ANNUAL REPORT 21 22

NETWORK for SOCIAL JUSTICE

Educate · Engage · Activate

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Hello again,

In what has been yet another tumultuous year adjusting to new norms and staving off threats to our democracy, we are sharing our **Network for Social Justice (NFSJ) 2021-2 annual report** with you as a reminder of the **energy and passion** that have shaped the past 12 months.

We've spent the last 3 years applying our strategy of **education, engagement and activation** towards building a movement to advance equity and inclusion in Winchester and beyond it. In the pages that follow – and in the stories we have highlighted – look at what our work has yielded! These stories, told by individuals who are actively doing this work, truly embody the impact of social justice and social change. They serve as a clear reminder that everything that the NFSJ does – **from equity trainings, to youth work, to community celebrations** – is only possible with the generosity (in gifts of time and dollars) of friends and supporters like yourself. **You make this day-to-day work happen and sustain this organization**, and we are so very grateful every day.

With your help, we've been able to go deeper and buttress new endeavors. This fall, for the first time, we are excited to offer **a full slate of signature NFSJ educational trainings**, including new units on **allyship and advanced facilitation practice**. In addition, our community engagement is increasingly driven by **youth voices** - those of our high school interns and middle school volunteers. In collaboration with a growing circle of partners, we are bringing social and racial justice learning and engagement to life with **annual festivals**, including Indigenous Peoples' Day Family Celebration, MLK Day of Community Service, and PRIDEfest, that are offered throughout the year.

In parallel, our advocacy work remains squarely focused on the issues at the heart of advancing equity in Winchester and beyond it, including **non-citizen voting and exploring options to expand the affordable housing stock** with the **Winchester Housing Coalition**.

Whether you have been with us from the beginning back in 1991 or more recently started following us, thank you so much for your dedication and support. We hope to become part of your social justice story, and we are thrilled to have you with us.

In collaboration,

Liora Norwich, PhD, MBA
Executive Director

Wei Han
President, NFSJ Board of Directors

2021-2022 Network for Social Justice Leadership

Executive Director Liora Norwich, PhD, MBA

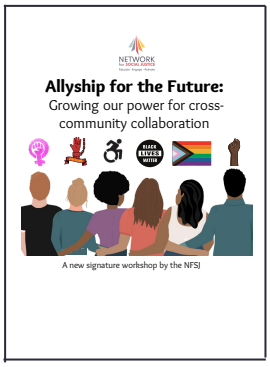
Board of Directors Michael Bettencourt | Charlie Danzoll | Deirdre Giblin | Wei Han | Susan K. Lewis | Mayra Rodriguez-Howard | Robin Smith | Jon Swan | Hilda Wong-Doo

Steering Committee Dennis Brett | Phil Coonley | Terry Marotta | Kaye Nash | Rebecca Slisz | Sandy Thompson | Hillary Turkewitz | Felicity Tuttle

Staff Shawn Macannuco | Elena Varipatis Baker

EDUCATE

In November 2019, we unveiled our first NFSJ signature training, "Intro to Leading Facilitation & Dialogue." Since then, we have added two more offerings: "Disrupting Racism Three-Part Learning Series" in 2020 and this year's "Allyship for the Future." We anticipate adding a new learning opportunity, "Advanced Community Facilitation 2.0," this Fall. We've offered six of these trainings free of charge this year and have tailored some to the needs of specific nonprofits and communities beyond Winchester through our NFSJ Consulting Stream.



We also sponsored a range of educational programs during the 2021-22 fiscal year, most held remotely, exploring such diverse topics as:

- the Chinese Exclusion Act,
- the history of Frederick Douglass in Winchester,
- affordable housing and how to demystify housing myths,
- ways of decolonizing both Columbus and the Thanksgiving holiday, and
- the impact of race, gender identity, and sexual orientation on community and youth mental health, as evidenced by Winchester Public School's Youth Risk Behavior Survey (YRBS) data.

The Network considers itself a "learning organization" and embraces education as a foundation for action. One theme across program topics was demystification of popular or long-held beliefs. It's been gratifying to hear from program participants about what they've learned from those who have shared their perspectives.
-Rebecca Slisz, NFSJ Steering Committee Member

ENGAGE

We designed our 2021-2 engagement activities to physically get out into the community and meet with you all face to face. More than two years into the COVID-19 pandemic, these opportunities were so meaningful to both our staff, student interns, and those we met across this community.

This year, we debuted **two new family-focused signature programs**: October's Indigenous Peoples' Day Family Celebration and December's Unity Amidst Diversity Festival. Both of these events allowed us to provide hands-on learning to our next generation of social justice leaders in a fun and dynamic environment.

In addition, with support from community partners,* we hosted an AAPI music event, brought back the MLK Community Day of Service for its third iteration, and hosted our second annual PRIDEfest, which drew hundreds of folks from around the region for a beautiful and spirited celebration.

**Winchester Cultural Council, Winchester Public Schools Service Learning, Town of Winchester, Winchester Public Schools*

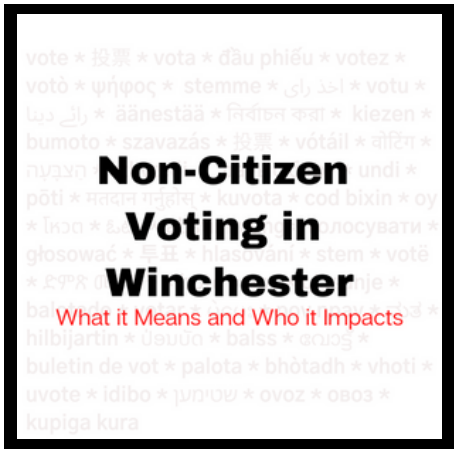
The students of McCall's Social Justice and QSA Clubs have loved the opportunity to demonstrate creativity and practice leadership at PRIDEfest with the support of the NFSJ. We appreciate that the event has been driven by students' interests and passions. One student told me after the event this year that she had never felt so safe and supported. We look forward to PRIDEfest continuing into the future!
-Kelsey Kennedy, McCall 8th Grade English Teacher

ACTIVATE

While we work to infuse advocacy into all of our programs and trainings, we also continue to organize around issues that pertain to our mission, both on the local and state levels.

Along with the Mystic Valley NAACP, we supported Ending Punitive, Unfair, School-based Harm that is Overt and Unresponsive to Trauma (**PUSHOUT**) legislation on the national level, as well as Antiracism legislation proposed in the Massachusetts Statehouse. We also continued to support bills that made up the **Massachusetts Indigenous Legislative Agenda**, including legislation that would officially name the second Monday in October "Indigenous Peoples' Day."

Locally, we began the fiscal year organizing for Afghan refugees who fled their country after the Taliban's take-over, and subsequently we supported Ukrainian refugees who left their country after Russia began its war. We also organized around policies in Winchester that would advance an inclusive community, particularly an initiative that would allow **non-citizens to vote in local elections** and – with our partners in the Winchester Housing Coalition – for the expansion of **affordable housing options in our home town.**



WINCHESTER housing coalition

For me, personally, voting is the most tangible expression of my commitment to our community and at the CORE of diversity, equity, and inclusion. After Town Meeting's passage of the non-citizen voting article I heard from one Asian family who said that it was a historic moment for immigrant families living in Winchester.
-Wei Han, NFSJ Board President & Founder of the Winchester School of Chinese Culture

STUDENTS@NFSJ

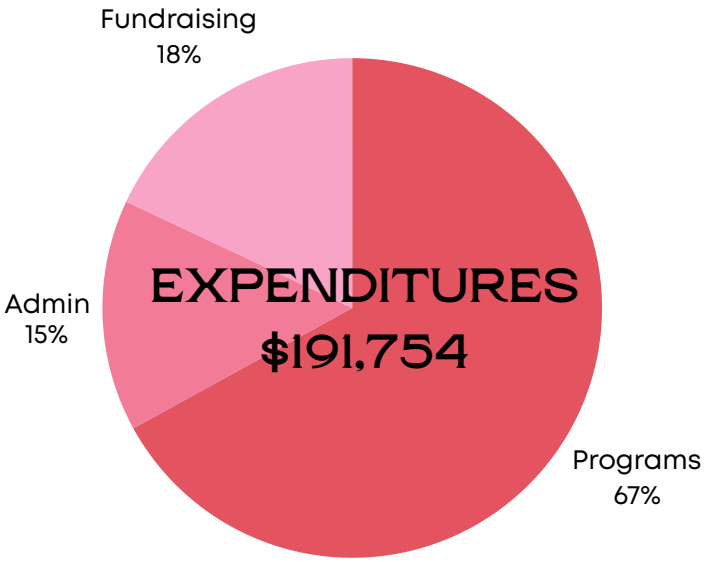
Since debuting our internship program during the summer of 2020, we have run **7 consecutive intern cycles**, filling **49 spaces** in the process. Our NFSJ interns, as well as Woburn students with whom we partner through our CHNA-15-funded collaborative grant with Social Capital Inc., have had the opportunity to build community organizing campaigns tailored to their suburban communities, infusing them with their own interests and flare. They have also built community programs from the ground up like **Allyship for All**, and participated in and helped shape many of our signature trainings and workshops.

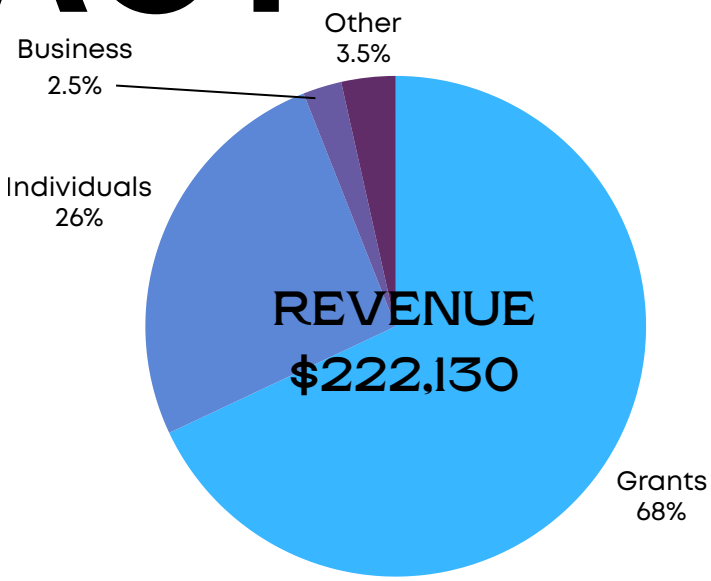
Their energy is palpable, whether watching them research policy topics related to Indigenous peoples, youth mental health, or affordable housing; preparing activities and speakers for PRIDEfest or MLK Day of Service; or getting ready to speak at a local governance meeting.

NFSJ opened its doors to me and allowed me to create awareness for Afghan refugees and inspired me to co-found the Affordable Housing Student Coalition. When I spoke up publicly in support of the Waterfield plan, I could not believe that I got accolades from members on both sides of the issue. It was gratifying to know that my speech played a role that moved the ball past the goal line.

-Arya Ramachandran, WHS Class of 2023

FINANCIALS/ IMPACT





21
Intern positions filled by high school students

11
advocacy and educational written outputs, including position papers and articles

31
programs organized or co-sponsored by NFSJ

4
advocacy-focused

10
engagement-focused

17
education-focused

With hybrid programming, we are now reaching program attendees from: Winchester, Woburn, Lexington, Melrose, Reading, Boston, North Shore, MetroWest communities, the Berkshires, and outside of the Commonwealth. **In all, over 1,600 program attendees in fiscal year 2021-22!**

GRATITUDE

July 1, 2021-
June 30, 2022

*indicates deceased

Sustainers

American Tower Foundation
Dylan Armajani
Beth Israel Lahey Health
Commonwealth of Massachusetts (EOHHS) Earmark Grant
Community Health Network Area (CHNA)-15
Cummings Foundation
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Deirdre Giblin & David DuBard
Wei Han & Yuejaio Dai
Kurt Heisler & Robert Ellington
Sandy Thompson
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Winchester Savings Bank

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Robin & Steve Smith
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Jon & Robin Swan
Winchester Cultural Council
Bin Wu & Yuhong Yang

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Elyse & Donald Schuerman
Liz Scott & Larry Bradley
Tricia O'Neil Syed
Candice Trzcinka
Hilda Wong-Doo & Keith Doo

Activists

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Lali Albrecht
Eve Alda-Coffey & James Coffey
Meredith Allen
Ronald & Susan Almquist
Susan & John Ampe
Anonymous (5)
Carolyn Augart & Anthony Valdini
Larry Banks & Maren Judd
John Barnes
Bobby Berlet
Jill & Ned Bicks
Anne & William Bing
Blackbaud Giving Fund
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Jill Bohlin
Kathryn Bonfiglio
Kristine Bremer & Tom Kirk
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Bryant Park Designs
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Aimee Burke
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Peter & Vicky Coccoluto
Nancy & Jamie Conroy
Rev. Branwen Cook & Allen Dors
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Covering New England LLC
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Catherine Curtis & Hudson Gilmer
Kathy & Ed Czeck
Sally & Dennis Dale
Allison Daley
Kelly Daugherty
Rev. Bob Davidson
Elaine Delaney-Winn & Bill Winn
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Mark & Linda Dockser
Janice Dolan
Mary & Bruce Donald
Susan Doubler
Marion Dry
Tom Dunn
Eric M. Dupee
June Edwards
Robin Ellis & John Favorito
Marilyn & David Ellwood
Katherine Elwell
Jeanne & Richard Emanuel
Anne & Marc Emmerich
Cynny & Mike Evanisko
Tra & Ioannis Evrigenis
Karen & Tim Fagan
Susan Fagerstrom & Doug Johnston
Tyler Fitzpatrick
Mark Fleming
Kim Foley
Christina Freeman
Mia Friedman
Arlan & Alice Fuller
Hong Ge & Xi Zhang
Harris Gibson
Elizabeth Goeke
Si Si Goneconto
Maryann Gottdenker
John Halbrooks & Kathleen McKool
Maojiao He
Jean Herbert
Colleen & Ron Hertel
Carolyn & Tom Hirschfeld
Karen Hirschfeld
Patricia Hitchcock
Anne Hoffman & Phil Myers
Richard Howard
Katie Hulse
Stacey Irizarry
Pat Jehlen
Marti Johnson
The Johnson Family
Elizabeth Jones
Marty Lee Jones
Cathy Judd-Stein & Jeff Stein

Activists (cont)

Lisa Kalner-Williams & Randolph Williams
Rob Kleist & Alex Duarte
Faye Kolhonen
Jeanette & Andrew Kolodziej
Pam & Randall Kromm
Thomas Landry
Leanne Lee
Paula & Mack Lee
Anne Leiserson
Alicia Leuba
Mati Ligon
LinkedIn
Jifeng Liu & Qianfan Wang
Xiaole Liu & Haowei Zhang
Omar Lopez & Leslie Capachietti
Jane Lynch
Mike MacGillivray
Patty & Cliff Manko
Lisa Matrundola
Joyce & Daniel Maxwell
Jessica & Barry McCardle
Raegan McCain & Steven Brykman
The McCall-Taylors
The McDowell Family
Susan McGirr
Mary Kay & Jim McIntyre
Margaret McKenna & Paul Feiss
Laura McMurry
Claire McNeill
Reeva J. Meyer
Shelby Meyerhoff
Seeme & Mario Moreira
Sherris Moreira
Harrison Mulhern Architects
Jean Murphy
Nancy & Stefan Nagel
Malini Nair
Ayesha Ranjini Ghosh
Carole Nassif
Jack McCreless & Janet Nelson
Owayda Charitable Fund
Denise & Constantine Pappas
Marilyn & Dominic Pennachio
James Pidacks & Judith Murray
Tonia Pinheiro
Linda Preston
Ken Pruitt
Sheila Puffer
Rebecca Radford
Maura Ragster
Arya Ramachandran
Donna Reed & Raym de Ris
Sue Rich
Tom & Kathy Richardson

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Gael Robinson
Cheryl Sanders
Carol & Jim Savage
Gregory Sawicki & Timothy Matthews
Susan & Gary Setnik
Caroline Shamu
Linda & Ted Sharpe
Joanna Shea O'Brien & Justin O'Brien
Fuxin Shi
Martha Simon
Linda & Colin Simson
Dara Singleton/The Shanahan Group
Sukanya & Peter Soderland
Kara & Paul Spelman
Heidi & Barry Star
Mary Sue & John Stevens
Bob & Connie Stolow
Cecilia Stone
David & Judy Storeygard
Jay & Gabrielle Stott
Mariana & Vel Stoyanchev
Margot Sudbury
John & Nadine Suhrbier
Rosemary Sullivan
Aba Taylor
Sheila Thimba
Hua Tian
Leigh & Taylor Tinmouth
Jessica Tortola
Ruth Trimarchi
Laura & Gaetan Turenne
Josh Turkewitz
Susan Turner
Susan Turpin
Patricia Urick
Candace Van Aken
Jodie Vickery
Frank Virnelli
Robin Vos
Judith & Douglas Weinstock
The Westner Family
Betsy White
Ellen Wilson
Ted & Rachel Wilson
WUSYG (Winchester Unitarian Society Youth Group)
Lily Yamamoto
Lu Yan
Tiffany York
Stephanie Zaremba
Juanita Zerda & William Carlin
Ligang Zhang & Lei Chang