



Serving as a catalyst for change, we develop, organize and empower individuals and communities to advance equity and opportunity for all.

**Problem**

**Impact**

**Programs / Initiatives**

**Results**

**Discrimination & Bias**

- ▶ Race
- ▶ Socioeconomic Class
- ▶ Religion
- ▶ LGBT
- ▶ Gender

**Unjust Structures**

**Unexamined Privilege**

**Lack of Access**

Education, Healthcare, Housing, Employment, transportation

**Dehumanization**

Bullying, intimidation, hate crimes, violence, profiling

**Discriminatory Policies, Practices & Laws**

**Community Engagement**

- Racial Equity Programs
- Faith & LGBT
- Community Initiatives

**Youth Leadership**

- Internship Program
- School Program
- Statewide Network

**Cultural Competency and Organizational Development**

- Education Sessions
- Organizational Assessments
- Diversity Council Development

**Strategic Collaborations**

- Media & Community Stakeholders
- Interfaith Leadership Council
- Police & Community Trust
- Law Firm Honor Roll

*In the last 3 years...*

1. Created awareness of historical and current place-based segregation as over 50,000 people viewed the MRDI exhibit of housing and racial segregation.
2. Over 1,500 people have engaged in storytelling, dialogue and education on issues of race and access to opportunity through First Friday Forums and Healing Stories listening sessions.
3. Helped 31 Michigan cities enact local ordinances to protect the rights of LGBT people
4. In the last 8 years, empowered groups to organize and address discrimination and inequities in their communities. Includes Detroit, Plymouth/Canton, St. Clair Shores, Mt. Pleasant and more.
5. Graduated 66 youth from our Internship program; 100% report integration of justice and equity principles in their chosen education and career paths.
6. 15 schools/communities created student-led projects and intergenerational dialogue on issues including bullying, educational equity and community building.
7. Collected nearly 1,000 assessments across 5 organizations and delivered cultural competency education to over 1,250 persons in corporations and organizations.
8. Facilitated dialogue and education between media and community leaders to decrease bias in reporting the news.
9. Advanced equity and opportunity through mini grants to over 30 organizations across the state.
10. Advanced trust and broke down barriers with over 200 law enforcement and community leaders (ALPACT).

**“The arc of the moral universe is long, but it bends towards justice.” – Dr. Martin Luther King, Jr.**