

Raising Multicultural Kids

ANNUAL REPORT 2023-24



THANK YOU TO OUR PARTNERS, SPONSORS AND DONORS

BECAUSE OF THE SUPPORT AND TIME GIVEN TO RAISING MULTICULTURAL KIDS BY THE MANY PARTNERS, SPONSORS AND DONORS, RAISING MULTICULTURAL KIDS WAS ABLE TO INCREASE OUR IMPACT AND REACH TO THE COMMUNITY AND CHILDREN DURING 2023/2024. WE CHERISH OUR RELATIONSHIPS AND UNDERSTAND THAT IT WAS YOUR FINANCIAL SUPPORT, TIME, AND TALENT THAT ALLOWED THE ORGANIZATION TO GROW AND FLOURISH. THANK YOU FOR YOUR COMMITMENT, HARD WORK, AND DEDICATION. WE ARE HONORED TO SHARE THESE RESULTS WITH YOU.

Thank You!

THANKS TO THE FOLLOWING ORGANIZATIONS WE WERE ABLE TO EXTEND PROGRAMMING BEYOND EASTON AND HULL TO INCLUDE WEST BRIDGEWATER, NEW BEDFORD AND QUINCY. WE ALSO HAVE BEEN ABLE TO SERVE CHILDREN AROUND NORTH AMERICA, AS WELL AS, SUPPORT COLLEGE STUDENTS AND EDUCATORS ACROSS THE STATE.





LETTER FROM THE BOARD OF DIRECTORS

Dear RMK Friends and Family,

This year has been an incredible journey of growth and learning that has positively impacted the lives of over 3000 children, youth and adults. With the unwavering support of our partners, we grew our in-school programming by 73% and expanded our reach to include after school programs and summer camps, which allowed us to reach more people than ever before.

Over the years, we have witnessed firsthand how powerful it is when young people, no matter their background, feel represented and heard. We are proud of the strides made and humbled by the stories of transformation; stories from educators who share that students who don't normally engage in class discussions participate and even sometimes lead during RMK lessons; stories from Diversity Leaders that share they wished they had a program like this when they were in school, and from parents who see their child's confidence grow. One parent reached out to share: *"My son was diagnosed with a learning disability at the end of 2nd grade. He has struggled to find a sense of self and to feel "the same" as his peers who didn't share his struggles. He arrived home last week overjoyed to share that Albert Einstein was dyslexic! He grabbed his RMK Table Talk card and told me all about the famous smart and athletic people he learned about during his day. We dreamed together that afternoon of what he would accomplish as he grew and continued learning through his challenges. This program is a treasure and I am a sincerely grateful parent."* Impact like this is only made possible with your support!

As we reflect on the past year, we are filled with gratitude—for our dedicated team, our supportive partners, and most of all, the children and educators who continue to inspire us every day. RMK is more than an organization; it's a movement; a commitment to building a world where every child feels valued and empowered. We are excited about the future and look forward to continuing this important work with all of you.

We invite you to both join us in our mission, and share our work with your sphere of influence. Whomever you are; an educator, parent/guardian, a partner, or community member, your involvement and advocacy for our work makes a difference. Visit our website at www.raisingmulticulturalkids.com to learn more about our programs and how you can get involved.

Your Board Of Directors,

Angela Clark, Treasurer

Denise Barbosa Lane, Executive Director

Maria Monteiro, Vice President

Jackie Grant, Secretary

Kelly Lamb, President



ABOUT THE COMPANY

ADVISORY BOARD

This year, we created an Advisory Board to provide guidance around RMK's direction, work with RMK Board members to solidify annual goals and serve as advocates for RMK's work to assist with connections and/or fundraising. We are honored that the following supporters have accepted:

Perla Casteneda - Behavioral Health Clinician, MSW; former RMK Advocacy Leader

Carol Doherty - State Representative

Gray Fradin - President of HealthInsuranceCE, LLC

Dottie Fulginiti - Easton Select Board Chair

Angelique Harris - Director of Faculty Development BU Medical Campus & Director of Diversity, Dept. of Medicine

Mahsa Khanbabai - Founder/Attorney, Khanbabai Immigration Law

Stephen Marcus - Chief Information Officer, Allcock Marcus Law

Justine Medina - Vice Principal, Westall School, Fall River

Meaghan Peters - Owner, Meaghan Peters Consulting

Cheryl Sclar - Professor, Social Sciences, Department Chair Social Sciences, Roxbury Community College

Michael Stanton - Customer Success Engineer, Sonatype Inc

Lauren Robinson, Owner and Education Consultant, Mind Motives Consulting, LLC

Ann Weintrob - Director of Curriculum and EL, Easton Public Schools

Jacquie Williams - Owner, I Love Me

Thank You
RMK ADVISORS



THANK YOU TO THE LEADERSHIP TEAM & VOLUNTEERS

Non-profits require teams of people who care about this mission and come together to build community. We appreciate all of the people that came together to make this past year a success. Thanks to the support of many committed, caring, and hardworking volunteers, we were able to expand our programs, impact more people and successfully host our very first gala. As an organization, we look forward to future achievements with your help.

Leadership Growth

To better serve our communities, we hired a full-time Program Director overseeing DCLL and LiLs, as well as, a full-time Student Success and Advocacy (SSA) Specialist to run the Valuing Open Inclusive Communities Empowers Students (VOICES) and Advocacy in Action (AiA) programs. We also contracted two Curriculum Directors and one Instructional Strategist for the year, all of whom bring a wealth of experience and passion to our work.

2023-24 Leadership Team

Kendrea Andrade, Program Director

Marquis Moore, Student Success and Advocacy Specialist

Justine Medina, Curriculum Director

Lauren Robinson-Instructional Strategy

Amie Dossantos, Littlest Inclusive Learners Curriculum Leader

Adam Garner-Grant Writer

Vanessa Fossouo-Partnership Coordinator

Gala Committee Members and Volunteers

Suzanne Bump, Angela Clark, Georgina Englishby, Kessena Goncalves, Carla Keith, Helen Harlow, Cheyenne Isaac, Jackie Grant, Cindy Lehan, Justine Medina, Cheryl Sclar, Brent Williams, Jacquie Williams, Michelle McGee, Niyera Mitchell, Maria Monteiro

Thank You Gala Stars!



MISSION AND VISION

Raising Multicultural Kids (RMK) is dedicated to increasing racial, cultural, and anti-bias competency in local communities through deep engagement with schools, educational experts, and local citizens. The mission is to ensure each child sees themselves modeled in curriculum, in teachers, in leadership roles and, as a result, gains a greater self-esteem and respect for others.

OUR VALUES

- We believe in an inclusive environment in which ALL feel welcome & safe
- We believe in a community that supports one another
- We believe that our differences make us stronger, and thus, bring us together
- We believe our lives become richer when we understand, appreciate, and advocate for each other
- We believe in speaking up and taking action to fight for equality & justice



OUR PROGRAMS

RMK achieves its mission by offering programming both in school and in the greater community. School-based programming focuses on increasing the diversity of staff and classroom resources, while also developing youth skills for self-advocacy and good global citizenship. Community-based programming provides education to children and adults and empowers young adults to take action on community issues of their interest.

CLASSROOM - BASED PROGRAMS

- PRE K-K** • **LITTLEST INCLUSIVE LEARNERS**
- GRADES 1-5** • **DIVERSITY IN CLASSROOM LEADERSHIP & LITERATURE**
- GRADES 6-8** • **ADVOCACY IN ACTION**
- GRADES 9-12** • **VOICES**

DIVERSITY LEADERS



2023-2024 HIGHLIGHTS

CLASSROOM ENGAGEMENT

At RMK, we know that when students see themselves in their education—through diverse teachers, inclusive curricula, and supportive environments—they are more likely to thrive socially and academically. Our Diversity in Classroom Leadership and Literature (DCLL) and Littlest Inclusive Learners (LiLs) programs continued to make this a reality, in 90 classrooms this year, impacting over 2000 children. We welcomed 21 new classrooms into our program, which included a pilot in West Bridgewater, New Bedford, and at Quincy Afterschool Childcare (QCare). Together our Diversity Leaders averaged 30 hours per week in classrooms, where they not only taught but also served as role models, showing all students that they too can be leaders, teachers, and changemakers.

Diversity Leaders continued to create a safe and supportive environment for children to learn about the diversity that exists in the world. Exploring different identities and lived experiences ignited student curiosity and helped them build perspective taking skills, empathy and self-confidence. After reading the book *Because Claudette*, multiple students shared that they went home and told their parents about Claudette Colvin and then did more research as a family at home. Students are excited to learn more! Engaging with stories of resilience and advocacy also empowered students and grew self-advocacy skills. Students were challenged with a difficult task and practiced a growth mindset, pushing through difficulties and asking for advice when they needed it. We witnessed students learn that with persistence and belief in themselves, they can do hard things! Even our youngest students in the Littlest Inclusive Learners (LiLs) program grew throughout the program. They were introduced to people and characters of different appearances, abilities and cultures to foster an understanding and appreciation for diversity. They were given appropriate language to describe differences and discussed ways to get help if they were upset or hurt. Most of all, they loved spending time with our Diversity Leaders, asking questions and getting to know them. And of course, our Diversity Leaders loved it too!

VOICES PROGRAM LAUNCH AND ADVOCACY IN ACTION (AIA)

In collaboration with Hull Public Schools, we have rolled out the Valuing Open Inclusive Communities Empowers Students (VOICES) program for Grades 6-12. VOICES is a comprehensive initiative designed to uplift youth voices, focusing on diversity, equity, inclusion, and accessibility. The program aims to create a supportive environment for both students and staff through weekly engagement with a dedicated Student Success and Advocacy (SSA) specialist, who runs programs, gives presentations on important topics, and works both in small groups and individually with students.

DCLL

90 CLASSROOMS

30 HOURS CLASSROOM TIME PER WEEK

2000+ STUDENTS



Diversity Leaders training:

- Mentorship
- Culturally Responsive Teaching
- Instructional Strategies
- Trauma Competent Practice
- Creating Lesson Plans

Twenty-two students participated in Advocacy in Action (AiA), which is designed to explore identity, identity-based harm, community and various forms of advocacy work. Participants also had the opportunity to engage in “I Love Me,” an interactive 4-session program from Jacquie Williams on self-love, confidence and empowerment. (Pictured) Students learned about key components of happiness and healthy relationships, as well as grew their self-advocacy and self-care skills. AiA students chose mental health as the topic for their year-end advocacy project and held multiple educational events for peers and parents, including lunch and learns, community tables and a fundraiser to support a summer camp that specializes in children struggling with their mental health. The team's goals were to increase awareness of how these issues impact youth today, normalizing “not being OK”, and letting students know how to self-advocate or reach out for help if they need it. We are so proud of their work and leadership around mental health issues in their school community!



Community Initiatives

We partnered with Camp Burgess/Hayward in Sandwich, MA to provide counselors with training to assist them in promoting a sense of belonging and camaraderie among campers. Over 120 counselors, counselors in training, and staff participated as we delved into different types of identity based harm and role played age appropriate ways to address bias, microaggressions, stereotypes, discrimination and bullying.

We also launched an Underground Railroad Project with the mission of highlighting stories from the perspective of underrepresented and marginalized groups participating in the liberation of individuals and families escaping slavery. A team of 6, led by local historian Ed Hands, was formed and has been conducting research exploring local narratives with a goal of finding 10 freedom seekers whose stories can be used to create curriculum for schools. It is our vision that these stories will educate and inspire future generations to continue the fight to actualize America’s declaration of self-evident truth - all men and women are created equal.



AWARDS

The Massachusetts Teachers Association's Human Relations Committee awarded Denise and Kelly with the esteemed Kathleen Roberts Creative Leadership Award. Kathleen Roberts, a leader whose commitment to service made her a tireless advocate for public education, communities and the profession of educators. RMK was recognized because we exemplify the volunteerism and leadership that characterized Kay Roberts' selfless contributions through community organizing and mentoring.



INVESTING IN FUTURE LEADERS: SCHOLARSHIPS AND RECOGNITION

With the generous donations of our members, we proudly awarded **\$7,500** in scholarships to future leaders who promoted social and racial justice work as well as those that committed to a future in the field of education:

The **Barbosa Legacy Social Justice Scholarships** were awarded to Oliver Ames High School Seniors: Angelique Alphonse, Daniel Flashenburg, Alyssa Kenney, Joyce Riad, Paula Romero, Jamie Weeks

The **Katerina Lamb Scholarships** awardees: Madison Anderson, Dadphar Brutus, Kyanna Oliveira, Joanne Tanaka

NOURISHING MINDS AND CAREERS: PROFESSIONAL DEVELOPMENT

RMK provided professional development to **55 QCARE staff members**, equipping them with the skills to tailor programming to benefit each child and incorporate inclusive lessons. Through our collaboration, we have empowered their team to better understand and support the diverse backgrounds of their students. Our work at QCARE is just one example of how RMK is making a difference in local communities.

As a Department of Elementary and Secondary Education (DESE) Professional Development Provider, RMK supported educators in their journey to bring diverse perspectives into their classrooms. These PDPs are continuing education credits that allow educators to advance their career while learning and executing culturally responsive methodologies in their classrooms.

“Earlier this year our after-school program was struggling with occurrences of identity-based targeting within one of our centers. We needed reinforcements to support our efforts to bring children together and raise their cultural competency. We wanted a program with proven experience that would celebrate diversity and tackle challenging topics with age-appropriate curriculum. Raising Multicultural Kids supported our efforts with an eight week learning program that went above and beyond our expectations. They also provided educator Professional Development. We are thrilled with what they were able to accomplish in such a short timeframe and look forward to partnering with them in the future.”

-Quincy After School Child Care, Inc.

GALA

Our inaugural gala was a sold out, smashing success thanks to our leadership team, volunteers, members, supporters and charismatic MC Brent Williams! We honored Ann Weintrob, Director of Curriculum and English Learners, Easton Public Schools and Christine Cappadona, Director of Curriculum and Assessments, Hull Public Schools as RMK Champions. They have been instrumental in moving inclusive curriculum and education forward both independently and in support of Raising Multicultural Kids. The stars of the evening were the children in the cultural fashion show! Thank you to Georgina Englishby and Kessena Goncalves for creating a fun filled, multicultural work of art highlighting the children. We are looking forward to the next gala which will be held early in 2025.

ANN WEINTROB (RIGHT), 2023 RMK CHAMPIONS AWARD WINNER RECEIVING AWARD FROM PRESIDENT KELLY LAMB (LEFT)



STORIES OF IMPACT: TESTIMONIALS

The true impact of our work is best expressed in the stories of those we serve. Like the fourth-grade student who proudly declared, “My dark skin color makes me beautiful!” after participating in one of our lessons. Or the teacher who shared how RMK’s programming brought new levels of engagement from students who had previously been silent. These are not just anecdotes—they are the real, tangible outcomes of our commitment to fostering inclusion and respect in every classroom we touch.

Over 2000 families also experienced the benefits of our work. Parents have told us how much they appreciate the **Table Talk** cards we send home with the children after each lesson, which help them continue important conversations about diversity and inclusion around the dinner table. We know we are doing something right as parents are specifically requesting our programs continue in the classrooms.

“It has been a distinct pleasure collaborating with RMK. In our diverse student population, it is essential that students see themselves represented by the adults and literature around them. Unfortunately, this representation has been lacking, as our district staff is over 95% white, while the diversity among our students continues to grow. RMK has been instrumental in addressing this gap, bringing much-needed diversity to our educational environment. Their contributions have provided both students and teachers with invaluable opportunities for learning and growth. Working with RMK has been a highly valuable and impactful collaboration. “

**~ Debbie Llanes, Director of Curriculum and Professional Development;
Title I Director, W. Bridgewater Public Schools**

FINANCIAL OVERVIEW

This past year, Raising Multicultural Kids’ school-based programs saw significant growth as we piloted DCLL into multiple new districts, serving a total of 90 classrooms across five towns. The opportunity to expand programming into Hull High School resulted in hiring a full time Student Support & Advocacy Specialist to deliver the programming. The additional expenses necessary to take advantage of these opportunities were not anticipated at the beginning of the year and resulted in not meeting the goal of carrying 7% of revenue over to fiscal year 2025. A 7-10% carryover is necessary to add to an organization's reserves as it enables it to support full-time staff and programming in between fundraisers or waiting for grants/services to be received. It adds to the long term stability of the organization and also puts it into a position of being able to hire new staff or create new programs. Although we did not meet this goal for FY24, we did manage to bring in slightly more revenue than we spent (\$340,813 vs \$339,795) even while we added new staff and programming. However, it’s important for FY25 that RMK strives to exceed the revenue goals so it can continue to advance its long-term stability.

REVENUE BY TYPE

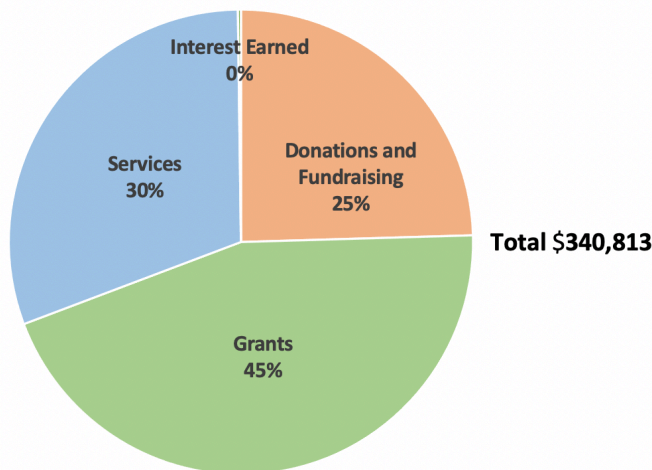
Raising Multicultural Kids undergoes yearly reviews of its finances by independent auditors from King McNamara Moriarty. The review for the fiscal year ending of June 30, 2024 is currently in process and will be made public upon completion.

In the meantime, we provide pie charts of our total Revenue by Type (Chart 1) and Expenses by Type (Chart 2). Chart 1 shows that our major revenue sources included Donations/Fundraisers (24%), Grants (45%) and Service Fees (30%).

Chart 2 highlights that 82% of expenses were costs directly related to funding programs while 18% went to management, such as taxes, insurance, employee benefits, state fees, software, staff training, marketing, resource development, etc. Management costs are in line with the Better Business Bureau recommendation of 35% or less and Charity Navigators’ guidelines of 30% or less.

Chart 1

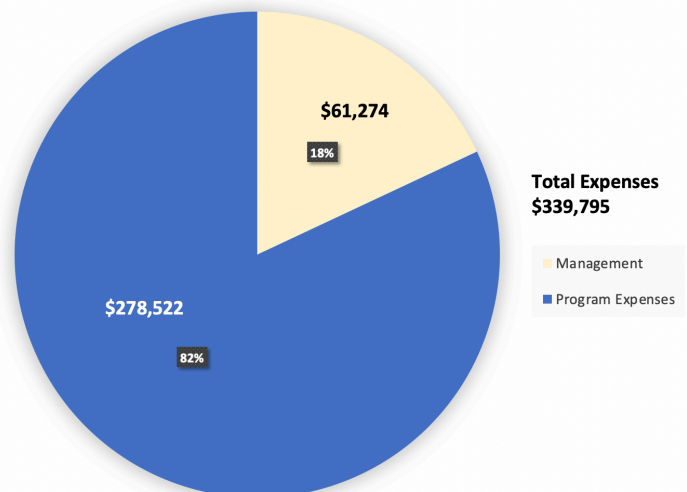
FY24 Revenue by Type



■ Donations and Fundraising ■ Grants ■ Services ■ Interest Earned

Chart 2

FY24 Expenses



■ Management
■ Program Expenses

Thank You Donors & Sponsors

A Touch of Design
Auntie Zaza's Fiber Works

Kelly Ash
Matt Auger
Carol Augustyniak
Naylanni Baez
Delores Baksh
Craig Barger
Dana Barros
Sharon Beals
Don Bleich

Bliss Lifestyle Boutique
Ruth Bluestone

Nellie Brennan Hall
Helen Brown

Joe Boerman
Richard Booth

Liz Bornstein
Melissa Bride

Thomas Brussard
Susanne Bump

Valerie Byars
Jonathan Cabral

Lisha Cabral
Tanya Cabral

Nadia Clancy
Mark Clark

Joanne Coffman
Cohn Family

Elizabeth Cooper Studios
Stacey and Howard Corey

Costco Wholesale
Crowder Family

Maeci Cunningham
Colleen Curry

Scott Dansbury
Deeken Family

Carol Doherty
Jessica Dormia

Karen Dalton
Beth Devonshire

Sherraine Diaz
Amy Driscoll

Amy Donahue
State Rep. Carol Doherty

East End Dental
Joe Emerson

Georgina Englishby
Claudia Ferrara

Carrie Ferrin
Suzann Fetky

James Fitzpatrick
Flashenburg Family

Katherine Foster
Fradin Family

Fradin Silberstein Foundation
Alejandro Franch

Dottie Fulginiti
Vanessa Fossouo

Barbara Fox
Adam Garner

Tim and Jean Garner
Kimberly Gibson

Amy Gershman
Jessics Glaser

Emily Goldberg
Goncalves Family

Steve and Caryl Green
Jason Gregory

Grella Family
Meghan Grimaldi

Sheryl Gunapati
Hamalian Family

Ed Hands
Hardaway Family

Harlow Family
Courtney Harmon

Cassie Harris
Hellen Family

Nicole Hiltz
Nadege Hold
Jaime Isherwood
Jordan Brothers Seafood

Meredith Keach
Carla Keith

Kim Kelley
Macayla Kelley

Marie Kelley
Kristin Kennedy

Mahsa Khanbabai
Kracken Bones

Benjamin Kravitz
La Familia Restaurant

Andy Lamb
Nellie Lawless

Deniz Leuenberger
Xing Ling Li

Tanya Lobo
Lolonga Family

Lyons Family
Stephen Marcus

Wes Matthews
Kristan Martin

Melissa Mazzeo
Gail Manley

Melissa Martins
Kevin McGowan

Bernadette McKinney
Maryann McLellan

Allison McManamon
Kelly McMorro

Merry Go Round
Mike Micsch

Reddie Mitchell
Theresa Moore

Anthony Morse
Cameron Moro

Freddi Moskowitz
Laura Mulvey

Shoshana Murphy
Erin Narloch

Imharia Obiagba

Mayor Shaunna O'Connell
Stella Odigie-Akharoh
Old Colony YMCA - Easton
Caroline O'Neil

Jason Overton
Liz Payden

Erik & Amy Phillbrook
Dawn Perry

Al Provost
Christine Pruitt

Jonelle Rapheal
Lauren Robinson

Romm Diamonds
Kristen Ryan

Kelly Salisbury
Malathy Sankaran

Carl and Diana Savage
Molly Sätter

Cheryl Sclar
Alison Shea

Greg Shea
Chris Seusing

Joy Seusing
Shoveltown Flag

Starr Family
Stoughton Flower Shop

Mington Tea
The Children's Museum Easton

Ukiyo Beauty Bar
Janine Verducci

Lewis Victor
Nancy Vinner

Ellen Weinstein
Ann Weintrob

Cam Williams
Marion Wingfield

YWCA Southeastern MA
Jennifer Zarella

EMS NJHS

Oliver Ames Honor Society
All of our SpinIt Donors

All of our FB Donors
All Giving Tuesday Donors

The Underground Railroad Team