



NCCJ's 2021 Annual Report: Meeting the Moment

It's been another year of growth and adaptation.

While the pandemic kept NCCJ from returning to in-person youth programming until late in the year, we continued serving teens through virtual **Anyday** and **Break the Cycle** programs. We also held our second session of **STARR: Students Talking About Race + Racism**, our new hybrid youth program created in summer 2020. And we were thrilled when the lull between variants allowed us to convene a session of **Anytown** in July – our first Anytown since 2019!

Demand for NCCJ's community and workplace programs remained high. That means that – in addition to our work with teens – we're now serving more adults than ever before. Thanks to support from folks like you, we were able to continue offering free, virtual programs like **The 8:46 Series** and **Open Minds, Respectful Voices**. We also piloted NCCJ's first email-based program, **The Reset**.

More and more, folks in our community are seeing that NCCJ's programs aren't just for some people; they're for all people.

Whether you support NCCJ's work with your time, treasure, or talent, your investment has been critical to ensuring that NCCJ could rise to the occasion, meet the moment, and find new ways to spark respectful conversations between people of diverse backgrounds and perspectives.

NCCJ exists because of you, and we exist to serve you. Together, we're building a more inclusive, compassionate community for all of us – not just some of us.

Ivan Canada, NCCJ Executive Director



29-Day Reset: A Social Justice Journey

In January, we piloted a brand-new NCCJ offering: the 29-Day Reset, our very first self-paced and email-based community program.

Born from a series of conversations with NCCJ Youth Ambassadors (teen graduates of programs like Anytown and STARR), the 29-Day Reset encouraged participants of all ages to make time and space for learning, unlearning, and discovering more effective social justice habits.

Participants signed up to receive a daily email from NCCJ about a different social justice topic (with some breaks for rest and reflection) for 29 days. Topics were chosen by the Youth Ambassadors to reflect issues important to them, like: stereotypes; colorism; ableism; intersectionality; and voting rights.

Our first Reset was such a big success that it's now a permanent, ongoing NCCJ program. To start your Reset visit nccjtriad.org/community-programs/#reset

382
people

participated in
NCCJ's first Reset

In 2021, NCCJ grew by leaps and bounds to meet the growing community need for respectful conversations about issues of race, equity, diversity and inclusion.



Beyond The 8:46 Series

Creating real change starts with meaningful partnerships. The 8:46 Series* first launched in August 2020 when, in partnership with the YMCA of Greensboro and the Racial Equity Institute, we educated more than 900 community members on systemic racism and its impact on our society.

Beginning in early 2021, again in partnership with the YMCA of Greensboro, the Beyond The 8:46 Series gave our community ways to continue learning about systemic racism and how to cultivate more racially inclusive environments.

Topics ranged from "Combating Racial Bias Through Transformative Dialogue" to "The Story of Race: How We Got Here and What We Can Do Now" to "Operationalizing Racial Equity in Your Organization."

This powerful program series will continue in 2022. You can find all Beyond The 8:46 Series programs at bit.ly/nccj-youtube

**Note: In 2020, we named The 8:46 Series for the eight minutes and forty-six second period when the officer's knee was on George Floyd's neck. As we have since learned, the officer's knee was in fact pressed against Floyd's neck for over 9 minutes.*

In 2021, Beyond The
8:46 Series reached

623
people



Alamance County Racial Equity Collaborative (ACRE Co-lab)

NCCJ partnered with Impact Alamance to pilot a new workplace initiative. The Alamance County Racial Equity Collaborative (or ACRE Co-lab) is an 8-month program that served a cohort of 26 nonprofit and municipal government leaders from April to December 2021.

Going far beyond what we can do with a 1-hour or 1-day workshop, ACRE aimed to equip these professionals with the knowledge, skills and tools they need to shift workplace culture and create more inclusive and equitable workplaces and communities.

Long-term outcomes remain to be seen. In the short term, ACRE helped the Alamance County leaders it served feel more confident and supported in conversations about race and equity.

In April, 34% of the cohort said they talked about equity with fellow community leaders at least once a week. By the end of the program in December, that number had risen to 55%.

Participants said that ACRE ...

- made the material more digestible and relatable to the day-to-day work
- helped with convincing top leadership this work is worth doing
- encouraged both self-reflection and group dialogue without judgment

NCCJ is grateful to Impact Alamance for their partnership and support of this successful pilot. ACRE is the type of high-quality, high-touch program that we want to grow, expand and open up to leaders in other Triad communities.

ACRE served
a cohort of

26
people

over an 8-month
period in 2021

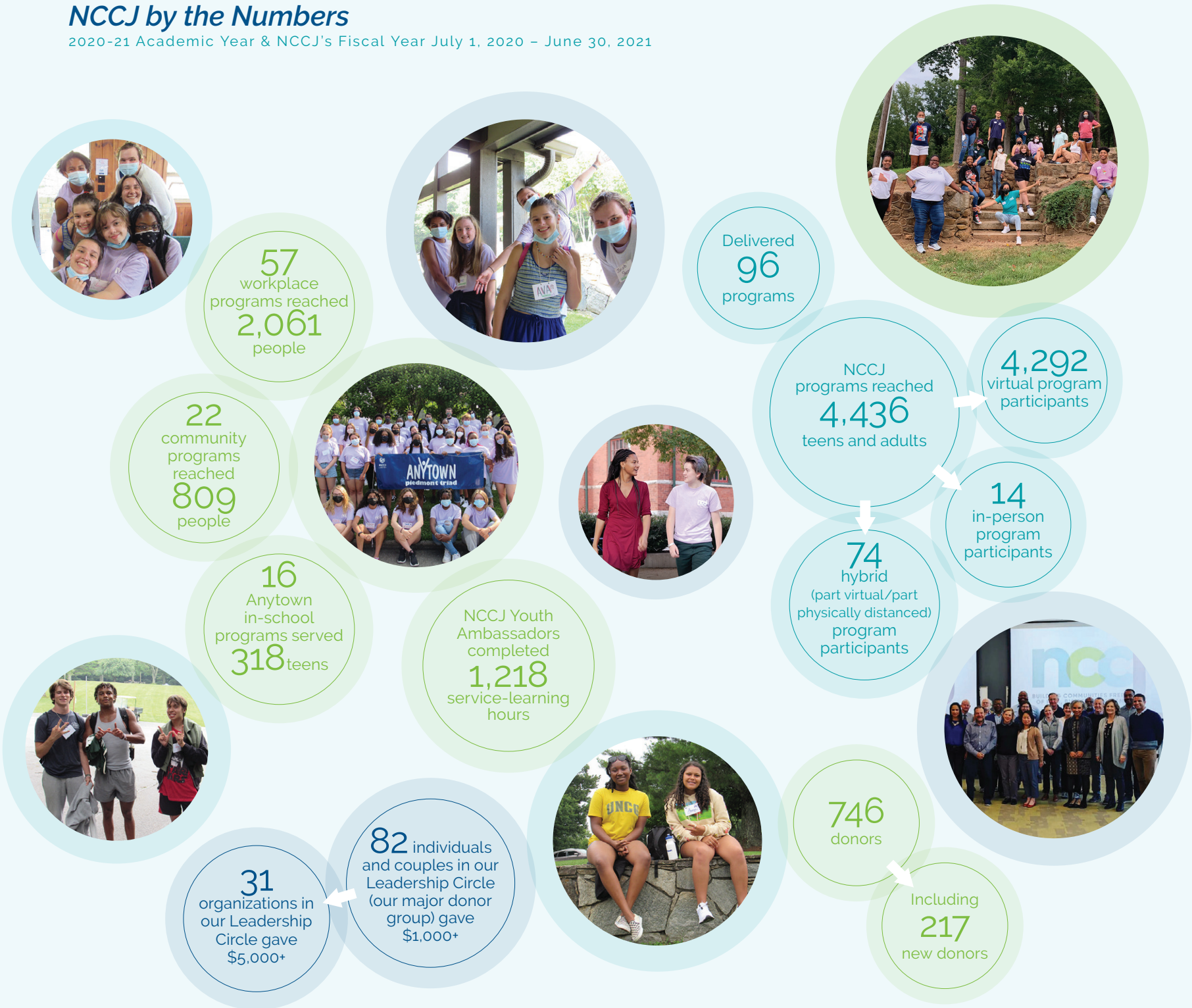
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* retired from Board (6/30/2021)
** joined Board (7/1/2021)
*** 2021 Citation Award Dinner Chair
† deceased

NCCJ by the Numbers

2020-21 Academic Year & NCCJ's Fiscal Year July 1, 2020 – June 30, 2021



Our Team in 2021

Ivan Canada, Executive Director
Shekinah Gonzales, SECU Public Fellow
Gloria Hoover, Development Manager
Alison Whitman Jones, Director of Administration
Maria Perdomo, Assistant Program Director

Ma'Kayla Hunter, UNC-Greensboro MPA Cemala Fellow
Michael Robinson, Program Director
Logan Weaver, UNC-Greensboro MPA Cemala Fellow
Erika Rain Wilhite, Development + Communications Director



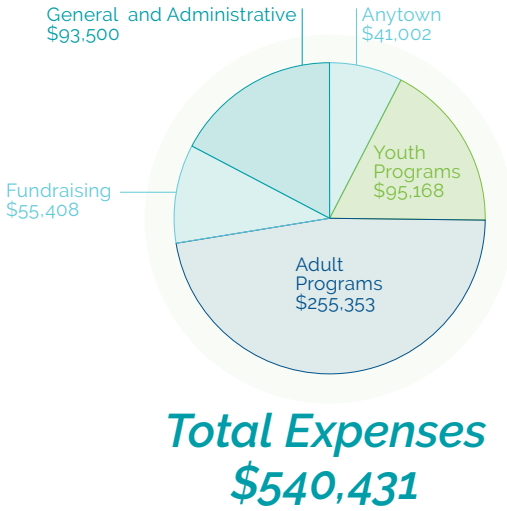
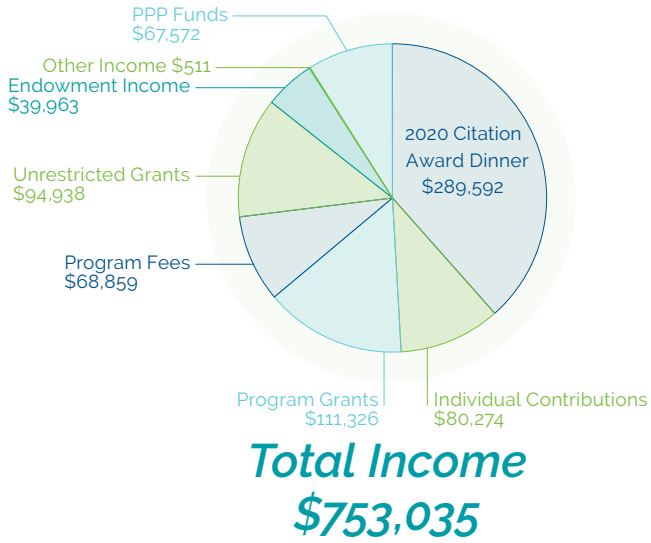
NCCJ promotes understanding and respect among all cultures, races, and religions through education, dialogue, and advocacy. We work to build compassionate and just communities free of bias, bigotry, and racism.

713 N. Greene Street • Greensboro, NC 27401
336.272.0359 • nccj@nccjtriad.org • nccjtriad.org

@NCCJtriad

2020-2021 Financial Summary

Income and Expenses for NCCJ's Fiscal Year July 1, 2020 – June 30, 2021



Non-Cash Contributions \$33,098