






2020-2021 ANNUAL REPORT



Inclusive Communities
6400 University Dr. N CEC 122
Omaha, NE 68182-0868

402.391.4460
www.inclusive-communities.org
info@inclusive-communities.org

 Inclusive Communities
 @inclusivecommunities
 /inclusive-communities

Dear Friends,

OVER THIS YEAR we've experienced growth in ways that have been both challenging and beautiful. Our team grew as we took on a new Program Partner - Kandace, a Communications Manager - Krysty, and a Director of Programs and Faculty - Dominic. Our growth opened spaces for others to be elevated as Colin moved to Senior Program Partner and Tena moved into the Director of Strategic Partnerships.

We also spent the year introspectively examining how we give current and future members of our team a greater sense of autonomy and self-sustainability. We designed a culture map, a mutual agreement between Inclusive Communities and team members on how we continue to show up. This exercise developed into what has become our shared leadership model to ensure the sustainability of both our organization and the individuals who choose to do equity-building work with Inclusive Communities.

We are beginning to roll out this model in the public, and we believe that it will help us to leverage our power as individuals so we can show up in more spaces and with greater intentionality as we continue confronting prejudice, bigotry, and discrimination. Our shared leadership model further demonstrates our commitment to racial equity in the nonprofit sector which in our state has typically been a space dominated by white leadership. Inclusive Communities has always aimed to navigate conversations and activities that build equity and that are premised on respect for all people. We are living out our mission even as we fight for it.

Sincerely,
Cammy, Maggie, Greg

increase from the previous year and resulting in valuable linkages made in the Asian American Pacific Islander (AAPI) and Native/Indigenous communities resulting in an expansion of the Table Talk series. Offering Table Talks in a virtual format allowed participation from community members beyond Omaha and brought the value of this program to a wider audience

VIRTUAL IMPACT - As much as COVID-19 continued to prevent in-person gathering, it allowed us to expand our reach and service area to impact 88 corporate, nonprofit, educational and faith-based organizations.

FEE FOR SERVICE PROGRAMMING - We reached 8,292 individuals, an increase of over 2,700 people from the previous year. Our fee for service programming continues to supplement our grants and donations and helps us to keep our community offerings free.

LeadDIVERSITY - Graduated Cohort Two of 35 Advocates and initiated Cohort Three with 31 new leaders who have already displayed a personal investment in strengthening our community by embracing equity and diversity.

We are profoundly thankful for the continued service and support from our Board, Staff, Donors, Volunteers and Community Partners. After 83 years of doing this work, we are incredibly proud to have folks like you by our side, doing this work, cheering us on, and echoing the commitment to equity for all.



Cammy



Maggie



Gregory Ramirez

Here are our highlights from the past year:

INCLUCITY IN A VIRTUAL FORMAT - 23 delegates from six schools across five school districts for a completely virtual IncluCity experience. Our programming team took on the challenge of innovating a way to share the camp experience in a safe and remote environment during the pandemic.

OMAHA TABLE TALK - 1,231 community members at 13 events, a 30%

2020-2021 BOARD LISTING

Tulani Grundy Meadows, Chair
Metropolitan Community College

Gregory Ramirez, Vice Chair
University of Nebraska-Omaha

Shawntal Mallory, Secretary
Omaha Home For Boys

Megan Koziol, Treasurer
Seim Johnson LLP

Bobby Brumfield
Leonum Advisors: Security and Crisis Management Firm

Senator Machaela Cavanaugh
State of Nebraska

Arvin Frazier
College Possible

Kathryn Goodman
Bank of the West

Stephen Gutierrez-Sager
SalonCentric

Daniel Gutman
Fraser Stryker

Rieko Ikeda-Hayes
Omaha Public Power District

Melanie Morrissey Clark
Clark Creative Group

Dr. Roopa Venkatesh
University of Nebraska-Omaha

2021-2022 BOARD LISTING

Gregory Ramirez, Chair
University of Nebraska-Omaha

Shawntal Mallory, Chair Elect
Nebraska Legal Diversity Council

Bobby Brumfield, Secretary
Leonum Advisors: Security and Crisis Management Firm

Megan Koziol, Treasurer
Seim Johnson LLP

Tulani Grundy Meadows
Metropolitan Community College

Stephen Gutierrez-Sager
SalonCentric

Daniel Gutman
Fraser Stryker

Rieko Ikeda-Hayes
Omaha Public Power District

Melanie Morrissey Clark
Clark Creative Group

Cris Riddle
Fiserv

Lindsey Simmonds
Intrepid Entrepreneurs

Dr. Roopa Venkatesh
University of Nebraska-Omaha



LeadDIVERSITY continued to be a sought-after leadership development program. Our second cohort of Advocates graduated after a full online year of facilitation. Despite not meeting in-person during the sessions, we saw our Cohort Two become a close-knit network of inclusive leaders. Following their graduation, we are happy to witness the strides that they are making in the spaces where they hold power. We also began our third cohort of

LeadDIVERSITY and returned to in-person sessions. The 31 new Advocates comprise an inclusive sample of the Omaha Metropolitan Area's diverse community representing various identity and affinity groups. Of the participants, 81% identify as female while 19% identify as male. In addition, 54% identify as BIPOC. The cohort is a mix of various industries including corporate, nonprofit, public sector/government, education, healthcare, and the restaurant industry.



From left to right, starting at the top row:

Maggie Wood
Executive Director

Cammy Watkins
Executive Director

Molly Welsh
Operations & Projects Manager

Tena Hahn Rodriguez
Director of Strategic Partnerships

Robbie Quinones Summers
Director of Culture & Sustainability

Cornelius Rhone
Faculty

Kandace Freeman
Programs & Curriculum Manager

Dominic Green
Director of Programs & Faculty

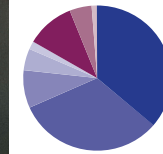
Krysty Becker
Communications Manager

Colin McGrew
Senior Program Partner

Leontyne Evans (not pictured)
Volunteer & Faculty Manager

2021 Financials

*These are unaudited figures

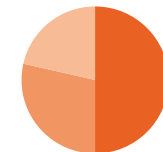


Total income: \$1,008,726

- Foundation Grants - \$365,306
- Fee for Service - \$325,2904
- Corporate Grants - \$82,500
- Individual - \$48,326
- Events - \$17,345

COVID

- PPP - \$110,000
- Operational Reserve - \$47,9594
- EIDL - \$12,000



Total expense: \$1,008,726

- Programming - \$500,655
- General Operations - \$47,959
- Fundraising - \$214,023

Programs by the Numbers



13
events



1,231
people served



Total number of volunteers:
350



Total people served:
10,746



222
workshops



88 Contracted Organizations



6 schools from **5** districts



6 virtual sessions

Year in Review

KEEPING IT VIRTUAL The pandemic shattered work-life boundaries for everyone and our team at Inclusive Communities was no different. As we contended with creating sustainable at home routines, we also struggled with recreating aspects of our in-person programming for the online setting. If you've participated in IncluCity, you might be familiar with exercises like the Privilege Walk or you may remember activities like Morning Sing and Culture Night. Our programming team found ways to deliver these life changing experiences online. However, with the frequency and reach of our camp limited over the past year, we are excited to return to in-person camps in the future.



INCLUSIVE COMMUNITIES CELEBRATED FRIENDS + ALUMNI This year we had the honor of celebrating three wonderful breakout authors – Amber Ruffin, Lacey Lamar and Precious Brady-Davis! All three are Omaha-born Black women. Amber Ruffin (who you might recognize from her eponymous show on Peacock TV or her segments on Late Night with Seth Myers) and her sister Lacey Lamar wrote, “You’ll Never Believe What Happened to Lacey: Crazy Stories About Racism.” We hosted a virtual book tour with Amber and Lacey where we talked about why they wrote this book, and how skillfully they have illustrated the racism that Black women encounter in everyday situations through the hilarious retelling of Lacey’s experiences in Omaha. Precious Brady-Davis is an IncluCity (then Anytown) alumna who has written an incredibly brave and honest memoir, “I Have Always Been Me.” She



gives her readers valuable insight into the deeply personal struggles faced by a Black trans woman growing up in Nebraska. Precious came to Omaha for the first stop on her book tour and we took the opportunity to host it alongside an IncluCity reunion. She reconnected with some of the folks she got to know at camp. This event was doubly sweet as it was our first in-person event after distribution of the COVID-19 vaccine.



HUMANITARIAN BRUNCH SITUATION Our Humanitarian Brunch was celebrated virtually for a second year, with a micro-website launched on July 18, 2021. The pandemic formed the context for the entire year for so many of us. So, we decided that for our Humanitarian of the Year, we would honor all the essential workers who sustained our community throughout one of our most difficult years. We also presented a first-time special award – The Necessary Trouble Award – to federal prosecutor (ret’d) Fred Franklin for his immense career of service to our state and his candor that provided much needed reconciliation in our community after the wound left on our community as we faced the loss of James Scurlock due to racially motivated violence. We also honored our Volunteer of the Year, Alexis Sherman who shows up for us in so many thoughtful ways, and our Partner of the Year, OutNebraska for continuing the Queer Table Talk series with us and helping us to have critical conversations about LGBTQIA2S+ experiences.

GROWTH + CULTURE SHIFT As you see, we now have a dual Executive Director position. This is only one part of a major shift that we have initiated in our organizational culture. We continuously examine the ways we show up in the community and within our team. We noticed that the typical employee handbook and top-down leadership approach were not suitable for us as we continue to do this work. We recognized that this disconnect between the written and acted out culture of our organization was at the root of staff attrition. We chose to learn from that. As such, we created a new culture map to guide and support our team members and this has evolved into a shared leadership model for us. It has also opened us to the expansion and upward mobility of this team. We currently have 10 members on staff – our newest being Leontyne Evans, Kandace Freeman, Dominic Green, and Krysty Becker. We also promoted Tena Hahn Rodriguez and Colin McGrew.



EXPANDED TABLE TALK Last year we launched our Queer Table Talk series which holds space specifically for the experiences of LGBTQIA2S+ community. This year, in response to the incidents of anti-Asian violence in our community we made meaningful steps towards elevating Asian American Pacific Islander (AAPI) voices. This started as a Virtual Table Talk on the long history of discrimination that diverse AAPI communities have faced since coming to the US, and continued with an Omaha Table Talk that expanded the conversation. Out of this the plan was developed to launch AAPI Table Talk as its own series. Similarly, Native + Indigenous Table Talk highlights Native and Indigenous experiences in Nebraska and addresses the gap in diversity conversations involving their communities.