



Annual Report

July 2020 - June 2021

*Recognizing,
understanding, and
appreciating our
differences*



Taking Diversity and Inclusion to the Next Level



A Message from our Executive Director, **Elika Dadsetan-Foley**

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

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



Photo montage from VISIONS 2021 Spring Summit

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

Raaheela 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

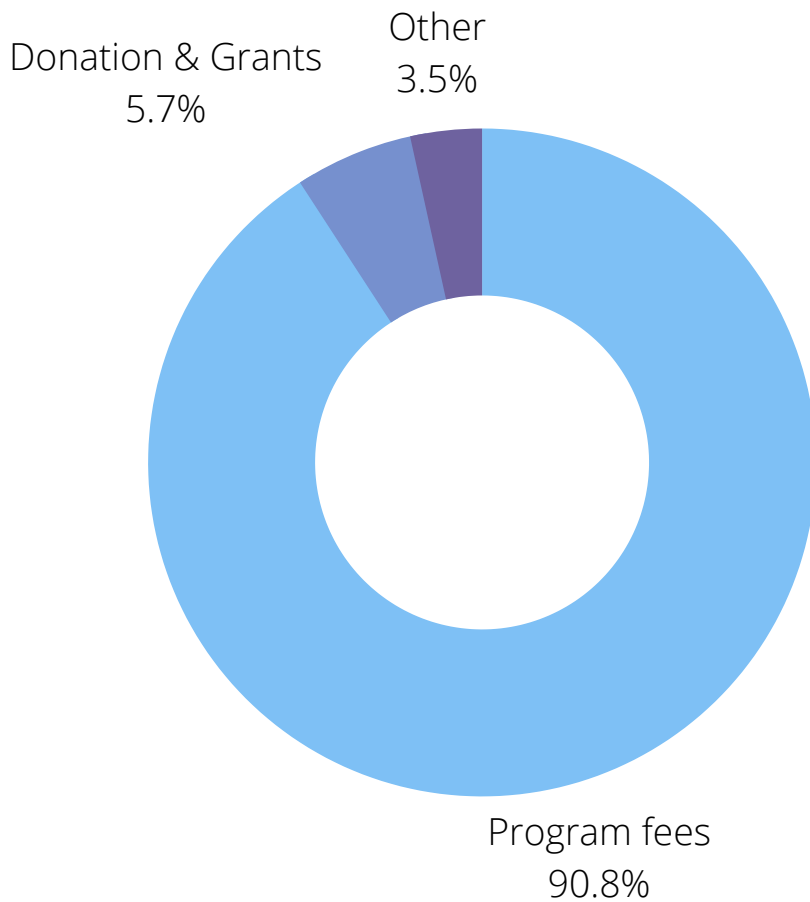
Michelle Holmes

Ellen Morrison
Rick Pinderhughes
Mayra Rodriguez-Howard
Isaac Ruelas

Podcast Series

Presenters

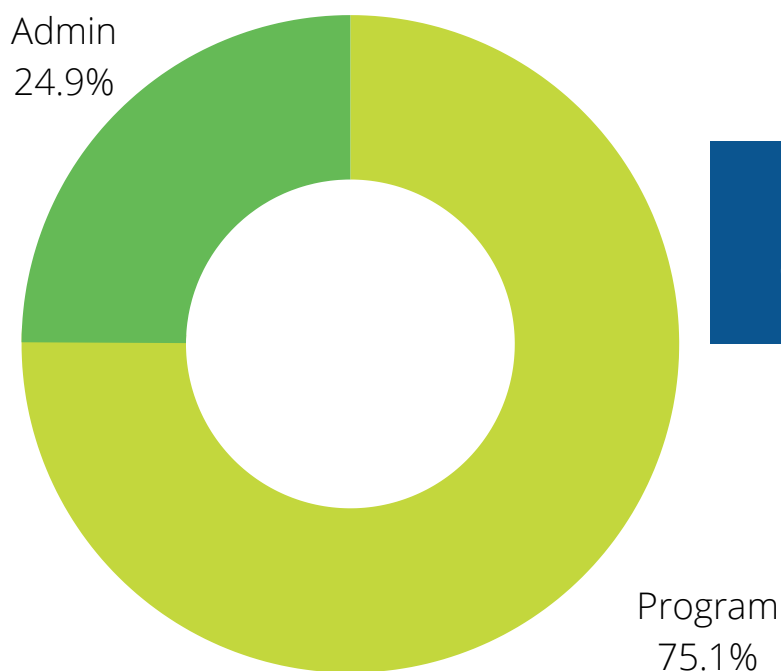
Lawrence Alexander
Lisa Fagerstrom
Sue Lowcock
Rebeca Oliveria
Emily Mutanda
Joe Steele



FY 2021 INCOME BY SOURCE (TOTAL: \$4,374,920)

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

— PACE participant



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

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.

Our Supporters

A special thank you to all of our donors who supported us in FY 2021.
We could not have done it without you.

Major Donors

Individuals

Stephanie Blount
Alexis Brink
John Capitman
Jeff Lynn Ellsworth
Josie Greene
Michelle Holmes
Louise Howlett
Geri Johnson

Bill Kondrath
Carlene Larsson
Wadye Morton
C. L. Max Nikias
Eddie Rashad
Fredrica Thompson
Sandy Thompson
Doug Weinstock
Donna Yee

Organizations

California Endowment
Carney Sandoe & Associates
Energy Foundation
Heinemann Publishing

Josephine And Louise Crane
Foundation
Lehigh University
Mankind Project
Mobeta BV

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.

Donors

Individuals

Jacques Abatto
Hideko Akashi
Miki Akimoto
Lawrence Alexander
Jeanne Arredondo
Toyin Augustus
David Ball
Carol Barash
Gayle Blatt
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Mary Brennan
Michael Brown
Mary Carty
Louise Coggins
Dana Courtney
Patricia Cousar
Betsy Cusack
Elika Dadsetan-Foley
Meghan Dangremond
Neil Davin
Nancy Davis
Patricia Davis-Penn
Asmaa Donahue
Kerry Dowling
Thomas Feagley
Marieke feenstra
John Ferguson
Debra Florio
Farzaneh "Fafar" Guillebeaux
Lucy Freedman

Greg Gale
Laura Gang
Fern Ganley
Patricia Gayle
Nikki Glass
Jude Goldman
Ellen Grubert
Patricia Camille Guerra
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Alice Hart
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Bob Hempel
Peter Holm
Judy Housman
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Caren Keller
Emma Keough
Lisa Klitses
Jocelyn Landrum-Brown
Celeste Lee
Monique Lions-Greenspan
Stephen Loeb
Sue Lowcock
Melissa Lukin
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Jerry Pieh
Trevor Pollack
Alethea Pratt
Nadia Prescott
Farzad Qmehr
Dona Ratterree
Bonita "Bonnie" Rice
Gabriela Romanow
Susan & John Rothchild
Joanna Rothman
Susan Rothman
Merrill rudin
Anna Sams
Welling Savo-Justin
Lynn Siegel
Elizabeth Speakman
Ellen Starr
Madeleine Steczynski
Ellen Thompson
Jim Turner
Rietje van royen
Samantha Watson
Sarah Werkman
Graciela Wetzler
Jan Whitted
Marlene Znoy

Organizations

Episcopal Diocese North
Carolina--Racial Justice And
Reconciliation Committee
Louis D. Brown Peace Institute
National Council on Crime and
Delinquency
Network For Social Justice
Tulane University - Phyllis M.
Taylor Center For Social
Innovation And Design Thinking

Our Clients

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

Foundation

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

Education

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

Nonprofit

2Life Communities
Casey Family Programs
Comic Relief
Louis D. Brown Peace Institute
New Hampshire Public Radio

New Orleans Museum of Art
Society of Environmental Journalists

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

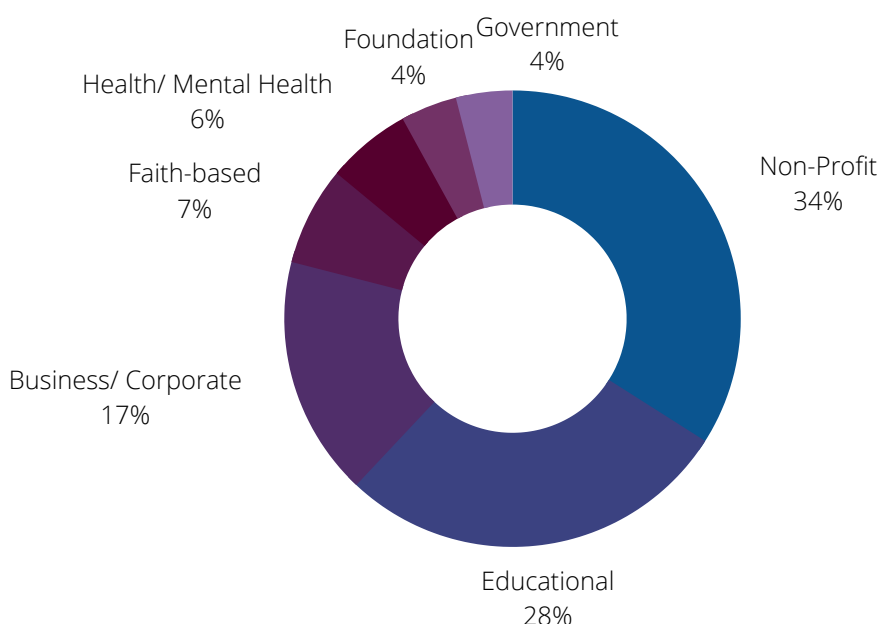
Government

City of Melrose
City of Rocky Mount, NC
Town of Andover

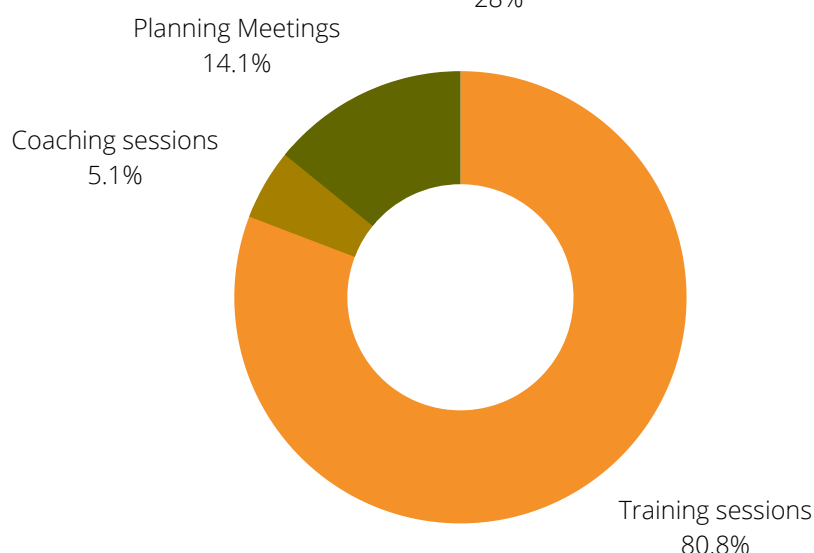
Faith-based

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)**



**FY21 CONSULTING
CLIENT SERVICES
- BY SERVICE TYPE**

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
Cassandria 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 Sheldon 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



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Gwendalynn L. Morris
Treasurer

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Chris Dickerson
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Melissa Lukin, MBA
Elisa Lurkis
Wadye Morton
C. L. Max Nikias, PhD
Prabha Sankaranaray, MS
Tiveeda Stovall, EdD

"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

Advisory Board

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Lamont Wiggins, Esq.

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.

