2021 Impact Report

ANNUAL REPORT TO THE COMMUNITY

Diversity Council

www.diversycouncil.org
Dear friends and colleagues,

Thank you for another year of support and fellowship in our mission to create communities where all individuals thrive. We stepped into 2021 with much hope for a return to normalcy after a year shaken up by COVID-19. Unfortunately, as we now know, 2021 was also filled with uncertainty and change. The challenges presented by the pandemic continued to take a toll on our communities, and Diversity Council continued to play an instrumental role in both recovery and progress toward systemic change.

In the area of Health Equity, Diversity Council made significant contributions to disadvantaged communities with their leadership of Project HEALINGS. Diversity Council applied for and was awarded a $1 million grant by the Federal Government to promote vaccination and address vaccine hesitancy in Minnesota’s minority communities. Diversity Council was uniquely positioned to do this work because of the deep and trusted relationships we have with individuals who belong to diverse communities throughout the state. Diversity Council collaborated with more than 20 diverse groups to develop and distribute culturally relevant content.

Project HEALINGS has highlighted the importance of relationship building as the best approach to addressing inequities. The learnings and relationships built through this initiative are already serving as blueprints for how Diversity Council will do its work going forward. In order to create an equitable world where all individuals benefit from resources, systems, and practices, it is imperative to cultivate deep trust and forge networks that include everyone. This allows us to work directly with people to identify needs and build inclusive solutions.

It was also uplifting to see Diversity Council’s progress toward Educational and Civic Equity through its commitment to co-designing, providing training and consultation, and supporting collective impact activities. Diversity, equity, and inclusion programs continued to be in high demand in 2021. Employers recognize more than ever that they are dependent on a diverse workforce to remain viable. They are re-evaluating hiring practices and exploring established cultural norms. They are building responsive incentive programs and reaching out for support in order to better invite and retain individuals from all backgrounds and lived experiences.

As a result of increased awareness of the need to address inequities and build inclusion, Diversity Council was able to expand its scope and grow its team in 2021. We look forward to what 2022 will hold and welcome you to come along on our journey toward equitable and inclusive community.

Mia Erickson, Board President
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Diversity Council acknowledges that prejudice and privilege are engrained in the systems and culture of our nation, and that achieving equitable outcomes demands addressing these deeply rooted agents of injustice. This is accomplished by cultivating hearts and minds, and ultimately challenging policies and practices.

Therefore, Diversity Council’s work is centered on realizing change at these two levels:
- Influencing the awareness and actions of individuals;
- Influencing the structures and processes of organizations.

From our experience, we believe that lasting organizational and social changes must start from within. That is why our work is rooted in education, information sharing, and making connections within communities.

All of our work is focused on equitable outcomes in CIVIC, EDUCATIONAL, and HEALTH ecosystems.

We present our Annual Impact Report to Community showing our impact during 2021 in the following areas:

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Staff and Board of Directors

Staff
- Dee Sabol, Executive Director
- Savita Katarya, Senior Organizational Equity Strategist (through December 2021)
- Catherine Davis, Director of EquityLogic™ & Organizational Growth (started November 2021)
- Heidi Wilkins, Co-Director of Youth, Family & Community Education
- Kathy Harowski, PhD, Organizational Equity Specialist
- Rebecca Minkus, Co-Director of Youth, Family & Community Education
- Kylie Bartz, EquityLogic™ & Communications Specialist
- Camila Hallemeier, Communications and Development Manager
- Stefanie Meunier, Financial Specialist and Bookkeeper
- Ginger Fride, IDI® Team Lead (through November 2021)

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- Amrita Prakaashana, Board Vice-President - Mayo Clinic
- Al Lun, Board Secretary - Middle Way Consulting Group
- Erin Blake, Board Treasurer - Fernbrook Family Center
- Julie Hobbs - Mayo Clinic
- Nicole Sandhu - Mayo Clinic
- George Thompson - Community Activist
- Sumedha Penheiter - Mayo Clinic
- Mikala Hora - Rochester Public Schools
- Erin Rahman - Rochester Public Schools
- Marian Osman - Girl Scouts River Valleys (through August 2021)
- Jason Kim - Mayo Clinic (through December 2021)
- Mamisoa Knutson - Minnesota Department of Education (joined March 2021)
- Chad Launderville - HyVee (joined July 2021)
Youth and Whole Family Initiatives

We develop and deliver exemplary educational programs that cooperatively build inclusive school environments through student, educator, administrator, and family engagement. In 2021, the urgent need for training and consultation in educational spaces grew exponentially. We are energized by the trust and credibility we have built with so many educational institutions, and are honored to continue to propel change and growth in such vital spaces. We connected with 720 students through virtual and in-person trainings during 2021. Our direct work with teachers, administration, and student mentors has influenced countless additional students throughout the year. Training participants' newfound knowledge and perspectives will continue to impact students and families in years to come.

In 2021 we engaged with more than 30 educational entities.

- Alternative Learning Center of Rochester
- Beacon Academy
- Boys and Girls Club of Rochester
- Byron Public Schools
- Century High School
- Diocese of Winona-Rochester
- Dover-Eyota Public Schools
- Folwell Elementary School
- Gage Elementary School
- Harriet Bishop Elementary School
- John Adams Middle School
- John Marshall High School
- Kasson-Mantorville Public Schools
- Kellogg Middle School
- Mansfield University of Pennsylvania
- Miller Mentoring (Winona)
- Minnesota State University Mankato
- Minnesota State University Winona (MSW Program)
- Normandale Community College
- Northrop Community Education
- Pine Island Public Schools
- Ridgewater College
- Riverland Community College
- Rochester Catholic Schools
- Rochester Community Initiative
- Rochester Community and Technical College
- Rochester Montessori Schools
- Rochester Public Schools
- Triton Public Schools
- University of Minnesota – Rochester
- Zumbro Education District

“I've had the opportunity to work with Rebecca Minkus and the Diversity Council program "Student Leaders Creating Change." She is responsive to the students present in the learning space and skillfully meets students where they are at with each lesson. Ms. Minkus allows students a safe space to share their experiences and she listens to them, affirming their individual voices. She also honors the funds of knowledge that each student brings to the classroom.”

Joan Hernandez Lindeman, EL/Reading Success Coach at Rochester Alternative Learning Center
Youth and Whole Family Initiatives

Program Highlight

During the 2020 school year, John Marshall High School and Gage Elementary School conducted a needs assessment to gather perspectives from various stakeholders. From this needs assessment, the schools learned that community members wanted more interactions between elementary and high school students. The solution to fill this gap was to create a mentorship program, alongside Diversity Council and Rochester Community Initiative, with funding from United Way of Olmsted County. In this partnership, high school students served as mentors to elementary school students, creating positive connections and building a more kind and inclusive Rochester community. Students interacted through large-group sessions relating to diversity, equity, and inclusion and small-group sessions that allowed mentors and mentees to get to know each other on a more individual level. Diversity Council provided mentorship training, small-group curriculum, and individual check-ins with high school mentors. While this partnership was entirely virtual, we look forward to implementing in person in the coming academic year!

“Excellent work on [your] content with the examples and scenarios for students. I appreciate you encouraging the empathy that you see (and that we feel) in the building!

Jared Groehler, Principal
Harriet Bishop Elementary
Adult and Organizational Initiatives

2021 saw the continuation of key educational initiatives across all parts of our region, including significant work in the nonprofit sector, which was underwritten in part by a grant from Mayo Clinic Community Engagement. In the public sector work was also done with city and county governments in partnership with Southeastern Minnesota League of Municipalities, underwritten in part by a grant from Southern Minnesota Initiative Foundation.

Both of these efforts were focused on developing shared language around diversity, equity, and inclusion in order to build trusted spaces for transformational conversation and work to take place. In total, more than 80 organizations and thousands of individuals benefitted from our professional training and consultation across Minnesota and nationwide.

- **EquityLogic™**: Customized training and professional consultation that support deep personal growth and create inclusive environments. Encompassing every aspect of human identity and cultural expression. Our work is tailored to client needs and goals, and is both person-centered and professional.

- **Equity Audits and Equity Assessments**: An Equity Audit makes use of qualitative and quantitative data to develop an understanding of the current nature of an ecosystem. By exploring community through multiple perspectives and data sources, auditors develop an overview of the potential for equitable outcomes and define specific spaces where the client may lead, support, coordinate, or communicate in its work. An Equity Assessment employs the same principles within an organization or institution. The findings of the process support the development of an Equity Plan and Equity Training Matrix.

- **IDI®**: Intercultural Development Inventory is an assessment of how people understand values, attitudes, beliefs, and how they respond to other cultures. Results allow an individual to explore their own, and their team or organizational cultural competence.

- **Bystander to Upstander**: Interactive scenario-based workshops that provide participants with tools and tactics to interrupt hate and bias in everyday encounters. Learners walk away with the skills and the confidence needed to apply these lessons immediately. This program is delivered on campuses, within organizations, and at the community level.
Community Mobilization Resource Coalition (CMRC)
Community Mobilization Resource Coalition (CMRC) is sponsored by Diversity Council and is a vital part of fulfilling Diversity Council’s goals of equitable access and community engagement. The CMRC serves as a platform striving for equitable access to community resources and civic involvement by expanding capacity for diverse populations, serving as a bridge to community integration, and developing public policy and social contract through diverse perspectives.

The purpose of CMRC is to change power dynamics by amplifying voices and co-designing processes and systems where everyone contributes and benefits equitably. CMRC achieves this by rooting itself in co-design models and education within a variety of communities. The coalition currently consists of 60+ members with involvement in a multitude of ways.

In the past year, the coalition has worked on providing education, resources, and support for communities regarding COVID-19. CMRC has worked closely with the City, Rochester Public Schools, County, and County Public Health to receive information regarding changes in protocols and recommendations while also asking questions to gain a better understanding of details such as tracking the number of cases, understanding changes within the schools, and correct information about vaccinations. CMRC also served as community liaisons and aided in hosting public townhalls for community members to attend and speak directly with experts and resource connections, and aided in setting up informational and vaccination clinics alongside Project HEALINGs.

Alongside working with Project HEALINGs, CMRC worked with the Rochester Public Library in surveying community members to understand what services are benefiting communities, and where improvements could be made. Rochester Public Library met with Diversity Council to design the project, and then it was presented to CMRC members who were able to connect directly with individuals in a conversation about the library. As a result, the library was able to collect over 54 interviews and find ways to improve the experience and create a safe and equitably accessible space.

Moving forward in the year 2022, CMRC has planned to take on more projects, expand their membership, and continue to serve as a platform for amplifying voices while giving opportunities for leadership.
Community Engagement

Co-Design
The use of co-design in public development projects embodies a fundamental shift in approach to and effectiveness of community engagement. Co-design replaces existing design processes, incorporating diverse perspectives and expertise based in lived experience and collective perception. Co-design is not transactional. It is not a series of focus groups or public meetings. It is the intentional integration of public wisdom and perspective from concept through completion.

Diversity Council is deeply trusted in this space and utilizes innovative and effective techniques in designing and implementing an equitable community co-design process. In 2021, in addition to presenting on the topic of co-design, Diversity Council lead and supported numerous co-design initiatives.

6th Street Bridge Design Project
Diversity Council seated and led a team of co-designers who participated in a design process with the City of Rochester, the identified design firm, and other professionals to consider how the projected bridge might impact and improve community. Recommendations that came out of the process were presented to Rochester City Council for consideration.

City of Rochester Bloomberg Mayor's Challenge Co-Design Project
In 2021 Diversity Council made great strides in its relationship and contributions to City of Rochester initiatives. A primary space where Diversity Council collaborated is the Bloomberg's Mayors Challenge – which invited cities to apply for an award for issue-based efforts. In Rochester, the COVID-19 pandemic has disproportionately driven women of color out of the workplace, increasing multi-generational disparities in income, education attainment, and health outcomes. A co-design initiative was launched to address the absence of BIPOC women in the construction industry and built environment jobs. The co-design team included contractors, developers, and BIPOC women who identified barriers to participation, including perceptions, awareness, worksite culture and more. Through this approach the City of Rochester was able to present a compelling grant application, outlining challenges an opportunities for BIPOC women in the local construction ecosystem. As a result, $1 million in project funds was awarded in January 2022.
Community Programs

MLK Breakfast
What an experience we had at the Annual Reverend Dr. Martin Luther King, Jr. "We Have a Dream" Virtual Community Celebration! Diversity Council, in partnership with Rochester Area Chamber of Commerce, City of Rochester, and Rochester Branch of the NAACP, hosted the 26th Annual MLK Breakfast on January 17, 2021. This was the first virtual event in the Breakfast's long history, and featured a conversation with retired Minnesota Supreme Court Justice Alan Page facilitated by local young people. There was also wonderful music and readings by poets from the MLK Youth Poetry Contest. Virtual attendance was more than 400, with viewership of the recorded event in the thousands.

Honoring the Mothers of Black and Brown Victims
Rochester for Justice in partnership with Diversity Council hosted an online event to Honor the Black and Brown Mothers who have lost children to Police Violence and Systemic Racism. The event involved the reading of the names of local victims, and included attendance by their mothers. The event was held on Mothers Day, with the intent to humanize the victims and their families as real people, with real stories and with real suffering, rather than simply murder victims. It was intended to bring us all together with the realization that all of these folks had moms and families, just like us. This event registered more than 800 views.

An Evening with Winona LaDuke
Diversity Council and Rochester for Justice offered a digital learning opportunity on the developments of Line 3 Pipeline. The lead speaker was Winona LaDuke, a rural development economist and author working on issues of Indigenous Economics, Food and Energy Policy. She co-founded Honor the Earth with the Indigo Girls, as a platform to raise awareness of and money for indigenous struggles for environmental justice. Winona and Sierra Club's North Star Chapter Executive Committee Chair Kamau Wilkins discussed the history of Line 3 Pipeline, the ongoing actions, what is at stake, and how individuals can be involved. Event reached more than 5,000 individuals.

In July of 2021, Diversity Council took advantage of the warm weather, the outdoors, and the support of local brewery Little Thistle to provide a “Listen. Learn. Act.” series of three workshops on human identity. The sessions were held on the patio, which provided a welcoming and casual environment for learning and discussion. The workshops created awareness and built skills around identity and bias, and were attended by 20-30 individuals each session. We are growing our community engagement staff in response to an outpouring of requests for additional learning opportunities and will host more of these public workshops in the coming months.
Community Programs

Rochester Area Nonprofit Consortium's Commitment to Racial Justice

Forming out of the turbulence and sorrow following the murder of George Floyd in May of 2020, this group of more than 70 organizations set its sights on taking action to end racial injustice and address inequities. Its structure was formalized over the course of 2021. For the local organizations undersigned to the Commitment, there are equity work and discussion cohorts, quarterly Commitment Day of Learning sessions which are focused on the advancement of equity within organizations, access to curated resources that advance equity practices, and numerous opportunities to engage with professional diversity practitioners. Diversity Council is honored to be an implementation partner in this endeavor focused on the need to Listen, Learn, and Act.

Together the undersigned commit to listen, learn, and act to:

- address the policies and practices that influence racism, structural bias and inequity;
- connect to resources, organizations, and best practices to apply a race equity lens; and
- build capacity within our organizations and community to promote social and economic mobility and wellbeing for all residents.

Governor's Office Public Engagement External Advisors

Over the course of the pandemic, the office of the Governor and Lt. Governor has convened a diverse cohort of individuals with deep ties to community and to population groups experiencing COVID-19 related and historic inequities. The advisory group was founded to help the administration improve communications and understanding, connecting seldom-heard voices to key initiatives in pandemic response and recovery. Advisors continue to meet and to converse with the Governor’s team about how and why some population groups are more deeply affected by turbulent times than others. Diversity Council brings information to and from the Advisors meetings, maximizing connectivity between the communities in our region and the Office of the Governor.

One significant shift in practices that resulted from this engagement is increased use of audio and video messaging to population groups rooted in oral cultures, for who translated print materials are ineffectual. The administration’s response to this reality has meant greater access to critical messages as the pandemic unfolded.
**Community Programs**

**SE MN Workforce Development Board - I/WE Designation**
A new task force was formed with a focus on Employment & Equity, and an initial program of the group is activating an I/WE designation for employers in Southeastern MN. The Inclusive Workforce Employer (I/WE) Designation acknowledges employers who have shown a commitment to DEI practices and to building an inclusive workplace environment. Diversity Council is an active partner in the work of refining and implementing this initiative as well as in furthering the work of the task force. A group of six local employers participated in a pilot of this accreditation process, and two organizations, McNeilus Truck and Manufacturing and Zumbro Valley Health Center, received the designation in the first round.

There is a pressing need for organizations to understand how to recruit and retain personnel in a rapidly diversifying labor environment, especially when faced by the current workforce shortage and economic uncertainty. Work is underway to solidify the I/WE designation process and assist more local employers seeking to advance their culture and practices in the coming months.

**Welcoming America**
Welcoming Week is an annual event that is built on the framework from Welcoming America. Their hope, as well as ours, is to promote a stronger sense of belonging for all who live within our community and to connect new and old neighbors alike to necessary resources through connections with real people that work directly in local organizations. In 2021, Diversity Council hosted two community education events, a Human Library, a Gracious Hosting workshop, and participated in several other activities.

**Safe City Nights**
Safe City nights is a program held by Rochester Police Department and partner organizations. First launched in 2019, Safe City Nights builds positive connections between people and the law enforcement professionals who serve them. 2021 Safe City Nights included four gatherings, one in each quadrant of the City during the months of July and August. Each event included food, fun activities, and opportunities to form relationships. Diversity Council participates by providing information to participating individuals and families and consulting with the Police Department to improve engagement and build trust in community.
Community Programs - Project Healings

Diversity Council received $1 million in grant funding from the U.S. Health Resources and Services Administration (HRSA) through its "Local Community-Based Workforce to Increase COVID-19 Vaccine Access" Initiative for COVID-19 Vaccine promotion and awareness.

Diversity Council joined forces with cultural community groups from around the state to form Project HEALINGS of MN (Health Education and Adult Learning Incorporated with Navigation of Government Systems). Project HEALINGS is focused on cultural integration that will establish, expand, and sustain population-based efforts to mobilize community outreach workers, community health workers, patient navigators, social support specialists and others to increase vaccinations. It is envisioned as a way to dismantle systemic barriers and eliminate health disparities.

The heart of Project HEALINGS is a commitment to coalition building and fund distribution that promotes unique, culturally responsive, and adaptive practices among member populations. Diversity Council partnered with Asian Media Access and Hispanic Advocacy and Community Empowerment through Research (HACER) for program implementation and evaluation, and active Cultural Networks that will spearhead the culturally responsive engagement process.

The work of Project HEALINGS began in July 2021 and will continue through July 2022.

The following interactions have been reported by Project HEALINGS key partners across the state:

- More than 70,000 contacts made for general outreach/education
- 1,200+ vaccinations
- More than 50 vaccine events/pop ups with additional to come. Vaccine events were all created for specific diverse communities in mind with relevant content provided by trusted messengers.
- More than 150,000 views of the monthly eNewsletter
- Approximately 30 culturally relevant video testimony/PSAs produced

Informational materials and social media assets created and translated into multiple languages are viewable at www.projecthealings.info.
Community Programs - Fiscally Sponsored Organizations

Diversity Council serves as fiscal sponsor to initiatives that fit with its purpose and meet state and federal standards. As such, we sponsor activities that are extensions of the work we do, and efforts we would undertake if we had the capacity. Some of these efforts are short term, some are working toward nonprofit status, some are sporadic, and others will remain with us long term.

- Compassionate Rochester
- Ethiopian Community of Rochester
- Inclusive Fitness, Recreation & Wellness Coalition
- InMN C.A.R.E.S.
- Journie: Eight Steps to Promotion
- More Women on the Move
- Next Gen Project Rochester
- Pamoja - Unity
- Rochester Cambodian Association
- Rochester for Justice: Leadership Through Basketball
- Rochester Vidyhalaya
- Somali Health Advisory Committee
- Southeast Minnesota Food Rescue and Redistribution Program (SEMNFRR)
- Southeastern Minnesota Interfaith Immigrant Legal Defense (SMIILD)
- Together Against Breast Cancer
- Three Rivers Restorative Justice
- Vencidos Unidos SEMN

Highlights of 2021 Work and Impact by our Fiscally Sponsored Organizations:

Southeastern Minnesota Interfaith Immigrant Legal Defense (SMIILD)

SMIILD is a nonprofit organization whose mission is to ensure the availability of immigration legal services for those who live or work in Southeastern Minnesota. They are working to ensure that the ideals of the United States apply to everyone residing in this community. These include the presumption of innocence, the right to legal counsel, equal treatment under the law, the right to be released on bail, and the right to humane treatment by government agents. SMIILD 11-member Board is made up of members of faith communities and organizations from the SE MN region.

Since its inception in October of 2019, of the 14 cases their attorneys handled, 8 are still pending, they won 5 either at the first hearing or on appeal, and they lost one, who decided against appeal.

Thank you Phil Wheeler and SMIILD board members for your commitment to justice and fair treatment for all humans, regardless of where they come from.
Three Rivers Restorative Justice (TRRJ)
Three Rivers Restorative Justice brings together those who have been harmed, those who have caused harm, and community and family members to establish spaces for dialogue and transformative resolutions.

TRRJ has made some notable advances in 2021, including the hire of an Interim Program Manager and the rental of a furnished office. TRRJ signed a number of Memorandums of Understanding (MOUs) with numerous local entities, as well as a contract with the UMD Center for Restorative Justice and Peacemaking (CRPJ), which is providing TRRJ with ongoing consultation, training, and assessment.

It was heartening to see increased interest for our work in 2021. A number of local groups, including the SE Minnesota Bar Association requested that TRRJ offer presentations on restorative justice. Rochester Public Schools also expressed the need for restorative practices in their Public School system; TRRJ began designing training programs and working with faculty and administrators on educational offerings to students and staff.

TRRJ's Impact in our Community
Close to 150 clients participated in cases referred to TRRJ in 2021. There is, however, no better way to appreciate the impact of TRRJ in 2021 than by telling the story of two cases that were resolved through Restorative Justice conferences. One of the cases involved 27 clients and was referred to TRRJ by the RPD in July of 2021. This case concerned Rochester Public School (RPS) students, staff, and school property and could have resulted in ten juveniles being charged with felonies if the option of Restorative Justice had not been available. Instead, all ten avoided a criminal record that would have limited their lives for many years. They showed deep remorse for their poor judgement and harmful actions, wrote letters of apology to the harmed members of the RPS staff, paid for all damages, completed community service, and donated to the snack pantry at the school they had damaged.

Perhaps the most poignant case carried to completion by TRRJ in 2021 involved a single mother whose house was vandalized by three neighborhood boys while she and her children were at home. The mother and her children had recently escaped from an abusive relationship. When the family heard objects thumping against the house and saw that their security camera had been taped over, they thought their former abuser was trying to gain entry; they all hid in fear. When the mother and one of her daughters met with the three young offenders and their parents, the boys were made aware not only of the financial harm they had caused, but also the emotional impact their actions had on this vulnerable family. They apologized profusely, paid for all the damages with their own earnings, volunteered at the nursing home where the mother worked and have shoveled the snow at her house. She was so appreciative of the Restorative Justice process that she has offered to become a TRRJ volunteer.

Thank you Reverend K. Hughes for your leadership, and thank you to all volunteers and staff for carrying out your much needed work in our community.
Annual Celebration & Diversity Awards

Diversity Council hosted a wonderful celebration and Diversity Awards ceremony in 2021. We were thankful for a lull in the pandemic community numbers so we could celebrate outdoors in person. The main goal for this early event is to provide a welcoming environment where individuals and families of all backgrounds can gather and celebrate in community while honoring our local diversity champions.

We had more than 250 attendees join in this effort this past year! In addition, not only did we cover all event costs, but we also raised $5,000 for Diversity Council.

Award Winners
- Mulugeta Haileab Global Citizen Award: Jinglin Li, founder of Livingroom Tutors Project
- Carrie Clark Courageous Citizen Award: Adrian Federspiel, health and wellness advocate
- Champion of Diversity Award: Bud Whitehorn, Audrey Betcher & Jennifer Winter, community activists
  Youth Champion of Diversity Award: Reese Rutherford, student activist

THANK YOU to our Sponsors!

Presented by:
We are Grateful for our Donors

The nature of our work in community education and changing power dynamics is ongoing. Your support propels our reach, and ability to make change over time.

BASE Team Donors
Supporting our work through recurring donations

- Dr. David & Dr. Sharonne Hayes
- Dr. Anna & Dr. Will Sanchez
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- Rochester Area Foundation
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- Minnwest Bank
- Rochester Commercial Banks Association
- Hy-Vee
- Forager Brewery
- Bitter & Pour
- Pure Barre Rochester
- Pohlad Family Companies
- Southern MN Initiative Foundation
- Co-Cathedral of St John the Evangelist
- Seneca Foods Foundation
- Little Thistle Brewing & Tap Room
- Lucky Brand Dungaree LLC
- Bleu Duck Kitchen
- Four Daughters Vineyard & Winery
- Mayo Clinic Laboratories
- McGough Construction
- Network for Good
- And thanks to Allegra Marketing for sponsoring a lot of our printed needs throughout the year!

Grantors

- City of Rochester
- Mayo Clinic Community Engagement
- Olmsted County
- Propel Nonprofits
- Rochester Area Foundation
- Southern MN Initiative Foundation
- Thrivent
- U.S. Department of Justice
- U.S. Health Resources & Services Administration
And Grateful for the Support of our Fiscally Sponsored Organizations

**Ethiopian Community of Rochester**
- United Way of Olmsted County

**Journie**
- First Unitarian Universalist Church
- Rochester Women Magazine
- United Way of Olmsted County
- Affinity Plus Credit Union
- Zumbrota Ford
- Aleta Borrud & Jim Findley
- Rochester Police Benevolent Assn Gambling Acct Law Enforcement Center Courthouse
- IMAA
- Sarah Patalita

**Rochester for Justice**
- Marcia Flannery
- Dorothy Reynolds
- Beverly Railsback
- Jean Engelhaupt

**Three Rivers Restorative Justice**
- Rochester Area Foundation
- Kurt and Betty Kennel
- Teresa Anderson
- Richard Gillis
- Sally Burns
- Lois Kennel
- John and Ann McGuire
- Pax Christi Church
- Cesar Bravo Wolfe
- Carol O’Connor
- G. Kendall Hughes

**Pamoja**
- United Way of Olmsted County
- Haley Sobek
- Kristin Pavek

**SMIILD**
- Harvey Benson
- Christ United Methodist Church
- Academy of Our Lady of Lourdes
- Heller-Orvold Household
- Southeastern MN Synod - ELCA
- Ray Phelps-Bowman
- First Unitarian Universalist Church
- McGuire
- All Are One Roman Catholic Church
- Phil Wheeler
- Holy Ground Catholic Church
- Victoria Moore
- Richard Van Dellen
- Margaret Dalen
- Jo Payne
- Steve Bibby
- Kathryn Bolin
- Cherie Hales
- Anne Rohde
- Julianna and James Gilkinson
- Don Baldus

**Rochester Cambodia Association**
- United Way of Olmsted County

**Next Gen**
- United Way of Olmsted County
## 2021 Financial Report

### Diversity Council

**Statement of Activity Comparison YTD**

January - December 2021

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<th>Amount</th>
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</thead>
<tbody>
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<tr>
<td><strong>NET REVENUE</strong></td>
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*Unaudited Financials*