

POSSIBILITIES ABOUND

**ANNUAL
REPORT 2019
2020**



EDUCATION



ADVOCACY



RESEARCH



SCHOLARSHIP

VISION

The DREF vision is to create possibilities and improve lives.

MISSION

The Delta Research and Educational Foundation (DREF) identifies issues affecting Black women, their families, and communities of the African Diaspora globally, and creates solutions through research, programming, and funding in support of charitable and educational programs of Delta Sigma Theta Sorority, Inc. and other collaborative organizations.

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Marcia Johnson, *Program Assistant*
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Message from the President



Dear DREF Supporter,

Our theme for the 2019-20 year, Possibilities Abound truly came to life for the Delta Research and Educational Foundation (DREF) in the areas of Education, Advocacy, Research, and Scholarship. We are excited about the many possibilities that resulted from our work in these areas, benefitting African American women and their families. Even though the misfortune of the global health pandemic had an impact upon our operations in the last quarter of this fiscal year, DREF shifted its procedures by having our staff work remotely and continue program implementation through a virtual lens.

In the area of Education, I am very pleased to report that the Delta Teacher Efficacy Campaign (DTEC) and its current initiative Teachers Advocating to lead Great change (TAG) continues to make significant inroads. DTEC-TAG has trained educators throughout the nation to serve as Education Equity Warriors advocating for fair and effective implementation of the Every Student Succeeds Act (ESSA) signed into law by President Obama in 2015. DREF is extremely grateful to the Bill and Melinda Gates Foundation for supporting DREF's DTEC-TAG program.

DREF's Advocacy work also involved the continued promotion of the Gun Violence Prevention Toolkit published by the Foundation as a resource for Delta Sigma Theta Sorority, Inc. chapters and community-based organizations.

The DREF Research Matters for All of Us Program, for the third consecutive year, continues to conduct outreach activities that educate African Americans about the importance of biomedical research and the need for us to be participants in clinical trials. The participation of

African Americans in biomedical research will be vital in closing the health disparity gap that now confronts our communities. It is duly noted that our outreach efforts have been instrumental in enrolling African Americans in the NIH One in a Million database.

DREF Research Matters is presented in collaboration with Delta Sigma Theta Sorority, Inc., and the National Council of Negro Women (NCNW). In partnership with the Black Greek Letter Consortium (BGLC) / NPHC and DTEC-TAG, DREF Research Matters presented a month-long webinar series entitled "Rooted in Research."

Research and scholarly endeavors remain at the top of the agenda for DREF's Center for Research on African American Women (The Center), where the work is led by the Sister Scholars Advisory Council. The 2020 edition of our scholarly publication, PHILLIS: The Journal for Research on African American Women revisited the topic of African American women and poverty.

The Charitable Engagement Service that DREF provides to DST chapters includes managing local Scholarship funds that award substantial financial support to collegiate students. The scholarship funds managed by DREF ensures that Possibilities Abound in Educational Development. This year, 16 DST chapters received grants from the Community Empowerment Grantmaking Program.

In closing, I again thank you for being a steadfast supporter to DREF, answering our call throughout the 2019-20 fiscal year to provide resources and assistance to our program endeavors. Your generosity ensures that DREF is capable of upholding our mission.

Sincerely yours,

Carolyn E. Lewis
President



▲
Carolyn E. Lewis

We are excited about the many possibilities that resulted from our work in these areas, benefitting African American women and their families.

Fund Development

POSSIBILITIES AROUND WITH DREF



Central Region
Michelle R. Simmons
Denver (CO) Alumnae Chapter

The DREF Charitable Engagement Service allows the Denver Alumnae Chapter to leverage our relationships within the community by partnering with corporations to receive the benefit of tax-deductible donations. This has allowed us to continue to raise money for our annual scholarship awarding process for deserving young African American women from the Denver area seeking a college degree.

DREF also allows chapters to establish donor matches from employers and community partners. Further, it provides a highly trustworthy organizational structure to raise funds and to have a mechanism to confidently track those donations.

Utilizing DREF further empowers our chapter to secure funding and resources that would otherwise be inaccessible.

Introduction

The Delta Research and Educational Foundation continues to mount a multi-faceted fundraising plan to support its operations and resources for charitable and educational programming. The Foundation is appreciative of the continuous support of its constituents as they responded favorably to our fundraising appeals. During this fiscal year, fund development undertakings have included direct solicitations, special events, Workplace Giving campaign, retail charity opportunities, special occasions, and designated online appeals. Resources have also emanated from foundation grant awards and corporate gifts.

Direct Solicitation

As a standard fundraising request, DREF issued an annual year-end appeal, which continued to be well received by loyal donors. Many new supporters, as well as regular donors have answered the call to contribute on #GivingTuesday, a worldwide day of philanthropy held annually on the Tuesday following Thanksgiving Day. DREF social media platforms (Facebook, Instagram, and Twitter) are used extensively to promote the special day of giving. The use of social media aims to expand the DREF donor base by attracting an intergenerational core of contributors.

Major Gifts

During this fiscal year, DREF received major funding from Delta Sigma Theta Sorority, Inc. and Toyota Motors North America for operations and program development. A

major program grant was awarded to the Foundation by the Bill and Melinda Gates Foundation for the Delta Teacher Efficacy Campaign's initiative Teachers Advocating to lead Great change (TAG).

Special Events

Lord & Taylor Benefit Shopping Event

Delta members and friends, for the second consecutive year, attended the Lord & Taylor Benefit Shopping Event presented by DREF on February 23, 2020. The fundraiser, held during the 31st Annual Delta Days in the Nation's Capital event, featured a fashion show and private shopping experience. DREF received a percentage of total shopping sales as proceeds for the Foundation. Appreciation was extended to Marcia Milton, President & CEO at First Priority Trailways, Inc., for providing shuttle bus service from the Delta Days venue to the department store.



DELTA RESEARCH AND EDUCATIONAL FOUNDATION
CREATING POSSIBILITIES... IMPROVING LIVES

PLEASE JOIN DREF FOR A
A Shopping Event with Purpose

SUNDAY, 6-8 P.M.
FEBRUARY 23, 2020

RSVP:
<http://bit.ly/DREFLT2020>

www.deltafoundation.net
instagram.com/DREF_1967
twitter.com/DREF_1967
facebook.com/DREFPage

Lord & Taylor | LE TOTE

5255 Western Ave,
Washington, DC 20015

Theatre Party for Shirley Chisholm One-Woman Play
 DREF hosted a benefit theater party on March 1, 2020 at the Eaton Hotel in Washington, D.C. for Odell Ruffin’s “Campaign 72: A One Woman Performance on the Life of Shirley Chisholm.” The show chronicled her extraordinary life and her historic 1972 run for the office of U.S. president. Congresswoman Shirley Chisholm, a DST member was the first African American woman elected to serve in the U.S. Congress. The event was well attended by theatre-goers of all ages, who came to learn about and celebrate the life of a phenomenal African American woman. The fundraising event was coordinated by DREF Board member Pat Hurlock, chair of the Fund Development Committee.

Workplace Giving

The Combined Federal Campaign (CFC) is a significant component of the Foundation’s Workplace Giving

contributions. The CFC enables federal employees to contribute to DREF with ease and consistency through automatic payroll deduction. Several state employment systems also offer automatic payroll deduction for charitable donations. In the private sector, employees use Workplace Giving options offered by their employer, enabling them to make monthly payroll deductions that are contributed to DREF or receive donations for community service rendered. (See the Donor Roll near end of this report to review CFC contributors and Workplace Giving participants.)

More Ways of Giving

DREF participates in the online Amazon Smile charity initiative. Shoppers who have enrolled in the Amazon Smile Foundation’s charitable giving program and designated DREF as their selected non-profit, generate charitable funds for DREF each time they make a purchase on Amazon.

Birthdays are for celebrating and supporting DREF. Much appreciation to the DREF stakeholders who have requested that donations be made to the Foundation in honor of their birthdays.

EDUCATION

DTEC-TAG Concludes its Pilot Program!



Throughout the two-year pilot program, the Delta Teacher Efficacy Campaign (DTEC) and Teachers Advocating to lead Great change (TAG) has connected with thousands of educators across the country and secured prolific

partnerships with organizations such as Delta Sigma Theta Sorority, Inc. (DST), the National Council of Negro Women (NCNW), The Education Trust, and the Leadership Conference on Civil and Human Rights (LCCHR).

The TAG Equity Warriors hit the ground running when the pilot program launched in December 2016. A successful close out of the pilot program included TAG team training that amplified their education and awareness efforts on teacher efficacy as well as the implications of educational policy on local education agencies. These efforts created confident advocates and local coalitions in targeted regional communities,

including community stakeholders, colleagues, and civic organizations. The impact far exceeded the anticipated outcomes with six state teams leading 151 activities reaching 45,022 persons, nationwide.

The pilot program also submitted a final report to its funder, the Bill & Melinda Gates Foundation, noting the scale of the program's reach, impact and imprint from its inception to conclusion.

The 31st Annual Delta Days in the Nation's Capital featured DTEC-TAG National Project Director, Dr. Johni Cruse Craig, the DREF Research Matters for All of Us Program Manager Regina Locust and Delta Sigma Theta Sorority, Inc. (DST) National Membership Services Committee Chair Taylor McCain, as they presented a workshop to DST collegiate members. The session focused on the importance of connectivity on their campuses and in their communities and was entitled, "Do You Have Wi-Fi?: A New Generation in Social Action." The impactful presentation allowed the students to learn about pertinent resources and share their stories of rewarding connections in their lives. Together, students learned that "impressions are important, but IMPACT is everlasting."

As a result of the COVID-19 pandemic, DTEC-TAG shifted to focus on creating digital learning environments for the Equity Warriors to lead and facilitate. State teams expanded their lens to include a full spectrum of advocacy programming for the unified state team, eliminating the boundaries of intrastate distance and creatively continued their advocacy efforts using technology.

Because of the pilot program's success and broad impact, the Bill and Melinda Gates Foundation awarded DTEC-TAG a grant to further expand its advocacy work. The



▲ DTEC-TAG Program recognizes DREF and DST leadership (L-R): CEO Patricia Watkins Lattimore, DST National President Beverly Evans Smith, and DREF Board President Carolyn E. Lewis.





▲ DTEC-TAG Equity Warriors

next phase, called T.A.G. 2.0, is prepared to increase the number of community stakeholders willing to advocate for equitable educational opportunities for students. This second phase, launched in March 2020 and has partnerships with Delta Sigma Theta Sorority, Inc., and other organizations focused on education advocacy.

TAG 2.0 will expand beyond the pilot program’s vision of education policy awareness and include championing for equitable data, resources, and funding for students across the country. DTEC-TAG plans to hold quarterly topical webinars for teachers based on subjects such as educational standards and accountability, pathways, data, and finance. Additionally, professional development (teacher symposiums,) town hall meetings, presentations to district decisionmakers and others will be scheduled. These advocacy efforts launched in June 2020 with the H.E. L.I.V.E. Summer Learning Program.

The Highly Efficacious, Effective and Efficient Educators (H.E.), included 22 L.I.V.E. lessons focusing on individual areas of teacher efficacy, advocacy, leadership, and family support with a combination of best practices and

instructional strategy. “L.I.V.E.” has a double meaning- acknowledging the streaming format of the series and as an acronym for Learning In Vibrant Environments.

The 22-lesson series launched on June 2, 2020 with DREF President Carolyn. E. Lewis as a special guest. The programs, held every Tuesday and Thursday at 6:30 pm EDT through August 27, 2020, were streamed on DTEC-TAG’s social media platforms including Facebook, Periscope/Twitter and DREF’s LinkedIn Page. Lessons presented various topics for each grade level and diverse audience segments. Topics included presentations on curriculum and instruction, policy and distance learning strategies for students, teachers, parents, district administrators and other community stakeholders. The impactful sessions can be viewed by visiting the DTEC-TAG social media platforms or the H.E. L.I.V.E. Summer Learning Series YouTube page.

The four H.E. LIVE lesson project managers included Kieshla Wylie, Simene’ Walden, Isis Spann, and Levatta Dean Levels, guided by DTEC-TAG National Project Director Dr. Johni Cruse Craig. The project managers served as the H.E. LIVE platform crew, and models were created for each TAG state team to execute their advocacy plans through digital programming.

The TAG advocacy efforts are national with targeted efforts in the DC-MD-VA metropolitan area, Georgia, Florida, North Carolina, Tennessee, and Texas. Connect with DTEC-TAG by texting JOINTAG to 51555.

POSSIBILITIES AROUND WITH DREF

Eastern Region
Cherie Brown Jackson, President
Washington DC Alumnae



Partnering with DREF has afforded us the opportunity to participate in charitable fundraising ventures we typically would not be able to undertake. Our partnership with DREF has allowed us to offer the tax-deductible benefit (within permitted IRS guidelines) to the donor. This increases the likelihood of larger donations. The value of partnering with DREF’s Charitable Engagement Service is the ease in which transactions are handled, the promptness of receiving an answer or request from any inquiry, and the satisfaction of partnering with an organization that has a similar aim, focus, and mission as our own.

An added value that also affects a chapter’s bottom line is that DREF does not charge any service fees like many other 501 (c)3 organizations.



POSSIBILITIES AROUND WITH DREF



◀ **Farwest Region**
Traci Williams, President
San Jose (CA) Alumnae Chapter

For nearly a decade, our chapter has partnered with DREF to increase our fundraising efforts. Without the 501 (c)3 tax exempt status, we were limited in our potential to raise money. Sorors and community members give generously because of the tax benefit they receive while supporting our youth and community programs. Raising funds for our programs creates possibilities that may ultimately improve life experiences which might not otherwise be possible without the financial support.

If a chapter does not have an affiliation with a foundation and they need to partner with a 501(c) 3 to increase their fundraising efforts, DREF is the perfect solution!

ADVOCACY

Community Empowerment Grantmaking Section

W.I.S.E. P.E.A.R.L.S. – Seniors Holiday Wellness Program

New Orleans Alumnae Chapter Celebrating Seniors!

Holiday seasons can be particularly difficult for senior citizens. Often, sadness, separation from loved ones, loneliness and depression overtake members of this generation especially during a time meant to be festive and filled with joy. The Delta Sigma Theta Sorority New Orleans Alumnae Chapter and their partners understood the need to bring messages of hope, joy, and care into the lives of New Orleans-area African American senior women and invited them to a festive holiday wellness event. At the same time, the Chapter wanted the event to encourage healthy eating habits, the value of fitness and simple lifestyle changes to improve daily living, and mental health.

The pre-Christmas celebration called W.I.S.E. P.E.A.R.L.S. – (W)omen (I)dentifying (S)enior (E)mpowerment - (P)rogram to (E)ncourage (A)ctive (R)ewarding (L)ives for (S)eniors took place on December 10, 2019. Over 100 women residing in nine different senior facilities were transported, compliments of the New Orleans Council of Aging, to the event at St. Maria Goretti Roman Catholic Church where space for the occasion had been donated.

Upon entering, every guest was asked to complete a pre-test to learn how many followed, or knew about healthy life choices. More than 80 completed the pre-test



▲ W.I.S.E. P.E.A.R.L.S. Program of New Orleans Alumnae

and when presented with a post-event test, the Chapter learned that through the day’s activities, speakers, food served, dancing and robust engagement, the senior women’s responses reflected an increased understanding of healthy living habits.

W.I.S.E. P.E.A.R.L.S met its mark on several levels. The senior women enjoyed their time together and returned home with useful, healthy lifestyle information. The Chapter’s collaboration brought together community organizations, faith-based and city agencies to focus on the health and welfare of New Orleans’ senior African American women. Together the Chapter, the New Orleans Council of Aging, St. Maria Goretti Roman Catholic Church, and the Metropolitan Human Services District offered not only a joy-filled occasion, but also illustrated the value of a coordinated approach to problem solving.

Black-Owned Business Pop-Up Shop Boosting Black Business & Entrepreneurship Xi Tau Citywide Chapter – (Tufts University)

Cultivating a loyal customer base is the marketing dream of every business owner. For small, Black-owned

businesses the task is an especially tall order and one that makes or breaks the success of a business start-up. The absence of sufficient marketing and advertising dollars restricts businessowners' ability to reach their potential customer base. The Xi Tau Citywide Chapter of Delta Sigma Theta Sorority, Inc., located on the Tufts University campus (Medford, MA) understood this problem and decided to stage an event to connect local, Black-owned businesses with a large collegiate audience.

The "Pop Up Shop" event, as it was called, became an exciting collaborative effort among several, campus-based organizations including the Tufts Black Student Association, the Cape Verdean Student Association, and the African Student's Association, among others. Each organization reached out to their members throughout the campus community to widely promote the event. Chapter representatives identified and engaged the local business representatives and encouraged them to participate with the knowledge that a new, potentially eager customer base would be assembled at the event.

Pop Up Shop entrepreneurs represented product and service offerings of interest to the students in search of local nail care, hair products, and clothing brands. While the event's original purpose was to support local Black businesses, an additional unanticipated benefit was making the students more comfortable in a new city where they previously were unfamiliar with the local, available services.

A panel discussion was built into the day's activities which created a platform for local entrepreneurs to grow their businesses and offered the students an opportunity to learn more about what it really takes to be in business and the importance of supporting local, Black-owned businesses.

The program far exceeded the Chapter's expectations. Planning next year's Pop Up Shop event includes opening up the event to neighboring educational institutions to build larger audiences for the local, Black-owned businesses. In addition, the Chapter plans to partner with Tufts' Africana Center to create a local registry of Black-owned businesses along with involving the university's department of Entrepreneurial Leadership to access additional funding to bring in more industry-diverse Black entrepreneurs.



▲ Xi Tau Pop-Up Shop

Community Empowerment Grant Awardees 2019-2020

Baton Rouge Sigma Alumnae
Increase Digital Literacy

Bayou Lafourche Area Alumnae
Aim High: Financial Fitness for the African-American Woman

Boston Alumnae
Financial Fortitude Conference

Bronx Alumnae
The Bronx 2020: Building A Better Bronx

Central Arkansas Alumnae
EMBODI/Boys Barber Shop for Books: Read While You Wait

Compton Alumnae
Continuing Support for the Hattieville Government School in Belize

Delta Eta (Univ. of AR-Pine Bluff)
E^2: Educate to Elevate

Epsilon Tau
May Week: Rededicating to Soror Dorothy Irene Height's Vision

Fairfax County Alumnae
College Bound: Road to Success

Foothill Alumnae
Economic Financial Fortitude Workshop

Hall County (GA) Alumnae
Human Trafficking Forum/Big Hat Brunch

Hawaii Alumnae
Ohana Financial Literacy Program

Gadsden (FL) County Alumnae
E-STREAM Summer Program

Jacksonville Alumnae
Mission to Restore Civil Rights/Voting/Education Campaign for Female Ex-Offenders

Marietta-Roswell Alumnae
Reducing the High Rates of School Expulsion and Suspension Among Black Males

Memphis Alumnae
Financial Fortitude Community Awareness Program

New Haven Alumnae
Mary's Child

New Orleans Alumnae
W.I.S.E. P.E.A.R.L.S

North Tangipahoa Area Alumnae
Community-Based Diabetic Education Bootcamp

Quaker City Alumnae
Managing the Student Loan Money Bag Seminar

San Fernando Valley Alumnae
African American College Planning Conference

San Francisco-Peninsula Alumnae
Black Girls Unite for Change

Slidell Alumnae
Field Trip to Grambling State University/La Tech University

South Middlesex County Alumnae
Women Advancing Women: Leadership Delta

St. Petersburg Alumnae
Financial Fortitude-Unveil Your Money Mask: Financial Conference

Tampa Alumnae
Bullying: Stop the Madness Series

Tri-County (MD) Alumnae
Code Red

Valley Forge Alumnae
Love Exchange

Walterboro (SC) Alumnae
Seeing Ourselves in Literacy

Warner Robins Alumnae
Kenya KEEP School Lunch Program

Xi Tau Citywide
Being a Black Entrepreneur Workshop and Pop Up Shop

ADVOCACY

Stephanie Tubbs Jones Social Justice Institute

Vision where she managed the program flow, intra-panel discussions and fielded audience questions.

The noted and widely-acclaimed STJ Forum guest panelists bringing their expertise and experience included: Marc Morial, President and CEO of the National Urban League; Derrick Johnson, President and CEO of the NAACP; Eunice Jones Gibson, founder of Because of Them We Can and former National Second Vice President of Delta Sigma Theta Sorority, Inc., and Dr. Thelma Thomas Daley, 16th National President, of Delta Sigma Theta Sorority, Inc.

Each speaker drove home the message that Delta members could increase their impact in their representative communities to mobilize people to vote. Their perspectives, while speaking on different sides of the voting topic focused on supporting Black candidates and understanding the challenges they face, as reflected by the loss of Stacy Abrams during her run for the governorship of Georgia. The importance and power of social media in encouraging young Black Americans to vote was brought to the forefront

Delta Days in the Nation's Capital Forum

On February 24, 2020, DREF hosted the Stephanie Tubbs Jones Forum during the 31st Annual Delta Days in the Nation's Capital held at the Washington Hilton Hotel. Now in its 9th year, the Forum drew approximately 1,000 Delta Sigma Theta Sorority, Inc. members to hear an expert panel discussing the importance of voter registration and education in African American and underserved communities.

Attendees were welcomed to the Forum by Carolyn E. Lewis, DREF Board President; Beverly E. Smith, National President and CEO, Delta Sigma Theta Sorority, Inc.; and Patricia Watkins Lattimore, CEO, DREF. Tracee Wilkins, Prince George's County, MD Bureau Chief for NBC4 moderated the empowering session, entitled 2020



STJ Forum participants and guest panelists at Delta Days in the Nation's Capital.

by Eunique Jones Gibson. And, reminding the audience about the role Black women and the early members of Delta Sigma Theta Sorority, Inc. played during the Suffragist Movement was emphasized by Dr. Thelma Daley. During her closing remarks she posed a question to the audience that summed up the purpose of this year's Forum, "What are you going to do when you get home?"



STJ Forum Attendees

POSSIBILITIES AROUND WITH DREF

Midwest Region
Sherri Lovelace-Cameron, Ph.D.,
President
 Youngstown (OH) Alumnae



The DREF Charitable Engagement Service allows us to receive larger sponsorships for events like our annual Scholarship Gala. Our annual scholarship fund has increased as a direct benefit. We have received more in-kind donations, auction items, and over-all support for programs and events. In addition, we have expanded our networking with local organizations with whom we partner. Most recently, the chapter received a Community Empowerment Grant on Gun Violence Prevention which allowed us to form a new partnership offering solutions to our community.

DREF's stewardship practices appeal to donors and grant awardees which open new opportunities.

SOCIAL MEDIA ADVOCACY

The various social media platforms reinforce the DREF purpose as a public charity that supports and uplifts academic achievement, public service programs, and research initiatives focused upon African American women and their families. Through frequent visual campaigns encouraging voter registration, participation in the census, and fundraisers, DREF is directly exposed to a nationwide, if not worldwide audience. This exposure allows for a successful, multi-level and complete execution of each campaign that connects with an expanding audience and helps DREF achieve its founding mission.



RESEARCH

DREF Research Matters for All of US



▲ Members of the All of Us Consortium: DREF Research Matters, Black Greek Letter Consortium (BGLC) and Emory University represent the All of Us Research Program during the 2019 Atlanta Greek Picnic at Morris Brown College in Atlanta, Georgia.



In 2017, DREF received funding from the National Institutes of Health's (NIH) *All of Us* Research Program to conduct a community awareness campaign that informs African Americans and other minorities about the importance of understanding and participating in biomedical research. The funding has now been received for three consecutive years.

DREF named its awareness campaign, "Research Matters: Creating Possibilities to Achieve Health and Wellness for All of Us" and focused on the objective of

creating awareness about how research matters in closing the health disparities gap. Collaborators on the three-year effort were the Delta Sigma Theta Sorority, Inc. (DST) and the National Council of Negro Women (NCNW).

During FY 2019-20 program year, the DREF Research Matters team, collaborative partners, community leaders, organizations and its network of trained Ambassadors continued to reach African Americans by participating in and exhibiting at numerous events, nationwide. The success of DREF Research Matters in the previous two award years, as recognized by NIH, led to a Year 3 funding increase of over \$255,000 for a total of \$563,305. The award expansion allowed DREF to build upon and intensify meaningful outreach in the African American community.

The DREF Research Matters team and collaborators propelled into the year conducting and participating in 158 events reaching over 198,000 attendees and directly engaging nearly 112,000 individuals. As examples, the Research Matters for *All of Us* message was shared with participants at these traditionally large African American events:

- ▲ The 47th National Black Nurses Association Annual Conference
- ▲ NAACP 110th National Convention
- ▲ 25th Annual Essence Music Festival
- ▲ The National Medical Association Convention
- ▲ HBCU R.A.P. (Research Accelerates Possibilities) Sessions

The program's enhanced engagement efforts resulted in reaching a number of milestones which included:

- ▲ 200% increase in the number of Research Matters Ambassadors and Volunteers
- ▲ Increased collaboration with the National Pan Hellenic Council (NPHC), Black Greek Letter Consortium (BGLC), and the Delta Teacher Efficacy Campaign-Teachers Advocating to lead Great change (DTEC-TAG)
- ▲ Partnerships with Health Provider Organizations (HPOs), Louisiana State University, and Emory University
- ▲ Implementation of R.A.P. Sessions at 8 HBCUs in *All of Us* designated cities

The Pandemic Pivot

In March 2020, the country experienced an unprecedented occurrence, the onslaught of the COVID-19 pandemic. Not unlike other nonprofit organizations, businesses, and government agencies, DREF cancelled all face-to-face engagement events for the remainder of the fiscal year. The DREF Research Matters team, however, swiftly created and executed a remarkable pivot plan designed to reach



▲ Members of the Shelby County (TN) Alumnae Chapter of Delta Sigma Theta Sorority, Inc. collaborated with DREF Research Matters, the *All of Us* Journey, and Downtown Church Memphis for the 2019 Annual Fall Fish Fry.

various audience segments in a digital environment, on various platforms focusing on multiple program elements.

The aggressive virtual awareness campaign created messaging opportunities for the audiences that the DREF Research Matters team and collaborators cultivated and expanded throughout the award period. Between April and June, the team planned, promoted, conducted, or participated in more than 50 virtual events including the following, as examples:

- ▲ NPHC /BGLC, D-TEC TAG Rooted in Research Webinar Series
- ▲ Wellness Wednesday (weekly health and wellness videos)
- ▲ Throwback Thursday “Remembering that Research Matters” (weekly)
- ▲ Ambassador Recognition, Realignment, and Retention (3R) Webinar
- ▲ Rooted in Research Webinar Series
- ▲ Atlanta HBCU Cyber Graduation Celebration
- ▲ Greeks and Grads Virtual Day Party
- ▲ DST Virtual Graduation
- ▲ Community Connections Events

In addition, the DREF Research Matters team presented Mental Health, Men’s Health and Alzheimer’s Awareness Month social media campaigns, and supported 20 COVID-19 awareness community events and organizations as part of its aggressive use of social media platform availability and flexibility. A partnership was also established with Reach Media, producers of the “Rickey Smiley Morning Show” and the “Willie Moore, Jr. Show” to feature DREF Research Matters for *All of Us* for a nationally syndicated radio and digital campaign.

All of these activities and initiatives fostered the development of healthy habits, presented insight and ideas for African Americans to lead balanced and healthy lifestyles. The DREF Research Matters initiative also aimed to help African Americans understand the value and importance of clinical trials and identify their role in helping close the health disparity gap for minorities.

The NIH *All of Us* Research Program will continue to seek and involve one million volunteers from African American and other traditionally underrepresented populations. The goal is to create an NIH national registry to help diversify medical research, close the health disparity gap, develop more precise medical treatment, and speed up medical breakthroughs. Unlike a single research study focused on a specific disease or community, the *All of Us* Research Program is intended to create a research resource that informs thousands of studies, covering a wide range of health conditions. The information collected by NIH will help researchers learn more about different diseases and treatments to improve health outcomes for future generations.

To learn more about the *All of Us* Research Program visit: www.JoinAllofUs.org/DREF.

POSSIBILITIES AROUND WITH DREF

South Atlantic Region

Lorraine P. Jackson,
Immediate Past President
 Prince William County Alumnae Chapter, Woodbridge, VA



A CEO of a top company that donated more than \$20,000 over a two-year period stated that the reason they received approval to donate was DREF’s professionalism, outstanding reputation in the community, and services that are offered.

DREF has provided the needed assistance for the chapter to accept small and large donations that support our scholarship program and fundraising initiatives. While the chapter is a 501(c)7 tax-exempt organization, donations made directly to our chapter are not. Donations to DREF, however, are tax deductible. Another benefit is DREF’s staff who, if you have any questions, are available to assist with establishing your chapter fund and how to utilize the services.

DREF helps make a difference in the community and I encourage other DST chapters to utilize its Charitable Engagement Services.

RESEARCH

The Center for Research on African American Women

Sister Scholars Advisory Council Marks 10th Anniversary

The research and educational endeavors of The Center for Research on African American Women (The Center) are facilitated by the adept leadership of the Sister Scholars Advisory Council. This fiscal year marks the 10th anniversary of the Council serving as advisors of DREF programming and scholarly projects. The

Foundation acknowledges a decade of service of the Sister Scholars Advisory Council and upholds its intent to empower African American women with information and engagement to create possibilities to improve their lives along with having an impact upon public policy.

Research

The scholarly publication published by DREF, *PHILLIS: The Journal for Research on African American Women*, revisited the topic of African American women and poverty in the 2019-20 edition. Employing the theme, "Re-Examining the African American Women and Poverty - The Intersectionality of Economics, Education, and Health," this year's Journal featured seven scholarly essays, eight personal narratives, and two book reviews. The topics ranged from the traumatic impact of gun violence on the Black community, uncommon names and their potential influence on educational attainment and socioeconomic status, building financial wealth, mental health across the lifespan, stress and trauma in the classroom and Adverse Childhood Experiences (ACEs).

The content presented in the 2019-20 edition of the *PHILLIS* Journal was published as an advocacy resource to address poverty in African American communities. The findings can be conversation starters with community organizers, elected officials, and public policy specialists to determine how families and communities can be strengthened. Action steps may include ways to promote family economic security, achieve quality education, and embrace healthy lifestyles.

Entrepreneurship Research Project

Entrepreneurship is the focus of the current research project being conducted by the Sister Scholars Advisory Council. DREF Board Member, Tchicaya Robertson,



Ph.D. leads the Research Subcommittee of the Sister Scholars Advisory Council. This year, she is leading the effort to investigate two key areas as they relate to entrepreneurship: (1) missed opportunities for business opportunities related to big data, high technology enterprises, and (2) soft skills needed to succeed in business. The findings will be released and shared in early 2021 to ensure that African American women and youth increase their opportunities to be successful business owners.



Kelsey Bogard

First Research Assistant Engaged

In the spring of 2020, the Sister Scholars Advisory Council engaged its first research assistant through the volunteer service of Kelsey Bogard, a doctoral student studying Higher Education Leadership at Indiana

State University's (ISU) Educational Leadership Doctoral Program. Ms. Bogard was responsible for conducting the literature review for the soft skills aspect of the Entrepreneurship research project. The ISU student is a Delta Sigma Theta Sorority, Inc. member and is originally from Memphis, TN. DREF Sister Scholar Mary Howard-Hamilton, Ed.D., Department Chairperson of Educational Leadership and Distinguished Research Professor at ISU, serves as Ms. Bogard's advisor.

Stephanie Tubbs Jones Social Justice Institute

The 2019 Stephanie Tubbs Jones Summer Internship, presented by DREF in collaboration with the Congressional Black Caucus Foundation, was awarded to Mara Brody, a senior at Bethune-Cookman University (Daytona Beach, FL). Mara was assigned to complete



Mara Brody

WHERE ARE THEY NOW: STJ INTERNS



◀ Melissa Chin

In 2012, the Delta Research and Educational Foundation, in collaboration with the Congressional Black Caucus Foundation, officially launched the Stephanie Tubbs Jones Summer Internship Program. The legacy of the late Congresswoman Stephanie Tubbs Jones (D-OH) is upheld through this competitive and impactful

eight-week internship designed to prepare women for leadership in public policy and legislative affairs.

Melissa Chin was selected as the first Stephanie Tubbs Jones Intern. She earned a bachelor's degree in International Relations from Brown University and received a master's degree in Modern Society and Global Transformations from the University of Cambridge (England). During her experience working in the Office of Senator Charles E.

Schumer (D-NY) as an intern, Melissa had the opportunity to engage with and learn from inspiring men and women who have dedicated their lives to public service. Through their guidance and mentorship, she developed strengths and skills that prepared her for professional opportunities in the U.S. and globally.

Melissa continued her spirit of service when she became an intern for the Brazilian Endowment of the Arts. Later, she was employed as the International Advising Specialist at the University of Illinois at Urbana-Champaign.

SO WHERE IS SHE NOW? Currently, Melissa is the founder & designer of Grey Remedy. Melissa's handcrafted ceramics have been sold at Humboldt House and West Elm. She has been featured in various media, including the Chicago Tribune. To learn more about Melissa and Grey Remedy, visit <https://www.greyremedy.com/press>.

POSSIBILITIES AROUND WITH DREF

Southern Region Aurelia Williams

Jacksonville (FL) Alumnae Chapter



The Jacksonville Alumnae Chapter's Grant Development Committee has successfully managed to obtain several grants for our community service programs. In most cases, the grant requires a 501(c)(3) organization. With the assistance of DREF, it was possible for us to have the grant funds sent to DREF and we are able to request those funds for our chapter committee programming. We also utilize DREF for our signature fundraising event, Miss Delta Teen Pageant. For the organizations that make large contributions, we receive those donations at DREF.

The value of using DREF's Charitable Engagement Service includes our chapter being able to utilize its 501(c)(3) status. This process affords chapters the ability to take advantage of various grant program requests that require a 501(c)(3) IRS designation. DREF's Charitable Engagement Service is a viable resource that's readily available to help chapters elevate and enhance their chapter's programs and activities.

"Creating Possibilities... Improving Lives" means we are using our collective resources and voices to make a difference in our communities. Having DREF as a partner is a great asset to our chapter!

POSSIBILITIES AROUND WITH DREF



◀ **Southwest Region**
Tanya Cook, President
 Northwest Arkansas Area Alumnae, Fayetteville, Arkansas

Participation in the DREF Charitable Engagement Service allows the chapter to

have a safe and reliable financial vehicle to manage our scholarship funding. The benefits include very accessible DREF staff and an easily understandable format to share information. Simply put, DREF makes it possible for our chapter to manage its scholarship funding without any worry.

the eight-week congressional internship in the Office of Congresswoman Stacey E. Plaskett (D-VI).

A resident of St. Petersburg, FL, Mara was an international studies major with a minor concentration in homeland security and political science. As a collegiate at Bethune-Cookman University, she was involved in

numerous co-curricular activities and is noted for being a student athlete. She served on the campus Judicial Court, the National Society for Leadership and Success, Student Government Association, and the Political Science Club. She was also a member of the University Women's Softball Team.

In Recognition of the Inaugural Members of the Sister Scholars Advisory Council Established April 2009

Sister Scholars Advisory Council Inaugural Members

- Ramla Bandle, Ph.D., Indiana University-Purdue University Indianapolis
- Elizabeth Clark-Lewis, Ph.D., Howard University
- Paula J. Giddings, Smith College
- Alison J. Harmon, Ed.D., DREF Board President/Chair, SSAC
- Darlene Clark Hine, Ph.D., Northwestern University
- Cynthia Neverdon-Morton, Ph.D., Coppin State University
- Celeste Watkins-Hayes, Ph.D, Northwestern University
- Staff Liaison: Deborah Peaks Coleman, Program Officer

Sister Scholar Advisory Council Members 2019-20

- Wanda G. Brockington, Ph.D., Norfolk State University
- Elizabeth Clark-Lewis, Ph.D., Howard University
- Pearl Ford-Dowe, Ph.D., Emory University
- Zinga Fraser, Ph.D. Brooklyn College
- Paula J. Giddings, Smith College
- Keneshia Grant, Ph.D., Howard University
- Kandace G. Hinton, Ph.D., Indiana State University
- Mary Howard-Hamilton, Ed.D., Indiana State University

Nikisha Horn, M.B.A.

- Carolyn E. Lewis, DREF Board President/Chair, SSAC
- Claudia Nelson, Ph.D., Coppin State University
- Riche Richardson, Ph.D., Cornell University
- Tchicaya Robertson, Ph.D.
- Constance Y. Ross, Esq.
- Martha Lue Stewart, Ph.D., University of Central Florida
- Staff Liaison: Deborah Peaks Coleman, Director of Programs

WHERE ARE THEY NOW: STJ INTERNS



◀ **Khanay Turner**

Khanay Turner, Esq. was chosen as the 2013 Stephanie Tubbs Jones Summer Intern and was assigned to the Office of Congresswoman Marcia L. Fudge (D-OH). Khanay graduated with honors from Prairie View A&M University with a Bachelor's degree in political science and government. She

went on to earn a Doctor of Law (J.D.) degree from Texas Southern University, Thurgood Marshall School of Law. Since participating in the STJ Internship, Khanay has continued on the path of public service. She has interned with the Earl Carl Institute for Legal and Social Policy and the United States Attorney's Office in Houston, TX.

Khanay fulfilled a valuable role at the National Park Service in organizing artifacts for the National Museum of African American History and Culture. In the political arena, she passionately assumes leadership roles. She has served as the Harris-Fort Bend Outreach Director for the Beto for U.S. Senate Campaign, and she has served as the Executive Director for the Texas Legislative Black Caucus.

WHERE IS SHE NOW? Currently, Khanay is a licensed attorney and is the Chief of Staff for Texas State Representative Toni Rose (D-Dallas).

Possibilities Abound with Scholarship Awards



DREF currently manages Donor Funds for 250 chapters of Delta Sigma Theta Sorority, Inc. to support fundraising activities for charitable and educational programming. Chapters consistently raise funds to award scholarships in their respective communities.

During the 2019-20 fiscal year, 40 DST chapters that maintain a Donor Fund at DREF awarded 243 student scholarships totaling \$377,926.

First Ruby Dee Scholarship in the Arts Awarded

The Ruby Dee Legacy of Sisterhood Scholarship was established in late 2018 by two members of Delta Sigma Theta Sorority, Inc., Dr. Francene Breakfield and L. Denise Wells, co-authors of *An Anthology of Sisterhood*. The co-authors made a generous donation to DREF to create the arts scholarship fund in memory of legendary actress and author, Ruby Dee. The inaugural scholarship of \$1,000 was awarded in the fall of 2019 to Tameia Anderson, a theater arts/dance major at Howard University.

Tameia’s dedication to the arts has been exemplified through service as a dance instructor in her hometown of Douglasville, GA to interning with DANCE USA in Washington, DC. She graduated from Howard University with a Bachelor of Fine Arts, Theatre Arts/Dance in 2020, and is now working for ATLA Entertainment Studios in Atlanta, GA.

The Ruby Dee Legacy Scholarship is awarded to a college student who best meets the requirements set



▲ Tameia Anderson, a Howard University student, (third from left) receives first Ruby Dee Legacy of Sisterhood Scholarship.

▲ Scholarship recipients awarded by Talladega County (AL) Alumnae Chapter.

forth by the benefactors along with the Ruby Dee and Ossie Davis family. Going forward, the \$1,000 merit-based scholarship will be awarded annually to a deserving African American female student who is either a junior or senior collegiate or a graduate student majoring in English, Literature, Drama, Art, Music African American Studies, Communications, Education, Fine Arts, Performing Arts, Visual Arts who also meets the permanent residency requirement of living in the DST Southern or Eastern Regions.



▲ Ruby Dee.

Ruby Dee (1922-2014) was an American actress, poet, playwright, screenwriter, journalist, and civil rights activist. She is perhaps best known for originating the role of "Ruth Younger" in the stage and film versions of *A Raisin in the Sun*. Her other notable film roles include *The Jackie Robinson Story* and *Do the Right Thing*. She was an honorary member of Delta Sigma Theta Sorority, Inc.

to DREF on November 18, 2019, the anniversary day of the line's initiation.

Affectionately known as "Candi," Candace was a native of Baltimore, MD. She graduated from Morgan State University with a degree in biology. Following her matriculation at Morgan, she became a licensed registered nurse and worked in various hospitals in Baltimore including Union Memorial, the University of Maryland, and Northwest Hospital. She was known for her infectious smile and kind spirit. She was the loving mother of two children, Nicholas and Mira.

Dr. Grace L. Hewell (1918-2008), a storied member of Delta Sigma Theta Sorority, Inc. was a leader in education, public affairs, environmental justice and telecommunications. A proud graduate of Spelman College and native of Chattanooga, TN, she was a former member of the Sorority's National Executive Board. Dr. Hewell was also a veteran of the U.S. military and was a former staff member in the Office of Congressman Adam Clayton Powell (D-NY).

Dr. Grace L. Hewell Scholarship Fund Supported by Alpha Gamma Chapter Membership Line

In celebration of their 30th anniversary as members of Delta Sigma Theta Sorority, Inc., the initiates of the Fall 1989 membership line of the Alpha Gamma Chapter at Morgan State University (Baltimore, MD) made a donation to the Grace L. Hewell Scholarship Fund managed by DREF. The Alpha Gamma anniversary line made the scholarship contribution in memory of their deceased line sister, Ms. Candace Renae Watkins-Tyler, who passed in February 2018. Through an internal fundraising effort, the 28 members donated \$2,500 to the Hewell Scholarship Fund. The funds were transmitted



▲ Scholarship recipients awarded by San Antonio (TX) Alumnae.



In Memoriam to Alice Ward Johnson, Ed.D. (1927-2019), who established a scholarship fund managed by DREF. A longtime member of Miami Alumnae, Dr. Johnson was an educator, writer, publisher, producer, and philanthropist.

2019 - 2020 Financial Statements



ASSETS

Cash and Cash Equivalents	953,549
Investments	5,857,178
Fixed Assets	16,126
Other Assets	15,201
Total	\$6,842,054

Total Liabilities

\$168,933

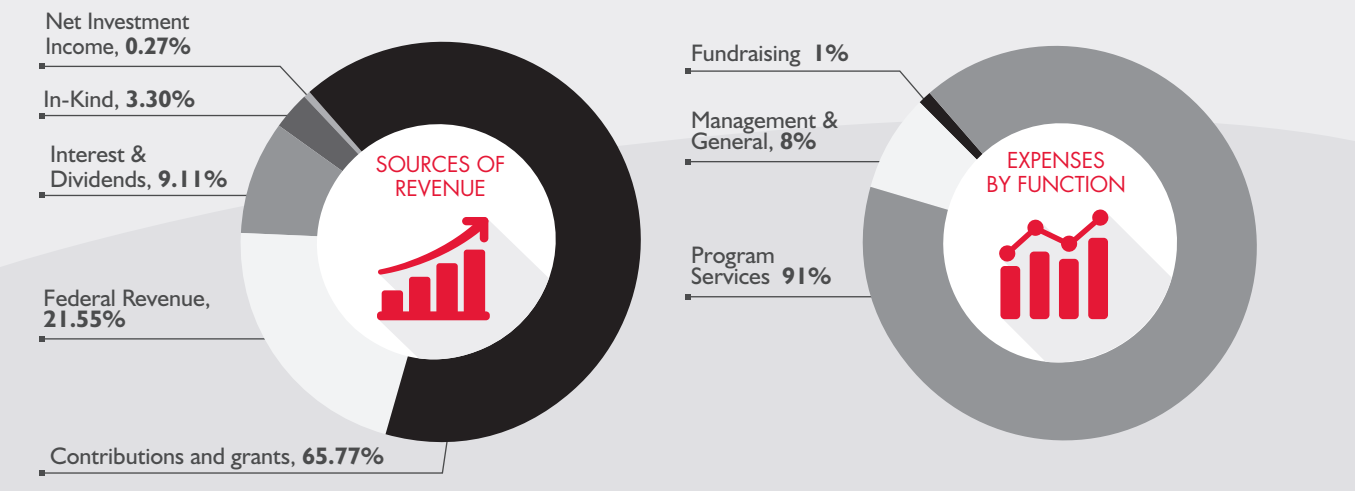
NET ASSETS

Without Donor Restrictions	593,605
Board Designated Endowment	26,908
With Donor Restrictions	6,052,608
Total	\$6,673,121

Total Liabilities & Net Assets

\$6,842,054

STATEMENT OF ACTIVITIES



The DREF Staff makes a Pandemic Pivot for Operations

Statement from DREF CEO Patricia W. Lattimore

The business operations of DREF continued throughout the COVID-19 pandemic that shook the world to its core. Millions of people have already lost their businesses, their jobs, and far too many, their lives. In light of the public health crisis caused by the global pandemic, the DREF staff made a pivot to work remotely. Thanks to the use of technology, the staff has been able to maintain our standard business operations as we provide Charitable Engagement Service to chapters of Delta Sigma Theta Sorority, Inc. and manage additional charitable and educational programming.

Schools were required, practically overnight, to convert from traditional in-person classroom attendance to online learning, thrusting parents, students, and educators in a totally new and uncertain situation. I am pleased to acknowledge that the DREF DTEC-TAG initiative demonstrated how Possibilities Abound in digital educational space. The DTEC-TAG Program presented 22 sessions via social media platforms for families and educators to learn how to effectively adapt to a virtual classroom. Another major initiative, the DREF Research Matters for *All of Us* Program also shifted to conducting outreach and awareness using digital platforms. As a national community partner of the National Institutes

of Health (NIH) *All of Us* Research Program, DREF completed the last quarter (April 1 – June 30, 2020) of the Year-Three awareness campaign by using technology to expand DREF Research Matters outreach efforts. DREF Research Matters created new program components for DREF social media platforms to educate African Americans about the importance of biomedical research and how it relates to healthy living.

Despite the challenges brought on by the pandemic, The DREF Center for Research on African American Women continued to develop its research and educational development agenda. In the spring of 2020, the PHILLIS Journal, a scholarly publication was published and a first-time research assistant was engaged to support the current Sister Scholars Research project on Entrepreneurship. A new educational resource was created during the pandemic by the Sister Scholars Advisory—presentation of a Recommended Summer Reading List. Yes, we have indeed kept it moving during the turbulent days of the pandemic.

I want to thank you, our supporters, board of directors, staff, and vendors for the roles you have played in our weathering through these tenuous conditions. It is with great humility that I express my gratitude for your dedication to our mission in the midst of this ongoing and disruptive global pandemic. Now more than ever, it is imperative that we emphasize the importance of access to services and quality education for Black women and girls. Rest assured that the DREF staff continues its charitable and educational endeavors to create possibilities and improve the lives of African American women and their families.



Patricia Watkins Lattimore
DREF CEO



Deborah Peaks Coleman
Director of Programs



Johni Cruse Craig, Ed.D.
National Director of DTEC-TAG



Ashley Daniels
Administrative Assistant/
Office Manager



LaShawn Cook
Donor Management and
Financial Assistant



Chauna Lawson
Interim Program Specialist



Regina Locust
Program Manager, All of Us/
Research Matters Program



Kimiyo Williams, M.D.
Training and Volunteer
Coordinator, All of Us/Research
Matters Program



Marcia Johnson
Program Assistant, All of Us
Research/Research Matters



Tashi M. Brown
Program Associate



Princess Streeter
Program Assistant, DTEC-
TAG



Cynthia Wheeler
Financial Consultant

2019-2020 Donor Roll Call

Unrestricted Donors

Visionary Donor \$100,000 and more
Delta Sigma Theta Sorority, Inc.

Torchbearer \$25,000-\$99,999
Toyota Motor North America

Luminary \$10,000 - \$24,999
The Benevity Community Impact Fund
The Strada Educational Network

Innovator \$5,000-\$9,999
FedEx
Leona Bridges
Johnnie Brooks Booker
Darylene S. Harris
Midwest Region of Delta Sigma Theta Sorority, Inc.
Kaiser Permanente

Change Agent \$2,500 - \$4,999
Karen Ambeau
Johni Cruse Craig
Velina Dixon
Michele V. Hagans
Lisa Hudley
Fourteen Karat Plus, Inc.
Patricia Watkins Lattimore
Carolyn E. Lewis
Yanique O. Moore
Stephanie Nellons Paige
Carolyn and Larry P. Suarez
Angela M. Williams

Catalyst \$1,000-\$2,499
Alpha Phi Alpha Fraternity, Inc.
Elizabeth S. Brooks
Doris Gray Brown
Suzanne Brown Peters
George & Susan Butler
Josie V. Daniels
Zinga Fraser
Teresa D. Harman
Renee L. Harper
Steven V. Hunter
Pat Hurlock
Deborah Jones-Buggs
Nigel W. Long
Karen I. Motley
Pamela Owens
Joan M. Prince
Louise A. Rice
Tchicaya Robertson
Constance Y. Ross
Beverly Evans Smith
Anjanette Wyatt

Advocate \$500-\$999
Carla Bozeman
Vivian Keys Brown
Andre & Melanie Duncan
Lethia Grimes
Bonnie James
Loralean Jordan
Kendra L. Liddell
Garnet Maharajh
Barbara H. Palmer
Yvette Robinson
Anita J. Teamer
J. Laterrie Ward Harris
Celeste Williams
Gloria Riddick Williams
Kimiyo Williams

Collaborator \$250-\$499
Glenda Brinkley
Darnella M. Bullard
Deborah Peaks Coleman
Sherre Collier
Denise Daniels
Edwena Dunbar
Gwendolyn L. Gillespie
Patricia D. Goings
Adranna Rose Grant
Keneshia Grant
Mary Elizabeth Hughes
Carolyn D. Jackson
Patricia C. Jessamy
Cynthia L. Johnson
Geraldine C. Jones
Kiearra Lawrence
Carolyn Lee
Antionette Mann
Elaine Mitchum
Susan Norwood
Kendra Rodriguez
Jeffrey L. & Nicole B. Tate
Tamara Thorn
Diane Walker
Mary E Washington
Linda G. Williams

Unrestricted Chapters

Change Agent \$2,500 - \$4,999
Louisville (KY) Alumnae
Youngstown (OH) Alumnae

Catalyst \$1,000-\$2,499
Ventura County (CA) Alumnae
Augusta (GA) Alumnae
Federal City Alumnae
Wilmington (DE) Alumnae

Advocate \$500-\$999
Suburban Houston-Fort Bend (TX) Alumnae
Memphis (TN) Alumnae
Mississippi Gulf Coast (MS) Alumnae
Nassau County (NY) Alumnae
New Orleans (LA) Alumnae

Port Arthur (TX) Alumnae
Vicksburg (MS) Alumnae

Collaborator \$250-\$499
Americus (GA) Alumnae
East Point/College Park (GA) Alumnae
Queens (NY) Alumnae
Sumter (SC) Alumnae
Petersburg (VA) Alumnae
Prince George's County (MD) Alumnae
Tuscaloosa (AL) Alumnae Chapter

Combined Federal Campaign (CFC) and Workplace Giving

Abbott Laboratories
Abbie Employment Engagement Fund
Accenture LLP
Catherine L. Abrams
Adriene Roberts
Aetna Foundation, Inc.
The Allstate Foundation
Celeste Allen
Desiree Allen
Deborah A. Allen-Robinson
Allstate
Allstate Giving Campaign
Jasmine N. Alston
Karen Ambeau
America's Best Local Charities CCSF
America's Charities
Ameriprise Financial
Dana K. Anderson
Rhonda Andrew
Elizabeth L. Andrews
Anonymous
Anonymous
Anonymous
Cheryl W. Appline
Aramark
Cherimonda Anderson
Cynthia Ashby
Miranda Askew-Brown
AT&T Employee Giving Campaign
Keisha Atwood
Veronica Avery
Geri Averytt
Arthur Axelson
Barbara L. Bagneris
Tunya L. Bails
Tracey Baker
Desiree Baker
Dorothy Baker
The Bank of America Charitable Foundation
Bank of America Employee Giving Campaign
The Bank of New York Mellon Community Partnership
Kathy Banks
Leyonna M. Barba
Belinda R. Barksdale
Sharon D. Beard
Schean G. Belton
The Benevity Community Impact Fund

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Sharon Y. Black
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April Quarles Blair
Patricia W. Blue
Boeing Company Employee Individual Giving Program
Johnnie Brooks Booker
Tia Bostick
Yulanda Bowman
Kathy Bowman-Williams
Carla Bozeman
BP Fabric of America Fund
Arlease S. Brady
Barbara Brady
Maxine Brandon
Andria Bray
Jina M. Braynon
Monica Brewer
Donna Bridges-Smith
Bristol-Myers Squibb Foundation
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Andrea M. Brown
Michelle H. Brown
Tashi M. Brown
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Sheila Bryant
Jelessa M.H. Burney
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Veleria Bush
Pamela Butler
Sharyl Butler
California Community Foundation
Shela M. Cameron
Patricia J. Caputo
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Sharon Carr
Emily Carroll
Monique Cephas
Shemika Chance-Jeffery
Charities Aid Foundation of America
Syreeta Cheatom
Kendra Chilsom
Josephine Chisom
Carolyn Clark
Sherri A. Clark
Germel Clarke
Elaine L. Clemens
Andrea Clerk
The Coca-Cola Foundation Matching Gifts Program
Courtney Cola
Rosalynd Cole
Mary L. Coleman
Beth Coleman-Oliver
Waetina A. Coles
Vickie A. Collette
Sherie Collier
Kathleen Collins
Stephanie R. Collins
Tiffany Comeaux
Elsie Cooke-Holmes

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Community Shares of Colorado
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Dana Cooper
Guila B. Cooper
Pheloundashea Copeland
Matthew Coughlin
Joanne J. Courtney
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Rhonda Cross
Sharon E. Cross
Lisa Crutchfield-Diggs
Qiana Cryer-Coupet
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Morgana Cunningham
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Stefanie Cunningham
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Sharon K. Davis
Gladys Deloney
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Evelyn Dixon
LaToya Dixon
Stacey Dixon
Velina Dixon
Antoinette Mann Dobson
Terry F. Dodson
Dominion Energy
Carolyn Donaldson
Donate Well
Angela Dorsey
Danielle Douglas
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Diane Epps
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HCA Foundation	Brenda Lambert	Anita Montgomery	Antonya P. Rakestraw	Erma Jean Smith-King
Heart of Florida United Way, Inc.	Yolanda Lauderdale	Terra Moody	Saranna T. Rankin	Chelsea Smith-Standberry
Chrystal D. Henderson	Toni T. McLauren	Monica R. Moore	Gail Ray	Judy Smylie
Gena Henderson	Goline Lawrence	Sharon Moore	Janet Ray	Natsha Snell
Gladys Henderson	Kiearra Lawrence	Stacey Moore	Raytheon	Letitia Snyder
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