

D2C

DEDICATION
TO COMMUNITY

2021 - WRAP UP



A WORD FROM OUR FOUNDER...

I am so proud of D2C and its partners. Year 2021 posed great challenges for the global community, but that did not dissuade the D2C family from its commitment to the mission of educating audiences worldwide.

And now, as we begin Year 2022 and continue on this remarkable journey for justice, we pause to give thanks to all of our supporters who make it possible for us to do this critical work.

Onwards we go...



NEW FACES ON OUR BOARD OF DIRECTORS

In 2021, our Board of Directors grew from just four members (one non-voting) to ten (one non-voting) and we could not be more thrilled to have a larger, more diverse group of accomplished, dedicated individuals leading the way.

Please join us as we welcome Yolanda Brooks, Psy.D.; Alexander Aviles, Esq.; Mike Cowell, Kareema J. Gray, Ph.D.; Charles "Chuck" B. Lee, Esq. (who is serving as Chairman); and Steven Israel. Each brings incredible insight and perspective to D2C's mission as well as the non-profit landscape. Please visit our website to learn more about them (www.dedicationtocommunity.org)

Thank you to Scott Steele and Greg Gross, Ed.D for their continued service to the Board, as well as M. Quentin Williams, Esq. and Laura Holden (Board Secretary).



Chuck Lee, Chairman of the D2C Board of Directors & Partner at Parker Poe

WELCOME ALEX ENGLISH!

We are excited to announce the addition of Alex English, a member of the Naismith Memorial Basketball Hall of Fame (Class of 1997) and one of the pioneers of player development within the sports world. English has joined D2C as an Executive Advisor and we could not be more thrilled and excited to have him on our team.

"I am extremely excited about my friend, Alex, agreeing to join the D2C team. He is a Hall of Fame person and, although his prowess on the basketball court was of the highest caliber, he is an even better human being," D2C Founder M. Quentin Williams said.



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OUR 2021 CHANGE AGENTS

As defined by the University of Evansville, the definition of a CHANGEMAKER or, as D2C likes to state, CHANGE AGENT is someone who is taking creative ACTION to solve a social problem. As we tie up 2021, we want to highlight a few of our partners who embody the CHANGE AGENT spirit.

MUCH MORE TO COME IN 2022!

MIAMI HEAT & MIAMI POLICE DEPARTMENT

Numbers don't lie and they certainly can tell a compelling story of effectiveness!

The outstanding impact of our Miami sessions can be seen in the charts below. 98% of participants found the usefulness of the class content and materials above average, while 92% walked away agreeing that they have a better grasp on community confrontation strategies.

We knew we were making an impact and opening up just one heart & mind was the goal, we remain blown away by these numbers. Our time in Miami has been and continues to be extremely rewarding and we appreciate the way D2C has been embraced by the region. Thank you Miami!



THANK YOU!

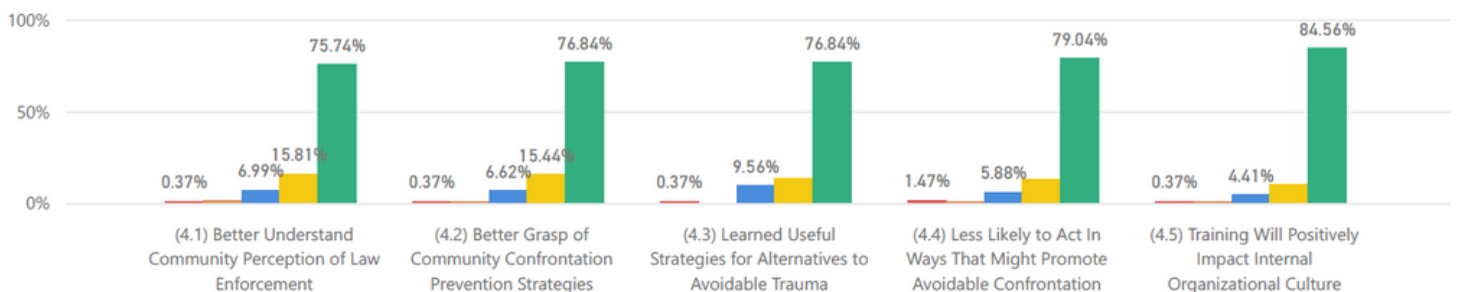
There are many people who we would like to thank for their unwavering support. In particular, we would like to give a HUGE shout out to *Michael McCullough, Steve Stowe, Edson Crevecoeur, Lorrie-Ann Diaz, Akemi Maehama, Interim Chief Manny Morales, Asst. Chief Gause, Major Butler, Major Gonzalez, Major Guerra, Major Ramos, Commander Joaquin Freire, Lt. Mario de los Santos, Sgt. James Lajiness, Ofc Stevens Louis Jean, Dr. Richard Holton and Selena Ramjattan* (just to name a few). They have been outstanding partners in our pioneering journey and are showing the world what ACTION looks like.



Rating Category	Poor	Below Average	Average	Above Average	Excellent
(3.1) Material & Content Usefulness	0%	0%	2%	11%	87%
(3.2) Instructor Strategy Identification Effectiveness	0%	0%	1%	7%	91%
(3.3) Lead Instructor Overall	0%	0%	0%	4%	95%
(3.4) Senior Instructor Overall	0%	0%	1%	6%	94%
(3.5) This Training Compared To Others	0%	0%	4%	10%	86%

Statements Analysis

● 1 - Strongly disagree ● 2 - Disagree somewhat ● 3 - Neither agree nor disagree ● 4 - Agree somewhat ● 5 - Strongly agree





Since announcing our partnership with Boston College Athletics on March 3rd, 2021, we have facilitated sessions with their women's lacrosse, men's and women's basketball, men's and women's ice hockey, men's and women's track and field, men's and women's volleyball, football, fencing, golf, tennis, softball, rowing, swim/dive, and skiing teams. And we are just getting started!

"While D2C has demonstrated an ability to captivate diverse audiences, including law enforcement, and deliver meaningful workshops, we've been particularly impressed with their ability to connect with athletes. It's been beneficial that D2C does not approach its work from any ideological or partisan framework. As a result, their work has shown to be effective and to resonate with broad audiences", said Michael Harris, Boston College Director of Student-Athlete Academic Services and Athletics Diversity & Inclusion Designee.

A BIG shout out to all of the student athletes, coaches, faculty and administration for their dedication to their community in bridging the gap and taking real ACTION to build a better future for all.

A special thank you to Pat Kraft and Michael Harris for all you do! The world is a better place because of you.



MAJOR LEAGUE SOCCER

We wrapped up 2021 in Nashville, TN rolling out a three-day pilot program with the Metro Nashville Police Department sponsored by Major League Soccer and the Nashville Soccer Club.

One participant stated, "[this is an] excellent program that supplements needs of the community as a whole, creating an environment of Belonging."

While another commented that the best thing about the training was "the community members actually being able to sit down and talk it out" with law enforcement.

It was a compelling few days and we look forward to the possibility of returning to Music City and other MLS markets in the future.

Thank you to Sola Winley at Major League Soccer and Brandon Hill at the Nashville Soccer Club for being CHANGE AGENTS.



JOE GIBBS RACING



Despite COVID restrictions, the Joe Gibbs Racing Task Force for Diversity, Belonging & Equity has made major inroads in establishing a plan of ACTION to develop and nurture a more embracing culture of belonging. While such efforts typically take time, the task force has proven their speed off the track as they eagerly put the pedal to the metal to improve relationships within and outside of the race team.

Task Force, D2C appreciates each of you for working hard to effect change and bring unity to our communities both in the racing world and society as a whole. Thank you to Dave Alpern and Amy Gilligan for your pioneering efforts.

KIRK TRIPLETT



Kirk is the first D2C ambassador and we could not be more proud and humbled to have him in our corner. Sporting the D2C logo on his golf bag throughout the 2021 PGA Tour Champions season, Kirk made efforts to spread D2C's message of unity to all communities that he visited.

We were thrilled that Kirk was able to join us in Nashville, TN in December to participate in our pilot program with the Metro Nashville Police Department, the Nashville Soccer Club and Major League Soccer. His main takeaway from these sessions was the ability of D2C's instructors to get the law enforcement officers and community members to open up and talk honestly about the way they see each other. The instructors were immediately able to establish credibility with everyone in the room in an authentic and non-threatening way. He believes we need to get more people in the same room more often to listen to each other.

Kirk shared with us that, "the biggest issue I have faced in my efforts to get people involved in these important conversations is the total disconnect to the situation. It's not that others are trying to ignore the issues, it's just the fact that they have never had to deal with the issues directly and probably never will. I believe that I would be in the same situation without the direct experience of adopting an African American child. Just getting a tiny glimpse of the world from my son's perspective, or more accurately seeing the world's perspective of my son, has opened my eyes to the issue in a much different way." Kirk believes that we are ALL a part of the solution to the racial divide and we must come together to listen, learn and understand.

Thank you, Kirk, for being an outstanding human being, and an incredible D2C Ambassador and CHANGE AGENT.

TRAINED IN 2021

- Connecticut State Police (CSP)
- Stamford Police Department (CT)
- Aurora Police Department (Ohio)
- Lancaster County Sheriff's Office (SC)
- City of Miami Police Department (FL)
(In partnership with the Miami Heat)
- Boston College Athletics Department (Chestnut Hill, MA)
- FBI - LEEDA Conference (Ft. Lauderdale, FL)
- North Carolina Association of Chiefs of Police Conference (Cherokee, NC)
- Fort Myers Police Department (FL)
- Alamance County (NC)
- Union County Public Schools (NC)
- South Carolina State University (SC)
- Florida Memorial University Convocation (Miami, FL)
- Joe Gibbs Racing Task Force for Diversity, Belonging & Equity
- Winston-Salem Police Department (NC)
- Missouri City Managers Conference (Lake of the Ozarks, MO)
- Metro Nashville Police Department (TN)
(In partnership with Major League Soccer & the Nashville Soccer Club)

For more information about our education programs, please visit www.dedicationtocommunity.org.



ONWARDS WE GO... JANUARY 2022

This year has started off with a bang. Our instructors spent the month of January on the road traveling to Quantico, VA, Willimantic, CT, Bridgeport, CT, Hartford, CT, New Britain, CT, Waterbury, CT, Boston, MA, Milwaukee, WI, and back to Quantico, VA.

We would like to send a HUGE thank you to the following companies for their tremendous support of our education sessions in Connecticut:

- Gramercy Funds Management
- BDK Law Group
- Crumbie Law Group
- Ceci Brothers
- McCarter & English



We could not have asked for a better week of training with many of Connecticut's finest in partnership with Connecticut POST (Police Officer Standards and Training) - *maybe warmer weather next time.*



LISTEN. LEARN. UNDERSTAND.

YOUR SUPPORT IS NEEDED

Over the past two years, your support has made it possible for us to serve approximately 2,500 law enforcement officers in 7 states while also helping them to create long-term trusting relationships with the communities they serve.

Please consider making a donation to support D2C (a not-for-profit 501(c)(3)) as we continue to work to ensure safe, positive, respectful interactions amongst all people, in particular between law enforcement and the communities served.

Donations can be made through our website, on our Facebook page, or using the QR code to the right. You can also check with your employer to see if your company participates in corporate matching programs like Benevity. Or simply continue your everyday shopping on Amazon.com using the Amazon Smile tool and selecting Dedication to Community as your charity of choice. A small portion of your purchases on most items will be donated to D2C, **at no cost to you.**



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Thank you for your support.




Dedication to Community

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