Dear Friends,

I am honored to present to you the Lakeshore Ethnic Diversity Alliance’s 2018 Annual Report. It is only through the generous support of our Board, staff, donors, program participants and volunteers that LEDA is able to make such a meaningful impact in our community. For that, I am immensely grateful. The work to build and sustain a more racially equitable community is not easy. As I reflect on this past year, I find evidence of the tireless efforts made to confront systemic barriers that impede progress for racial equity. In this work, our successes are not our own. In all that LEDA has accomplished this year, we owe enormous gratitude to everyone who has walked along side us.

With your support, we saw the success and expansion of many key programs and events in 2018. The Summit on Race and Inclusion, held on May 15 at Hope College in Holland, MI was one of our most well-attended Summits to date. With over 700 individuals registered, LEDA was thrilled to bring keynote speaker Dr. Joy DeGruy to West Michigan, whose presentation received an overwhelmingly positive response from attendees. Likewise, our other community-oriented programs—including Migrant Mentoring, Calling All Colors and our D&I Workshops—have continued to grow and impact individuals and youth in meaningful and life-changing ways.

Thank you for your commitment to us, our mission and our unwavering efforts to advance equity and opportunity in West Michigan and beyond.

In solidarity,
Latoya Booker

About LEDA
Since 1996, the Lakeshore Ethnic Diversity Alliance has led West Michigan in working with and for the community to dismantle barriers to access and to promote racial equity.

Today LEDA represents a broad cross-section of interests and cultures. Hundreds of volunteers and a growing staff work on initiatives throughout the region, alongside dozens of area CEOs and stakeholders engaged in moving forward a vision of racial equity.

Our Mission
The Lakeshore Ethnic Diversity Alliance works to dismantle barriers to ensure people of all ethnic backgrounds have equal access and opportunity to participate fully in the life of the community.
Staff

Latoya Booker, M.Ed.
Executive Director

Christine Mwangi
Program Director

Eunice Ruiz
Migrant Programs Associate

Jared Leys
Operations & Marketing Manager

Patricia Strachan
Administrative & Fund Development Associate

Rob Dale
Accountant

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Holly Johnson
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President, Louis Padnos Iron & Metal

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President, Davenport University

Dale Sowders
President/CEO, Holland Hospital

Alan G. Vanderberg
County Administrator, Ottawa County
Program Review

Much of our work at LEDA is accomplished through our programs. In the following overviews, we have highlighted some key outcomes from each program in 2018. The continued growth we have seen is further evidence of the community’s commitment to promoting equity and inclusion.

Summit on Race and Inclusion

The 2018 Summit on Race and Inclusion drew over 700 individuals. The event was held at Hope College in Holland, MI. Participants took part in the day-long event which featured a keynote address from Dr. Joy DeGruy and a variety of sector-specific breakout sessions. Overall, 97% of surveyed participants agreed the Summit increased their ability to be a partner in the racial equity movement. Special thanks to our event partner, Hope College, and to our major Summit sponsors: W.K. Kellogg Foundation, The Brooks Family, Haworth, Herman Miller Cares, Meijer, Spectrum Health and Smith Haughey Rice & Roegge.

Diversity Education & Workshops

Our workshops provide organizations with customized training solutions that build their capacity to advance diversity and inclusion (D&I). In total, LEDA provided 57.5 hours of D&I training during 2018. Organizations that participated in a Workshop include: Meijer, Spectrum Health Elzinga & Volkers, Holland/Zeeland Young Professionals, Cole’s Quality Foods, Haworth, West Michigan Community Mental Health, Hooker DeJong, Ruth Mott Foundation, Yanfeng Automotive Interiors, Professional Innovators in Teaching and Spring Lake High School.
Calling All Colors

The Calling All Colors program for the 2017-18 school year saw participation from 27 area schools, where students were given the opportunity to engage in challenging and critical discussions surrounding diversity and racial equity. The year culminated with a spring conference held at Grand Valley State University on April 30 & May 1. We surveyed participating students at the conference:

93% of students said they learned a new idea at a Calling All Colors Conference
80% indicated that Calling All Colors gave them the opportunity to interact with students of different racial/ethnic and cultural backgrounds

Migrant Mentoring

The Migrant Mentoring Program provides mentoring services for children of families in the local migrant worker population. In 2018, 40 migrant children were matched with 24 community volunteers for mentoring relationships. Over the course the program, children who have participated maintain:

- 95% high school graduation rate
- 30% college enrollment rate

Allies Working

The Allies Working program is the collaborative effort of invested community members in West Michigan. These individuals and groups come together to explore strategies surrounding key social issues in our communities and the world. Outcomes during 2018 include:

- 4 collaborative meetings and community trainings were held
- 6 topic groups—including:
  • Environmental Allies • LGBTQ Allies • Immigrant Allies
  • Interfaith Allies • Racial Justice Allies • Women’s Issues Allies
Talking to Kids about Race

Through a research-based workshop, Talking to Kids about Race empowers parents, childcare providers, and educators of young children with an understanding of racial attitudes in early childhood development. This program continues to offer participants with tailored seminars that offer a powerful toolkit for engaging young children when talking about race. 2018 marks the seventh year of the program’s operation.

Since the beginning of the program, more than:

- 60 schools and organizations have been served by Talking to Kids About Race

Spanish Language Academy

The Spanish Language Academy offers 8-week beginner, intermediate and advanced level community Spanish courses. Learning a second language can expand your cultural perspective and make you a more engaged citizen of the world, whether within the context of your own community or in regions abroad.

- 5 beginner or intermediate Spanish courses were conducted
- 44 individuals participated in the Spanish Language Academy

Financial Activities

Revenue

Total revenue for 2018: $363,399

Expenses by program:
- Calling All Colors - 14%
- Diversity Education - 13%
- General Operations - 13%
- Migrant Mentoring - 8%
- Special Projects (including Allies Working) - 22%
- Summit on Race and Inclusion - 30%
We offer a big thank you to all of our individual and organizational donors from 2018. You make this work possible through your generous support. We are extremely grateful for your investment in the work of advancing equity.

### Individuals

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### Organizations

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