

# LEVI STRAUSS FOUNDATION

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Outfitting movements and leaders fighting  
for a just and abundant world

2023 YEAR IN REVIEW



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# 2023 YEAR IN REVIEW

For more than 70 years, the Levi Strauss Foundation (LSF) has embraced the energy and events of our time by supporting community partners who embody Levi Strauss & Co.'s values – originality, empathy, integrity, and courage. Today, LSF outfits the movements and leaders fighting for a just and abundant world in the areas of democracy, immigrant rights, reproductive justice, and worker rights and well-being.

In 2023, LSF provided \$9.3 million to more than 90 community partners. We are incredibly humbled to stand alongside these pioneering organizations and their leaders, who are driving social change in communities around the globe.

We believe that business can be a force for good –and we are proud that LSF in 2023 was named one of the most important players in corporate philanthropy today by [Inside Philanthropy](#), an online publication committed to bringing greater transparency and accountability to philanthropy.

## A YEAR OF GROWTH

This year was one of learning and development for LSF. As we look back at 2023, we identified several factors that contributed to our success:

- **We united as a new team:** Three team members joined LSF at the end of last year—and for the first time in several years, we felt the impact of a full team in 2023. Beyond being fully staffed, we had the right people in the right jobs—including the foundation's first Director of Programs.
- **We organized our work in four core issue areas:** The social and political climate in the U.S. and around the world affirmed that we are investing in the right issues: [democracy](#), [immigrant rights](#), [reproductive issues](#), and [worker rights and well-being](#).
- **We prioritized communications:** We honed our communications muscle to advance LSF's mission and leveraged communications to inspire and engage audiences (both internal and external) with LSF and the work of our community partners.
- **We focused on learning from the field:** Staff was proactive in connecting with others in the philanthropic sector, which enhanced our work and created spaces for collaboration and learning.

After four decades and tens of millions of dollars in investments, the Levi Strauss Foundation (LSF) wound down its HIV/AIDS grant-making program in 2023.

*Given the significant increase in HIV/AIDS funding over the years, the foundation believes that investing in our core program areas will achieve greater impact. While the foundation will no longer support the issue, years of engagement in the HIV/AIDS field have had a lasting effect on how the foundation does its work. That's why LSF has developed the HIV/AIDS Summary Report: [Four Decades of Learning](#), which shares the foundation's experience and captures its learnings along the way.*

## GRANTMAKING PRACTICES

For the last decade, it has been LSF's practice to provide multi-year, general operating support grants that were paid over multiple years. This practice helps organizations stay true to their mission, aids in their stability, and allows organizations to strengthen organizational infrastructure and internal functions. In 2023, we ramped up this practice, and began paying all multi-year grant funds upfront, which allows grantees to better plan their work. LSF has also streamlined its application and reporting processes, to ease the administrative burden of our grantees.

Staff strive to find a balance between supporting current grantees and funding new approaches in our program areas. One way to ensure we are funding innovative ideas is by seeking out new organizations. LSF has not previously tracked the percentage of our grantmaking budget that funds new organizations. In 2023, we began tracking this data point and will set a target as part of our 2024 grantmaking planning.

**86%**

provides multi-year support

**74%**

provides general operating support

**72%**

supports new organizations

## CROSS-CUTTING PILLARS

LSF has identified four cross-cutting pillars that are essential for social change. In addition to advancing programmatic strategies, each LSF grant addresses one or more of these pillars:

**Policy and systems change:** Lasting change often requires changes in policies, regulations and systems. Our grants support efforts across the spectrum of policy and systems change, including research, ideation, litigation, monitoring, and implementation.

**Leadership:** Change requires leaders. Our grants support leadership training, development and recognition.

**Strong organizations:** We need strong and effective organizations to advance the changes we want to see. Our multi-year, general operating support grants help organizations stay true to their mission and aid in their stability. Moreover, our grants for technical assistance and capacity building help organizations strengthen organizational infrastructure and functions.

**Communications and narrative change:** We believe that communications strategies are essential in effective social change efforts. Our grants support a range of communications strategies, including social media campaigns, storytelling, and message development.

## RACIAL AND GENDER JUSTICE

LSF also employs racial and gender justice lenses in its grantmaking. LSF's focus on **racial justice** is essential for bringing into view the confrontation of power, the redistribution of resources, and the systemic transformation necessary for real change stemming from a history of white supremacy.

Focusing on **gender justice** ensures that our grants address gender inequities by centering the experiences and leadership of those most impacted by gender inequity, including women of color, low-income women, and queer and trans communities.

These grantmaking elements allow us to be more consistent and disciplined in our approach and, more importantly, to be more strategic in our selection of partners. We continue to enhance our approaches as we learn from peer funders and community partners about grantmaking best practices.



# DEMOCRACY



## PURPOSE AND GOALS

### PURPOSE

Establish and protect a strong and inclusive democracy in the U.S.

### Goals

#### Protect voting rights.

Advance policy and legal change that empowers and protects communities' right to vote.

#### Strengthen civic engagement, participation, and culture.

Engage underrepresented and disenfranchised populations on issue and electoral organizing.

#### Ensure open and inclusive media and information ecosystems.

Rebuild the public's trust in news media and ensure communities have access to reliable, trustworthy, and relevant news and information.

#### Build bridges and alliances.

Strengthen the capacity and effectiveness of leaders, as well as social change organizations, and promote narratives that restore social cohesion and senses of community.

## NUMBERS AT-A-GLANCE

**\$2.0M**

AMOUNT GRANTED IN 2023

**11**

NEW GRANTS (MADE IN 2023)

**27**

ACTIVE GRANTS  
(2022 AND 2023)

**\$185,455**

AVERAGE GRANT SIZE

**99%**

MULTI-YEAR

**73%**

GENERAL SUPPORT

**87%**

NEW GRANTEEES

**100%**

ADVANCES RACIAL JUSTICE

**99%**

ADVANCES GENDER JUSTICE

**100%**

BIPOC-led ORGANIZATIONS

# IMMIGRANT RIGHTS



## PURPOSE AND GOALS

### IMMIGRANT RIGHTS

Advance immigration reform that creates systems that are equitable, anti-racist, and humane, while engaging the most marginalized communities of immigrants as active leaders in the movement.

#### Goals

**Advocate for just pathways to citizenship.**

Advocate for permanent, equitable and dignified pathways to citizenship for undocumented immigrants.

**Promote equitable immigration policies.**

Advocate for equitable and inclusive immigration policies and enforcement practices.

**Build a culture of belonging.**

Address systemic biases toward immigrants and shift cultural attitudes to be more inclusive and welcoming.

## NUMBERS AT-A-GLANCE

**\$1.12M**

AMOUNT GRANTED IN 2023

**9**

NEW GRANTS (MADE IN 2023)

**14**

ACTIVE GRANTS  
(2022 AND 2023)

**\$120,000**

AVERAGE GRANT SIZE

**100%**

MULTI-YEAR

**100%**

GENERAL SUPPORT

**63%**

NEW GRANTEEES

**100%**

ADVANCES RACIAL JUSTICE

**100%**

ADVANCES GENDER JUSTICE

**75%**

BIPOC-led ORGANIZATIONS





## REPRODUCTIVE JUSTICE

## Goals

# WORKER RIGHTS & WELL-BEING



## PURPOSE AND GOALS

### WORKER RIGHTS AND WELL-BEING

Advance the rights of apparel workers and lift systemic approaches for improving the well-being of workers in the garment industry.

#### Goals

#### Advance fair and equitable protections

Expand the rights of apparel workers, particularly women, in key LS&Co. sourcing countries.

#### Build factory cultures of trust

Enable factories to develop and implement policies, systems, and programs that build workplace cultures of trust, respect, and fairness.

#### Spur system transformation

Ideate, test, document, and disseminate creative solutions that address systemic root causes of poor health and well-being outcomes for apparel workers.

## NUMBERS AT-A-GLANCE

**\$2.18M**

AMOUNT GRANTED IN 2023

**15**

NEW GRANTS (MADE IN 2023)

**30**

ACTIVE GRANTS  
(2022 AND 2023)

**\$129,851**

AVERAGE GRANT SIZE

**84%**

MULTI-YEAR

**48%**

PROVIDES GENERAL  
SUPPORT

**54%**

NEW GRANTEEES

**100%**

ADVANCES GENDER JUSTICE



# THE TEAM



Pictured from left to right: Fatima Angeles, Liz Tellez, Caroline Kim, Jason McBriarty, Hannah Yi, Victoria Doyle, and Kim Almeida.

## STAFF

The Levi Strauss Foundation team embraces the energy and events of our time by supporting community partners who embody Levi Strauss & Co.'s values – originality, empathy, integrity, and courage – and who are driving social change in the areas of democracy, immigrant rights, reproductive justice, and worker rights and well-being.

- [Kim Almeida, Director of Programs](#)
- [Fatima Angeles, Executive Director](#)
- [Victoria Doyle, Program Manager](#)
- [Caroline Kim, Program Manager](#)
- [Jason McBriarty, Director of Communications and Finance, Controller](#)
- [Liz Tellez, Operations Manager](#)
- [Hannah Yi, Program Manager](#)

## BOARD OF DIRECTORS

The Levi Strauss Foundation was founded in 1952 by leaders of the company: Walter Haas, Sr., Walter Haas, Jr., Peter Haas, Sr. and Daniel Koshland.

Today, our board consists of descendants of Levi Strauss and current company leaders – including our CEO, Chip Bergh. This group provides the foundation with a combination of strategic business expertise and deep philanthropic experience.

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|------------------|--------------------|---------------------|
| ▪ Edgar Bedolla  | ▪ Michelle Gass    | ▪ Pete E. Haas, Jr. |
| ▪ Zaine De Souza | ▪ Dan Geballe      | ▪ David Jedrzejek   |
| ▪ Mark Foxton    | ▪ Elise Haas       | ▪ Tracy Layney      |
| ▪ Meryl Friedman | ▪ Jennifer C. Haas | ▪ Anna Walker       |



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