

IMPACT REPORT

FISCAL YEAR July 2023 - June 2024



**we shape
tomorrow.**



"I am incredibly proud of the innovative and inspiring approach that Groundswell has developed. Ask those who have worked with us and you will hear about people sharing who they are for the first time, seeing another's humanity across a divide they once thought could not be bridged. I am convinced more than ever that we must build bridges to one another. Division and hate are often products of our fear and ignorance of one another. Bringing diverse people together is the antidote. A world where we all know we belong is one where we each honor the human dignity of ourselves and others, without exception. At Groundswell we are committed to creating the programs and processes that bring this vision to life in the classroom, courtroom, board room, living room and beyond. Are you ready to join our groundswell?"

Alison Edwards | CEO, Groundswell

Program Highlights

YOUTH & EDUCATION

- 160k** Program Touches
- 24** Schools Served
- 985** Youth attended Workshops & Trainings

DISPUTE RESOLUTION

- 113** Mediators Trained
- 97** Volunteer Mediators
- 951** Court Mediations

TRAINING

- 2,181** Participants
- 91** Trainings & Workshops

COMMUNITY BUILDING

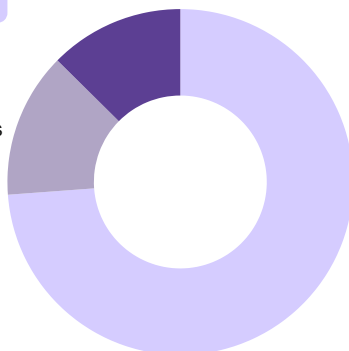
- 625** Attended Hate Prevention & Education Sessions
- 359** Attended the Shaping Tomorrow Series Webinars

Audited Financials AT A GLANCE

TOTAL EXPENSES

\$3,593,702

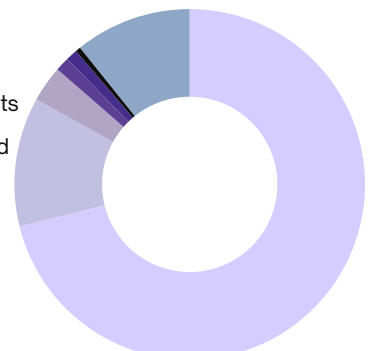
- 73.8%** Program Expenses
- 13.6%** Admin/General
- 12.6%** Fundraising



TOTAL SUPPORT & REVENUE

\$3,512,571

- 71.1%** Program Revenue
- 11.9%** Contributions & Grants
- 10.8%** Net Assets Released
- 3.3%** In-Kind Contributions
- 1.3%** Event Net Revenue
- 1.1%** Investment Gains
- 0.5%** Rent Revenue



YOUTH & EDUCATION

- 160K program touches across Youth and Education Programs
- 985 youth attended 48 workshops and trainings at 16 school sites, the Walk in My Shoes Conference and the Youth Leadership Institute
- 865 youth participated in restorative communication via 151 dialogues and mediation cases at 8 schools, diverting youth from the school-to-prison pipeline



DISPUTE RESOLUTION

- 1,338 court intakes, 1,231 cases initiated, and 951 cases mediated
- 87 community mediations cases with 69% reaching conciliation or mutual agreements
- 113 participants completed our 40-hour basic mediation and/or advanced mediation trainings
- 97 volunteer mediators provided 3,872 hours of service valued at over \$95,000



TRAINING

- 2,181 participants and 91 workshops and trainings
- Topics included Cultural Responsiveness, Implicit Bias, Team Building, What is DEI?, Centering Our Shared Humanity, Intentional Leadership for Managers and Civil Rights History of Orange County
- Worked with local colleges/universities, cities, nonprofits, school districts and businesses.



COMMUNITY BUILDING

- Convened a diverse network of leaders and 35+ community organizations to prevent hate
- 625 attended 25 hate crime education sessions
- Published the 2022 Hate Report
- Responded to 21 crises and 34 hate incident/crimes
- Launched the Shaping Tomorrow Series virtually on topics such as Addressing Racial Slurs in School



Mission & Vision

Bringing diverse people
together to build a more
equitable future.

We envision a world where
belonging is co-created
and realized by all.

BOARD OF DIRECTORS FY23.24

CHIEF EXECUTIVE OFFICER
ALISON EDWARDS

PRESIDENT
BRAD PRAY
BANC OF CALIFORNIA

VICE-PRESIDENT (ACTING)
SUSAN REESE
SUSAN S. REESE DESIGN

TREASURER
SWITHIN LINDBECK
CAPITAL GROUP

SECRETARY
CHRISTIAN LOPEZ
COMMUNITY MEMBER/ALUMNA

OFFICER AT LARGE
REV. KAREN STOYANOFF
UNITARIAN UNIVERSALIST CHURCH,
RETIRED

GURPREET SINGH AHUJA, MD
CHILDREN'S HOSPITAL OC

NATASHA MOHAMED
WESCOM CREDIT UNION

CHARLA BATEY, MBA, APR
COX COMMUNICATIONS

KEVIN KRUEGER
BEHR PAINT

EYELUTA HAILELEUL
BERKSHIRE HATHAWAY

RAIN WANG
PIMCO

KENNETH INOUE
CPA, RETIRED

SANDI LESTER
ATTORNEY

CLAUDIA LOPEZ
SEMPRA INFRASTRUCTURE

DESTINY LOPEZ
ALUMNUS

SUMAIR MALHOTRA
YOUTH MEMBER

FRANK MARMOLEJO
IRVINE VALLEY COLLEGE, RETIRED

YUSUF ZAKIR
DEI EXPERT

CITY PARTNERS

ANAHEIM
BUENA PARK
COSTA MESA
CYPRESS
GARDEN GROVE
HUNTINGTON BEACH
IRVINE
LA HABRA
LA PALMA
LAGUNA BEACH
LAGUNA NIGUEL
LAKE FOREST
MISSION VIEJO
NEWPORT BEACH
TUSTIN

Testimonials

"The Human Relations Ambassadors Program [HRAP] has allowed me to get to know other young people from all backgrounds in Southern California, and gain an understanding of how community, unity and change is created. Through these experiences, I am a more empathetic, aware, and action oriented person."

- HRAP Graduate

"After going through this training, not only have I learned more about what implicit bias is but how to identify the ones I have. It brings to light about how I could use my best practices to help my clients and how to truly meet them where there at rather than making assumptions."

- Implicit Bias training participant

I learned:

"clear system for conflict management"
"How to facilitate conversations for change"
"acknowledging my part in the conflict I am trying to resolve; seek to understand the other person's perspective."

- conflict resolution and mediation training participants

Groundswell is a 501(c)(3) charitable organization, Tax ID #33-0438086
1801 E. Edinger Ave, Suite 115, Santa Ana, CA 92705 | 714-480-6570

www.wearegroundswell.org | follow us @wearegroundswellorg