

An aerial, high-angle photograph of a massive crowd of people, seen from above. The individuals are densely packed in some areas and more spread out in others, creating a colorful mosaic of heads and shoulders. The crowd is arranged in a way that suggests a large-scale gathering or event. The background is a light, neutral color, making the crowd stand out.

Network Report 2019

20 years of impact
SILVER SPRING



Dear friends:

What a joy to celebrate IMPACT's 20th year milestone with so many of you at our IMPACT Now! event in May! I continue to reflect on IMPACT's two decades of work, unique approach, and commitment to continuously learning, experimenting, and innovating through a mix of study and practice. From IMPACT's beginning, one thing has stayed constant—our belief that relationships are the foundation for meaningful social change and transformation.

In order to change the harmful ideas and patterns that are fueling growing wealth and racial disparities, including climate disruption, we must transform ourselves and the ways we relate to one another. Focusing only on changing things external to us (policies, laws, systems, structures) is not enough to move us towards a new future possibility. We must also tend to our own inner work and healing, shift the patterns of how we show up in our relationships, and embody the values and practices of love, connection, and interdependence in ourselves and with each other—especially across divides.



It is in everyday interactions that one either contributes to unequal power dynamics or interrupts them...structures, rules and systems are the artifacts of our interactions”.

CYNDI SUAREZ, author of *Power Manual: How to Master Complex Power Dynamics*

Since its founding, IMPACT has been creating spaces for relationship-based actions that, in turn, have catalyzed shifts in the culture of schools, apartment buildings, neighborhoods, organizations, and more recently a County-wide racial equity network and movement. And for two decades, community members like you have been at the center of this work.

We are delighted to share our 2019 report, highlighting the past year's accomplishments. Our current efforts are the result of the countless people who have been part of IMPACT's network from the very beginning. We welcome you to stay connected, engaged, and involved in helping to shape the next chapter of this extraordinary journey.



Warmly,
Jayne

JAYNE PARK
Executive Director

What we believe:

We are in a moment of great transition and change, calling us to ...

- **Build a future** grounded in liberating values of love, connection, wholeness, interdependence, and shared power.
- **Start with ourselves and each other**, because what we practice at the small scale sets the pattern for the whole.
- **Continue to learn, experiment, and evolve**—individually, organizationally, and as a community.

We are grateful to the many thought leaders, activists, and healers who have helped shape our core beliefs, including bell hooks, Grace Lee Boggs, Joanna Macy, Margaret Wheatley, Debra Frieze, adrienne maree brown, Rebecca Mintz and Aaron Goggans, Cyndi Suarez, and the Movement Strategy Center.



The moment we choose to love we begin to move against domination, against oppression. The moment we choose to love we begin to move towards freedom, to act in ways that liberate ourselves and others.” —bell hooks



Our work makes an impact:

We Fight Racism.

Our educational tools and programs build awareness to push back against the forces of historical and structural racism. Through a multitude of initiatives, we supported **320** people this year in deepening their understanding and awareness on issues of race. Here's an example:

The Network Weaver Learning Lab: An 8-month intensive learning program, **19** residents from diverse racial and socio-economic backgrounds grew their understanding of historical and structural racism and their continuing impact on today's disparities; deepened their awareness of each other's racial and cultural histories and identities; built relationships and understanding across lines of difference; and strengthened their ability to act collectively to organize and advocate for racially equitable laws and policies.

We Grow Leaders.

Our empowerment programs spark people's innate power to become leaders, and to take actions towards creating more equitable neighborhoods and communities. Through community engagement activities, neighborhood-based events, and community-led action circles, we touched the lives of **2,300** residents. Here's an example:

Civic Engagement and Empowerment Workshops:

This past year, **40** Central and South American women in the Wheaton neighborhood participated in weekly sessions on self-esteem, civic participation, and racial equity. These spaces fostered a sense of belonging and a deeper understanding of self and others, leading to the formation of community-led circles that are taking actions to address equity barriers and challenges.



100

Residents from diverse racial backgrounds attended the **Beyond Boundaries Community Forum**, where they engaged in civil and respectful dialogue on school boundaries, an issue that has fueled division and tensions. Bethesda Magazine described the forum as, “much more civil than previous forums on the subject.”

84

Montgomery County residents downloaded **21 Days of Race Reflection**, our guide providing daily activities to build awareness of how racism can show up in interpersonal interactions.



We Connect Communities.

To overcome the mistrust and fear that lead to fractured and divided communities, we create human-centered spaces to help diverse people connect and build relationships of trust and respect across lines of difference. Through activities and events hosted this year, we helped nearly **500** residents connect across lines of difference. Here's an example:

Diversity Dinners: Among the most diverse social spaces to be found in the County, IMPACT's bi-monthly potluck dinners are specifically designed to bring together neighbors living in Long Branch who are of different races, ethnicities, genders, ages, and socio-economic backgrounds. Attendees sit at round tables designed to facilitate conversation, while weavers work to intentionally connect people across interests and commonalities. Last year, Diversity Dinners brought together over **250** neighbors to break bread and build relationships.

We Boost Economic Power.

Our neighborhood program in marginalized communities help build stronger economic growth and stability, including providing incubator support for new and emerging worker cooperatives in communities of color. Worker-ownership in particular is a proven way to close the wealth divide, build assets for worker-owners, and help create a more thriving local economy. Here's an example:

Worker Cooperative Jumpstarts: These workshops are offered twice a year, and provide technical assistance for current and emerging worker cooperatives covering topics such as trust-building, finances, marketing, legal considerations, and decision-making. Over **160** people participated in these and other learning spaces last year.

25

Latina women completed a **5-week Micro-Entrepreneurship Workshop** to learn how to: write business plans, do basic bookkeeping, and access capital.

1,200

Boys and girls from under-served neighborhoods participated in high-quality soccer and basketball programs through **IMPACT Sports**, which empowers youth to learn good sportsmanship, skill-building, and teamwork.



IMPACT Now! 2019

On May 1, 2019, nearly 500 people joined us for **IMPACT Now!**, a celebration of two decades of IMPACT Silver Spring. The event, held at the Silver Spring Civic Building, was an opportunity to reflect on and appreciate IMPACT's 20 years of building a human-centered network for change.

Event highlights included remarks from each of our Executive Directors (founder Frankie Blackburn, Ronnie Galvin, and current Executive Director, Jayne Park); a retrospective video on the IMPACT network; and a rousing dance party!



We want to say a special thank you to members of the IMPACT Now!

Host Committee. We are grateful for the role you each played in IMPACT's development over the years, and humbled by your contributions of time, talent, and resources to the IMPACT Now! event. We couldn't have done it without you!



Our 2019 Host Committee: Isiah Leggett, Co-Chair ■ Laura Steinberg, Co-Chair ■ Cindy Allen ■ Nanette Alvey ■ Tebabu Assefa ■ Chris Barclay ■ Frankie Blackburn and Bill Traynor ■ Stan Botts ■ Brandy Brooks ■ Monica Buitrago ■ Napoleon Campos ■ Laura Chambers ■ Karen Elrich ■ Julie Farkas and Seth Goldman ■ Jacqueline Fraizer ■ Ronnie Galvin ■ Evan Gay ■ Noelle Haille ■ Jackie and Jim Henkelman-Bahn ■ Deepa Iyer ■ Molly Jackman ■ Rob Jepson ■ Alberto Jimenez ■ Denise Jones ■ Linda Kahn ■ John Landesman ■ Annie Lee ■ Elizabeth McMeekin ■ Luisa Montero ■ Mary Murphy ■ Margaret O'Bryon ■ Jackie Ogg ■ Cherwanda Oliver ■ Aryani Ong ■ Sonia Orellana ■ Chan Park ■ Michael Pauls ■ Luisa Ramirez ■ Kimberly Rattley ■ Sofia Reyes ■ Reemberto Rodriguez ■ Sally Rudney ■ Chris Sale ■ Joanna Silver ■ Debbie Spielberg ■ Cindy Spoon ■ Kathy Stevens ■ Brad Stewart ■ Tia Taylor ■ Winta Teferi ■ Paul Tiao ■ Myriam Torrico ■ Selwyn Vasquez ■ Lori-Christina Webb ■ Chris Wilhelm ■ Beadsie Woo ■ Debra Wylie ■ Misrak Zeleke ■ Mary Ann Zimmerman

Our vision:

Every resident leads a full and quality life in a racially and economically equitable Montgomery County.



IMPACT Staff

Fekadu Adbab
Keren Cabral
Victor Carcamo
Daniel Centeno
Michelle Faulkner-Forson
Carmen Hernandez
Carolyn Lowery
Sara Mussie
Jayne Park
Michael Rubin
Valerie Salazar
Lanita Whitehurst

IMPACT Board of Directors

Nanette Alvey
John Landesman
Brad Stewart
Tia Taylor
Paul Tiao
Selvyn Vasquez
Beadsie Woo

What's coming next:

Building an Equitable Workplace

Guided by a core action group, IMPACT is working to create an organization with minimal hierarchy where power and decision-making are shared; fully empowered teams of staff and residents make decisions; trust, accountability, creativity and innovation are encouraged; and emotionally safe environments are created that honor people's full humanity.

MORE Network-Montgomery County Racial Equity Network

IMPACT is supporting efforts to build a diverse, County-wide network of people advocating for laws and policies in Montgomery County that will address racial disparities in health, education, transportation, housing, criminal justice, and income and wealth.

Beyond Boundaries MoCo

IMPACT is convening the School Boundaries Workgroup, comprised of diverse residents who believe that rather than being a point of division, the impending school boundaries analysis can be a catalyst for bringing communities together—across lines of difference—to problem-solve toward ensuring every MCPS student has the resources and opportunities needed to thrive.

**IMPACT is grateful
for the support of the
following partners:**

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Urban Alliance
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United Church of Christ



*In order to change
and transform the world, we must
change and transform ourselves.”*

—GRACE LEE BOGGS



8807 Colesville Road, LL
Silver Spring, MD 20910

www.impactsilverspring.org
(301) 298-5117 / info@impactsilverspring.org

