Annual Report
July 2020 - June 2021

Recognizing, understanding, and appreciating our differences

VISIONS inc.
Taking Diversity and Inclusion to the Next Level
The last 12 months have been heavy. But in these challenging times there has also been demonstrations of strength, resilience, innovation, and most of all, compassion. We, at VISIONS have felt steadied by our core values of equity, integrity, diversity, inclusivity and connectedness; and grounded by our afro-centric roots that prioritize relationships. We hold onto these values as they become more important now than ever before.

In the past year, many individuals and organizations have begun deep and meaningful work with us, with a goal to bring about transformational change. We provided training, coaching and other services for 190 organizations! A “silver lining” of the pandemic is that we became even more proficient at offering largely virtual & hybrid services – further illuminating how one change can truly set off a domino effect. It was a positive change for our consultants’ personal lives, reduced the environmental impact of air travel, resulted in cost savings for our clients, and enabled safe participation and a broader reach for all.

This past fiscal year marked the first year of our three-year strategic plan. Our four overarching strategic goals are:

- Codify our current offerings and evolve our portfolio further
- Establish an overall and integrated marketing, fundraising, and partnership strategy
- Strengthen internal capacity to support, sustain, and expand services
- Position the Board of Directors to best support and advance our work

We are making great strides in moving towards these goals, and we invite you to learn about them in detail on our website: https://visions-inc.org/history/

We are so grateful to our friends and supporters, and we invite you to engage with us. Sign up for our newsletters, attend our public events, listen to our podcasts, purchase merchandise from our store, connect with us on social media and share your ideas with us. Thank you for being a member of our VISIONS community of changemakers!
Individuals engaged in our training & educational programs

- 148 participants completed our PACE workshop
- 223 participants attended 3 public educational webinars
- 23 youth participated in Legacy Youth Program

“I now truly believe I have the power to change whatever I set my energy into. I am a strong Haitian woman with great capabilities.”

— Legacy Youth Project participant

Organizations & businesses engaged in our consulting work

- 190 total organizations & businesses
- 63 non-profit organizations
- 53 educational organizations

"The whole structure of this exercise was extremely helpful. It was a great mix of learning and interactively working through the concepts."

— Consulting client

"The self-focus of the sessions made me realize a lot about myself as a person and how that impacts me as a leader."

— Consulting client

"I was really taken aback by the breakout sessions - they were a wonderful way to connect with colleagues on a new level but also, I hope, a way for peoples’ eyes to be opened to perspectives outside of their own."

— Consulting client
Program Highlights

This fiscal year, we piloted our first virtual Spring Summit on May 7, 2021, which featured 3 keynote speakers and a community of expert speakers. Our summit featured 6 presentations and 6 facilitated workshop sessions, including:

- Back to the future: Liberal Philosophy & the challenges/promises of moving from ‘Wokeness’ to Value Transformation
- Re-imagining Education: Beyond Reopening Schools. How education can emerge stronger than before COVID-19
- Diverse Hires + Glass Cliffs = A Recipe for Exploitation

A new podcast series “VISIONS...now!” was launched in March 2021, and included these 3 episodes:

- Meet the staff team
- Inclusion Illusion behind the scenes
- Junes’ Race Unity day: Old friends edition

VISIONS continued the public educational webinar series and hosted 3 sessions on topics including:

- Law Enforcement and Community Development - Navigating Problems and Partnerships
- Living with the Decision: Life AFTER the Election
- From Instagram to Strategic Plans: Student Activism and The Summer of Black @

Program Acknowledgement & Thanks

Webinar Series

Presenters
Markis M. Abraham
Melissa Agudelo
Ashley Amato
Angela R. Bryant
Judge Leroy Burke III
Brandon Jacobs
Donald Ruff
Larell Smith-Bacon
Jim Turner

Spring Summit

Keynote speakers
Raheela Ahmed
Karen Bass
Dr. Khalilah Harris

Presenters
Lawrence Alexander
Alana Belamy
Jamila Capitman
Dr. Elliott Coney
Steph DeNormand
Professor Nicholas Dungey
Cheyenne Herr

Daymyen Tyler Layne
Karma Limes
Perry Limes
Cynthia Prosek
Dr. Pooja Raval
Sharon Roberson Sund
Jacob Smith Yang

Facilitators
Terry Berman
Jamila Capitman
Jeanne Firth
Ariana Gil-Nafarrate
Dr. Thomas Griggs

Michelle Holmes
Ellen Morrison
Rick Pinderhughes
Mayra Rodriguez-Howard
Isaac Ruelas

Podcast Series

Presenters
Lawrence Alexander
Lisa Fagerstrom
Sue Lowcock
Rebeca Oliveria
Emily Mutanda
Joe Steele
FY 2021 INCOME BY SOURCE
(TOTAL: $4,374,920)

FY 2021 EXPENSES BY TYPE
(TOTAL: $3,433,637)

"I will think about and acknowledge the differences and the significance / impact of differences in any given moment / context.

— PACE participant

These figures are extracted from the unaudited financial statements for fiscal year 2021, which includes the period from July 1, 2020, to June 30, 2021.
A special thank you to all of our donors who supported us in FY 2021. We could not have done it without you.

<table>
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<th>Major Donors</th>
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<td><strong>Individuals</strong></td>
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<td>Tulane University - Phyllis M. Taylor Center For Social Innovation And Design Thinking</td>
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The [PACE] workshop has helped me see bias not just as a race issue, but broader to include age, sexuality, income status, etc. It is also helpful to think about racism not just as personal, but interpersonal, cultural and institutional.

— PACE participant.

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<td>National Council on Crime and Delinquency</td>
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Below are some of the organizational clients that worked with VISIONS in FY 2021:

**Business**
- Berkshire Bank
- Cadmus Group
- Heinemann Publishing
- Miro
- M+R Strategic Services

**Education**
- Milton Academy
- Park School
- Quincy Public Schools
- Southern New Hampshire University
- Tulane University

**Foundation**
- The Boston Foundation
- California Health Care Foundation
- Energy Foundation
- GMA Foundations
- Lenny Zakim Fund

**Government**
- City of Melrose
- City of Rocky Mount, NC
- Town of Andover

**Health & Mental Health**
- Centering Health Institute
- Georgia Health Policy Center
- Oakland Addiction Medicine And Recovery Services
- Psychoanalytic Institute of Northern California
- San Francisco Health Plan

**Faith-based**
- Central Presbyterian Church of Atlanta
- Episcopal Diocese North Carolina
- Philadelphia Theological Institute
- Unitarian Universalist Service Committee Cambridge

and many more...

**FY21 CONSULTING CLIENT - BY ORGANIZATION TYPE**
TOTAL = 190

**Non-Profit** 34%

**Business/ Corporate** 17%

**Educational** 28%

**Planning Meetings** 14.1%

**Coaching sessions** 5.1%

**Training sessions** 80.8%

**Foundation** 4%

**Government** 4%
The VISIONS Team

Staff

Lawrence Alexander  
Innovations Manager

Valerie A. Batts  
VP Consulting  
(Founding Director)

Elika Dadsetan-Foley  
Executive Director

Lisa Fagerstrom  
Contracts Director

C. Nikki Glass  
VP of Administration

Sue Lowcock  
Director of Development

Teletha McJunkin  
Director of Operations

Emily Mutanda  
Program Manager

Rebeca Oliveira  
Office Manager

Rick Pinderhughes  
Deputy VP of Consulting

Kaitlin Robinson  
Programs Assistant

Erika Sheldon  
Contracts Assistant

Jacqueline Yee  
Marketing Intern (Spring ’21)

Consultants

Terry Berman  
Michael Jacoby Brown  
Jabari Brown  
Angela R. Bryant  
Cassandra Campbell  
Jamila Capitman  
John Capitman  
Rasheda Carroll  
John E. Colon  
Dana N. Courtney  
Soerny Cruz  
Barbara J. Davis  
Zan Ehly  
J. Elena Featherston  
Jeanne Firth  
Ariana Gil-Nafarrate  
Tokunbo T. Green  
Thomas Shelden Griggs  
Wendy Brown Helmkamp  
Michelle Holmes  
Derrick Z. Jackson  
Vincent O. Johnson  
Cassandra Joubert  
Jessie Justin  
William (Bill) Kondrath  
Yoojin Janice Lee  
Gary R. Lyon EdD, MPA

Alec MacLeod  
Ellen Morrison  
Stella Panzarella  
Sejal Patel  
Ana Cecilia Perez  
Lisa Puzon  
Mayra Rodriguez-Howard  
Isaac Ruelas  
Emily Schatzow  
Joan Schoenhals  
David Schwartz  
Adelaide Simpson  
Julian Sonn  
Sarah M. Stearns  
Joe Steele  
Amy Cipolla Stickles-Wynen  
Cooper Thompson  
Melinda Tsapatsaris  
Jim Turner  
Ellen Tuzzolo  
Deborah Walker  
S. Gene Washington  
Doug Weinstock  
Sarah Werkman  
Jen Willsea  
Jennifer Rose Wilson Heifferon  
Mark Wise
Board of Directors

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Vincent O. Johnson
Vice President
Louise Howlett, M.Div., LMFT
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Wadye Morton
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Prabha Sankaranaray, MS
Tiveeda Stovall, EdD

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Bereket Habte Selassie, PhD
Linnea Smith, M.D.
Joseph Steele, MBA
Gloria Steinem
Ann B. Sye, Ed.S
Fredrica H. Thompsett, PhD
Timothy Tyson, PhD
Lamont Wiggins, Esq.

"This was best workshop I have attended around DEI. I learned so much about myself that will help me grow myself as I move forward on this journey and help move my organization forward as well."
— PACE Participant
Donate

Your gifts help VISIONS do more - more partnering with community organizations and individuals, more education and public awareness raising work, more youth engagement. VISIONS has earned the 2020 Gold Seal of Transparency on GuideStar, and community members can find in-depth information about our goals, strategies, capabilities, and progress. We’re being transparent about our organization so you can be sure that your donation is used to maximize social impact.

Shop

Support VISIONS by shopping at our online store! This is the perfect way to remind yourself of VISIONS’ values, in these useful items for everyday life. Plus, all profits from sales will be directed towards supporting the operations and programs of VISIONS, helping us to deepen the impact of our work.