



NCCJ's 2020 Annual Report: A Pivotal Year

As the COVID-19 pandemic upended our lives and shut down business as usual, we also experienced another major cultural shift. A series of high-profile murders of Black people exposed deep, systemic problems in our society, sparking nationwide protests and critical conversations about power, privilege, and identity.

Through it all, you made sure NCCJ had the support we needed to sustain our mission and keep serving our community. Together, we...

- Found new ways to come together as a community and stay socially connected, even while we kept apart to protect each other
- Reaffirmed our shared commitment to inclusion, equity, and social justice
- Worked to fight bigotry and hate by practicing more respectful, compassionate conversations



PHYSICALLY DISTANCED, SOCIOALLY CONNECTED

COVID-19 prompted NCCJ to **reimagine how and where we do our work.**

It began with an abrupt shift. As soon as schools shut down in March, we moved our Ambassador meetings to a virtual format. (Ambassadors are students who have attended multi-day youth programs like ANYTOWN and STARR.) Students told us these virtual meetings helped them combat feelings of isolation and disconnection and gave them a space to process their experiences and what they were seeing in the news and social media. "I may be feeling isolated," said Jess, "but I can always come to the Ambassador meetings and feel like I'm at a place where I can be myself and voice my opinions openly."

Within weeks, we began creating and delivering brand-new virtual programs to help our homebound community remain socially connected while staying physically distanced.

Our first new virtual youth program was **Digital Teen Hangouts**. We created this virtual, 5-part guided discussion series to support the mental health and well-being of students who had suddenly found themselves at home 24/7. Sachi was one of those students. "NCCJ makes me feel like my ideas matter," she says. "The first program I attended back in spring was the Digital Teen Hangout. I didn't know anyone there, but I got to share my ideas and I felt cared for."

NCCJ's first virtual program for adults was a 3-part community series that reached 107 people. Facilitated by our program director Michael Robinson and streamed on Facebook and YouTube, its aimed to help participants cope with uncertainty, be mindful of their biases, and learn from the past to "develop their moral imagination" while navigating the ongoing crisis of the pandemic.



LEAPING FORWARD TO MEET THE MOMENT

Your support throughout 2020 (but also, critically, in the years leading up to it) gave NCCJ the foundation we needed to quickly pivot and adapt to literally meet the needs of the moment and meet people where they were – at home and online.

While this year saw the rapid migration of NCCJ's work to cloud-based, remote-friendly systems, this process actually began ramping up back in 2017. That's when consistent support from individuals and companies in the Triad allowed us to start making investments to upgrade and modernize our technology.

Those investments gave us a head start that proved to be a big advantage in facing the challenges of 2020, helping NCCJ transition quickly to the cloud and begin creating and delivering virtual programs for the first time in our history.

NCCJ 2020 PROGRAMS

71 Virtual

90 Total

↑ 27%

increase from 2019

THE 8:46 SERIES

In recognition of the fact that it will take sustained, collective effort across all sectors of our society to create real change, **we partnered with YMCA of Greensboro to launch The 8:46 Series** (named for the 8 minute and 46 second period when the officer's knee was on George Floyd's neck.)

NCCJ co-created this ongoing series to give Triad community and business leaders opportunities to increase their awareness, skill-building, and application of issues related to race, inclusion, and equity.

The series' first offering was a 3-hour program on systemic racism developed by the Racial Equity Institute and facilitated by The Partnership Project.

The 8:46 Series **reached more than 900 community members** in the summer and fall of 2020, equipping them with a comprehensive, data-driven overview of systemic racism and its impact on our society, as well as resources for further learning.



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2020 CHANGED THE WAY WE SEE EACH OTHER – AND OURSELVES.



STARR: STUDENTS TALKING ABOUT RACE + RACISM

Over the summer, a growing awareness of injustice in policing and other forms of systemic racism in the aftermath of the high-profile murders of George Floyd, Ahmaud Arbery, Breonna Taylor and others triggered what some have called a "racial awakening" in communities across our country.

Even as the pandemic made NCCJ's "regular" youth programs like ANYTOWN impossible, it was vitally important for us to find a way to keep giving young people opportunities to come together, process their feelings, and learn how to take action to make a difference.



To meet this need, we collaborated with a core group of longtime volunteers and ANYTOWN alumni to create and pilot a brand-new program called **STARR: Students Talking About Race + Racism**. This 3-day hybrid program (part virtual, part in-person and physically distanced) program gives high school students a safe and welcoming space to learn, share and ask questions about race and racism.

In July, we piloted STARR for 24 students. They learned about the pivotal role Greensboro and High Point played in the civil rights movement of the 50s and 60s, and how longstanding racial injustices affect them and their communities today.



One student told us, **"This weekend showed me that we need to have more conversations in our schools and communities about race and racism and that's what I'm hoping to do when I leave here."**

A GROUNDSWELL OF SUPPORT FOR NCCJ'S WORK

Over the summer, the ANYTOWN Energy Check hit a big milestone: since its inception in 2016, **this annual peer-to-peer fundraising campaign (led by ANYTOWN alumni of all ages) has raised more than 100K to support and sustain ANYTOWN.** In 2020, these funds provided essential support to help NCCJ redesign and develop new virtual and distanced youth programming to serve teens in our community.

At the same time, a groundswell of support from people and local businesses affirmed our Triad community's recognition of the importance of NCCJ's mission and the need for our work.

We're grateful to the many individuals who crowdfunded, organized benefit events, and leveraged their roles in local organizations such as BohoBlu, the Center for Creative Leadership, Dancing Dogs Yoga, the Greensboro Chamber of Commerce to raise awareness and funding in support of NCCJ.

GOVERNOR'S TASK FORCE FOR RACIAL EQUITY IN CRIMINAL JUSTICE (TREC)

After Governor Roy Cooper established the **Task Force for Racial Equity in Criminal Justice** in June, **NCCJ had the opportunity to put our approach to convening respectful conversations into action on a statewide scale.**

Consisting of 24 members from a wide range of backgrounds and perspectives, the TREC was tasked with identifying policies and practices that disproportionately affect communities of color.

We facilitated these TREC meetings as its diverse members worked to find common ground and develop a set of recommendations to ensure racial equity in North Carolina's criminal justice system.



OPEN MINDS RESPECTFUL VOICES

An NCCJ Initiative

OPEN MINDS, RESPECTFUL VOICES

In May, anticipating a divisive election, we launched a new initiative called **Open Minds, Respectful Voices**. Designed to foster empathy and encourage more effective conversations, this ongoing initiative is comprised of a set of 5 Community Practices that represent a commitment to engaging in more respectful dialogue and actively listening to understand others' perspectives.

340 individuals and organizations in the Triad have signed their names in a commitment to use these 5 Community Practices in their daily conversations.

Learn more about this initiative and start practicing at www.nccjtriad.org/community-practices



"If every conversation had just one person following these practices, I believe that the discussion will be more valuable for everyone."
– John Cross, Brooks Pierce McLendon Humphrey & Leonard PLLC



"I am learning that these Community Practices can be used in almost any setting and with any type of relationship."
– Charrise Hart, Ready for School, Ready for Life



"We need to be more intentional on who we invite to our conversations, and in how we build trust to allow others to open up."
– Maria Gonzalez, Club Fitness

BOARD OF DIRECTORS

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Freddy Robinson
Kristina Schwartz, Immediate Past Chair
Aaron Strasser
Gerard Truesdale
Leslye Samet Tuck
- *retired from Board (6/30/2020)
**joined Board (7/1/2020)
***2020 Citation Award Dinner Co-Chair

NCCJ BY THE NUMBERS
2019-20 Academic Year & NCCJ's Fiscal Year July 1, 2019 – June 30, 2020



OUR TEAM IN 2020

- Ivan Canada, Executive Director
Molly Cassidy, Programs Intern
Gloria Hoover, Development Manager
Alison Whitman Jones, Director of Administration
Maria Perdomo, Program Manager
- Ebony Pratt, UNC-Greensboro MPA Cemala Fellow
Michael Robinson, Program Director
Erika Rain Wilhite, Development + Communications Director



NCCJ promotes understanding and respect among all cultures, races, and religions through education, dialogue, and advocacy. We work to build compassionate and just communities free of bias, bigotry, and racism.

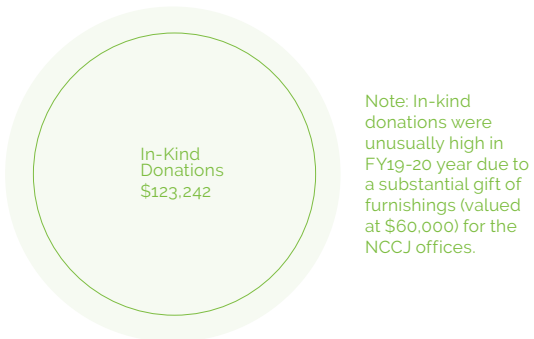
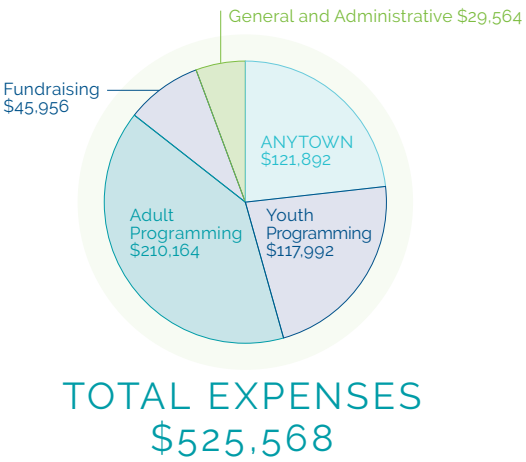
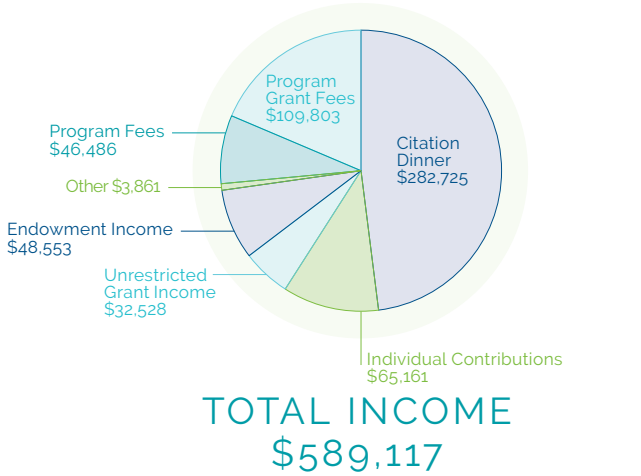
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2019-20 FINANCIAL SUMMARY

2019-20 Academic Year & NCCJ's Fiscal Year
July 1, 2019 – June 30, 2020



NON-CASH CONTRIBUTIONS \$123,242

NCCJ is a registered 501 (c)3 nonprofit. Our audit for the 2019-20 fiscal year was prepared by the independent accounting and consulting firm of Leeper, Kean & Rumley, LLP.

Notes:
NCCJ is committed to transparency and accountability. Beginning with this 2020 report we have updated the categories in the above financial charts to match the way our financial audits categorize our income and expenses.

The above financial data is show by fiscal year (July 2019 – June 2020) whereas program numbers are shown by calendar year (January – December 2020.)