



persisting to advance
racial justice

 **RE·CENTER**
RACE & EQUITY IN EDUCATION

2019-2020 | 2020-2021

“The last two years have demonstrated just how critical the work of RE-Center is.

We

entered into 2020 with no idea of what drastic transformation would occur in our world. We watched businesses shutter, workers go home, and students and teachers trade their classrooms for Chromebook and computer screens. We, as a nation were not prepared for the pronounced issues of inequity that would immediately take center stage. Do students have access to the internet consistently? Are parents equipped to support students' learning at their kitchen tables? Are teachers comfortable delivering instruction via a virtual platform? How and where would some student receive their meals? Our communities were forced to come together in many ways in order to sustain our commitment to equity in education.

It reminded us even more deeply that the work that we do at RE-Center is important and necessary. Shortly after the pandemic began, our nation watched a Black man's life snuffed out streaming live on our computer and phone screens. As a result, we sat in our homes, we took to the streets, we raised our voices in solidarity. Racial inequity had once again reared its ugly head.

In the midst of all of this disruption, it has been my honor to serve as RE-Center's Board Chair. We have, over the last two years, solidified our brand and strengthened our capability to communicate our message, moved to pivot our programming to ensure better outcomes for participants, reorganized our staff, welcomed several new board members, said farewell to an incredible executive director in Kate Gervais and welcomed yet another in the person of Natalie Zwerger.

We share this annual report which highlights two years of intentional leadership in the space of racial equity. I am proud in spite of the pandemic, we have been able to impact thousands of students, educators, administrators, non profit and business leaders and our community across an even broader reach.

We look forward to the future; prepared to face the new challenges of a world impacted by a pandemic and acutely more aware of the impact of equity, particularly around race. RE-Center stands ready to partner and to dialogue in order to advance a world that provides access to all. Won't you stand with us? Together we can indeed make a difference.



Joelle A. Murchison
RE-Center, Board Chair



Dear RE-Center Community,

Since the murder of George Floyd, how have our lives, relationships, and communities changed? What meaning do our mission statements and anti-racism resolutions hold more than a year later? How are we ensuring the fire ignited in the face of senseless violence against Black and Brown bodies serves as fuel for the efforts of racial justice in our classrooms and beyond?

We are an organization that for decades has sought to connect people across lines of difference, to unpack and dispel harmful stereotypes and resulting bias, and to intentionally transform systems through policies and practices that liberate, not dehumanize.

We have just experienced two school years unlike any others and are entering yet another with a complex mixture of uncertainty, anxiety, sadness, and the hope that can only persist in spaces where children are served and thrive. We, at RE-Center, like all of our educators, administrators, and staff, had to pivot, adjust, and reimagine the way we worked with our partner schools and organizations. We kept youth at the forefront. We remained focused. And we persisted.

Looking ahead, our responsibilities are profound. Striving for racial justice in our communities. Centering Blackness and Latinidad in teaching and learning. Empowering youth to be agents of social and institutional change. We see you as a partner, a comrade, a co-conspirator in these efforts, and we fundamentally believe this work can only be done in community in order to have its deepest impact. Join us.



Natalie McCabe Zwerger.
RE-Center, Executive Director

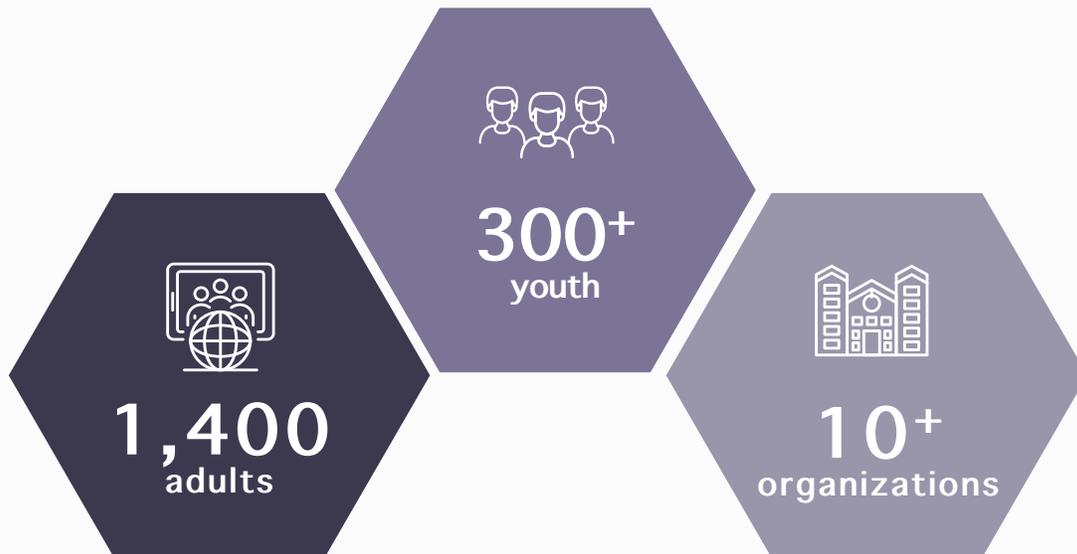
Mission

RE-Center activates youth and adults to drive transformative change towards racially just schools and communities.

Vision

We envision an equitable and just world where all youth have what they need to grow and thrive. We envision empowered students supported by conscious, critically thinking adults and supportive and safe schools and communities. We work towards a world in which equity is institutionalized in all school systems.

Over the course of the past two years,
here is who we have worked with:



RE-Center works with educators, school-based and district administrators, staff, families, and all who serve our youth. We support the development and facilitation of youth equity squads that center the brilliance of young people, specifically Black Indigenous and People of Color, navigating issues of systemic racism and inequity while foregrounding their lived experiences and centering their histories.



What's been happening at RE-Center

True Justice Film Screening

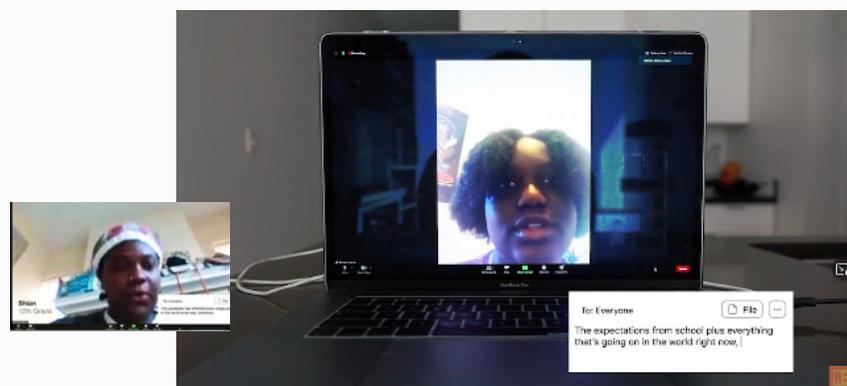
On November 5th, 2019, RE · Center hosted a community screening and discussion of True Justice: Bryan Stevenson's Fight for Equality. RE · Center staff facilitated dialogue in small groups on the topics of the Criminal Justice System, Narratives of Race, and the path to Truth and Reconciliation. RE · Center facilitators ended with a call to action for participants to embody commitments based on new learning and understandings.

From MLK to BLM: A Conversation About Dr. King's Legacy and where we are today

RE-Center hosted an intergenerational dialogue, featuring dynamic leaders of color in the non-profit sector, education, and activism world from across the state. We discussed the legacy of Dr. Martin Luther King Jr. and the deep connection of that legacy to the current Black Lives Matter movement and national/global civil uprisings.

Quaranteens/The Decolonizing Youth Wellness Series

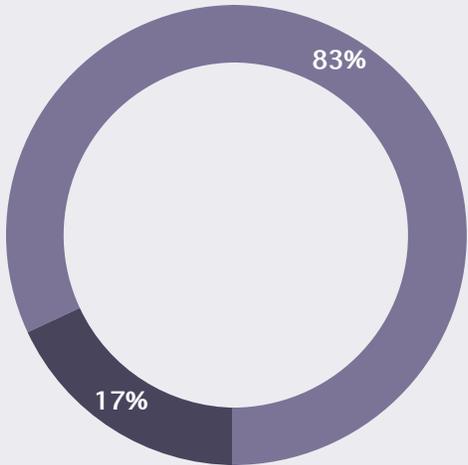
RE-Center engaged Equity Teams youth (as well as other young people) in a new, virtual program: "Quaranteens and Youth Conversation Series." The virtual program consisted of a two-part webinar series that connected young people from multiple districts (Hartford, Danbury, Manchester, Bloomfield, East Hartford, Oxford, Norwalk, Branford, New Haven, Hamden) with adults practicing crisis care techniques during COVID and engaged them in candid conversations about equity, self-care, and the challenges facing BIPOC communities. 38 (mostly BIPOC) students from across the state were interviewed for the Wellness Series.



Financials

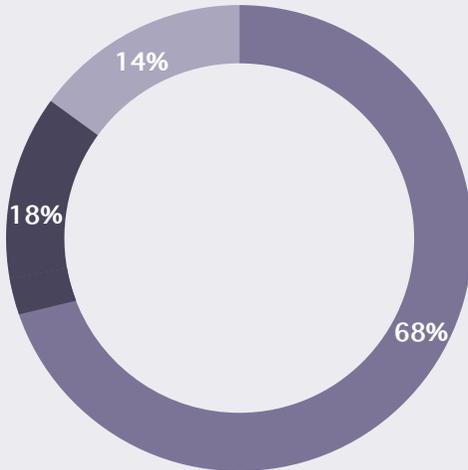
FY 2019-2020

Revenue



Contributions	\$775,994
Program Service Fees	\$156,991
Other	\$128
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	\$933,113

Expense



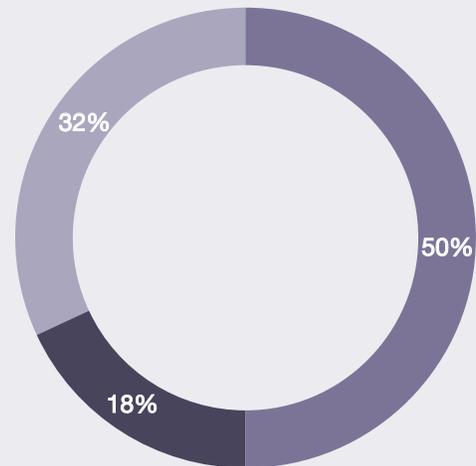
Program Services	\$561,994
Admin & General	\$149,981
Fundraising	\$120,182
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	\$832,157
Net	\$100,956



FY 2020-2021

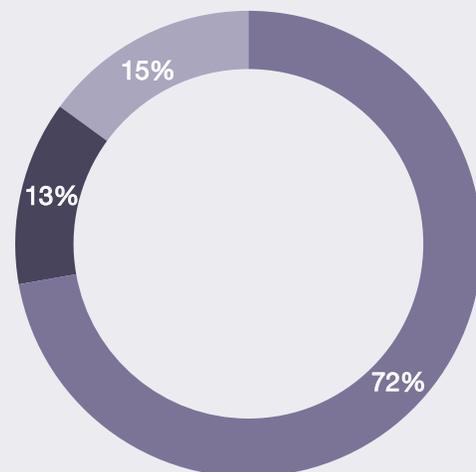
Revenue

Contributions	\$586,935
Government	\$212,033
Contributions	\$798,968
Program Service Fees	\$374,766
Other	(\$194)
	\$1,173,540



Expense

Program Services	\$726,033
Admin & General	\$128,738
Fundraising	\$150,627
	\$1,005,398
Net	\$168,142



Partnerships Spotlight

National Education Association (NEA)

RE-Center has been working with the National Education Association since 2018 providing thought partnership, programming, and facilitation services. We have delivered programming at the Minority & Women in Leadership Training convening held across the country, consulted on the development of the Association's Racial Justice Curriculum, and built and implemented racial equity leadership frameworks for the Leaders of Color Cohort-Pathways program.

Nellie Mae Educational Foundation

Over the last two years RE-Center has provided programming and consultation to the staff and board of the Nellie Mae Education Foundation. While their last in-person event was a Board and Staff Retreat in early March 2020, they've maintained an active partnership by supporting the Equity Leadership Team, Racial Equity Coaching with individual staff members, and virtual professional learning opportunities focused on responding to, and healing from, anti-Black racism.

RE-Center Team Highlights

Newman's Own Fellowship

RE-Center participated as a host organization for this program for several years, housing 3 fellows (recent college graduates of color) from across the country including Alabama and Mississippi. June 2020 was the graduation of the final fellowship cohort. Their hard work led to the creation of ethical storytelling guidelines, a practice that pushes us to understand the power of stories and think deeply about how we are telling and collecting them. More than just a communications tactic, ethical storytelling is a way of existing, interacting, and defining reality together. Their work will help us center storytelling and remain accountable for honoring and protecting those stories.

Evaluations

With funding from the Hartford Foundation for Public Giving, RE-Center worked over the past two years to refine our partnership evaluation framework with the support of Bellwether Education Partners so that we can specifically measure the impact of our work on youth and community.



Board

Joelle A. Murchison – Board Chair
Ngozi Taffe – Board Vice Chair
Michelle D. McKnight – Board Secretary
Wendy Brown Helmkamp
Cheryl Hilton
Sean Mosley
Kathryn Mullin
Karen Senteio
Stephanie Lockhart
Elsie Gonzalez

Staff

Kate Gervais
Executive Director
Natalie McCabe Zwerger
Executive Director (7/1/2021)
Cristher Estrada-Peréz
Suri Seymour
Sarana Nia
Christopher Richard

Consultant/Advisors

Leading Culture Solutions
Andréa Hawkins
Andréa Comer
Nancy Taylor Ross
Micah Barber- Smith

Other consulting partners

Negron Consulting - Michael Negrón
Influential Designs
Bellwether Education Partners
Dornenburg Kallenbach Advertising (DKA)
Ampersand Consulting



Special Thanks

Profound gratitude to our funders, donors, partners, and community members. Without your support, the efforts of RE-Center would be impossible. Immeasurable gratitude to the youth who move us, change us, and remind us daily that our impact must be to provide the racially just and equitable education, to which they are entitled.