

# Live Inclusively.®

actualized

## 2022 Annual Report



Photo courtesy of Teens of Color Abroad, 2022 LIA recipient

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*"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 and CEO,  
The Winters Group, Inc.






For nearly four decades, The Winters Group, Inc., has unapologetically challenged systems of oppression and pushed the boundaries of what it means to be inclusive.

Proudly Black women-owned and -led, we have unflinchingly guided hundreds of companies and organizations to reject the status quo, interrogate inequities, and dismantle unjust systems.

We are relentlessly shepherding a new era of bold, fearless leadership that centers the experiences of the marginalized to create justice in unjust spaces.



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.<sup>®</sup>

actualized



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

**Our mission** is to break down systemic barriers that impact Black, Indigenous, and people of color (BIPOC) through sponsorship and grantmaking to organizations and programs by and for BIPOC.

**Our vision** is a world that has fully actualized access, equity, inclusion, and justice for all people.

**\$385k**

given in grants

**43**

nonprofits supported

Photo courtesy of Abide Women's Health Services, 2022 LIA recipient

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# GRANTMAKING

We are so pleased to announce the recipients of the fifth annual Live Inclusively® Actualized grant program! In 2022, we distributed a total of \$110,000 in grants among 10 nonprofit organizations.

These BIPOC-led organizations are all doing the work to break down systemic barriers in their communities. Collectively, they cover programs in:


- 
- Mental Health
  - Peer Leadership
  - Financial Independence
  - Youth Empowerment
  - Maternal Health Care
  - Racial Healing
  - Research on Black Health
  - And more!



Photo courtesy of IDEAS Generation, 2021 and 2022 LIA recipient

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# MEET OUR 2022 RECIPIENTS



RE-CENTER RACE &  
EQUITY IN EDUCATION

HEALING  
CYCLES  
OF HARM



HEALING TOGETHER

*Bebashi*  
TRANSITION TO HOPE

BEBASHI TRANSITION TO HOPE

*fo ca*  
TEENS OF COLOR ABROAD

TEENS OF COLOR ABROAD



abide  
women's health services

ABIDE WOMEN'S  
HEALTH SERVICES



EMPOWERING  
THE MASSES  
ONE PERSON AT A TIME

EMPOWERING THE MASSES

IDEAS  
GENERATION

IDEAS GENERATION



THE RAGBABY EXCHANGE

**KAVI**

KINGS AGAINST VIOLENCE  
INITIATIVE

**CBH** Council on Black Health™  
Reimagining Black Health™

COUNCIL ON BLACK  
HEALTH



## RE-CENTER RACE & EQUITY IN EDUCATION

RE-Center's mission is to drive transformative change toward racially just schools and communities, working in partnership with youth, families, schools, and communities to facilitate nurturing spaces where people can understand and challenge systemic racism and oppression.

### What the grant is going toward ...

The Fostering and Sustaining Culturally Responsive Education Series for educators in the Greater Hartford, Connecticut area will convene for a total of eight sessions during the 2022-2023 school year as the RE-Center team facilitates capacity-building for participants designed to help them implement Culturally Responsive-Sustaining Education (CRSE) practices. Participants will engage in self-reflective activities to critically analyze their own teaching methods and develop practices that will afford young people greater opportunities to engage with identity, equity, and anti-oppression issues.



## HEALING TOGETHER

Healing Together's mission is to disrupt generational cycles of trauma and violence by democratizing access to trauma-informed, community-led mental health and healing resources.



### What the grant is going toward ...

Healing Cycles of Harm, a collaboration with Oakland, California-based Reclaiming Our Own Transcendence (Root), is a healing program led by and for BIPOC communities that creates space for folks who have survived, enabled, or enacted violence to heal from underlying collective and generational trauma, explore the impact that our wounds have on our health and well-being, and cultivate trauma-informed, healing-centered communities of care, resilience, and accountability.



## BEBASHI TRANSITION TO HOPE

Bebashi's mission is to empower Black and Brown people to enhance the quality of their health and overall well-being by providing access to culturally sensitive, high quality health care, HIV/AIDS services, health education, and social services. Bebashi is the second-oldest AIDS service organization in the Philadelphia, Pennsylvania, region, and the first African American organization in the United States to address the HIV/AIDS pandemic.

### What the grant is going toward ...

The Health Enterprise Zone (HEZ) Project was developed with the aim of reducing inequalities in access to health care and other social services for underserved communities in targeted Health Enterprise Zone ZIP codes. The HEZ Project at Bebashi addresses food insecurity in these neighborhoods. Under the project, Bebashi operates an onsite food pantry, a community fridge, and several satellite community and school food pantries.

## TEENS OF COLOR ABROAD

Teens of Color Abroad (TOCA)'s mission is to cultivate the next generation of globally conscious youth of color through full language-immersion study abroad experiences. Based in Brooklyn, New York, TOCA serves youth across the United States.



### What the grant is going toward ...

In the TOCA Online virtual program, students study Arabic, Spanish, or French, led by refugee Conversation Partners dispersed throughout the world in Kenya, Ghana, Venezuela, Uruguay, Turkey, and Jordan. With the Live Inclusively® Actualized Grant, they are expanding to include Japanese and Korean language study and funding student passports for the Summer 2023 language-immersion program in Seville, Spain.





## **ABIDE WOMEN'S HEALTH SERVICES**

Abide's mission is to improve birth outcomes in communities with the lowest quality of care by offering health care and complimentary services that are easily accessible, holistic, evidence-based, and free from judgment.

### **What the grant is going toward ...**

Abide Women's Health Services is a maternal justice organization based in Dallas, Texas. Their Easy Access Clinic™ offers donation-based prenatal and postpartum care, lactation support, and childbirth education classes.

## EMPOWERING THE MASSES

Empower The Masses (ETM)'s mission is to empower South Dallas, Texas, residents through vocational training, core skills development, and health advocacy. It is their vision to help individuals gain self-worth and financial independence.



### What the grant is going toward ...

ETM promotes equity in health care and serves the historically marginalized South Dallas community by offering certification programs and continuing education units (CEUs) that can be applied toward professional certifications in phlebotomy and community health worker professions. ETM also provides community training programs that focus on topics such as employment readiness and health equity.



## IDEAS GENERATION

IDEAS Generation's mission is to connect, support, and elevate the voices of rising leaders and organizations around the globe to build an inclusive, diverse, equitable, accessible, and socially just world.

### What the grant is going toward ...

IDEAS Generation is a next-generation, future-focused global community, collaboratively working toward a new vision of a world anchored in IDEAS: Inclusion, Diversity, Equity, Access, and Social Justice. They bring fresh perspectives and voices into the IDEAS field to better address the systemic challenges Millennials and Generation Z have inherited.



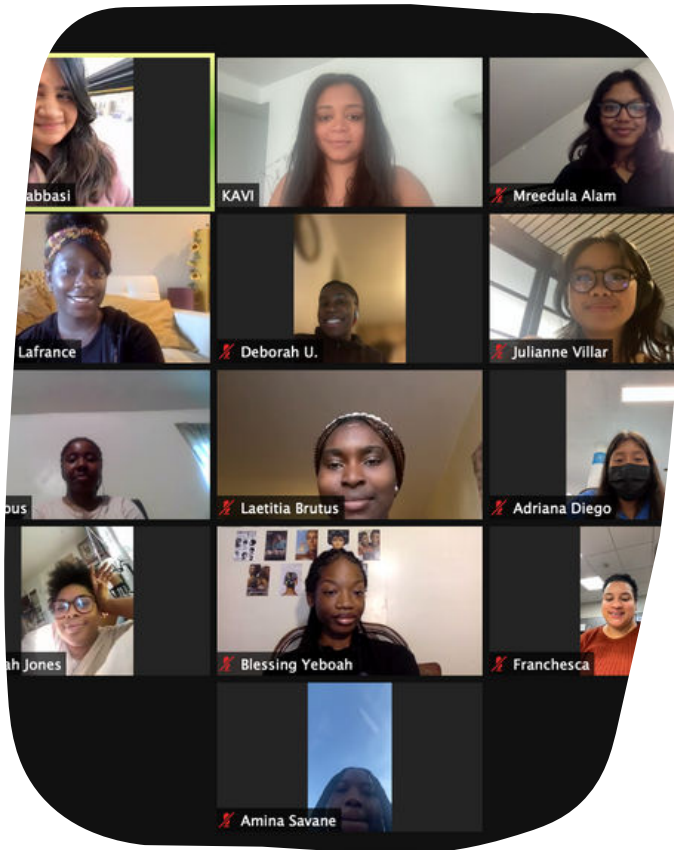
## THE RAGBABY EXCHANGE

The Ragbaby Exchange's purpose is to offer healing workshops to counteract the impact of generational trauma caused by racism and colorism through the use of doll making as a tool for self-reflection. The workshops have served over 700 children, youth, and adults in the Washington, D.C., metropolitan area and other states, as well as in Central America, South America, and the Caribbean.



### What the grant is going toward ...

The "Healing from Colorism" workshop uses structured doll making and education to support the transformation of the negative thoughts of self into greater self-awareness and positive self-images of the various skin tones of BIPOC. This therapeutic approach inspires participants to embrace self-worth and self-love.



## KINGS AGAINST VIOLENCE INITIATIVE

Kings Against Violence Initiative (KAVI)'s mission is to prevent and eliminate interpersonal violence from the lives of young people in Brooklyn, New York, through advocacy, peer leadership, community mobilization, and social justice.

### What the grant is going toward ...

KAVI Queens is a violence prevention and leadership program designed to meet the unique social, emotional, and behavioral health needs of young women of color. Participants explore their interests and topical issues so they are better prepared to combat gender-based violence and inequity in ways that center their safety, power, and resilience.

## **COUNCIL ON BLACK HEALTH**

The Council on Black Health's mission is to develop and promote solutions that achieve healthy Black communities. It has become a premier research organization based in North Carolina with chapters in Georgia and Illinois that develop and distribute information about ways to improve the health profiles of Black Americans.



### **What the grant is going toward ...**

A new data-literacy tool and training program, funded by Live Inclusively® Actualized, will equip the Council on Black Health's partners and partner organizations to collect data through a web-based platform that can be used for informed decision-making and to demonstrate our collective impact for achieving health in Black communities.





*"Through Live Inclusively® Actualized we are able to extend The Winters Group's vision, mission, and values beyond our client work. Over the years, we have seen so many great organizations doing impactful work for the community through our RFP process ... it leaves me in awe. I am both humbled and grateful to be able to do our small part in creating a more equitable and just world."*

—

Mareisha N. Reese,  
President and COO,  
The Winters Group, Inc.

# live inclusively®

*by The Winters Group, Inc.*



# 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.

Shop with purpose at [liveinclusivelyshop.com](https://liveinclusivelyshop.com)





# Support

## BIPOC-led nonprofits



Since its founding in 2018, Live Inclusively® Actualized has given \$385,000 in grants to 43 nonprofits.

When you **donate to Live Inclusively® Actualized**, your donation goes toward organizations like these.

**Donate Here**

You can **donate to Live Inclusively® Actualized** on our page with the Rochester Area Community Foundation. When donating, we ask that you make a note in the comments box that this donation is for our grantmaking program.

Photo courtesy of Proyecto Pastoral, 2021 LIA recipient

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# 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.