



ACTION 4
EQUITY

Impact Report

2022 End of Year Report



The Way Forward

To our Accomplices, Advocates, Supporters, and Community:

With all gratitude, we are excited to celebrate our progress and 2022 wins and share our vision for 2023 with you.

Action4Equity works hard to live into the fullness of our name and we are honored to work with other agents of change who share a mission to realize a *Community Culture Where Equity in Education Proudly Prevails*.

This year, our strategic framework explored theories of advancing equity by putting them into practice through our Platforms 4 Change in order to inform policies and strengthen collective advocacy for systems change.

Our platforms invested in community-led and powered initiatives with the vision of truly leveraging lived experience to make deeply embedded and sustainable impact.

We believe in community agency over systems to decide what children and families need to be healthy, safe, engaged, supported, and challenged. We advocate for whole child policies that address full scope of a child's developmental needs - social, emotional, cognitive, physical, and psychological, as well as academic.

Through this process of moving theory to practice to policy, we are creating a sustainable ecosystem for long-term, sustaining change.

KELLIE P. EASTON

President / CEO



A word from Kellie:

From theory to policy, A4E's systems change work, in collaboration with our partners, is making a transformative difference in our community. We will continue to move deliberately, with urgency, and intentionally in coalition with you, our community.



WHO WE ARE

OUR MISSION

to collaborate and influence policy decisions through systems change that foster equity in education.

We are a Black-led, intentionally multi-racial coalition of parent and family leaders, activists and accomplices, moral obligators, and philanthropists building a movement to achieve justice through an educational equity policy framework.



OUR PURPOSE

to further advance our cause for Black Liberation, we're employing culturally affirming, relevant, and autonomous methodologies grounded in critical care that utilizes love for humanity as a weapon against political oppression.



Equity is the process by which justice is achieved for communities that have been negatively impacted by an intentional architecture designed to marginalize and exclude members of that community.

- Action4Equity

Our 2022 Major Wins

1

Ashley Elementary enters design phase

After 4 years of taking #Action4Ashley, WSFCS reached the design phase for a new Ashley Elementary. What should the new Ashley look like and why? A4E held sessions within the Ashley Elementary Community in order to get community member feedback on the design of a new Ashley Elementary School. The assessments lead to the Ashley Community Dream Report that is being used to inform the WS/FCS District about what the community wants to see.

2

The Forsyth Promise transitions into Forsyth Family Power

In October of this year, the work of The Forsyth Promise transitioned into Forsyth Family Power to take the cradle-to-career work into its next phase. Forsyth Family Power is emerging as the new standard for systems change research; through the Think-and-Do Tank methodology, the mission of FFP is to navigate systems with families through collaboration, information, and advocacy to achieve systems change resulting in justice.

3

Launch of Community Engaged Research Infrastructure

Leveraging the partnership created within Forsyth Family Power, A4E partnered with Forsyth Futures to develop a community-engaged research platform aimed at shifting power and centering practices of data equity in our work. In October, our teams welcomed Dr. Crystal Ellis as the Director of Community Engaged Participatory Research in a shared position with Forsyth Futures.

4

Backbone support for grassroots power building and incubation

A4E is leveraging our infrastructure for grassroots movements and emerging networks including: the Embedded Mentor Program, Winston-Salem Freedom Schools, Developing Future Leaders, and Our Opportunity 2 Love + Heal. This incubation and collective impact support is building community power while informing our practice to policy framework. In October, A4E became the backbone organization for the local My Brother's Keeper Network of the Obama Foundation to deepen this systems change collaborative work.

2022 Community Event Highlights

Mission Driven Community Building



**DEAR LITTLE
BLACK GIRL,
YES YOU CAN!
TEA PARTY**



**SATURDAY
MORNING
YOGA**



**EUSTRESS
ADULT
COLORING
NIGHT**



**Platforms 4 Change Partners:
Forsyth Family Power
Our Opportunity 2 Love + Heal
Jump At The Sun
Our KIJJI**

2022 Community Event Highlights

Culture Shifting Coalition Building



WE WEAR ORANGE WEEKEND



WS FREEDOM SCHOOLS



STOP THE BLEED TRAINING & COMMUNITY DINNER



OUR SPACE TO HEAL GARDEN DEVELOPMENT



**Platforms 4 Change Partners:
Our Opportunity 2 Love + Heal
Winston-Salem Freedom Schools
Community Partners:
Moms Demand Action and Everytown
Atrium Health**

2022 Community Event Highlights

Grassroots Capacity Building



BLACK SEL CONFERENCE

COLOR OF EDUCATION SUMMIT

ROOTED IN RACE WORKSHOPS

ASHLEY DREAM REPORT FOCUS GROUP

MOTHER RESEARCHERS TRAINING

OO2L+H COALITION RETREAT

PARENT LEADER TRAINING

**Platforms 4 Change Partners:
Our Opportunity 2 Love + Heal**

**Community Partners:
Triad Culture Arts, Rooted in Race Exhibit, CTCR,
Developing Future Leaders**

2022 Embedded Mentor Program

Scholars and Advocates Relationship Building



**SUMMER CAMP
FUN IN THE SUN**



KWANZAA



**SMALL
GROUP
MENTORING**



**MAD
SPLATTER
OUTING**



**STAY
FRESH
PROGRAM**



**COMMUNITY
LEADERSHIP
TALKS**

Platforms 4 Change Partners:
Eversley Little Village
Our Opportunity 2 Love + Heal

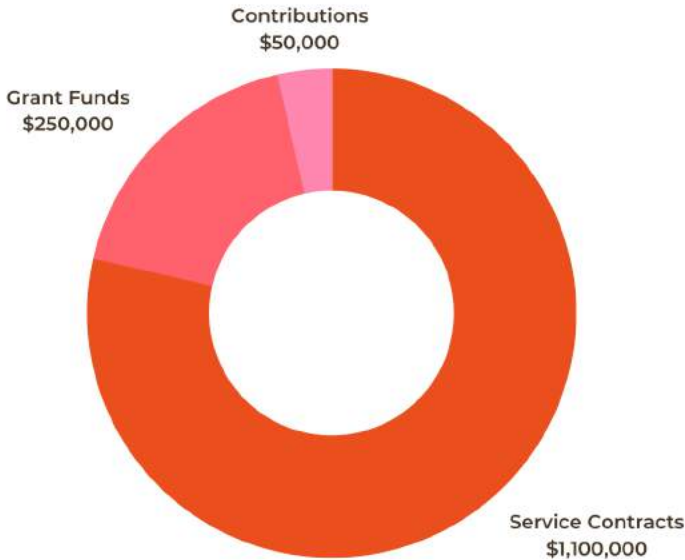
30

full-time local jobs created

Transformative Organizing | 2022

Community Driven. Community Invested.

Fiscal Transparency & Impact



50

community meetings, events, engagements

1500+

community members engaged

2,887

advocacy actions and emails sent by community

90+%

of all A4E vendors are Black owned businesses, aligning with 10 Year target for inclusive economy

\$83,820

reinvestment into grassroots youth support, family engagement, mutual aid sponsorship, and technical assistance in 2022

Community-Engaged Research

3

Community-Engaged Research Projects

482

hours of local research and data collection for FFP

10

trained community researchers who are paid to enter their own communities for research development, data collection, and data synthesizing in 2022

2

contracts with local organizations to engage Community-Led research using FFP methodology

100%

of research participants local, Black and/or Latinx

NORTH STAR PRINCIPLES

As we move into our 2023 action plan, Action4Equity has identified three North Star Principles for our 10 Year Plan to continually align to our grassroots community priorities and our organizational mission. These guiding principles will ensure alignment across our policy advocacy and systems change work.

1. Cultural Transmission

To reclaim the cultural assets of Black communities and families that have fostered sustainability and resilience in the face of systemic racism and oppression, there must be a positive cultural transmission within the Black community and throughout the dominant power structure for Black families.

2. Trauma Informed

We are a collaborator in the work to achieve a trauma informed community while co-leading the grassroots movement to produce healing justice for Black and Brown communities.

3. Inclusive Economy and Black Achievement

We are at the forefront of seeding a pipeline for success and generating an inclusive economy by increasing community agency through the prioritization of Black Educational achievement, Black health, Black wealth and Black civic participation as an aspect of our Whole Child policy framework.

Our Systems Change Strategy

COMMUNITY KNOWS WHAT COMMUNITY NEEDS:

Our prevailing strategy is to engage community continuously to develop community-led solutions (Theory) that we test through our platforms (Practice) to develop Policy for sustainable systems change.

Action4Equity provides space and resources for the emergence of structures for more powerful and organic family / community organizing and advocacy centering issues impacting the education of Black children and families.


Moving into 2023, our emergent strategies for achieving systems change are outlines below.

FORSYTH FAMILY POWER COMMUNITY-LED RESEARCH METHODOLOGY

THEORY → PRACTICE → POLICY



STRATEGY	THEORY	PRACTICE
Systems Change Research Methodology	21st Century Data-Focused Work will create new power structures	<ul style="list-style-type: none"> Forsyth Family Power Community Engaged Research Shared Community Research Infrastructure Community Advisory Policy Committee
Organizational Backbone for Systems Change Incubation	Creating inclusive economy through grassroots power-building	<ul style="list-style-type: none"> Forsyth Family Power relaunch of The Forsyth Promise Action Networks My Brother's Keeper Initiative
Culturally Relative STEM and Literacy Initiatives	Liberatory Education is a tool to Change Cultural Narratives	<ul style="list-style-type: none"> Forsyth Family Power relaunch of The Forsyth Promise Action Networks READING Routes Campaign with Jump At The Sun Winston-Salem Freedom Schools



Thank you for your
ongoing support

Acknowledgements

Our Work is Supported By:

Kate B. Reynolds Foundation
Winston-Salem Foundation
Z. Smith Reynolds Foundation
Anna Reilly
Sandra Conway
Woody Clinard

Our Strategic Coalition Partners:

Love Out Loud
Forsyth Futures
Center for Trauma Resilient Communities
Every Child NC

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