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COMMITMENT TO LIVE INCLUSIVELY®
ABOUT THE WINTERS GROUP

For more than three decades, The Winters Group, Inc. has supported organizations and leaders in developing and implementing innovative strategies while on their journeys to live and lead inclusively.

GLOBAL DIVERSITY AND INCLUSION CONSULTING FIRM

We reconnect individuals to their capability to create an organizational culture that naturally enables everyone to reach their full potential. We believe that all individuals have the innate capacity to achieve any goal once their power is unleashed, and that personal transformation is the leveraging point for organizational change. Our developmental and systems approach to this work supports our clients in achieving breakthrough business results.

Our company envisions a world that values, respects, and leverages our similarities and differences. It is our mission to create transformative and sustainable solutions for individuals and organizations in support of their efforts to create more equitable and inclusive environments.
ABOUT LIVE INCLUSIVELY® ACTUALIZED

In our deep and heartfelt commitment to creating an equitable world, The Winters Group developed a corporate social responsibility arm – Live Inclusively® Actualized (LIA) – that focuses on the efforts surrounding this commitment.

Live Inclusively® Actualized focuses on three areas of giving:
- Grantmaking
- Volunteerism
- Pro-Bono & Discounted Services

VISION

We envision a world that has fully actualized access, equity, and inclusion for all people.

MISSION

We aim to break down systemic barriers that impact marginalized communities through grantmaking, programs, and service opportunities that promote inclusion, equity, and justice.
Live Inclusively® Actualized is our intentional effort to create a world where barriers no longer exist, where humanity and difference is accepted and celebrated, and where we truly experience and all do our part to actualize equity and inclusion.

—

Mary-Frances Winters, President and CEO, The Winters Group, Inc.
In 2019, through Live Inclusively® Actualized, we were able to donate 55 coats to various shelters and organizations in the USA.

In 2019, the employees of The Winters Group, Inc. volunteered for a total of 53 hours.

In 2019, The Winters Group, Inc. discounted its services to 501c3 organizations. These discounts totaled over $175,000.

During our 2019 Live Inclusively® Actualized Grant cycle, we were able to give nearly $50,000 in grants to 12 non-profit organizations.
GRANT MAKING

We provide grants and funding to 501c3 organizations that are aligned with our vision and mission.

Our grant recipients give back in one or more of the following categories:
- Educational Support and Access
- Advocacy and Social Justice
- Professional Development
- Financial Literacy
- Entrepreneurship
- Empowerment
- Food Justice

"None of these results would have been achieved without the generosity of The Winters Group, in particular the Live Inclusively® Actualized grant’s mission to increase diversity in the workforce. Thank you for making girls of color in STEM part of your initiatives!"

— The GEMS Camp

MEET OUR RECIPIENTS

- 826michigan
- Bedtime in a Box
- Byte Back, Inc.
- Critical Exposure
- Crossroads Community Food Network
- Downtown Women's Center
- Education Law Center
- El Centro Amistad
- The GEMS Camp
- Jewish Family Service of Seattle (JFS)
- Literacy Action
- The Link
**826MICHIGAN**
Ann Arbor, MI

826michigan inspires school-aged students to write with skill and confidence in collaboration with adult volunteers in their communities.

"With the generous support of Live Inclusively® Actualized grant, more than 2,600 students of ages 6-18 were able to participate in 826michigan’s writing, tutoring, and publishing programs."

**BEDTIME IN A BOX**
Baltimore, MD

Bedtime in a Box helps families set the foundation for learning by creating routines that bring about healthy habits, strong connections and academic growth in young children.

"At the time we wrote our application [for the LIA grant], we had distributed over 3,200 Boxes to families with children ages 0-5 across the mid-Atlantic region. In the past year, we have doubled that number, distributing 6,900 Boxes as of February 2020."
BYTE BACK, INC.
Washington, DC; Prince George's County, MD; and Baltimore, MD

Byte Back is a woman and minority-led organization, with a mission to provide a pathway of inclusive tech training that leads to living-wage careers.

"Byte Back surpassed expectations making 261 enrollments in Computer Foundations with 75% completing and 89% passing. Byte Back also increased its outcomes from last year as 33 women were supported in entering new employment that increased their average annual incomes by $24,018."

CRITICAL EXPOSURE
Washington, DC

Critical Exposure’s mission is to teach and inspire underserved youth to harness the power of photography and their own voices to become effective organizers for positive changes in their schools and communities.

"Critical Exposure (CE) helped build the creativity, resiliency, and leadership skills of 12 young people through our Youth Internship Program and 13 young people through our Fellowship, for a total of 25 youth supported by Live Inclusively® Actualized."
Crossroads Community Food Network is building a healthier, more inclusive food system in the Takoma / Langley Crossroads, a primarily immigrant, low-income community just outside Washington, DC.

"In 2019, we graduated 16 participants from our Microenterprise Training program and the top 5 were added to our kitchen program. This grant gave us a necessary boost to support marginalized women in our food entrepreneurship programs."

The Downtown Women’s Center (DWC) is the only organization in Los Angeles focused exclusively on serving and empowering women experiencing homelessness and formerly homeless women.

"DWC is grateful for your support of our Social Enterprise program; your grant has enabled DWC to provide life-changing programs to some of Los Angeles’ most vulnerable women."
Education Law Center’s (ELC) mission is to ensure access to a quality public education for all children in Pennsylvania through: (1) Ensuring Equal Access; (2) Dismantling the School to Prison Pipeline; and (3) Fighting for Fair Funding.

“Aligned with the vision of both The Winters Group and Live Inclusively® Actualized to break down systemic barriers for marginalized groups, Unlocking Possibilities seeks to promote innovative policies and practices that: support developmentally appropriate, gender-specific, race-positive, trauma-informed, and strength-based approaches that decrease Black girls’ exclusion from school; lower the disproportionate number of Black girls in the school-to-prison pipeline; and support Black girls to stand up for race, gender, and disability equity in education reform and be champions for change.”

El Centro Amistad’s mission is to create opportunities and programs that promote health equity, education, and quality of life for the Latino community in Boulder County.
The mission of Jewish Family Service of Seattle (JFS) is to help vulnerable individuals and families in the Puget Sound region achieve well-being, health and stability.

"JFS’s Refugee and Immigrant Service (RIS) department received support from The Winters Group to implement a financial literacy program created by our partner, the Hebrew Immigrant Aid Society (HIAS), that would specifically empower 30 refugee and immigrant women in the Puget Sound region in 2019-2020."

"Thanks to partial funding... from the Live Inclusively® Actualized (LIA) grant of The Winters Group, The GEMS Camp was able to host 33 middle school students at our 2019 summer camp held at the University of North Texas at Dallas."
Literacy Action’s mission is to build better futures by empowering adults with literacy, life, and work skills. Its vision is to break the intergenerational cycle of low literacy and poverty.

"Through these programs, 7 women earned their GED, with an additional 2 passing at least one subject area of the test; 11 women earned an IT Fundamentals certification; and 3 earned a certification in Microsoft Office. Additionally, with Literacy Action’s support, 11 women entered a postsecondary or workforce training program, and 5 found new or improved employment. The grant from Live Inclusively® Actualized was highly effective in helping us achieve these results."

The Link works with youth and families to overcome the impacts of poverty and social injustice. It offers programming in the areas of housing and supportive services; juvenile justice; and safe harbor.

"The grant provided by LIA... allowed youth to pursue opportunities for personal growth as well as advocacy and public initiatives. In doing so, youth leaders are making a lasting impact on the systems and institutions that directly affect them and their community."
"Your support makes a huge impact on our ability to serve our students. Thank you!"
— 826michigan —

"CE is grateful for the support of The Winters Group through the Live Inclusively® Actualized grant opportunity."
— Critical Exposure —

"We greatly appreciate the support of our youth leadership, especially through salaries and by supporting real leadership opportunities."
— The Link —

"We so appreciate the continued support of The Winters Group!"
— Bedtime in a Box —
We encourage and provide opportunities for our staff to engage in community service projects and events. In 2019, our team volunteered for 53 hours at various locations across the country.

- Interfaith Outreach Home - Atlanta, GA
- Central Presbyterian Night Shelter - Atlanta, GA
- Food Bank of the Rockies - Denver, CO
- The Children’s Attention Home - Rock Hill, SC
- Lunches of Love - Houston, TX
- Truly Living Well Farms - Atlanta, GA
- Heart Math Tutoring - Charlotte, NC
- Must Ministries - Atlanta, GA
- School of Conflict Analysis & Resolution - Fairfax, VA
- Crisis Assistance Ministry - Charlotte, NC
- Cedar Lane School for Special Needs - Fulton, MD
- Harvesters - The Community Food Network - Kansas City, MO
- Promising Pages - Charlotte, NC
- Denver Rescue Mission - Denver, CO

PRO BONO AND DISCOUNTED SERVICES

We donate and/or discount our diversity, equity, and inclusion consulting services to 501c3 organizations. This year, those discounts totaled over $175,000.
OTHER WAYS WE GIVE BACK

COAT DRIVE
SHUTDOWN GIVE BACK PRODUCTS
2019 COAT DRIVE

As part of our commitment to Live Inclusively®, we started the tradition of donating winter coats during the holiday season. We are excited to announce in 2019 we continued this effort for the third year and increased our reach! Our team donated 55 coats to 10 different organizations across the country!
SHUTDOWN GIVE BACK

We supported four single mothers of color during the 2019 government shutdown.

"There are no words to convey the appreciation that I have for The Winters Group and your assistance during the shutdown. Your generous gift helped my daughter and I more than you’ll ever know."

"From the bottom of my heart and the depths of my soul, I do thank you for your government shutdown assistance gift. Your gift will allow me to pay our February rent and childcare."

- Messages from the recipients

During the 2019 government shutdown, we announced our #ShutdownGiveBack campaign that aimed to support one single mother of color affected by the government shutdown. We were able to support four single mothers of color. The shutdown’s impact on Americans everywhere was saddening, but we hoped this support could relieve the financial burden on these four families.
The Live Inclusively® product line donates a portion of the proceeds from each purchase toward Live Inclusively® Actualized to break down systemic barriers that impact marginalized communities. Our mission with these products is to inspire kindness, spread the message of inclusion, promote unity, and celebrate differences. Our products seek to spark conversation and change the world.

Visit: shop.wintersgroup.com
"I am beyond elated and overjoyed to be able to support the people and organizations who are doing the much needed work in our communities to make inclusion and equity real for everyone.

Now more than ever, we must build bridges and foster alliances among inclusion advocates—in communities and boardrooms. We are all doing the work and are much more powerful when we do it together."

—

Mary-Frances Winters, President and CEO, The Winters Group, Inc.
I commit to be intentional in living inclusively.

I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself, that I am better positioned to understand others. I will acknowledge that I don’t know what I don’t know, but I will not use what is unconscious as an excuse.

I will be intentional in exposing myself to difference. If I don’t know, I will ask. If I am asked, I will assume positive intent. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to speaking up and speaking out, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to accept, and not just tolerate; respect, even if I don’t agree; and be curious, not judgmental. I commit to pausing and listening. I will be empathetic to the experiences and perspectives of my “others.” I will use my privilege positively, and get comfortable with my own discomfort.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind my commitment to Live Inclusively® is a journey, not a destination.