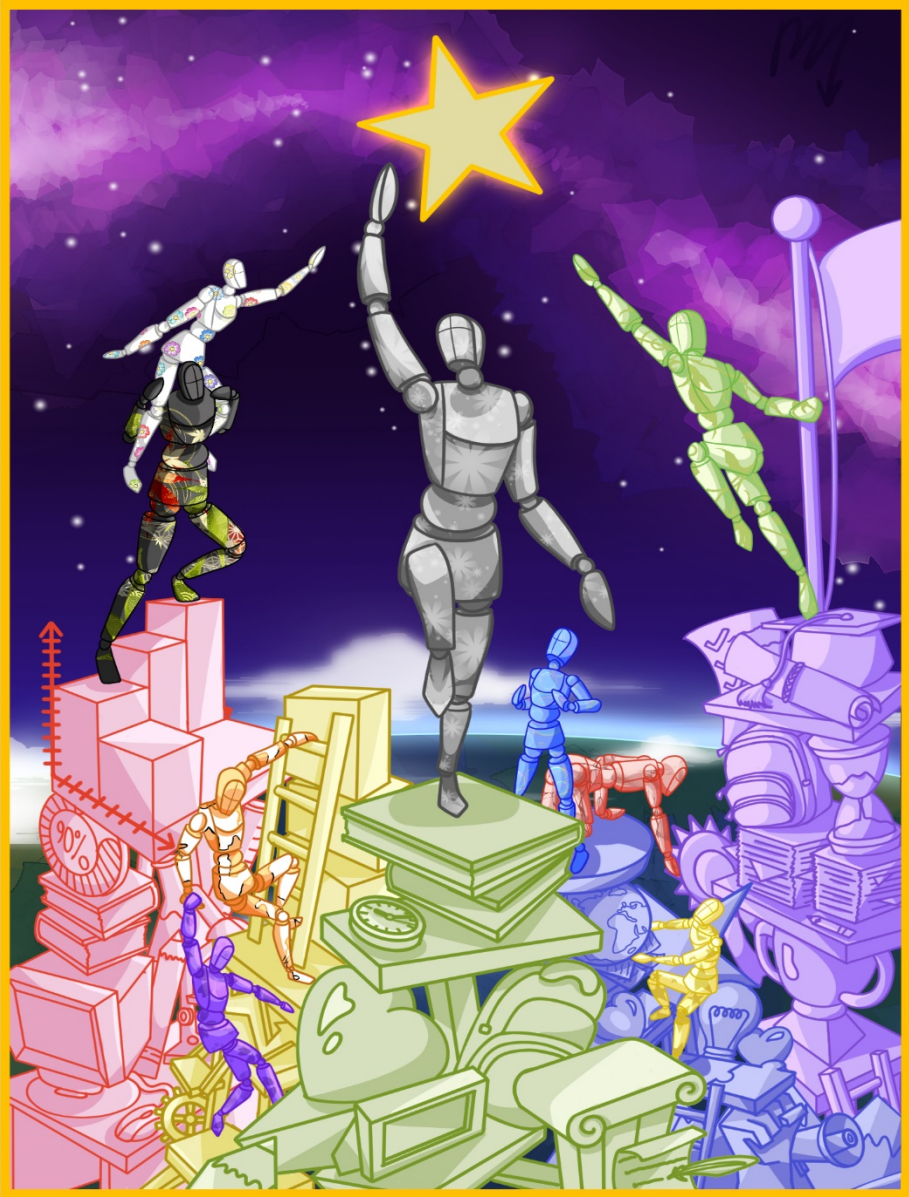


Educating Children of Color 2020-2021 Annual Report



Educating Children of Color Summit
"Infinite Hope with Deliberate Effort"
1-16-2021

Artist, Reilley Locke-Doherty High School Junior

Executive Director's Report

The year has been one of tremendous challenge and growth for ECOC. Soon after the 2020 Summit, the world was rocked by the Covid-19 pandemic. As we approached the summer and began to plan for the 2021 Summit, we talked about taking a hiatus for a year. However, the deaths of Ahmad Arbery and George Floyd made it clear that we had to continue our efforts, and even double down. Colorado College generously provided us with a Zoom platform to make Diversity University a success. They also provided staff and Zoom for the first ever virtual Educating Children of Color Summit. While other organizations were forced to shut down, our partnership with Colorado College made it possible to serve more individuals than we ever have during a single fiscal year. However, we had to be creative to get individuals involved. Zoom fatigue is a real thing! We waived fees for Diversity University, paid stipends to Leadership Academy youth and even sent grocery vouchers to our scholars so they could replicate a recipe they learned from Chef Pagan during the Summit.

Not only was this our first year to do our events virtually, but it was also our first year to be part of the Indy Give campaign. That relationship increased our visibility in the community and resulted in new alliances. With the assistance of donors old and new, we were able to award \$32,000 in scholarships and education gifts at the 2021 Educating Children of Color Summit.

The pandemic has been a reminder that we are interconnected on every level. We are so grateful for our partnerships and for the people who are committed to making equity a reality for youth. As we enter fiscal year 2021-2022, we will continue our programming remotely. We will host Diversity University virtually during the weeks of June 21 to the 25th and July 12 to the 16th. We will also host Diversity University II from July 19 to July 21st. The 2022 Summit will be held by Zoom on January 15, 2022. Our theme for the 15th annual Summit is inspired by President Barack Obama. "We are the ones we've been waiting for. We are the change that we seek."

Join us in our efforts to dismantle the cradle to prison pipeline for children of color and children in poverty through education. There is no time like the present to address our implicit biases and to embrace our power to be the change we seek.

With gratitude, Regina Walter

Diversity University-Summer and Fall 2020

When the pandemic hit the nation, a decision was made to cancel Diversity University since it could not be held live. Subsequently, George Floyd was murdered, and it became evident that live or not, Diversity University was critical for the community. ECOC advertised two weeklong sessions to take place on Zoom during the summer. Our hope was to get 30 or 40 people for each session, and the fees were waived to attract participants. The response was overwhelming. More than five hundred people signed up. For several reasons, it was impossible to work with a group that large. It was our first time to do it virtually and the reaction to the content is often emotional, so groups needed to be limited in size. To accommodate a larger audience, a hybrid model was developed. One hundred and twenty-one people attended the weeklong sessions. One hundred and twenty-four attended day long sessions (five in total) and one hundred and thirty-seven attended a bi-weekly session held during the fall (seven modules in total).



John Register

Each Diversity University was co-facilitated by Senior Judge Regina Walter and Dr. Regina Lewis. Tom Jacobs, special education facilitator from Mitchell High School, also assisted. Colorado College provided the Zoom platform for all sessions and High Plains Church Unitarian Universalist co-sponsored the Fall Session.



Tyescha Clark, ISOYS

Presenters included Dr. Carolyn Strong, an expert on adultification and pushout of Black girls; Silas Musick, transgender educator; Beverly Sencenbaugh, transgender educator; Tyescha Clark, Inside Out Youth Services' educator; John Register, Paralympic Athlete; Dr. Erika Freitas, Regis Pharmacology professor; Taylor Hawkins, Colorado College student; and Hunter Kincaid, Tuskegee University student.

Participants explored implicit and explicit bias, poverty, race, white privilege, gender identity, sexual orientation, language minorities, ableism, homelessness, restorative justice, environmental racism and other topics. Daily evaluations were completed by participants. More than 70% of the attendees across all sessions indicated that they would **definitely** use the information that they learned in their personal or professional life. Another 15% indicated they would **probably** use the information. Those who attended the weeklong sessions also completed an evaluation of their growth over the course of the week and created a plan for positive behavior change based on the knowledge gained. 100% of weeklong participants completed a personal GROW plan.

Participant Comments

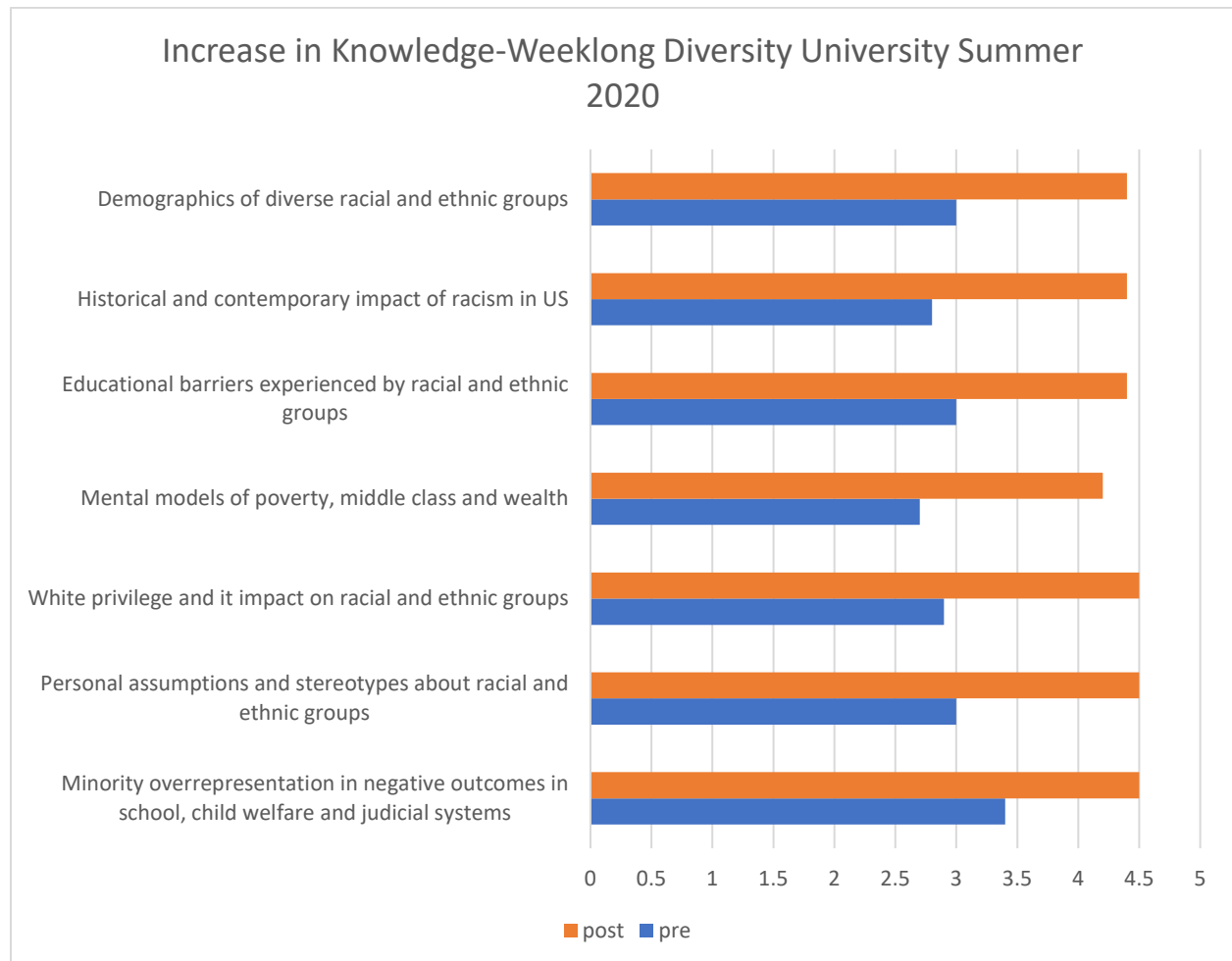
“Attending Diversity University was a powerful and emotional journey. It challenged the unconscious biases we all have and reminds us to not believe everything we think. Exploring these difficult topics in an open and safe setting allowed myself to really hear where others were coming from in regards to their experience or perception of law enforcement. From a law enforcement perspective with everything going on, it taught us how to put our ego aside and start on the journey learning to love beyond ourselves and

to reach out and wipe the tears of those who grieve.” Sgt. Jason Newton, Community Relations Officer, Colorado Springs Police Department

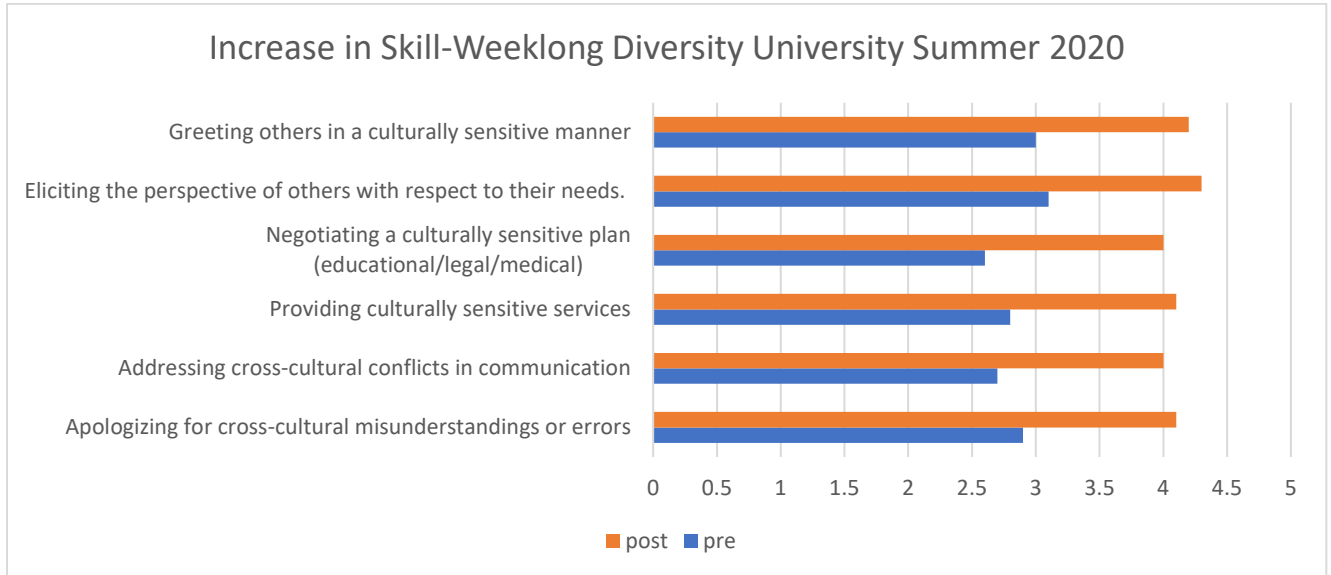
“I want to thank you from the bottom of my heart for all your time and effort in leading the Diversity University this fall. I have taken many diversity classes over the years, and this class, was the one I was always hoping to take, but never knew how to find it. I truly think every human should take this class, and boy if they did, what a better world we would live in.” Emily Armiak

Participant Growth

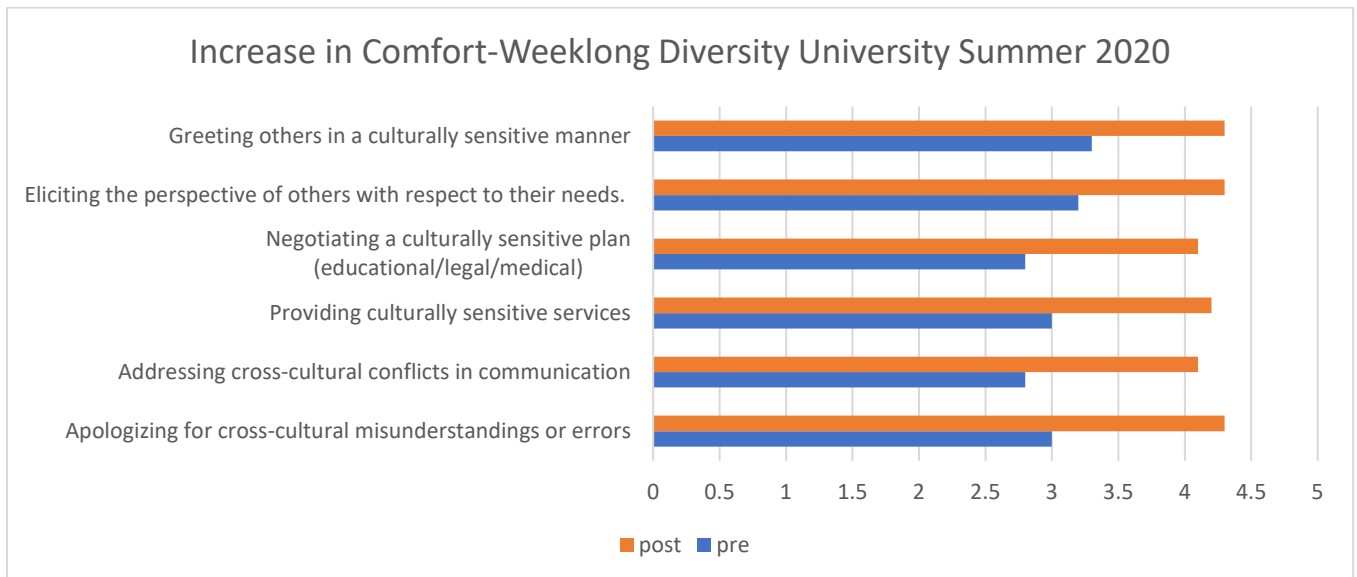
At the conclusion of the weeklong sessions, participants were asked to rank their **knowledge** prior to attending Diversity University and their knowledge at culmination of the week. They were asked to use a scale of 1 to 5 with one being the lowest and 5 being the highest.



On a scale of 1 to 5, participants were asked to assess their **skills** at dealing with sociocultural issues pre- and post-event.



On a scale of 1 to 5, participants were asked to assess their **comfort** at dealing with sociocultural issues pre- and post-event.



The 2021 Educating Children of Color Summit

The 14th Annual Summit “Infinite Hope with Deliberate Effort” was held by Zoom on January 16, 2021, and was hosted by Colorado College. Registrants included 419 middle and high school students, 101 college students, 107 parents and 720 professionals.

Adult Sessions

The adult sessions focused on anti-racism practices and on self-care. Dr. Carolyn Strong kicked off the day by highlighting adultification of Black girls. She was followed by Laura van Dernoot Lipsky, the author of the *Age of Overwhelm* and the founder of the Trauma Stewardship Institute.



Dr. Carolyn Strong

Featured guests included Tim Wise, anti-racism activist and author of *White Like Me: Reflections on Race from a Privileged Son*; Rhonda Magee, Esq., law professor at the University of San Francisco School of Law and the author of *The Inner Work of Racial Justice: Healing Ourselves and Transforming Our Communities*



Tim Wise

Through Mindfulness; Shanterra

McBride, creator of Marvelous University; and Eric Bailey, president of the Bailey Strategic Innovation Group and bestselling author of the *Cure for Stupidity: Using Brain Science to Explain Irrational Behavior at Work*.



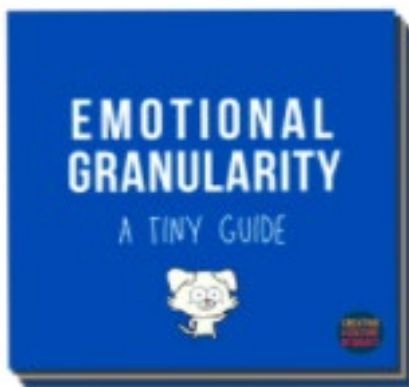
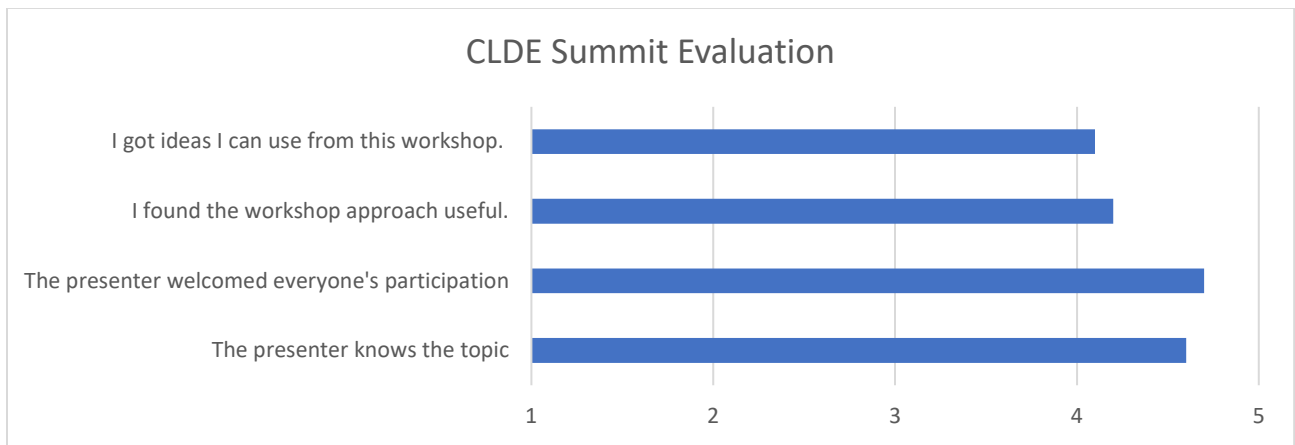
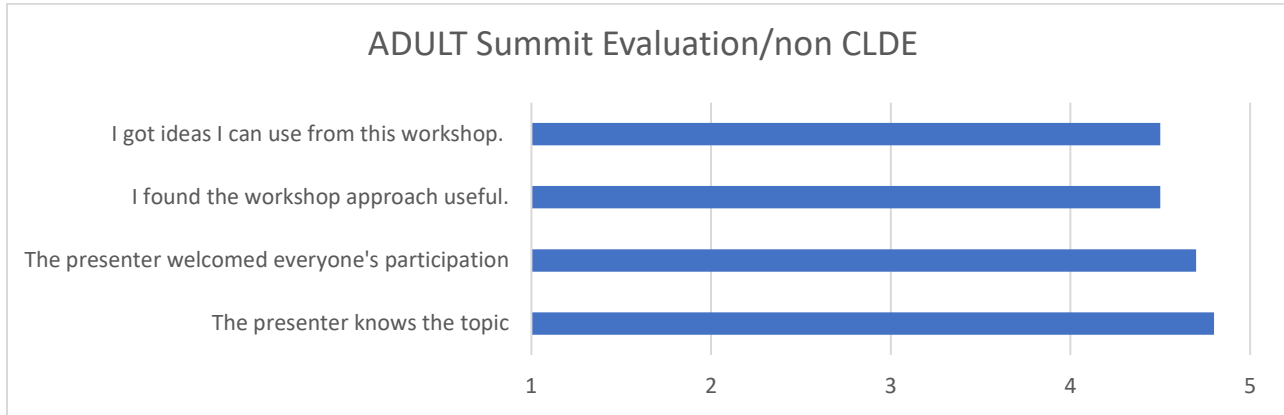
Eric Bailey

Six hours of Culturally and Linguistically Diverse Education Credits were offered for educators. The session, facilitated by Marie Mendoza and Monae Beane was attended by two hundred and thirty-six educators. In addition, sixty-four educators received graduate credit from Adams State University for their attendance. ECOC also continued its partnership with the Board of Continuing Education Alternative Licensure program. The Summit is a requirement for Pikes Peak BOCES educators in their second year of the program.

Sixty percent of the attendees in the non CLDE track were educators with a small number of juvenile justice and child welfare professionals in attendance (24 total). Ninety eight percent of the attendees in the CLDE track were educators.

The school districts with the greatest representation at the Summit were Colorado Springs School District 11 with one hundred and thirty-six registrants; Harrison School District 2 with one hundred and ten; and Air Academy 20 with eighty-three registrants.

The adults were asked to evaluate the day on scale of 1-5, with 1 being the lowest value and 5 being the highest.



The day culminated in the dissemination of Tiny Guides from the non-profit, Cultures of Dignity. The Guides are designed to help students understand core social and emotional concepts and their impact. A set of 24 was given to each adult to use in their professional and personal life.

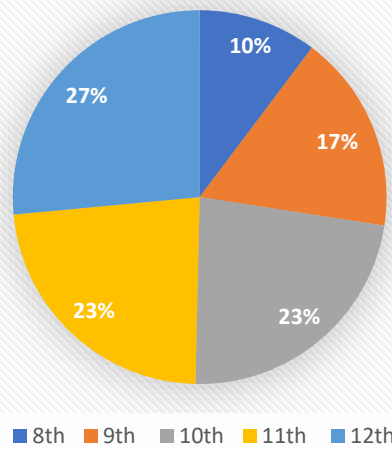


Youth Sessions

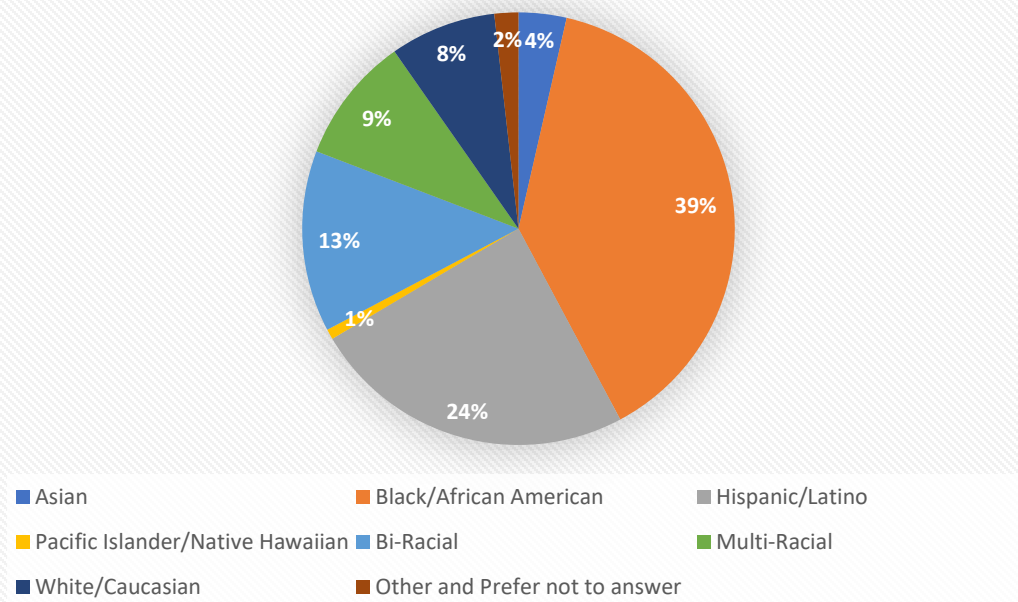
To minimize Zoom fatigue and to emphasize the importance of physical activity, every youth attended seven 45-minute sessions at the Summit. The focus was on leadership, self-care and action. Sessions included martial arts, anime, cooking and yoga. With very few exceptions, the adult presenters also conducted a session for the youth. The overwhelming favorite was “Love Your Jiggle, A Girl’s Guide to Being Fabulous” by Shanterra McBride. One highlight was the cooking lesson by Chef Pagan. Each youth received a grocery voucher to replicate Chef Pagan’s creation.

Youth Demographics

Registration by Grade



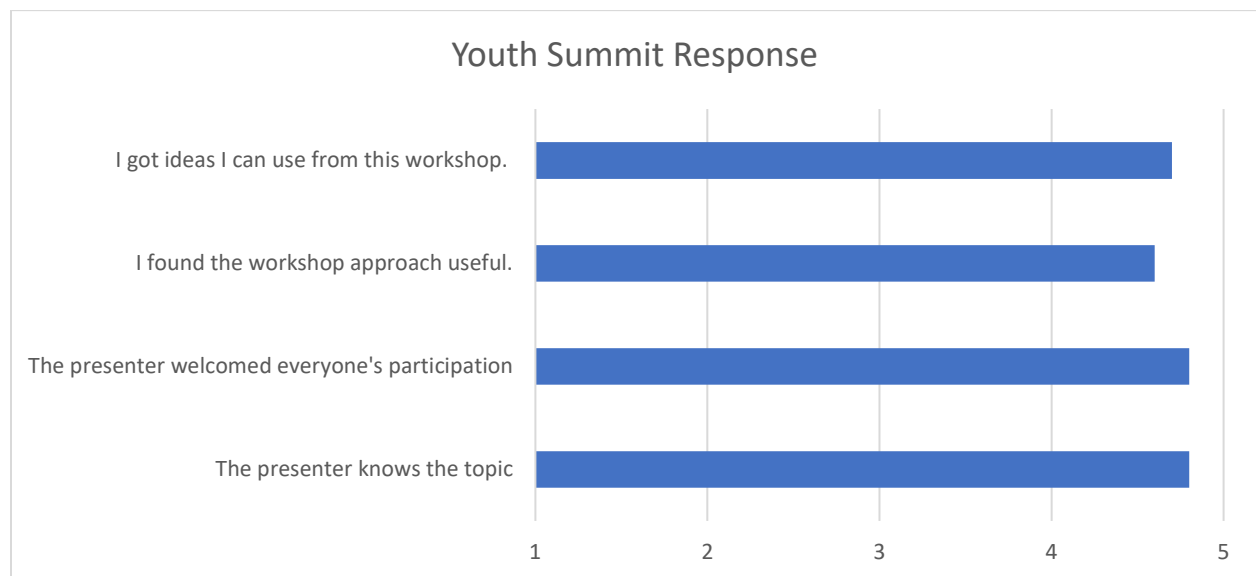
Registration by Race/Ethnicity



- The school districts with the largest number of student registrants were
 - 29% Harrison School District 2
 - 19% Colorado Springs School District 11
 - 9% Widefield
 - 8% Fountain Fort Carson
 - 7% District 49
 - 7% District 20
- 59% of the registrants were female, 31% male, 1.4% transgender or non-binary
- 52% of the registrants qualified for free or reduced lunch
- 21% indicated that they or a family member had been incarcerated
- 28% had a parent or guardian who was active duty or retired military
- 14% indicated that English was their second language

Youth Summit Response

The youth were asked to evaluate the sessions using a scale of 1-5, with 1 being the lowest value and 5 the highest.



Summit Scholarships

ECOC awarded \$19,500 in scholarships to students at the Summit. Twenty-four educational gifts were also awarded for a total of \$31,500 in financial assistance for higher education. Twenty youth won laptops. Additionally, a \$500 educator award went to Isabel Alvarado.

USAA continued its support of our scholarship efforts with a generous grant of \$10,000. Andre Jones won the grand prize \$3,000 scholarship for his “Infinite Hope with Deliberate Effort” entry. Aleah Ellis, Megill Stewart, Mireya Coffman and Cradler Volmer will each receive \$2,000 for their winning theme scholarship submissions.

ECOC partnered with Omega Psi Phi Fraternity to award two \$1000 scholarships to Jevon McKinney and Trinity Puno. ECOC also partnered with Delta Sigma Theta Sorority Inc. to award two \$1000 scholarships in memory of Edna Williams. The recipients were Brandon Pinto Borjas and Faith Carino. Cradler Volmer was awarded the first Dawud Salaam Memorial Scholarship. Beauty Bar awarded two \$1000 scholarships to students interested in a career in cosmetology. Those scholarships went to Antoinette Niyogusenga and Raechel Anderson. The George Harris Memorial Scholarship in the amount of \$1000 was awarded to Gabriel Williams. The Ann Delores Scott Memorial Scholarship for a single mother was awarded to Angela Ortiz.

The 2020-2021 Leadership Academy

The ECOC Leadership Academy provided youth with 8 monthly sessions from October 2020 to May 2021. Amazingly, the youth leaders gave up a portion of their Saturdays to attend! The sessions were selected to enhance students' leadership capabilities and competence, increase mental health and resilience, and provide students with vital information to ensure confidence to pursue college and careers. A diverse array of presenters provided information on career options, the distinction between types of colleges, how to pay for college, and social justice activism. One session was devoted solely to constitutional rights and interaction with law enforcement.

Over the course of 8 months, the youth heard from nurse practitioners, a psychologist, and attorneys on career opportunities. They heard from an Air Force Academy graduate about the path to an education at a service academy. They learned about HBCUs, private colleges, public universities, and technical schools. One presenter participated from Barcelona and shared her passion for environmental activism and social justice. The youth also learned about themselves and how to be leaders.

Eighty-two students and twenty-four college mentors participated in the program. Students from Fountain Fort Carson High School, Harrison High School, Mesa Ridge High School, Mitchell High School, Palmer High School, Sierra High School, Welte Education Center, and Widefield High School participated. A select group of eighth graders from Panorama also participated. The students from each school were selected with the assistance of school counselors, with an emphasis on students who otherwise would not have leadership opportunities. The students were paired with college mentors for the year.

Demographic Information

- 84% were children of Color
- 33% were from Harrison School District 2
- 40% qualified for free or reduced lunch
- 27% indicated that a family member had been incarcerated
- 24% will be first generation college students
- 34% identified as military dependents
- 25% identified as LGBTQ+, including one transgender youth
- 81% of students knew what career they are interested in
- 75% responded negatively to the question: Do you know someone who looks like you who is in the same profession you are interested in?
- 50% of student indicated that they had never or rarely had conversations with their high school counselor about attending college

Student Response

Every student who responded to the post-event survey stated that they were interested in being a part of the Leadership Academy for the 2021-2022 school year.

- “I really enjoyed all of the classes and inspirational speakers.”
- “I really enjoyed the different presenters we had to opportunity to listen to.”
- “I liked the conference. it was very interactive with yoga and cooking. I really enjoyed this leadership.”
- “I was able to connect with many people from different schools in Colorado causing me to build relationships and make new friends. The topics we went over were eye opening and help me become a better person and open my eyes to the world.”
- “I enjoyed their perseverance and determination to make this year interesting even though we had to be online. I thought it was worthwhile.”
- “My favorite session was the leadership inspiring session discussing how we must believe in ourselves and have a vision of our future. In order to accomplish our goals and dreams.”

SAT Prep

Twenty-one youth participated in SAT prep classes by Zoom, even though the SAT was not administered during the spring of 2021. A total of eight sessions took place from February 9 to April 6, of 2021. The students were assisted with math and writing skills by four tutors from the Colorado College Math Club.

Demographics

- 100% of the youth were children of color
 - 43% African American/Black
 - 33% Latino
 - 24% multi-Racial
- 48% qualified for free or reduced lunch
- 14% had an immediate family member who had been incarcerated
- 14% were youth for whom English was a second language
- The school districts with the largest representation were
 - 33% Harrison School District 2
 - 29% Air Academy School District
 - 19% Colorado Springs School District 11

Impact

Sixty-five percent of the students experienced an increase of 30 points or more in their math skills and seventy percent experienced a 25-point increase in language art skills.

iInspire Awards

ECOC partners with the Minority Overrepresentation (MOR) Committee of the 4th Judicial District Best Practices Court to sponsor the annual iInspire awards. Nominations are solicited from educators, Court Appointed Special Advocates, attorneys, case workers, and foster parents. Awards are given to El Paso County youth who have overcome adversity and inspired others to do the same. We honor their individual achievements and highlight the extraordinary potential of our community's youth.

Honorees Receive:

- public recognition at, and a starring role in a video presented during a meeting of the El Paso County Board of County Commissioners (BOCC).
- a framed copy of the BOCC proclamation declaring iInspire Day in their honor.
- an opportunity to shadow a local leader for a day; and
- a monetary gift.

The proclamation honoring five youth was signed by the El Paso County Board of Commissioners and presented on June 1, 2021. ECOC also provided a monetary award to each of the eight runners up.

Proclamation Recognizing iInspire Day in El Paso County

WHEREAS, the Board of El Paso County Commissioners joins the Minority Over-Representation Subcommittee of the Fourth Judicial District Juvenile Best Practices Committee and the Educating Children of Color Summit, LLC, in presenting iInspire Awards to five inspirational young people residing in El Paso County; and

WHEREAS, Daniel Casteñeda has overcome adversity and inspired others to do the same by coming to the United States on his own, entering foster care, pushing himself to learn English, and making the difficult decision to leave school to start a career at the age of 18. Throughout these and other challenges, Daniel has maintained a positive attitude, demonstrated an incredible work ethic, and formed solid relationships with others. He has excelled as a hardwood floor installer, is saving money, and even sent money to his family when a hurricane destroyed their home in his country of origin; and

WHEREAS, Medhanie Hasebu has overcome adversity and inspired others to do the same by fleeing his unsafe country of origin, entering foster care, pushing himself to learn English, and being dedicated to achieving self-sufficiency. Medhanie lives in an apartment and supports himself with little assistance. He did very well in high school and completed extra coursework so he could graduate early, completed college and financial aid applications with little help, and is now working and attending college; and

WHEREAS, Nneoma Magnus-Nwakuna has overcome adversity and inspired others to do the same by starting a student union at her high school, where students of all backgrounds have a safe space to communicate about equality, culture, and diversity. Nneoma's efforts do not stop with her peers; she and other Student Union members are creating a student-led, engaging, and culturally immersive professional development day for her high school's faculty and staff; and

WHEREAS, Sanaa Smith has overcome adversity and inspired others to do the same when she lost her mother due to a tragic car accident when Sanaa was just eight years old. Her mother's death required Sanaa to move to another part of town to live with her grandmother, where Sanaa faced bullying and racism due to the color of her skin. Instead of letting those experiences prevent her from being successful, Sanaa advocated for Black History Month and Martin Luther King, Jr., Day celebrations, as well as the creation of a Step Team, at her schools. When her grandmother had a stroke, Sanaa aided her recovery, created a new school/life balance, and championed numerous service programs in her school, church, and community; and

WHEREAS, Sara Wattley has overcome adversity and inspired others to do the same when she lost both of her parents due to unforeseen circumstances, then was dropped off to live with her aunt. After enduring periods of anger, shutting down, running away, and speech/communication struggles, Sara has flourished. She has an excellent high school grade point average, is a member of national honor societies and a yearbook photographer, volunteers at a food bank, and works as a part-time employee. Sara will be attending college in the fall.

NOW, THEREFORE, the Board of El Paso County Commissioners hereby recognizes June 1, 2021, as iInspire Day, in El Paso County, Colorado, in honor of the iInspire Award recipients named above who have overcome adversity and inspired others to do the same.

DONE THIS __1st_ day of __June____, 2021 at Colorado Springs, Colorado.

**THE BOARD OF COUNTY COMMISSIONERS
OF EL PASO COUNTY, COLORADO**

Board of Directors, Educating Children of Color, Inc.

As we enter our 2021-2022 fiscal year, ECOC is excited to welcome three new board members. We want to acknowledge the contributions of those who are leaving and those whose roles are changing. We have been honored to have Eric Graham as a member of our Board for the last five years. We are sad to see him depart, but he has just completed his second term on the Board. His position is being filled by Dr. Albert Wiggins. Na'Im Briggs, our high school representative, will be leaving us for Howard University. We welcome Mateen Briggs in his stead. Our college representative, Taylor Hawkins, just graduated from Colorado College. She will continue on the Board, but Peniel Owusu-Ansah will replace her in the role of college representative.

Alex Malone, Board President, has worked in the education sector for 11 years as an administrator in K-12 public charter schools and recently as a High Impact Practices coordinator at Pikes Peak Community College. He is currently an administrator in District 49. In addition to the four years that Alex has served on the ECOC Board, he has also served on the board of The African American Youth Leadership Conference.

Nicole Deal, Board Vice President, has been on the Educating Children of Color Summit planning committee since June of 2018. She joined the Board of Directors in May 2019. Nicole Deal was named Chief Security Officer for the United States Olympic Committee in July 2017. In her role, Ms. Deal oversees all security needs for the USOC, including at its headquarters building in Colorado Springs, Colorado, and the U.S. Olympic Training Centers in Colorado Springs and Lake Placid, New York. Additionally, she is responsible for the security of the U.S. delegations at USOC-supported functions and Games. Prior to the USOC, Nicole was a career special agent in the U.S. Department of State Bureau of Diplomatic Security from 1999-2017. During her tenure with the U.S. Department of State, she served as a Regional Security Officer, principal security attaché and advisor to U.S. Ambassadors at embassies in Algeria, Kosovo, and Venezuela. She was also Assistant Special Agent-in-Charge for Secretary of State Hillary Clinton's protection detail. Nicole received a bachelor's degree in both criminal justice/sociology and Spanish from Dillard University and a master's degree in planning and strategy from the Joint Forces Staff College.

Elaine Nolen, Board Treasurer, is a business and real estate attorney at Sherman & Howard L.L.C. Prior to attending law school, Elaine spent six years as a grant administrator for Colorado Springs' refugee resettlement program, overseeing compliance and direct services. Elaine is a graduate of the University of Denver's Sturm College of Law and of Colorado College. She joined the Board in January of 2019.

Natasha Brunton, Board Secretary, is tightly connected to the University of Colorado. In 1998, she arrived from Russia to study at University of Colorado Colorado Springs (UCCS). To grow professionally and to find her way in a new country, she completed her second bachelor's degree and two graduate degrees (MBA and Leadership in Instruction). She is completing her PhD in Educational Leadership, Policy and Research at UCCS, seeking to advance her knowledge in educational policies. For the past 20 years, she has dedicated her career to public education, serving as a Language Arts teacher at Tesla Alternative High School and Eagleview Middle School. Currently, she serves as an assistant principal at Fox Meadow Middle School. With her children and a mini-Aussie, Natalia enjoys the Colorado outdoors. This is Natalia's fourth year on the board of ECOC.

Mateen Briggs, high school representative, is a freshman at Harrison High school and a member of Peak Education's Impact Service Project. Mateen is a member of the basketball and football team. He is committed to rectifying injustice in the criminal system.

Joe DeBise has served on the Board for four years. A father and a published poet, DeBise has recently started teaching as substitute teacher. Despite becoming a tetraplegic as a result of a car accident, he has been active coaching youth in the community. He was the head basketball coach at Swigert Junior High in 2011 and has coached club sports for the last 10 years.

Taylor Hawkins joined the Board in May of 2019. She was an ECOC college mentor for four years and interned with ECOC for one year. She graduated from Colorado College in May with a major in history/political science and a minor in English. She is working for the Praxis Law Group in Denver. In her free time, Taylor enjoys reading, spending time with friends and binge-watching bad Netflix dramas.

Dr. Albert D. Wiggins, III is the principal at Banning Lewis Preparatory Academy High School. His doctoral dissertation was *Failure Is Not an Option: the Effects of Personalized Education Plans of Adolescent African American Males*. He continues to serve as a minister as well as a school administrator.

Cynthia Jacquet is a 7th grade science teacher at Eagleview Middle School and just completed her seventh year as a middle school science teacher. She has a BA in biology, a minor in sociology and has Colorado licensure in Secondary Science. Cynthia has two children. Her son is a senior in high school and her daughter graduated from Pikes Peak Community College with a degree in Multi-Media Graphic Design.

Peniel Owusu-Ansah, college representative, is a student at Colorado College and an issue organizer for the Immigrant and Refugee Justice Coalition. She connects the Colorado College community with community partners to provide English as a Second Language tutoring for immigrants and refugees. Peniel is originally from Ghana. She competes for the Colorado College Mock Trial team.

Dr. Marissa Prince is a Cultural Psychologist. Her experiences range from psychotherapy to education. As an educator, she has taught a range of psychology classes in community colleges and school districts within Colorado. Marissa teaches at Pikes Peak Community College and is an adjunct professor for CSU Pueblo's concurrent enrollment programs.

Kathy Robbins joined the ECOC board of directors in May 2019. She is the ECOC Fundraising Chair and has been a member of the Planning Committee since 2016. She retired in 2016 from PricewaterhouseCoopers where she was a proposal writer. Robbins has a BA from the University of Colorado-Boulder and grew up in Colorado Springs.

Executive Director

Regina Walter retired from the State of Colorado Judiciary in January of 2019 after 32 years on the bench. She began her judicial career in 1987 as a juvenile magistrate in the Fourth Judicial District. She served as a county court judge from 2008 until her retirement and is now a Senior Judge. Prior to joining the bench, she was a deputy public defender.

2020-2021 Donors and Supporters-Thank you

Our programs would not have happened without support from the following donors, presenters, partners and volunteers:

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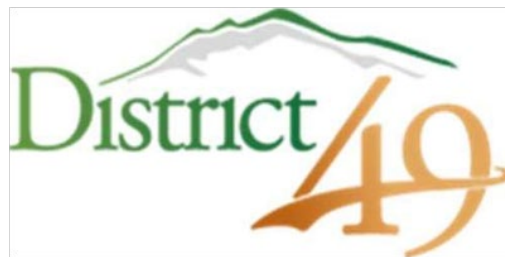
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