

*Live Inclusively.*TM
actualized

2021 ANNUAL REPORT

By ©The Winters Group, Inc.
www.liveinclusively.org



CONTENTS

04

ABOUT THE WINTERS GROUP, INC.

05

ABOUT LIVE INCLUSIVELY® ACTUALIZED

06

PROGRESS BY THE NUMBERS

07

GRANT MAKING

08

MEET OUR 2021 RECIPIENTS

22

OTHER WAYS WE GIVE BACK

23

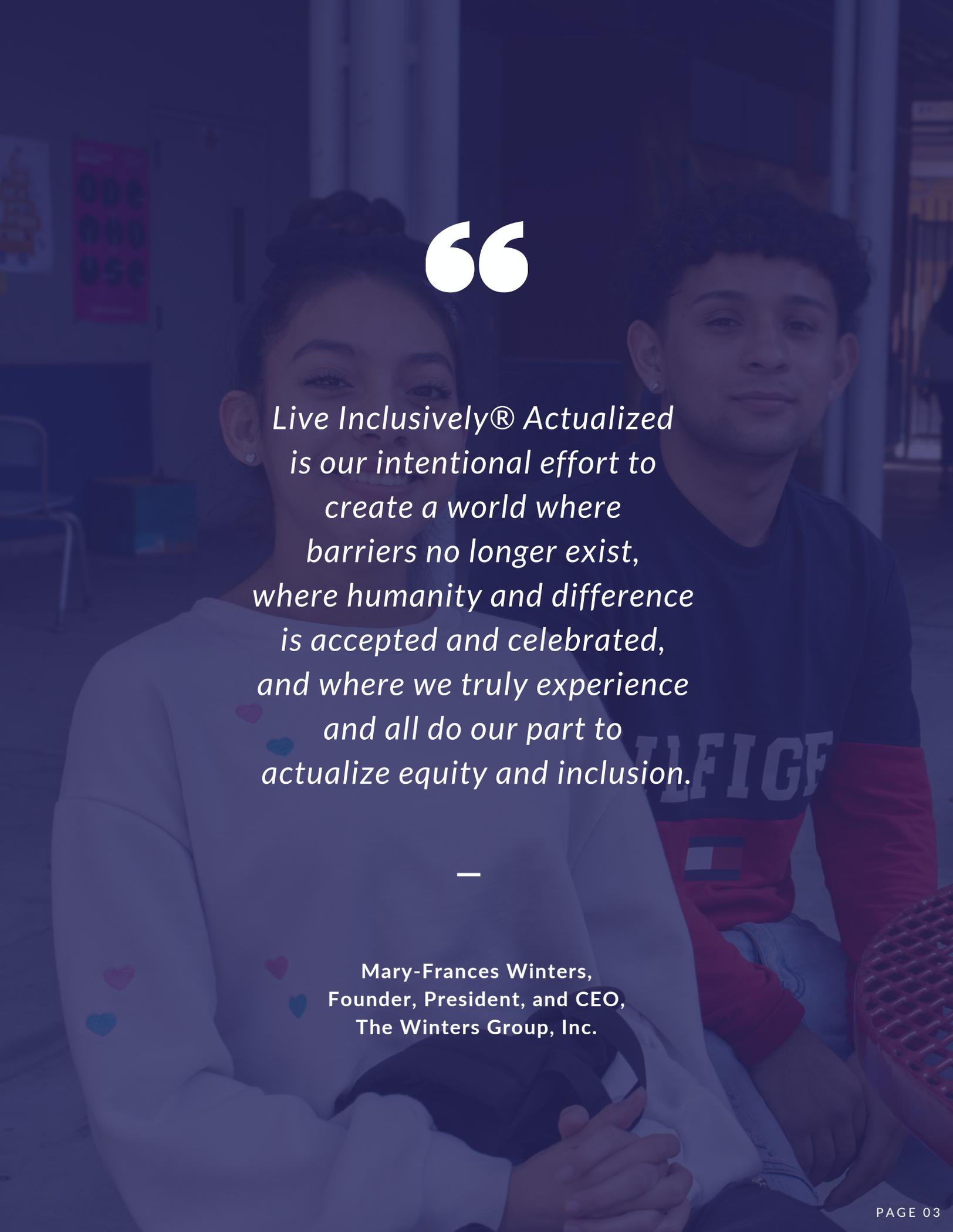
COAT DRIVE AND BOOK DONATION

24

LIVE INCLUSIVELY® PRODUCTS

25

LIVE INCLUSIVELY® PLEDGE (ENGLISH AND SPANISH)



“

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,
Founder, President, and CEO,
The Winters Group, Inc.

ABOUT

THE WINTERS GROUP, INC.



The Winters Group, Inc. is a Black woman-owned global diversity, equity, inclusion, and justice consulting firm. For nearly four decades, we've supported hundreds of leaders and organizations with developing transformative, sustainable solutions for equity, inclusion, and justice. At our core, The Winters Group, Inc. facilitates dialogue to shift perspectives and empower action in service of equity, justice, and inclusion.

Our values are both our identity and our promise, driving our daily interactions with each other, our clients, and our community. This is how Live Inclusively® Actualized came to be. It is our deep and heartfelt commitment to create an equitable world.



Live Inclusively.®

actualized



Live Inclusively® Actualized (LIA) is The Winters Group's corporate social responsibility arm, focusing on creating an equitable world.



Mission:

We aim to break down systemic barriers that impact BIPOC communities through sponsorship and grant making to organizations and programs by and for BIPOC; and service opportunities that promote inclusion, equity, and justice.



Vision:

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

BY THE NUMBERS

Since LIA's founding in 2018...

\$275,000

IN GRANTS

\$325,000

IN DISCOUNTED SERVICES

400+

ITEMS DONATED

35

NONPROFITS FUNDED

GRANT MAKING

We are so pleased to announce the recipients of the fourth annual Live Inclusively® Actualized grant program! In 2021, we distributed a total of \$100,000 in grants among 12 nonprofit organizations, all of whom are committed to breaking down systemic barriers in their communities.

We chose to emphasize support for organizations by and for BIPOC (Black, Indigenous, People of Color), as we increasingly shift our focus to social and racial justice. Collectively, these organizations cover programs in:

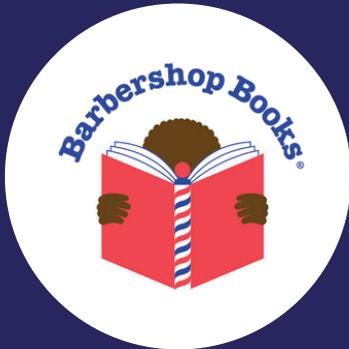
- Theatre and arts
- Mental health
- Literacy
- Mentoring
- Disability advocacy
- Community empowerment
- And more!

Learn more about the important work these 12 organizations are doing next.



MEET OUR 2021 RECIPIENTS

In 2021, we distributed a total of \$100,000 in grants among 12 nonprofit organizations.



BARBERSHOP BOOKS



CONTEXTOS



IMARA ROOSE



INCLUSION NETWORK



KARAMU HOUSE



LEAD GIRLS NC



LITTLE ROCK A.M.E. ZION



LIVING CLASSROOMS



MILWAUKEE EVALUATION!



PROYECTO PASTORAL



SALT AND LIGHT COLLABORATIVE



SPECIAL NEEDS NETWORK



BARBERSHOP BOOKS

Founded in Harlem in 2013, Barbershop Books has created child-friendly reading spaces in barbershops and provided early literacy training to barbers across America. They have leveraged the cultural significance of barbershops in Black communities to increase Black boys' access to culturally relevant, age appropriate, and gender responsive children's books.

What the grant is going toward...

Barbershop Books has more than 100 participating barbershops across 23 states and counting. In light of the COVID-19 pandemic, barbershops receive sealed book packets to distribute to children as compared to the bookshelf installations that were created pre-pandemic.



CONTEXTOS

ConTextos offers a platform for people to claim and share their own narratives to overcome trauma, violence, injustice, and inequity. At the core of their work is their innovative Authors Circle model—a facilitated process of reading, writing, critical dialogue, and structured critique culminating in the publication of personal narratives that are healing for Authors while engaging and inspiring for audiences.

What the grant is going toward...

Into a Black Beyond is an intergenerational writing Circle co-created by and for Black Chicagoans that creates a space of healing and power-building. It centers the perspectives of emerging leaders who have deep personal experience with the impact of racial trauma and injustice, a unique ability to challenge assumptions, and who will collectively author a new story of Chicago that lifts Black voices.



IMARA ROOSE

Imara Roose Inc. is a mentoring program for girls of color, by women of color. Imara Roose is designed to empower Black and brown girls with the knowledge, skills, and social capital to break through systemic barriers and change their trajectory. To date, Imara Roose has impacted over 150 Black and brown girls and continues to strive to maximize their impact.

What the grant is going toward...

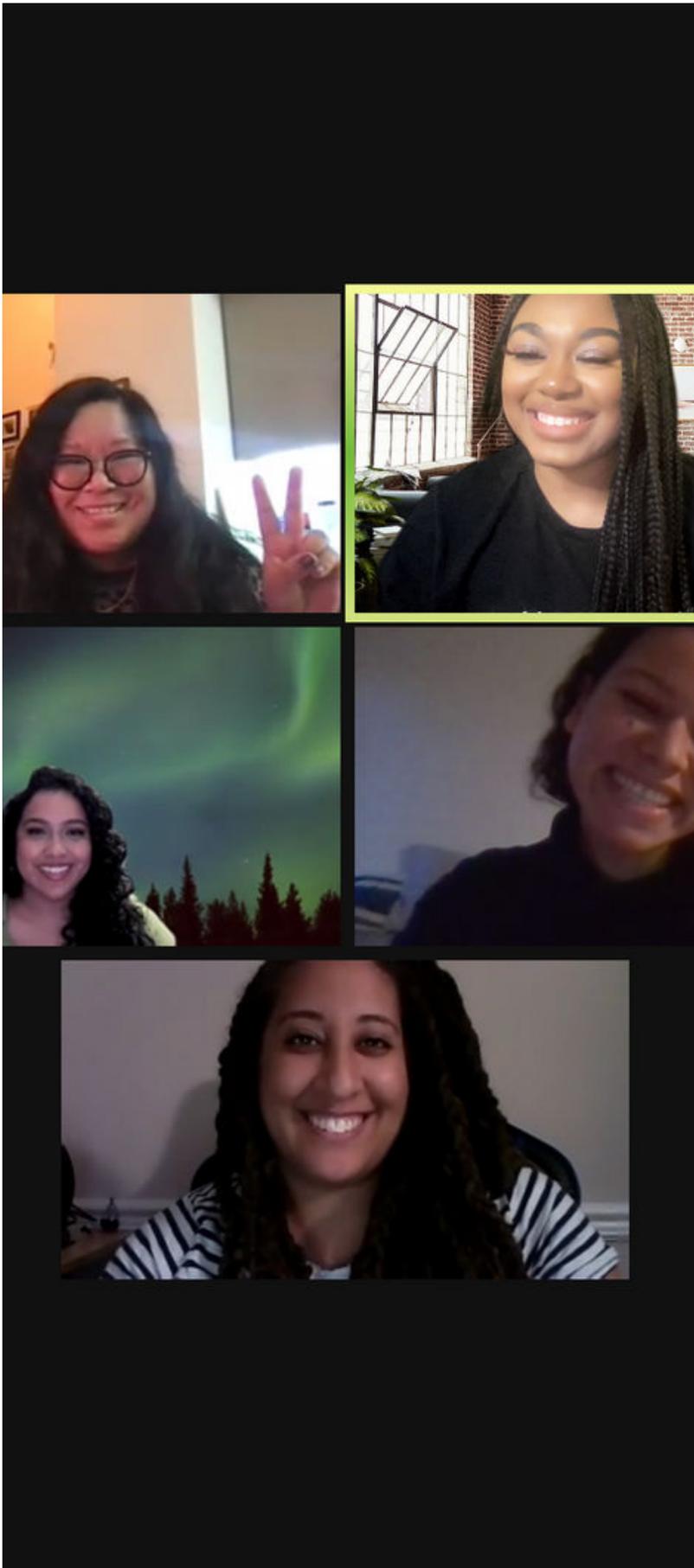
Over the course of five years, Imara Roose has hosted over 250 workshops, facilitated 10 field trips, and impacted over 100 Black and brown girls in the community. Funding will assist them to actualize their vision, advance their mission, and maximize their impact – affording them the requisite support to conclude their pilot, solidify their framework, and begin efforts to expand to schools and districts in the DC/MD area and beyond.

INCLUSION NEXTWORK

Inclusion NextWork (INW) is a collective impact network of emerging leaders and organizations committed to advancing how we activate IDEAS: Inclusion, Diversity, Equity, Accessibility, and Social Justice in our personal, professional, and civic lives. Given the renewed reckoning around racial justice and disparate impact of COVID-19 on communities of color specifically and mental health generally, Millennial and Gen-Z IDEAS practitioners and advocates need spaces for community, care, healing, and solidarity now more than ever.

What the grant is going toward...

INW has curated, developed, and implemented weekly Healing Circles where they conduct multiple grounding exercises, acknowledge the Indigenous roots of the practice, discuss community agreements and source/vote on topics for discussion anonymously, share creative pieces, and offer true companionship, support, and “siblinghood” as one member described it.





KARAMU HOUSE

Karamu House in Cleveland, Ohio, is the oldest producing Black theatre in the country with a mission to produce professional theatre, provide arts education, and present community programs for all people while honoring the Black experience. Founded in 1915 as part of the settlement house movement, Karamu has a commitment to inclusion and equity through the arts. Karamu has developed a virtual Social Justice Series that is both an artistic response and a vehicle for community conversation to celebrate, educate, and activate around issues of importance for the Black community.

What the grant is going toward...

Over the past year, Karamu House extended their reach to tens of thousands of people across the country with artistic social justice education over digital platforms as they reacted to the twin pandemics of ongoing racial inequity and COVID-19. Between July 2021 and June 2022, Karamu House will continue their Social Justice Series – filmed, theatrical episodes designed to celebrate, educate, and activate citizens to address issues directly related to systemic racism.



LEAD GIRLS NC

LEAD Girls (Learning Everyday Accomplishing Dreams) is dedicated to providing the tools and resources that low-income/at-risk preteen girls must have to become productive citizens and active leaders in their communities. Using an evidence-based curriculum, LEAD encourages and mentors girls to aspire and achieve greatness academically, emotionally and creatively. They believe when you change a girl, you change a community and eventually change the world!

What the grant is going toward...

LEAD offers a structured series of 45-minute to one-hour workshops hosted during elective periods at partner schools, as well as community-based programs with workshops that meet afterschool and/or on Saturday mornings. Each girl typically receives 60 hours of services through these programs each year. The strategies they use regularly include boots on the ground, direct service, and direct action with the girls centered around gender specific fundamentals - LEADership, communication, self-awareness, and perspective.



LITTLE ROCK A.M.E. ZION

Little Rock A.M.E. Zion Church founded the Little Rock CDC (Community Development Corporation) to expand on the human services it has been performing for low-income students, individuals, and families through health, educational attainment, human welfare, and economic opportunities.

What the grant is going toward...

Project Rise Up and Walk is an afterschool enrichment program to provide one-on-one assistance to children with emphasis placed on the core subjects of science, reading, and math. The program also includes parent involvement and community service.



LIVING CLASSROOMS

Living Classrooms provides access to more equitable education, workforce development, community safety, and health and wellness opportunities. They have collaborated with community members in Baltimore and Washington, DC, to create diverse programs that are community-driven, research-based, and ultimately designed to disrupt the ecosystem of poverty that can be directly traced to historic and contemporary racial, social, and economic disparities.

What the grant is going toward...

Project SERVE provides 125 individuals, all of whom are either returning from incarceration or residing in disinvested communities in Baltimore, with paid-on-the-job training and a pathway to sustainable employment on an annual basis. They provide a holistic and comprehensive continuum of services within this program that removes those barriers that have chronically limited the lives and well-being of the BIPOC they serve.

2019 Social Justice and Evaluation Conference



¡MILWAUKEE EVALUATION!

¡Milwaukee Evaluation! Inc., calls out, resists, and undermines the institutional racism, sexism, and oppression inherent in the existing evaluation infrastructure across the state. Their work is grounded in the core belief that when social justice is intentionally and authentically infused into the evaluation process, society will become more equitable and just and a new, intersectional evaluation workforce will emerge.

What the grant is going toward...

The 5th Social Justice & Evaluation Conference is specifically designed for evaluators who seek to prioritize social justice and its use, value, and role in evaluation. Most of the breakout sessions are customized specifically for SJE; their team collaborates with the presenters and trainers to showcase the benefits and excellence of social justice. When designing the conference, they prioritize activities that promote multicultural solidarity and build an intentional community over superficial icebreakers and light-touch networking.

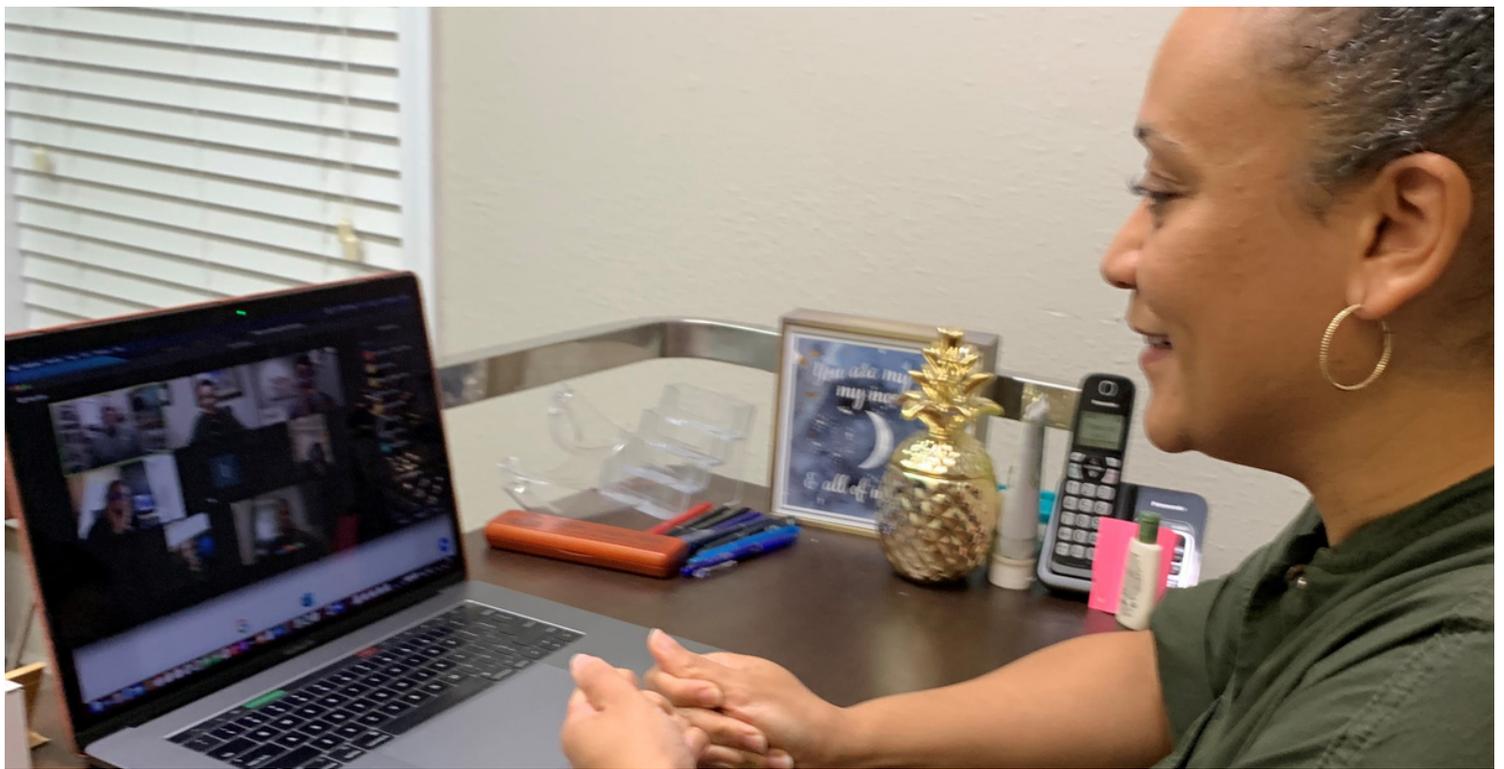


PROYECTO PASTORAL

Proyecto Pastoral is a multi-service, social justice, community-empowerment organization in Boyle Heights, the eastern edge of downtown Los Angeles. Their mission is to empower the community through grassroots projects in education, leadership, and service. Together, along with community partner organizations, their work has contributed to increasing graduation rates in the Boyle Heights community, and has provided wraparound supports for students and their families who have been disproportionately impacted by COVID-19.

What the grant is going toward...

The Education Pipeline programming comprises two Proyecto programs— Early Childhood Education Centers (ECECs) and IMPACTO—and the collective impact initiative, Promesa Boyle Heights (Promesa). The Education Pipeline aims to support Boyle Heights youth at every step of their educational journeys: from critical early education curriculum, to after-school enrichment, to college application and transition support.



SALT AND LIGHT COLLABORATIVE

Salt and Light Collaborative, Inc.'s mission is to build up people emotionally and spiritually, while helping them find purpose and achieve their goals; build up communities through programming and fostering collaborative work among local organizations; and back up faith-based organizations by providing support, education, and training to churches involving the integration of theology, spirituality, and mental health.

What the grant is going toward...

Salt and Light's Black in Therapy program operates from the belief that advocacy work is needed to highlight the impact of racism in the mental and emotional lives of Black people on a systemic level and how reinforced stereotypes are emotionally damaging to Black communities. The mission of Black in Therapy revolves around three central tenets: advocacy, awareness, and assistance. This work includes recognizing the impact of systemic and intuitional racism on mental health and the need for policy to address these issues.



SPECIAL NEEDS NETWORK

Since their launch in 2005, Special Needs Network has provided services and resources to more than 20,000 families, built a powerful coalition of 500+ parent advocates, and are often a lead organization on key disabilities legislation in California. One of their principal initiatives is the Parent Advocacy Mentor (PAM) program – a comprehensive training program teaching BIPOC parents and caregivers how to identify resources and navigate systems of care; find success with IEPs, regional centers, and other agencies; form support groups; be advocates for change; and more.

What the grant is going toward...

The Parent Advocacy Mentor (PAM) program is an awareness and advocacy training class for parents and caretakers of children with developmental disabilities. The foundation of PAM is a comprehensive six-week, 18-hour training program that provides parents and caregivers with the tools and skills necessary to identify behaviors associated with developmental disabilities, effectively advocate for their children during and after a diagnosis, and acquire the appropriate care, particularly services that they are entitled to by law.



"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,
Founder, President, and CEO,
The Winters Group, Inc.**

OTHER WAYS WE GIVE BACK

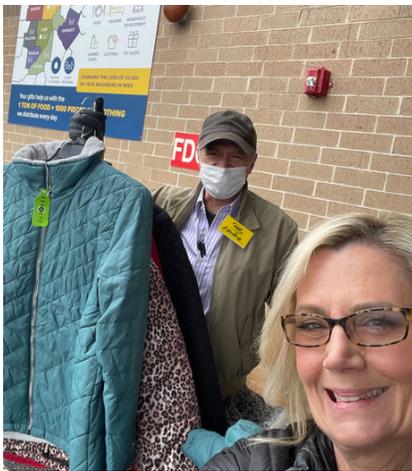
COAT DRIVE - DONATIONS - LIVE INCLUSIVELY® PRODUCTS



COAT DRIVE

The Winters Group team has a tradition of donating coats during the winter season to local nonprofits. In 2021, through Live Inclusively® Actualized, our team donated 31 coats to three nonprofits across the nation!

- 11 coats to The Star of Hope in Houston, Texas
- 2 coats to New York Cares Coat Drive in New York City
- 18 coats to Crisis Assistance Ministry in Charlotte, North Carolina
- 12 coats to MUST Ministries in Marietta, Georgia



THE 1619 PROJECT: A NEW ORIGIN STORY

In 2021, Bookshop.com partnered with One World to facilitate the donation of copies of Nikole Hannah-Jones's The 1619 Project: A New Origin Story through We Need Diverse Books, a nonprofit dedicated to combatting systemic racism by supporting marginalized creators and providing diverse books to students nationwide.

Through LIA, The Winters Group donated five copies of The 1619 Project book to Black-owned bookstores.

live inclusively®

by The Winters Group, Inc.



The Winters Group created Live Inclusively® products to inspire kindness, spread the message of inclusion, promote unity, and celebrate differences. Through our products, we seek to spark conversation and **change the world**. A portion of the proceeds from each purchase go toward Live Inclusively® Actualized to support the funding of grants.

Our Commitment to *Live Inclusively.*®

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.**

Nuestro compromiso de *Vivir de Manera Inclusiva.*

Me comprometo a vivir de manera inclusiva.

Me comprometo a dedicarle más tiempo a conocerme a mí mismo/a y a entender mi cultura. Al entenderme a mí mismo/a, estaré en mejores condiciones para entender a los demás. Reconoceré que no sé lo que no sé y no utilizaré lo que es mi inconsciente como excusa para decir que actúe sin saber o sin mala intención.

Tendré la determinación de exponerme a aquello que para mí es diferente. Si no sé, preguntaré. Si me preguntan, asumiré que existe una buena intención. Y lo que es más importante, aceptaré mi responsabilidad de aumentar mi propio conocimiento y comprensión.

Me comprometo a expresar y levantar mi voz para expresar todo aquello que sea necesario, aunque no me afecte directamente, ya que reconozco que no existe la neutralidad en la búsqueda de la equidad, la justicia y la inclusión.

Me esforzaré en aceptar, y no sólo tolerar; en respetar, aunque no esté de acuerdo; en tener curiosidad y apertura y no juzgar. Me comprometo a hacer una pausa y a escuchar. Seré empático/a con las experiencias y perspectivas de los “otros”. Utilizaré mis privilegios de manera positiva y me sentiré cómodo/a con mi propia incomodidad.

Me comprometo a conocer, conseguir y hacer las cosas mejor que ayer, teniendo en cuenta que mi compromiso de vivir de forma inclusiva es una travesía y un camino, no un destino.