

THE WINTERS GROUP, INC.

# Live Inclusively.™

actualized

## 2023 Annual Report



PHOTO COURTESY OF CHILDREN OF PROMISE NYC, 2023 LIA RECIPIENT



[liveinclusively.org](http://liveinclusively.org)



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**MARY-FRANCES WINTERS**

FOUNDER AND CEO,  
THE WINTERS GROUP, INC.

**"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."**

# About




# The Winters Group, Inc.

For 40 years, **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

Started in 2017, 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.

since 2018...

**\$485k**

given in grants

**49**

nonprofits supported



Photo courtesy of  
See Forever  
Foundation, 2023  
LIA recipient



# GRANTMAKING

We are so pleased to announce the recipients of the sixth annual Live Inclusively® Actualized grant program! In 2023, we distributed a total of \$100,000 in grants among eight nonprofit organizations.

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



- Youth Empowerment
- Maternal Health Care
- Financial Independence
- Affordable Housing
- Mass Incarceration
- Arts and Music
- Community-led Healing
- And more!

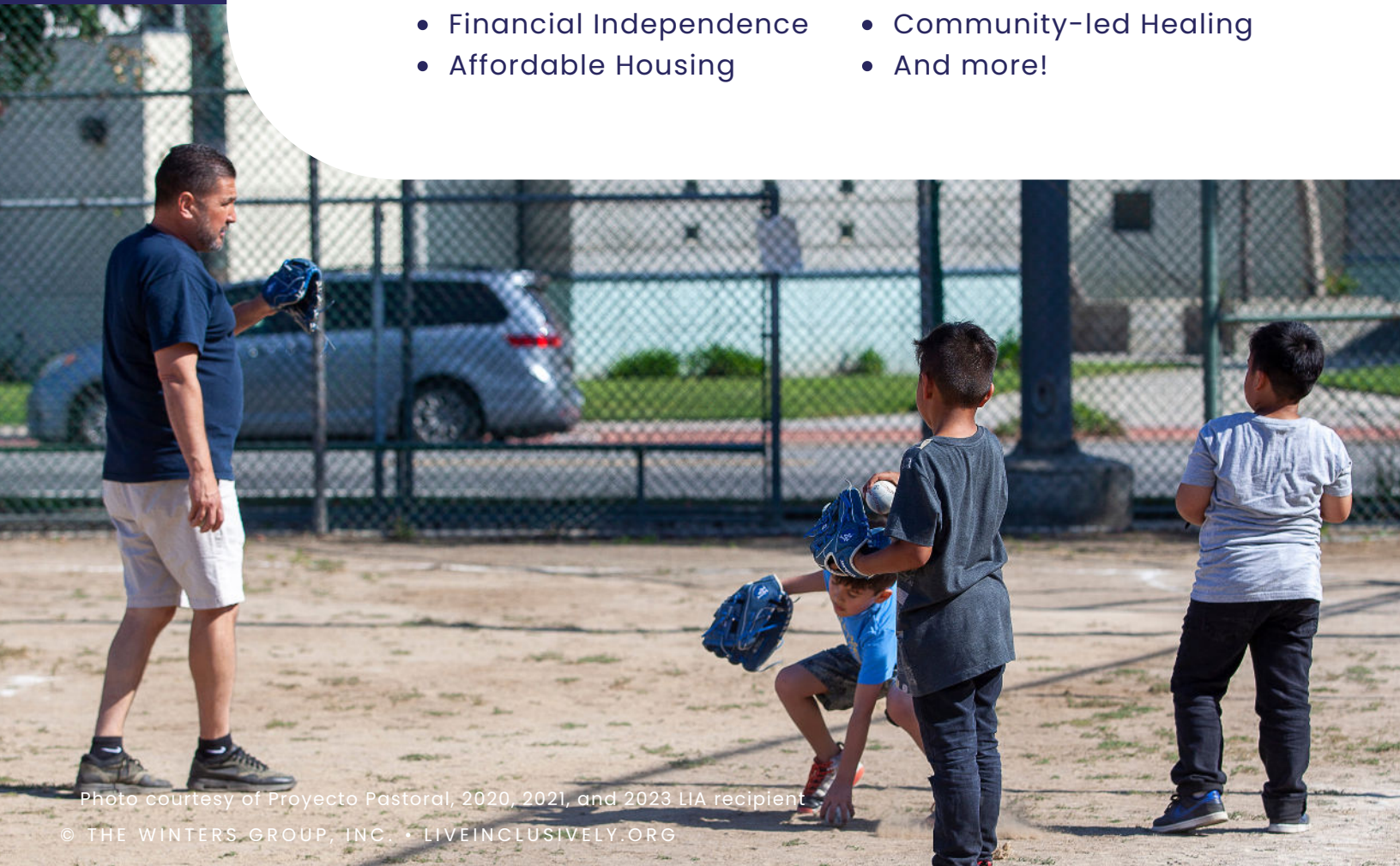


Photo courtesy of Proyecto Pastoral, 2020, 2021, and 2023 LIA recipient



MEET OUR

# 2023 Grant Recipients



ABIDE WOMEN'S HEALTH SERVICES



CHILDREN OF PROMISE, NYC



COMMUNITY EMPOWERMENT FUND



CORNERSTONE CORPORATION



LEAP LITERACY PROGRAM



PROYECTO PASTORAL



RE-CENTER RACE AND EQUITY IN EDUCATION



SEE FOREVER FOUNDATION



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

Abide Women's Health Services exists to improve birth outcomes in communities in Dallas, Texas, with the lowest quality of care by offering healthcare and complimentary services that are easily accessible, holistic, evidence-based, and free from judgment.

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

At the heart of their efforts is the Easy Access Clinic™, which provides crucial prenatal and postnatal services, as well as comprehensive childbirth education. Through this initiative, Abide redefines maternal health standards, ensuring every mother, irrespective of their background, experiences exceptional care.



# CHILDREN OF PROMISE, NYC

Children of Promise, NYC is a community-centered organization that partners with children and families impacted by mass incarceration to dismantle the stigma and to heal from the trauma plaguing Black and Brown communities. Their innovative model co-locates youth development programming with a mental health clinic to provide holistic services for children of incarcerated parents, all under one roof.



## What the grant is going toward ...

Children of Promise, NYC's Youth Violence Prevention Program uses an evidence-based curriculum to specifically address the possibility of already at-risk youth joining gangs and falling into violence and substance abuse. Through the workshops, students will develop greater self confidence and learn new mechanisms to cope with anxiety and resist peer pressure.



# COMMUNITY EMPOWERMENT FUND

The Community Empowerment Fund (CEF) seeks to eradicate the racial wealth gap and ensure equal access to affordable housing in Durham and Orange Counties of North Carolina. CEF addresses the root causes of cyclical poverty and homelessness through unique relationship-based support and targeted financial tools.

## What the grant is going toward ...

CEF's Advocate Program combines person-centered support with innovative financial services to help BIPOC individuals and families overcome immediate barriers to stability while also addressing the root causes of homelessness and poverty. CEF Advocates are trained in principles of racial equity and trauma-informed care.

# CORNERSTONE CORPORATION

Cornerstone Corporation is a place-based, pro-Black, Christian Community Development Corporation that has been providing affordable housing for over 45 years in St. Louis, Missouri. Recognizing that housing is just a piece of the puzzle, they expanded their work to support resident-led community development and healing-centered economic mobility programming that honors the dignity of families.



## What the grant is going toward ...

Cornerstone Corporation seeks to disrupt historical approaches and assumptions associated with economic mobility by presenting a model of community development centered on healing. Their *In the Black Fellows* program offers a healing space, peer learning, one-on-one planning and coaching, and access to seed capital to support renters on their pathway to healing from money trauma on their own terms.



## **LEAP LITERACY PROGRAM**

LEAP's mission is to remove the barriers to equity and access for New York City's most underserved and underrepresented youth by providing quality educational arts programs with a strategic focus on social-emotional learning and cognitive skill-development. Every year LEAP serves upwards of 20,000 children across 140 schools in all five boroughs.

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

Their flagship program LEAP Literacy engages a multisensory fusion of visual arts, music, drama, and movement to ignite a passion for learning in Pre-K to 5th grade students. With an intentional focus on uplifting the literacy skills of non-native speakers—and this year, zeroing in on the unique needs of migrant and asylum-seeking youth—LEAP Literacy transcends traditional instruction. Their approach aims to unlock each child's untapped potential, serving as a catalyst for transformative learning and lifelong achievement.

# PROYECTO PASTORAL

Proyecto Pastoral is a multi-service, social justice, community-empowerment organization located in the Boyle Heights community of Los Angeles, California. Their mission is to empower the community of Boyle Heights through grassroots projects in education, leadership, and service.



## What the grant is going toward ...

Their Education Pipeline programming provides cradle to college and career support impacting 4,000+ students in Boyle Heights, the majority of whom come from immigrant families with a high percentage of English learners. They provide a foundation for educational success at their early learning centers; critical youth development programming outside of school time; one-on-one support for high potential students at risk of dropping out; as well as strategy planning with the entire school system and postsecondary supports.

# RE-CENTER RACE AND EQUITY IN EDUCATION

RE-Center Race and Equity in Education is committed to building an equitable and just world where everyone has what they need to grow and thrive. Their mission is to drive transformative change toward racially just schools and communities and to nurture spaces where people can understand and challenge systemic racism and oppression.



## What the grant is going toward ...

RE-Center will host Developing and Operationalizing a Racial Equity Lens, a learning and coaching series around diversity, equity, inclusion, and racial justice (DEIRJ) practices for nonprofit leaders and staff in Greater Hartford, Connecticut. Their goal is to support building understanding and application of a model to operationalize DEIRJ in their own work, in turn equipping them to directly impact the communities they serve.



## **SEE FOREVER FOUNDATION**

The Maya Angelou Schools and the [See Forever Foundation](#) seek to change the trajectory of young people in Washington, D.C., who have struggled to succeed in traditional school settings but who haven't given up on their future hopes and dreams. They work to dismantle the school to prison pipeline and to support young people who have already fallen victim to this cycle by providing the wraparound supports they need.

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

The See Forever Institute will host the inaugural 2024 Opportunity and Justice-Involved Youth Convening to provide leaders in this space the chance to exchange ideas and innovative approaches to building a stronger education system for the at-risk student population. The conference theme "Building Bridges" takes an innovative approach to transforming education and recognizes the crucial role educators play and aims to equip them with skills to drive meaningful change.



**MAREISHA N. REESE**

PRESIDENT AND COO,  
THE WINTERS GROUP, INC.

“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 grant 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.”

Photo courtesy of Abide Women’s Health Services, 2022 and 2023 LIA recipient

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# live inclusively®

by The Winters Group, Inc.



## Products with a Purpose

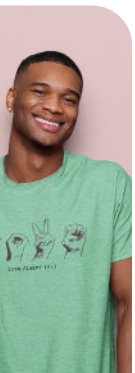


# live inclusively®

*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)**



# live inclusively®

by The Winters Group, Inc.

In 2023, we hosted a campaign to donate 100% of the profits from our "Read Banned Books" sweatshirt to classrooms in schools that are historically underfunded due to economic and racial inequity. We were able to FULLY FUND a South Carolina elementary classroom's wish for books that are culturally responsive and diverse.

Interested in partnering with Live Inclusively®? Email our team at [liveinclusively@wintersgroup.com](mailto:liveinclusively@wintersgroup.com).





# Support

## BIPOC-led nonprofits



Since its founding in 2018, Live Inclusively® Actualized has given \$485,000 in grants to 49 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 Community Empowerment Fund, 2023 LIA recipient

# 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.