has been featured in numerous national outlets, providing insightful commentary, historical context, and expert analysis on the

complexities and possibilities of reparations. These interviews and quotes have helped to shape public understanding and inform nuanced discussions on the path towards racial justice.

Furthermore, FirstRepair is increasingly recognized as a trusted and authoritative source of information on reparations. Our website, resources, and public statements are utilized by journalists, policymakers, community leaders, and the general public seeking accurate and comprehensive information on the history, implementation, and impact of local reparations movements. We remain committed to providing clarity and fostering informed engagement as the nation continues to grapple with the urgent need for repair.



*Mapping a Movement:
Data Visualization Powers
the Push for Reparations*

Medium, Graphicacy blog,
August 1, 2025

G

*A liberal Chicago suburb
is paying reparations —
will others follow?*

Financial Times

FINANCIAL TIMES

WVON Radio Show



*Reparations are
Gratitude Made Public*

Evanston Roundtable,
November 27, 2025

EVANSTON
ROUNDTABLE

HEADLINES + HIGHLIGHTS

\$250,000+

Wellspring
Philanthropic
Fund

Fund for
Nonviolence

\$100,000+

Lewis-Sebring
Family Foundation

Liberation Ventures

\$50,000+

Decolonizing
Wealth Project

Northwestern
University



\$10,000 - \$25,000

Global Circle for
Reparations and Healing

Evanston Cradle to Career

Feldman Family
Charitable Fund

National African American
Reparations Commission
(NAARC)

Northminster
Presbyterian Church

\$5,000 - \$9,999

Evanston
Community Foundation

Grand Victoria Foundation

MVP3 Foundation

\$1,000 - \$4,999

Corporate Accountability

Lisa Altenbernd and
Steve Hagerty

Jessie and Douglas
Macdonald Gift Fund

\$500 - \$999

Surdna Foundation

Stephen Duck

Stephen Heaviland

Nicholas Marlton

Michael Thomas

Kim-Khanh Van

FirstRepair thanks all of
our donors, volunteers
and supporters who
make this work possible!

Join your support
to our work today:



DONORS

FINANCIAL
SUMMARY

2025 Operating Revenue:
\$1,212,478

Grants and Awards: \$ 1,181,575

Interest: \$12,369

Individual Donations: \$18,534

2025 Operating Expenses:
\$1,170,809

Staff: \$608,457

Programs & Events: \$283,737

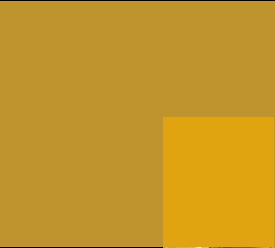
Consultants & Professional
Services: \$134,495

Occupancy: \$84,623

Communication & Marketing: \$34,767

Technology & Supplies: \$15,271

Other Indirect Costs: \$9,459



GRANTS AND AWARDS:
\$1,181,575

INDIVIDUAL DONATIONS:
\$18,534

INTEREST:
\$12,369

STAFF:
\$608,457

PROGRAMS & EVENTS:
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CONSULTANTS &
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\$134,495

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OTHER INDIRECT COSTS: \$9,459

JOIN THE REPARATIONS MOVEMENT!



1900 ASBURY AVENUE
EVANSTON, ILLINOIS 60201
(847) 563-8579

Get on the
U.S. Reparations
Movement Map!



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 [linkedin.com/company/firstrepair](https://www.linkedin.com/company/firstrepair)

 [facebook.com/FirstRepairOrg](https://www.facebook.com/FirstRepairOrg)



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Photography:

Purple Photo Group;
Ozzie Ramsay Photography

