

2020



Educating Children of Color, Inc.

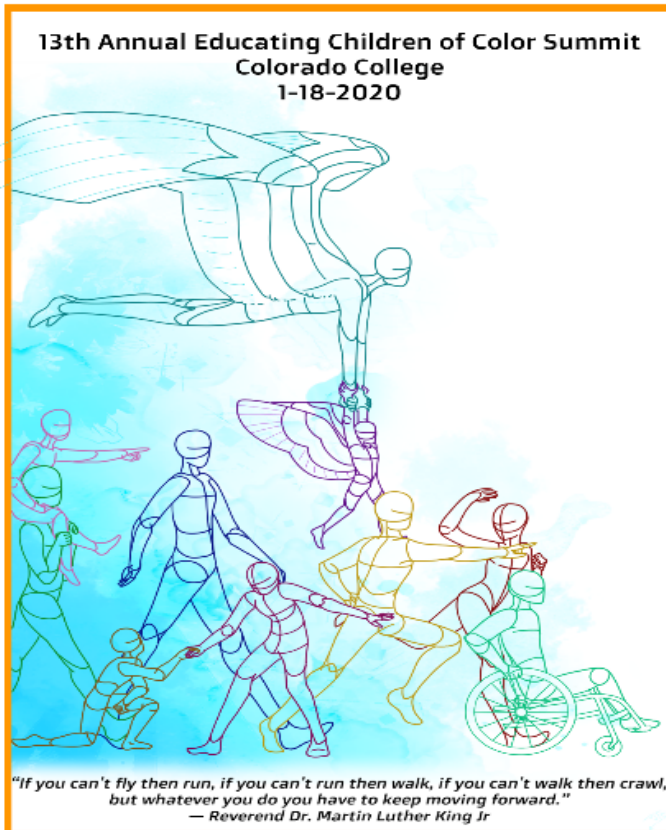
ANNUAL REPORT 2019-2020

EDUCATINGCHILDRENOFCOLOR.ORG

Year in Review

In the midst of COVID-19 and social isolation, it is refreshing to revisit the year and celebrate our successes.

In Memoriam: We mourn the passing of one of our committee members, Edna Williams. Edna, a committed volunteer and a member of Delta Sigma Theta Sorority, Inc., died this fall. We are forever in her debt and miss her wisdom and humor. The 2020 Summit was dedicated to her memory and the inaugural Edna Williams Memorial Scholarship was created to honor her. Jordan Peeler, a Rampart High School senior, won the scholarship this year.



Reilly Locke, Doherty High School

Highlights:

- Our Transforming Safety Grant was renewed and increased by an unsolicited \$10,000!
- We were honored to receive a Platinum Seal of Transparency from Guidestar, the world’s largest source of information on nonprofit organizations.
- The 13th Annual Educating Children of Color Summit was held on January 18, 2020 at Colorado College (CC). We had our highest number of registrants, with 1,700 students, parents, professionals and volunteers registered for sessions provided by 90 national and local experts.
- Porschae Chittmon Turner, 2010 ECOC scholarship winner and Harrison School District 2 teacher, was a Summit presenter.
- \$24,000 in scholarships and educational gifts were awarded at the Summit, the largest dollar amount awarded in one year.
- Beauty Bar sponsored a new scholarship for a student interested in a career in cosmetology.
- We had our highest turnout for Diversity University and continue to work with school

districts on equity issues.

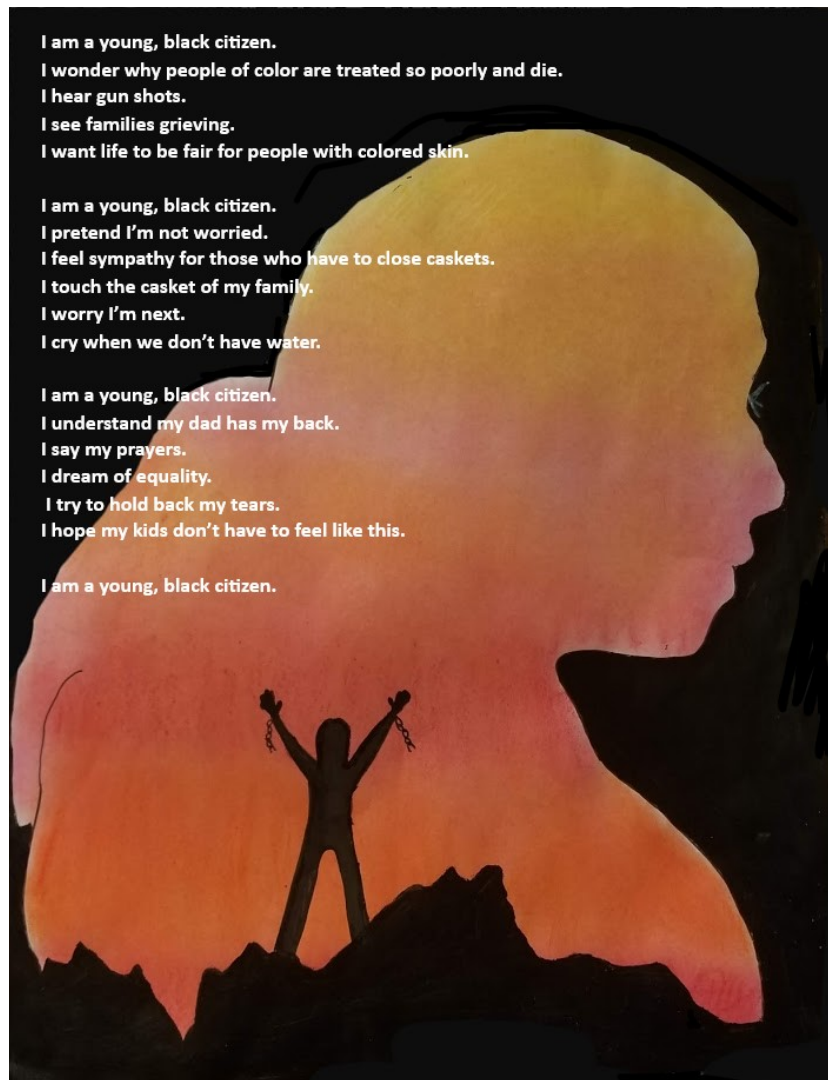
- ECOC sponsored its first Culturally and Linguistically Diverse Education (CLDE) Conference, taught by Dr. Barbara Dray and Meghan McCracken.
- In addition to hosting the Summit and Leadership Academy, CC also hosted the CLDE conference and our free SAT Prep tutoring program.
- Members of the CC Math Club helped to mentor the SAT Prep students.
- Six amazing youth will be honored with ilnspire awards.
- Students from the Colorado School for the Deaf and Blind participated in the Leadership Academy and SAT Prep for the first time.
- Students created the artwork for the Summit program. Reilly Locke, Doherty sophomore, perfectly captured the theme “Keep Moving Forward.” Similarly, Montara Scott’s poem, “I Am a

Young Black Citizen,” captured why we can’t stop, why we must keep moving forward. Montara is a Panorama 8th grader.

- ECOC’s scholars are moving forward, even in the light of uncertainty about the face of education in the fall. Jesus Gonzalez-Robles and Adonnis Rivera attend Pikes Peak Community College; Julian Elizondo is attending University of Colorado Colorado Springs and Hoa Dao is a student at the University of Colorado in Boulder; Tamia Ellison will attend Pepperdine; and Hadassah Nix is scheduled to attend Point Park University in Pittsburgh.

COVID-19 has put a damper on the economy, graduation celebrations, birthday parties and travel plans, but it cannot stop our efforts to create a better world for youth. We are planning for the 2021 Summit now. We welcome your assistance and participation. The theme for the 2021 Summit is “Infinite Hope with Deliberate Effort.” Join us in our deliberate effort to change the world.

Regina Walter, Executive Director



Montara Scott, Panorama Middle School

Diversity University-July 2019

Diversity University took place at the Centennial Campus of Pikes Peak Community College from July 22 through July 26, 2019. It was co-facilitated by Dr. Regina Lewis and Regina Walter. Keith Barnes, Executive Director of Diversity, Equity and Inclusion for PPCC assisted with facilitation and logistics. Tom Jacobs, special education facilitator from Mitchell High School, also assisted.



Dr. Regina Lewis

Guest speakers included John Register, Paralympic athlete; Nina Horton and Michael Acuna from the Office of the Independent Monitor in Denver; Bev Buchanan and Paul Simmons, Deaf educators; Joseph Shelton from Inside Out Youth Services; Silas Musick, transgender educator; Bev Sencenbaugh, transgender educator; Bailey Francisco and Sorin Santos from Youth Documentary Academy.



Regina Walter, Executive Director

Eighty individuals participated in the session. Participants included non-profit directors, educators from K-12 to college, a physician, CASA, Pikes Peak Library District employees, corrections, parole, law enforcement, the 4th Judicial District, health departments, members of the Colorado Department of Education and National Forest Service employees.

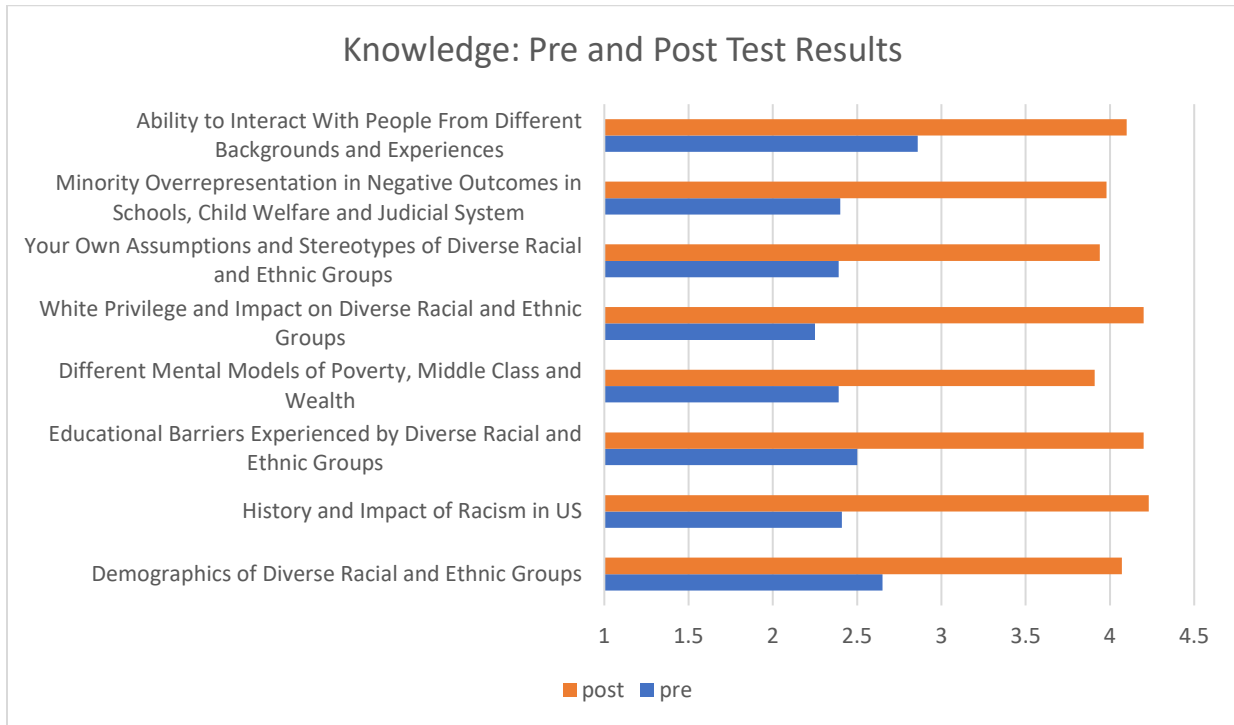
Participants spent the week exploring implicit bias, poverty, race, white privilege, gender identity, sexual orientation, language minorities, ableism, homelessness, and other diversity topics.

Seventy-two of the participants (90%) created a plan for positive behavior change based on their knowledge gained during Diversity University. Attendees from Cheyenne Mountain School District, including Superintendent, Walt Cooper, created a coalition to address diversity issues within the District and have continued to work with Dr. Lewis and Regina Walter.

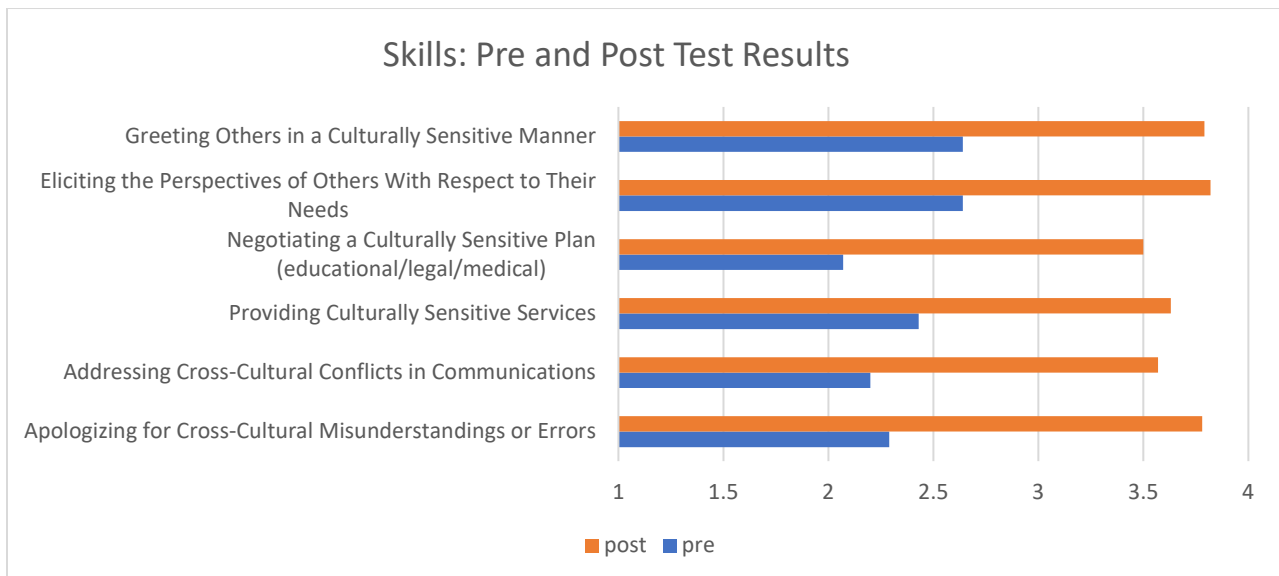
Participant comments: *The very best, most learning workshop I have ever attended. Thank you from the bottom of my heart for your thoughtful, authentic, and inclusive presentation of this class. I will use this information in all areas of my life. This entire training has been wonderful, eye opening, inspiring, and the absolute best diversity training I have attended. For several years, I have always suffered from internalized oppression. I will most definitely stop that, and I will fully embrace who I am and my culture.*

Thank you, thank you, thank you for offering this! Coming from a place of white privilege and very little 'diversity' training in the home or workplaces, my brain has been packed. I've been fearful, anxious, upset and engaged all week. I can't think of any other classes like this that might have been offered-but I feel like I've been blind in a lot of respects.

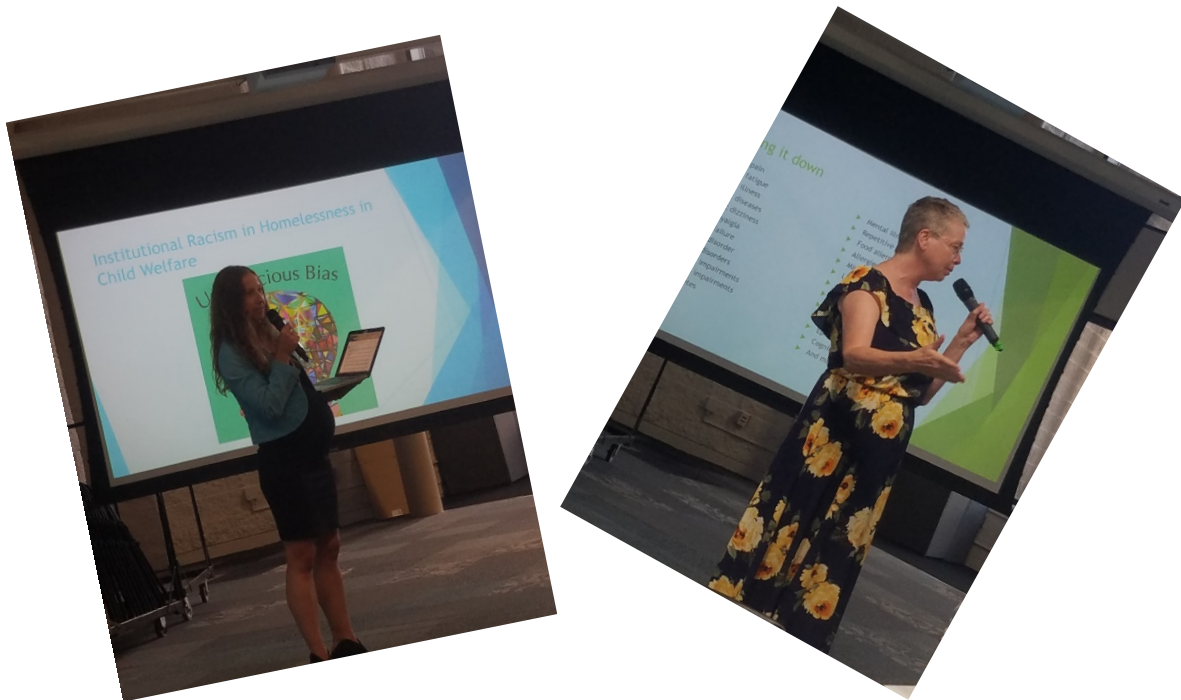
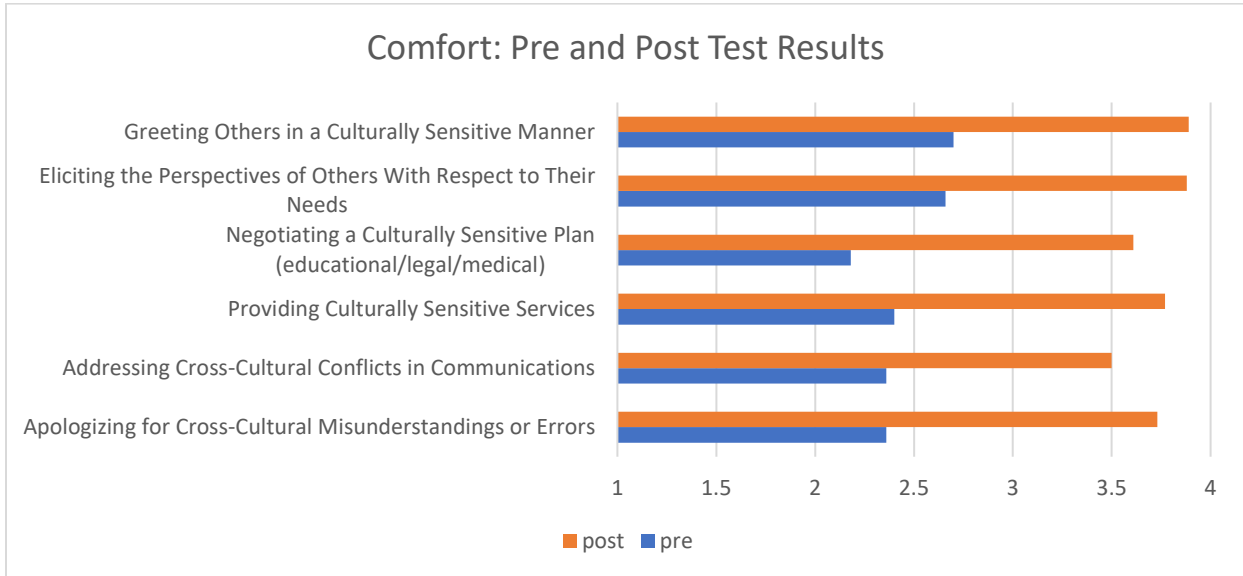
At the conclusion of the week, participants were asked to rank their **knowledge** prior to attending Diversity University and their knowledge at culmination of the week. They were asked to use a scale of 1 to 5 with one being the lowest and 5 being the highest.



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.



Diversity University Group Project Presentations

The Leadership Academy

The ECOC Leadership Academy pairs each Student Ambassador with an ECOC Summit speaker and then prepares the student to introduce and assist the speaker on the day of the Summit. With the assistance of school counselors, ECOC selects Student Ambassadors who would not otherwise have leadership opportunities. The high school students are also paired with college mentors and complete leadership training. The program enhances students’ leadership capabilities and competence and gives them confidence to pursue college and careers.

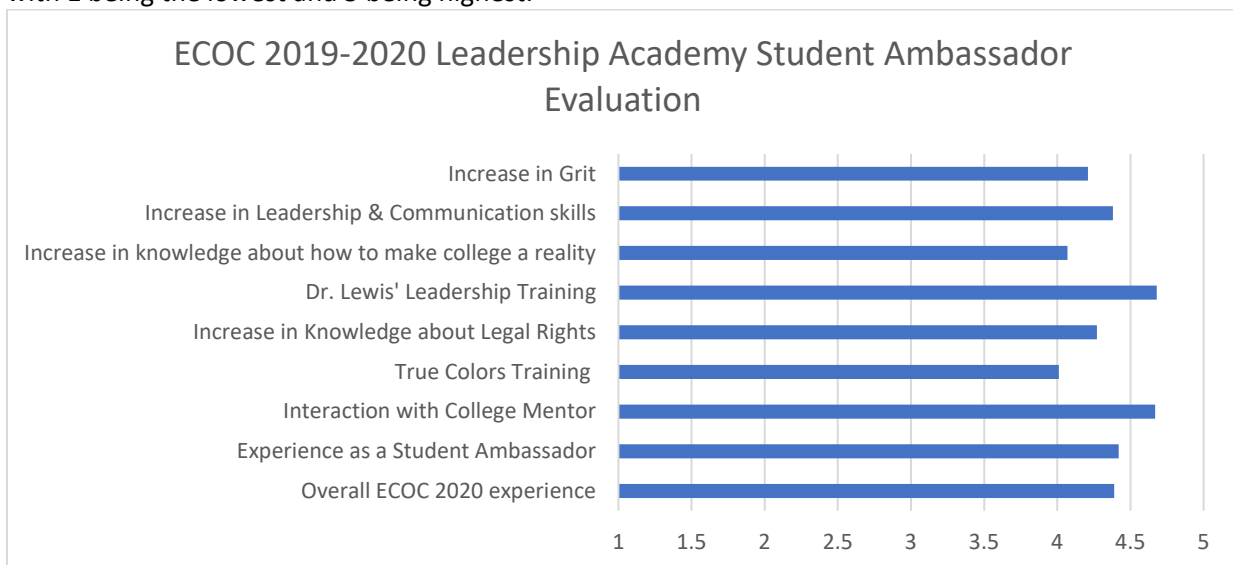
One hundred twenty-six youth and fourteen college mentors attended the 2019-2020 Leadership Academy which culminated in March 2020. Students from Colorado School for the Deaf and Blind, Fountain Fort Carson High School, Harrison High School, Mesa Ridge High School, Mitchell High School, Palmer High School, Sierra High School, Welte Education Center, and Widefield High School participated.

Demographics

- 44% of the youth were from Harrison School District 2
- 95% of the youth identified as children of color
- 73% qualify for free or reduced lunch
- 30% had either been incarcerated or had a family member who had been incarcerated

Following the Summit and Leadership Academy, the students were asked if they will attend college in the future. **Ninety percent indicated that they would be going to college in the future** (2 of the youth indicated they were concurrently enrolled at this time). An additional 5% indicated that they were thinking about going to college.

After the Summit, Student Ambassadors evaluated their experience and growth using a scale of 1 to 5, with 1 being the lowest and 5 being highest.



Student Reactions

The student ambassador experience is invaluable and I recommend every student participates.

This experience was amazing and it was a door opener to many new opportunities.

This experience has allowed for me to grow as a leader and to put my foot in the door.

The 2020 ECOC Summit

The 13th Annual Educating Children of Color Summit “Keep Moving Forward” was held on January 18, 2020 at Colorado College. Registrants included 794 middle and high school students, 68 college students, 114 parents and 688 professionals. More than 90 speakers and 100 volunteers were also in attendance. A total of 42 breakout sessions and two plenaries were provided for the youth. Thirty-two adult breakouts and two adult plenaries also took place.



Dr. Nicole Rankin Youth Keynote

ECOC was honored to host local and national experts at the Summit. Sessions for youth included careers in medicine and firefighting, creating graphic novels, scholarship writing and suicide prevention.

Topics for adults ranged from bullying and toxic masculinity, to trauma response, bias, microaggressions and self-care.

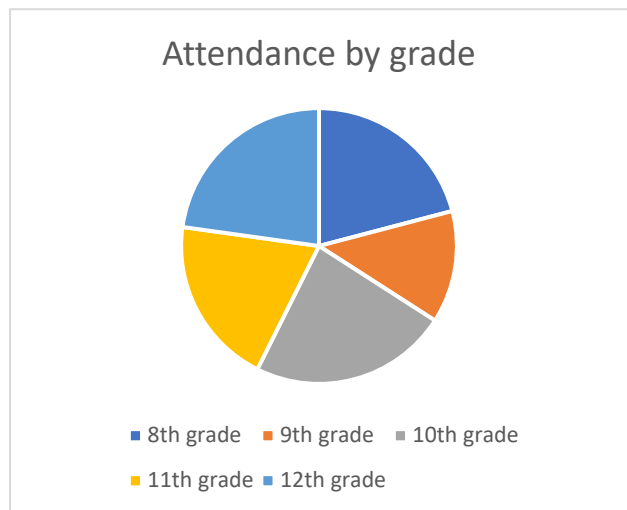


Dr. Tom Keith, Professor and Filmmaker

Students

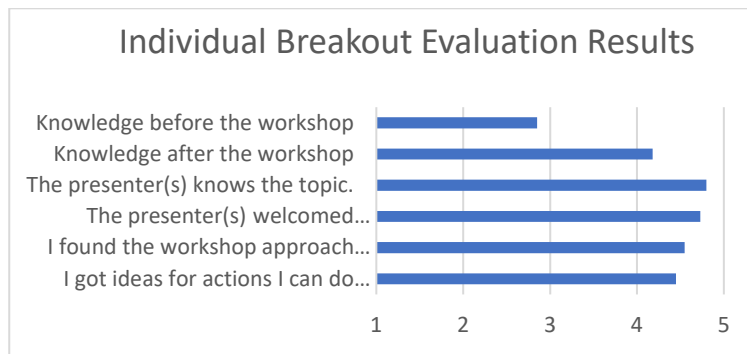
Demographics of student registrants

- 89% identified as children of color
 - 34% Hispanic/Latino
 - 30% Black/African American
 - 17% Bi/Multi-racial
 - 11% White/Caucasian
 - 4% Asian
 - 1.7% Hawaiian/Pacific Islander
 - 1.6% Other
 - 1.5% Native American
- 69% qualified for free or reduced lunch
- 18% identified as LGBT or other
- 1% (9 individuals) identified as transgender
- 38% of registrants were male
- 62% female
- 19% had been incarcerated or had a family member who had been incarcerated
- 63 middle and high schools had one or more student in attendance at the Summit



Professionals: There were 688 professionals who registered for the 2020 Summit. Twenty-eight educators received graduate credits from Adams State University for their attendance. Additionally, as part of a collaboration between ECOC and the alternative licensure program at the University of Colorado Colorado Springs, approximately 50 teachers from the BOCES program attended and received credit towards their license.

Outcomes: All participants were asked to evaluate the individual breakout sessions on a scale of 1 to 5, with one being the lowest and 5 being the highest. The participants also rated their knowledge on each topic before the session and immediately following the session. The results are reflected in the table below.



In addition to the individual session evaluations, the adults were asked to complete an overall Summit evaluation. We received 269 evaluations. More than 85% of responders left the Summit with new knowledge on how to make a difference for youth. Eighty three percent left with concrete actions to make that a reality.

Overall Summit Evaluation Results (Adults only)

Question	Percent agree and strongly agree
The Summit met my learning expectations.	80.5
The Summit’s approach supported learning.	86.1
I learned something new about how I can make a difference for youth.	87.8
I was provided with the opportunity to learn about myself.	77.9
I am taking away concrete actions I can do from information shared at the Summit	83.4

*Great opportunity that I look forward to yearly!
 I am glad I was “volantold” to come.
 It was a great experience! I will be back!*



Sandra Graham and scholarship recipient, Jordan Peeler



Vicki Brown and Educational Gift Recipient, Hadassah Nix

Summit Scholarships: ECOC awarded \$14,500 in scholarships to students at the Summit. Eighteen educational gifts were also awarded for a total of \$23,500 in financial assistance for higher education. Twenty-one youth won laptops. Additionally, a \$500 educator award went to Harrison High School teacher, Audriana Alvarado, for a mentoring program for culturally diverse language students. The program is designed for Harrison High School students to mentor middle school students at Fox Meadows.

USAA continues to support our scholarship efforts with a generous grant of \$10,000. Janelle Joyner, a Mesa Ridge High School student, won the grand prize \$3,000 scholarship for her “Keep Moving Forward” entry. Kalyana Thiery, Joshua Luckey, Ali Pigott and Dario Esquibel will each receive \$2,000 for their winning “Keep Moving Forward” scholarship submissions.

Jordan Peeler is the recipient of the first annual Edna Williams Memorial Scholarship and Alecia Ramirez is the recipient of the first Beauty Bar Scholarship. The Ann Delores Scott Memorial Scholarship for a single mother was awarded to Meredith Moran. The George Harris Memorial Scholarship for a career in construction was awarded to Nathan Follmar.

To date, ECOC has awarded more than \$199,000 in money for higher education and given 199 laptops to student Summit attendees.



Audriana Alvarado, Educator Award winner, and Myla Wray, 2020 Scholarship Chair

SAT Prep

ECOC has offered free SAT preparation classes since 2013. This is the first year they have been held at Colorado College. Due to inclement weather and COVID-19, only 5 of the 10 scheduled sessions took place. Administration of the SAT was also cancelled because of the virus.

Alex Malone, ECOC Board President, facilitated the classes with the assistance of volunteers from the CC Math Club. Thirty-five youth from 11 schools, including four students from the Colorado School for the Deaf and Blind, attended. Access 2 Sign Language provided American Sign Language interpretation services.

Student demographics

- 68% identified as children of color
 - 20% Hispanic/Latino (7)
 - 23% Black/African American (8)
 - 17% Bi/Multi-racial (6)
 - 31% White/Caucasian (11)
 - 3% Asian (1)
 - 3% Native American (1)
 - 3% prefer not to say (1)
- 14% indicated that English was their second language
- 9% had been incarcerated or had a family member who had been incarcerated
- 40% qualified for free or reduced lunch
- 60% female
- 37% male
- 3% preferred not to indicate gender (1 individual)

The students took a Khan Academy SAT math pre-test to determine what areas needed improvement. The program leaders evaluated the data and divided students into groups based on needs. The CC Math Club designed the intervention for the students and tutored each group.

The student who showed the most growth on the math section of the SAT won a laptop for achieving a 100 point increase.

ilnspire Awards

ECOC partners with the Minority Overrepresentation (MOR) Committee of the 4th Judicial District Best Practices Court to sponsor the annual ilnspire 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 ilnspire Day, in their honor;
- an opportunity to shadow a local leader for a day; and
- a monetary gift.

ilnspire Honorees-Excerpts from the ilnspire nominations

Alycia Jensen (Teller County) has overcome adversity and has turned it into strength. She has been participating in the Communities that Care process to be a youth voice to create positive change within her community for young people in Teller County.

Izzy Frizalone was abandoned by parents in May of 2015. Izzy is excelling in school, friendships, and acclimating to family life with an adoptive family after living in group homes and residential facilities. Izzy will graduate this spring, is a volunteer at Camp Shady Brook and is involved with the choir. Izzy is a leader and exemplifies what it means to overcome the hardship endured during childhood.

Joey Littleton recently emancipated from the custody of the Department of Human Services where he spent many years as a result of abuse by his adoptive parents. Joey has inspired others by following his dreams of being a filmmaker and releasing his very first film. The film, "Musical Chairs," depicts his time in foster care. He hopes to inspire young people in foster care to "take back the pen" and become authors of their own stories. You can view the film at <https://www.youtube.com/watch?v=yvFF6pCZga4>

Jamar Gonzalez has been in foster care and is now living with his grandmother. He has not had an easy road, yet he continues to choose to take the higher path and inspire others to do the same. He does not let setbacks become excuses for permanently getting off the path he wished to be on.

Davon Brown has known food insecurity, neglect, and abandonment. Before being put out on the streets, he had been left for ten days to care for five siblings, including a two-week-old. Davon is completing his fifth year of high school, has completed the FAFSA and has been accepted to college. Davon is extremely special. His path could have been very different without his determination and his joy of life that invites people to be his friend.

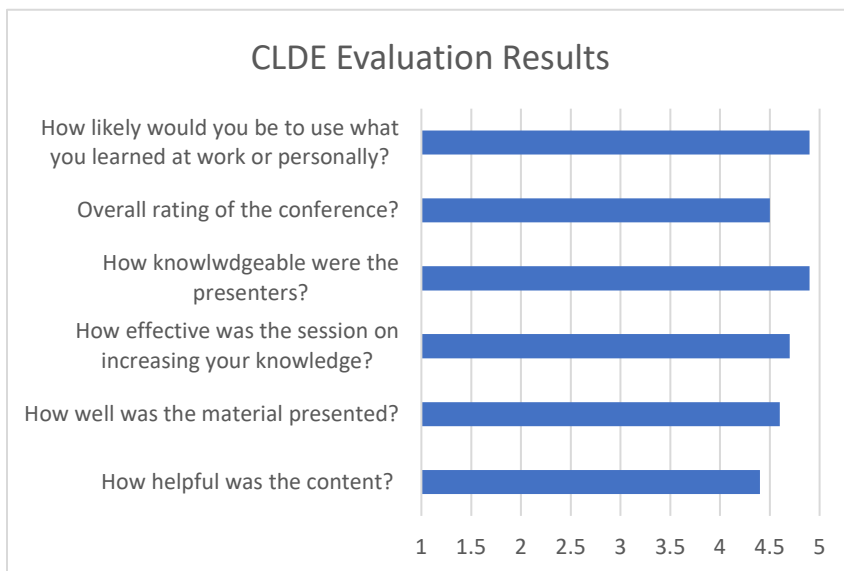
Diego Caraveo Hernandez lives in Colorado Springs with his grandparents. His parents live in Mexico, and he had not seen them for four years until he visited them at Christmas. He is a role model in the classroom, he works hard at all subjects and translates for Spanish speaking peers. When this eighth grader was asked why he has such a good work ethic, he replied "to make my parents proud." Diego is an inspiration.

Summer 2019 Educating Children of Color-Culturally and Linguistically Diverse Conference

Twenty-three educators attended the inaugural Culturally and Linguistically Diverse Education (CLDE) Conference with Dr. Barbara Dray and Meghan McCracken. Dr. Dray and Meghan McCracken are CLDE endorsed and have more than 30 years of combined experience teaching and preparing teachers to work with CLD learners.

The conference covered both theoretical and applied aspects of language learning and teaching while providing teachers with 15 of the State mandated 45 of CLDE credits. Oral language development and content-area instruction were emphasized for teaching K-12 students. Graduate credit from Adam State University was also available to participants.

The results in terms of knowledge gained by the participants are reflected below. Educators were asked to rank the conference on a scale of 1 to 5, with 1 being the lowest value and 5 being the highest.



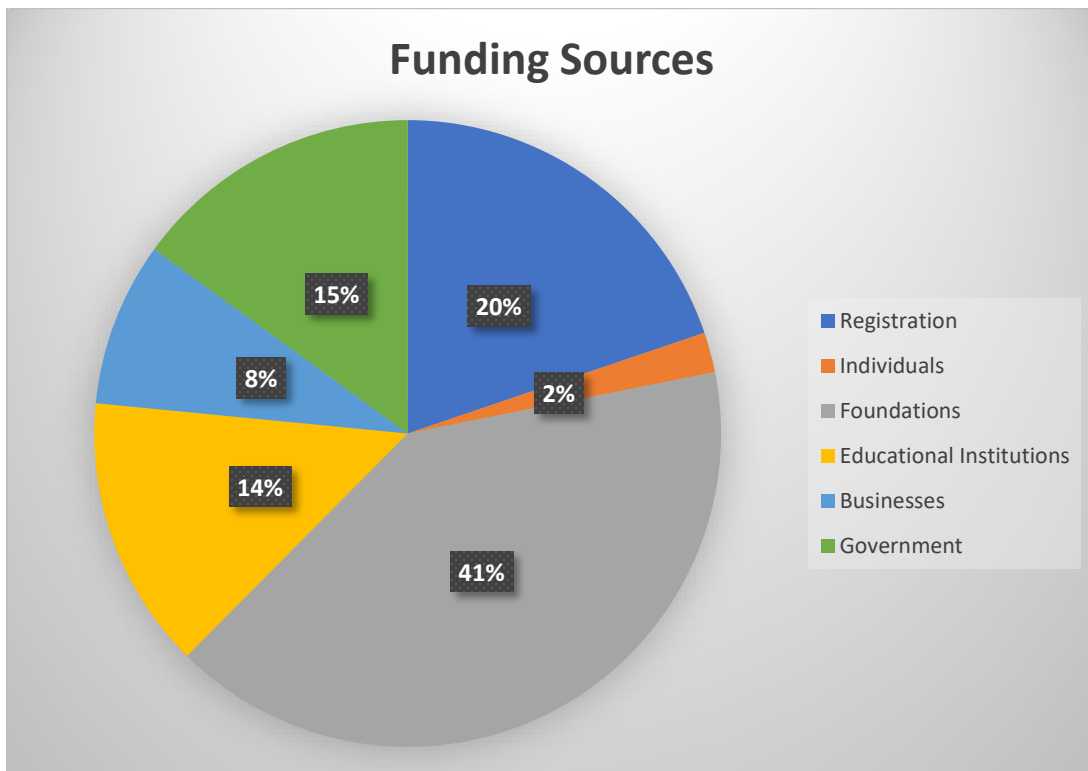
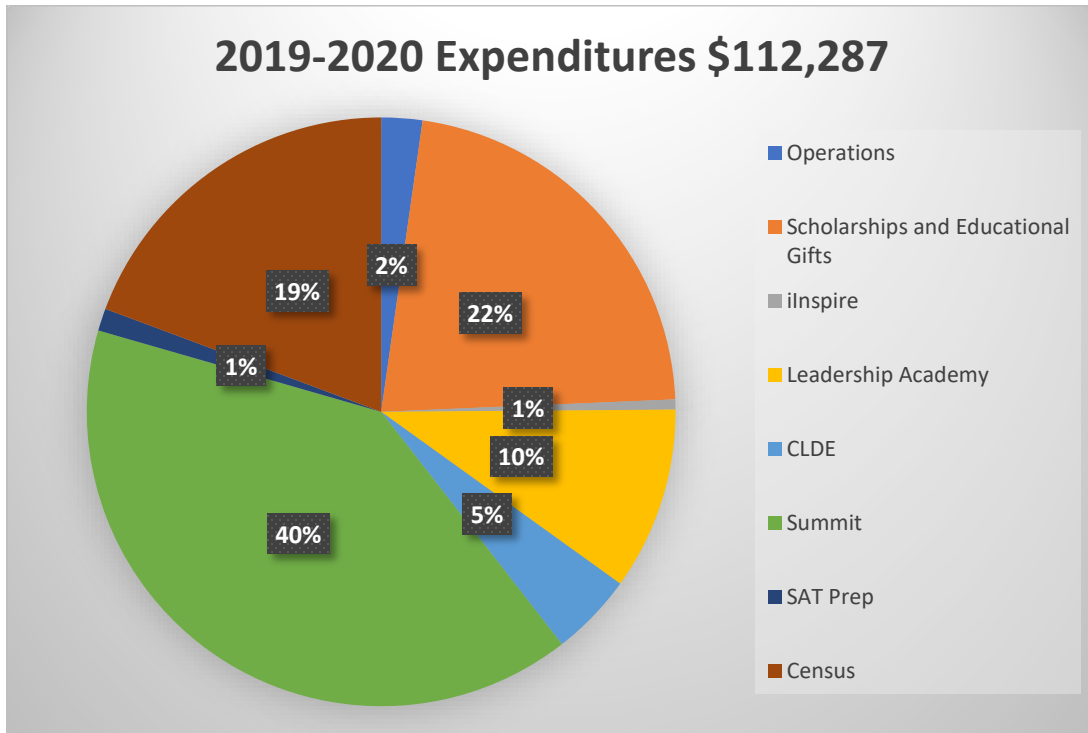
Dr. Barbara Dray

The primary feedback was that ECOC should offer all 45 required CLDE hours. Offer session 2 and 3! I would love to come to another class! I will definitely come to another class! Presenters are super professional and helpful. Great opportunity to apply learning. I am very interested in parts 2 & 3.



Meghan McCracken

Financials



Board of Directors, Educating Children of Color, Inc.

Alex Malone, Board President, has worked in the education sector for 10 years as an administrator in K-12 public charter schools and recently as a High Impact Practices coordinator at Pikes Peak Community College. In addition to the three 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 third year on the board of ECOC.

Na'Im Briggs is a high school student at Colorado Springs Early Colleges. He is concurrently enrolled at CSU-Pueblo and at PPCC and has been taking both college and high school classes since his freshman year. He has been a member of the Educating Children of Color board for two years. Prior to joining the board, Na'Im participated in Ticket to Success which teaches Colorado Springs youth about city government. He has volunteered for Partners in Housing and was a team manager for Harrison High School's boys' basketball team. Na'Im plans to go to college at either Hampton University, Howard University, or Morehouse College. He hopes to become a history teacher, a politician, a lawyer, or a school administrator.

Joe DeBise has served on the Board for three 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.

Eric Graham has been on the Board of Directors for four years. He is the Senior Systems Engineer for the newly formed United States Space Command after serving over 20 years in the US Army. He holds various Information Technology and Cyber Security certifications. He has bachelor's degrees in mathematics and in history from Morris College and a Masters in Information Technology/Software Engineering concentration and a certificate in Project Management from University of Maryland. Eric is also a licensed Minister at Emmanuel Missionary Baptist Church and a member of Alpha Phi Alpha Fraternity, INC.

Taylor Hawkins joined the Board in May of 2019. She has been an ECOC college mentor for three years and has interned with ECOC for one year. She was raised in Denver, Colorado. She is currently a student at Colorado College majoring in History/Political Science and minoring in English. She serves the Colorado Springs community through her time with ECOC, volunteering at North Middle School and volunteering at Palmer High School. In her free time, Taylor enjoys reading, spending time with friends and binge-watching bad Netflix dramas.

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.

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.

2019-2020 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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