



Tuesday, June 16, 2020

Tulsans,

As leaders of our respective family foundations, we've been distressed and also moved by what is happening in our community. We have listened to the perspectives of our younger trustees, and recalled the legacy of our parents who, at the time, made incredibly bold and brave decisions with their philanthropy.

Somehow a statement on our website and a few grants feels hollow given our resources. It feels like it's time for us to respond boldly to the grave injustices in our community.

**We've decided to commit the funds of the entire joint family foundation to this cause. The Zarrow Families Foundation will now conduct its grantmaking through *The Commemoration Fund*, to honor the memory of the victims of the 1921 Tulsa Race Massacre. This new effort will be dedicated to and overseen entirely by people of color.**

**Thank you to the Tulsa leaders who have accepted positions on the inaugural Commemoration Fund Advisory Board.**

The Commemoration Fund will provide approximately 5-7 years of support, likely totaling around \$6 million. Grant guidelines will be determined by the Advisory Board and may take the form of institutional scholarships, justice and diversion initiatives, facilities, or workforce development especially related to healthcare and mental healthcare for people of color in our community.

The important decision here is not to initiate grants for the cause, but to grant authority over those funds directly to Black, Indigenous People of Color. In other words, we cannot be a stumbling block any longer, nor can we hope to effect change by continuing to employ what Martin Luther King Jr. aptly described as "shallow understanding from people of good will."

Qualifications for application will be determined by The Commemoration Fund Advisory Board. Look for them this winter, in time to announce the first round of grants by May 2021, the anniversary of the Tulsa Race Massacre.

Judy Zarrow Kishner, Gail Zarrow Richards, Stuart Zarrow  
Zarrow Families Foundation Trustees