

Impact Report

September 2023 - August 2024



 The
Diversity Center
of northeast ohio

**Student
Ambassadors**

 The
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of northeast ohio



At the Diversity Center of Northeast Ohio, we have a vital role to play. Our mission is significant, but it is only achievable through collaboration. I am committed to fostering this spirit of teamwork as we address the big challenges ahead.

We've made great strides in reaching students and schools, and I'm excited about our professional initiatives, *SHIFT* Consulting and *LeadDIVERSITY*, which are timely and essential. However, I also believe there is room for innovation and growth. I want to see The Diversity Center at the center of collaboration, connection, and community. By forging new partnerships and expanding our outreach, we can strengthen our mission, our communities, and ultimately our world.

This work is critical, and I am honored to continue the journey paved by those before me, while also charting new pathways forward. Thank you for your loyal support and for leading us in this essential work. I am eager to see all we can achieve together moving forward!

Mark O. Swaim-Fox

Our Mission

The Diversity Center is dedicated to eliminating bias, bigotry, and racism.

Our Vision

We are committed to building communities where all people are connected, respected, and valued.

Our History

From our founding to the present, we've made great strides in initiating positive change in Northeast Ohio. Religious leaders met in Cleveland in 1927 in response to organized campaigns of hatred across America. They formed The National Conference of Christians and Jews (NCCJ) to mobilize citizens against the forces of violence and exclusion.

In September 2006, NCCJ of Cleveland became The Diversity Center of Northeast Ohio and joined the National Federation for Just Communities (NFJC). Our mission remains the same, as do our programs, operations, and governance structure.

Today, through our School & Youth Programming, *SHIFT* Consulting, and *LeadDIVERSITY*, we strive to reach toward our vision of creating communities where all people are connected, respected, and valued.

We promote understanding, respect, and institutional equality on matters of race, age, religion, sex, ethnicity, culture, ability, gender identity, sexual orientation, and socioeconomic status. We achieve this via youth programming as well as promoting diversity and addressing institutional bias in the workplace.

Honoring the Legacy of Peggy Zone-Fisher

Past President and CEO of the
Diversity Center of Northeast Ohio

Under Peggy's leadership, our organization:

Established itself as a new independent nonprofit organization based in Northeast Ohio, instead of a local chapter of the National Conference of Community and Justice (NCCJ).

Expanded its reach to 11 Northeast Ohio counties, serving over 7,000 students, educators, and professionals each year.

Established *SHIFT Consulting*, the professional services division of The Diversity Center, which focuses on providing diversity, equity, and inclusion training to businesses, schools and nonprofit organizations.

Expanded the acclaimed *LeadDIVERSITY* young professional program nationally by licensing the program to nonprofit organizations in other cities.

Remained active and impactful during the COVID-19 crisis, which was an exceedingly challenging time for community-based nonprofit and volunteer organizations.

If you'd like to honor Peggy with a donation to The Diversity Center of Northeast Ohio, *please click here*, or scan the QR code.



Peggy Zone-Fisher's tenure spanned 18 years until her retirement in August, 2024. She currently serves as Vice Chair of the Cleveland-Cuyahoga County Port Authority Board of Directors.

Peggy led the Diversity Center's fundraising efforts through two signature annual events, the **Humanitarian Award Celebration Dinner** and the **Walk, Rock, Roll & Run**, and other major gifts and grants—all of which **combined to raise more than \$16 million** for programs and services since 2006.

A graduate of The Ohio State University, she is the daughter of Michael and Mary Zone, who served on Cleveland's City Council for a total of 21 years, and sister of Matthew Zone, who served for 20 years on the Council. She is married to Lee Fisher, the President of Baldwin Wallace University, Former Dean of the Cleveland State University College of Law, and former Ohio Attorney General and Lt. Governor.

School & Youth: FY24 Impact

Empowering youth and youth-serving professionals to become change agents.

We engage students in Social Emotional Learning (SEL) strategies focused on exploring self-awareness, collaboration, and social responsibility through the lens of diversity leadership. We also offer training for educators and youth-serving professionals to equip them to create inclusive environments.



After attending a School & Youth Workshop, students reported these results:

- 90%** Increased awareness of one's own identity and how it's shaped by experiences, and gained the skills needed to create a positive and inclusive environment for all students.
- 85-** Increased awareness of other's perspectives and experiences.
- 89%** Increased the vocabulary and/or communication skills necessary to have difficult conversations.
- Motivation to create positive, inclusive change in their school and/or local community.
- Improved leadership skills to positively impact school by reducing bias and increasing inclusion.

“I’ve attended several programs like this before, but this is the first time I’ve felt really safe and comfortable. This was definitely the best. I learned a lot, this was great!”

— YouLEAD Diversity 101 participant

“It is important to recognize that the impact of stereotypes and biases often extends beyond one's intentions, affecting both targeted and unintended communities. Addressing these issues involves not only understanding the underlying motivations, but also actively working to mitigate the harmful effects of such biases and promote understanding and inclusivity among diverse communities.”

— Educator participant, Bias & Micro-Messages

875

Student
Participants

105

Student
Workshops

378

Educator
Participants

13

Educator
Workshops

SHIFT Consulting

Solutions for Healthy, Inclusive, and Functioning Teams

We work with organizations and corporations to *SHIFT* individual behaviors, interpersonal interactions, management practices, and policies to create inclusive and equitable opportunities that foster feelings of belonging for everyone. These practices enable organizations to attract and retain top talent.



After attending a *SHIFT* workshop, participants reported these results regarding work:

99% Feel confident in, and better understand, the necessary skills and strategies to engage in conversations about diversity-related topics.

98% Increased understanding of how bias can lead to different outcomes and experiences, and developed the skills, language, and confidence to advance diversity-related initiatives.

“Thank you for delivering a stellar presentation to our law department this morning. The high level of participation was evidence that the department members found your presentation content to be informative and engaging. I look forward to continuing the conversation with the Diversity Center to see how we can partner in the future to continue to move our DE&I efforts forward.”

— *SHIFT* Participant

“I really appreciated this presentation. I learned so much and can help my team be more comfortable and collaborative.”

— *SHIFT* Participant

“The workshop really helped me identify policies in my own department that need to be updated, created from scratch, and/or removed to work toward anti-racist policy. I started the workshop series thinking I was doing pretty great working toward a diverse student employee body with a thoughtfully planned hiring plan. Now, I realize I haven’t thought or considered the pervasiveness of systemic racism in our policies completely.”

—*SHIFT* Participant

LeadDIVERSITY

Developing Northeast Ohio's leaders in diversity, equity, and inclusion.

A select group of professionals engage with community leaders and one another to raise the participants' awareness of diversity, inclusion, and equity issues, build their leadership skills, and enhance their network. Sessions are designed to help participants explore personal, workplace, and community impact.



"This was a great topic (Equity in Communities) and incredibly timely/relevant in terms of some things I'm seeing at work. This experience will better equip me to deal with these topics more effectively."

— *LeadDiversity* Participant

"I am so delighted to be among individuals that work in diverse fields and who are leaders of the pack within their organizations. That is key."

— *LeadDiversity* Participant

“I want to express my appreciation to the DCNEO team for so thoughtfully crafting this program! I am grateful that my community has a Diversity Center and that you are able to offer such a robust program to educate others to spread the tenets of diversity, equity and inclusion.”

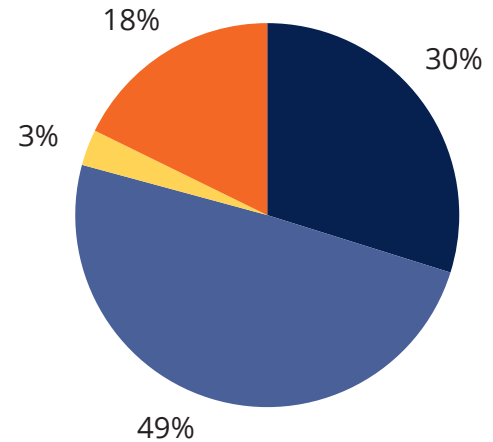
— *LeadDiversity* Participant

Financial Information

Fiscal Year: September 2023 -August 2024

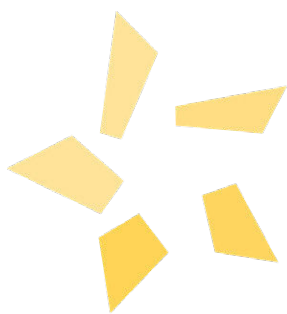
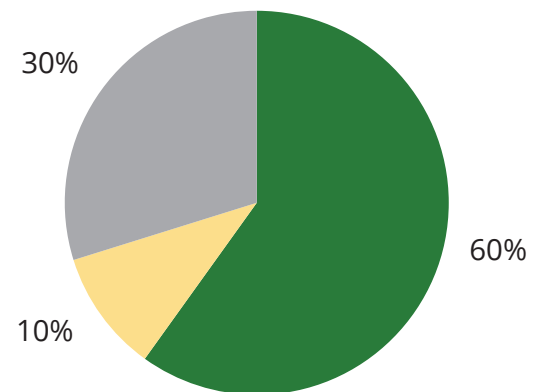
Revenue

Contributions and Grants	\$462,641
Program Service Fees	\$765,750
Investment Income	\$47,105
Other Revenue	\$275,198
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Total Revenue	\$1,550,694



Expenses

Salaries and Other Comp	\$981,250
Fundraising Expenses	\$168,315
Other Expenses	\$488,384
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Total Expenses	\$1,637,949
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Revenue Less Expenses	-\$87,255



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