

redefine
ALLIANCE





Lookback

FIELD GROWTH AND VISIBILITY



SINCE 1997

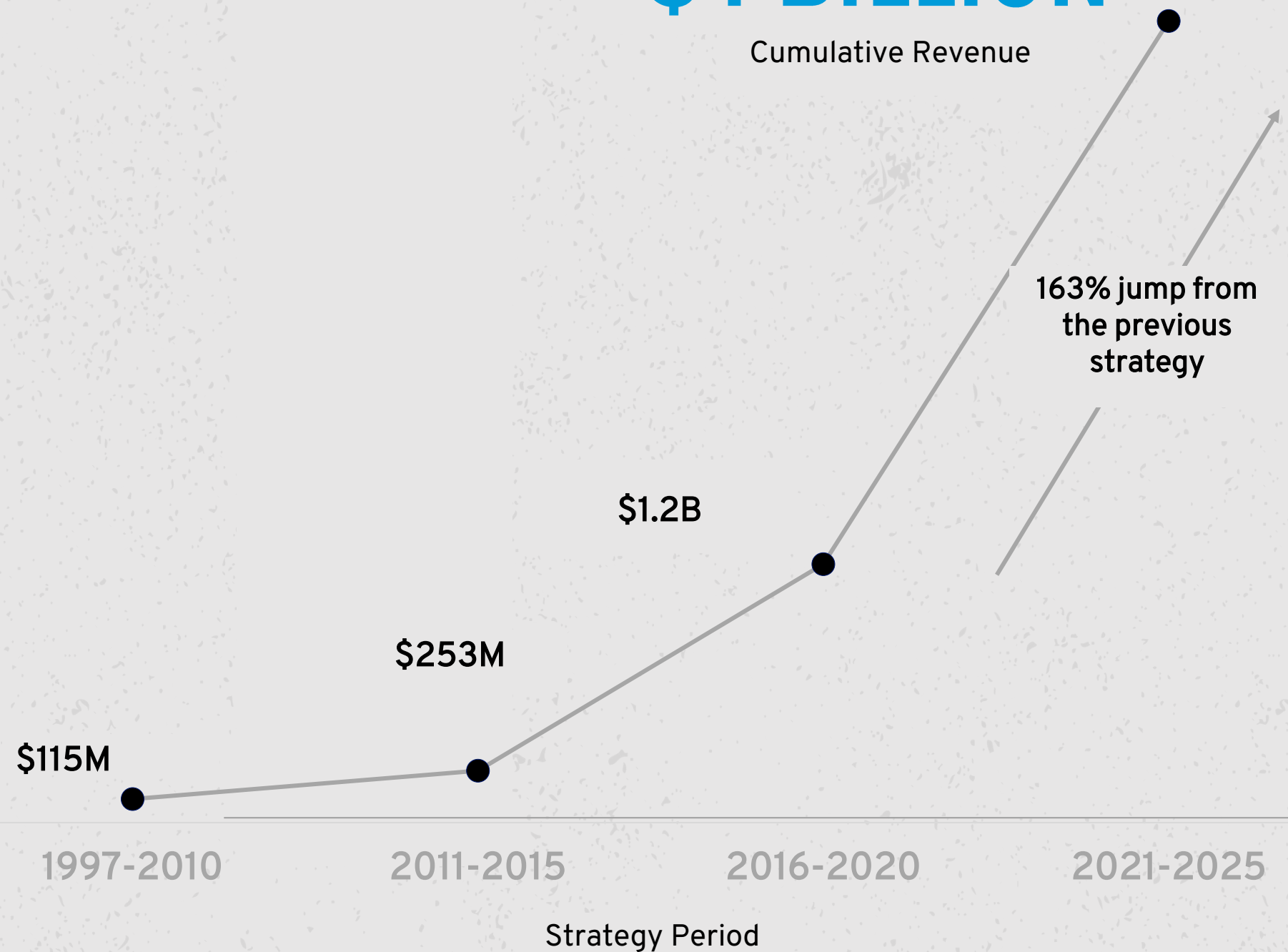
Redefine -supported enterprises have
earned ~ \$4B in cumulative revenue

... and created jobs for
over 176,000 people.



\$4 BILLION

Cumulative Revenue



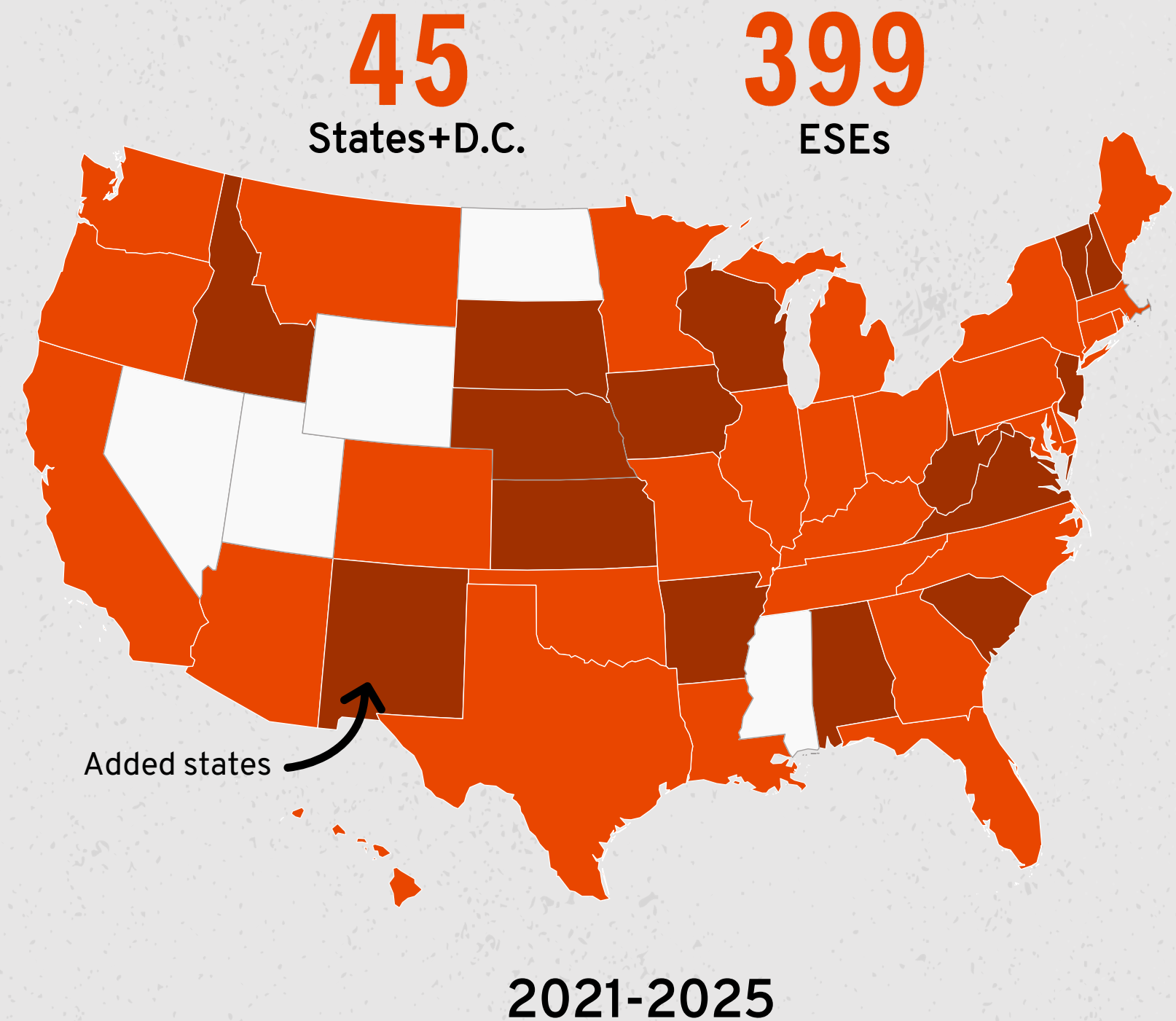
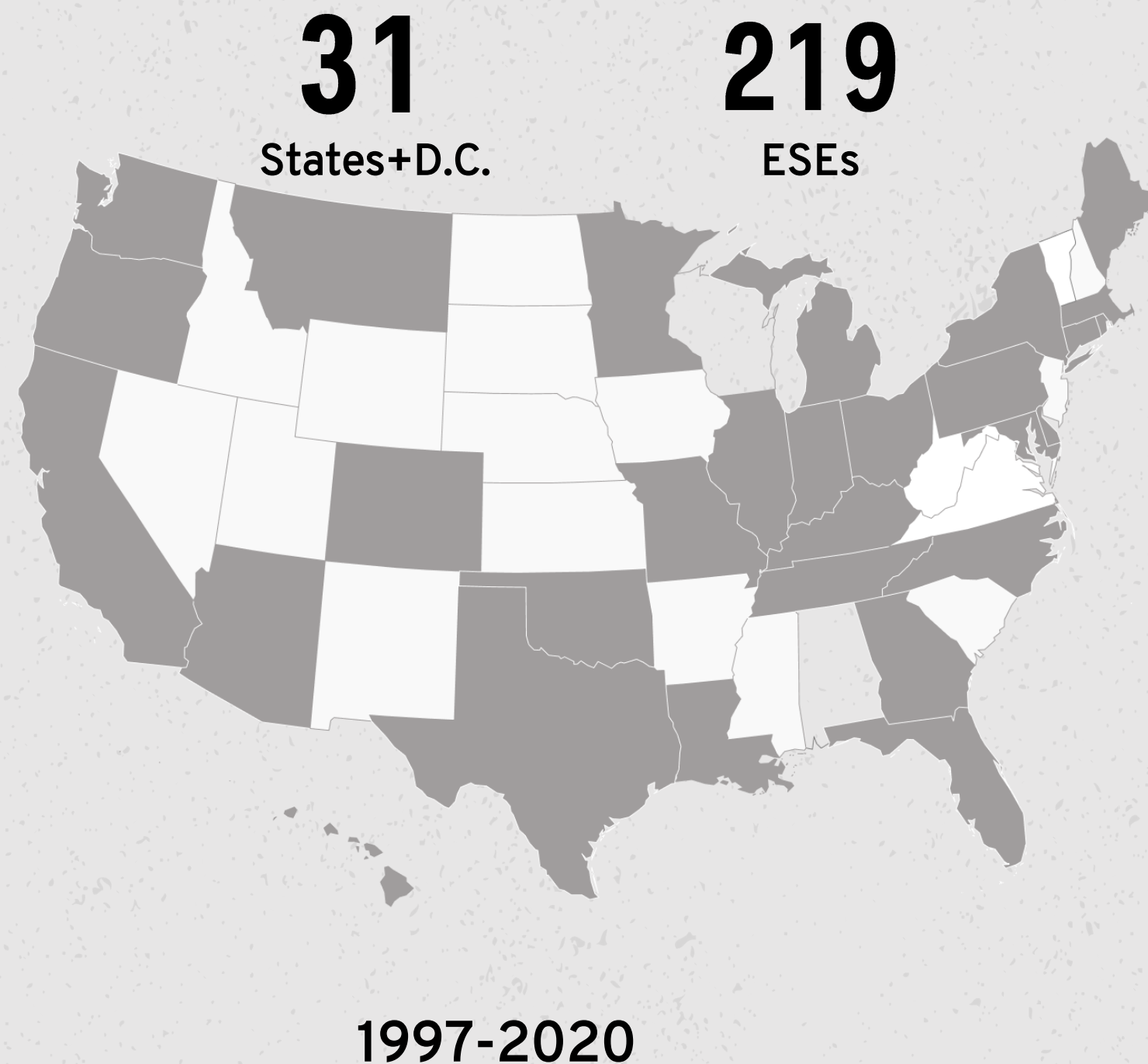
176,000

People Employed



We increased our reach

We increased our presence in under-represented regions and sourced earlier-stage ESEs to help build the field. From 2021 – 2025, **we increased our reach by 14 states, nearly doubling the number of unique ESEs with which we work.**



Through organizing locally, engaging in advocacy, and pushing legislation, you helped the field advance

An increase of
\$386.9M
in public funding in
California

Investment of
\$14.6M
in Ecosystems in
Appalachia

2 Legislative wins in
the Midwest



WHAT WE LEARNED

We need to go beyond employment



ECONOMIC POWER

WHAT WE KNOW

WHAT WE AIM TO KNOW

ECONOMIC
AUTONOMY

ECONOMIC
EXCLUSION

WORK

Job Retention Rate (avg)

Transitional Employers*	78%	72%	67%
	90-day	180-day	365-day
Permanent Employers*	84%	71%	71%

Positive Exit Rate (med)

68%†**

Quality Job Indicators

WEALTH

Monthly Wage Increase (med)

+80%***
Pre-ESE to ESE

+50%***
ESE to Post-ESE

Hourly Wage Increase (med)

+33%****
Pre-ESE to ESE

+11%****
ESE to Post-ESE

Markers of financial access and stability

WELL-BEING

Some evidence on housing, recidivism, receipt of public assistance, physical and mental health from prior studies.

Self-efficacy, Housing, Healthcare, Transportation

Data from 2025 Field Insights & Opportunities Survey: *Transitional: number of ESEs reporting (N)=73 ESEs for 90-days, N=29 for 180 days and N=23 for 365 days; aggregate percentages with lower number of reporting ESE should be interpreted with caution. Permanent: N=62 for 90 days, N=48 for 180 days, N=50 for 365 days. ** Based on responses from 80 ESEs. *Median monthly wages, N=*** Median hourly wages, N=33 ESEs reporting pre-ESE wages, 147 reporting wages during ESE employment and N=50 ESEs reporting wages for first job after individuals leave ESE employment. N=31 for pre-ESE to ESE wage change, and N=47 for ESE to post-ESE wage change. †Positive exit rate results vary by year and data source, ranging from 55-70% based on number of ESEs reporting, time period and data source.

Economic Power Outcomes Important to ESEs

WEALTH

WELLBEING

Most Frequently
Expressed

Financial Stability & Sound
Financial Services

Housing Stability

Legal Support

Expungement of criminal Records

Access to healthcare

Other Themes

Access to public financial benefits

Reliable Transport

Quality Education

Control over debt

Social capital and community connection

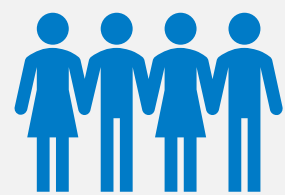
Family and relationship health

Family and relationship health

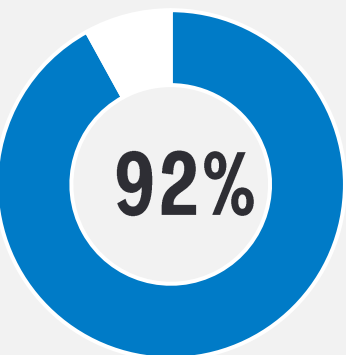


Harnessing the Community Connection

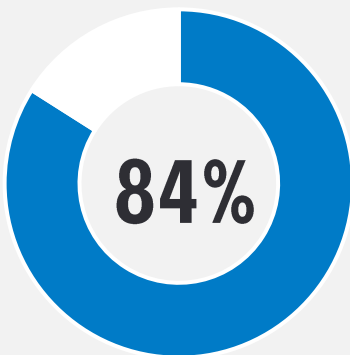
Community as Critical Infrastructure



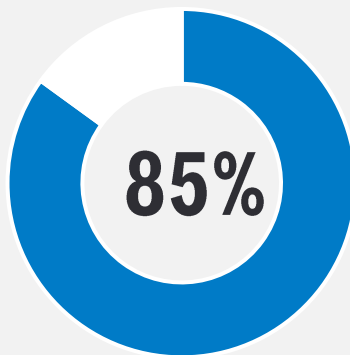
Felt a sense of belonging and inclusion*



Built social capital*



Felt better equipped for my role at my ESE*



“My experience in the REDF Community has provided ... connection, practical knowledge, and a sense of partnership that strengthens me as a leader and strengthens the work we do.”

“Strong community helps us continue to know that we aren't in this alone and that there are supports along the way of this crazy journey. What we do will never be easy but community helps. “



And because of these connections, important work is transpiring

01 PARTICIPATORY GRANTMAKING

02 PROGRAM PARTNERSHIP

03 APPALACHIA & LOCAL FIELD BUILDING



FEATURED ESE: **WELD** Seattle



An Ask for our Alliance