



# Impact Report

2022



# Roots OF Justice



# Roots<sup>OF</sup> Justice

Roots of Justice, Inc., is a nonprofit organization established to carry forward and broaden the work founded by Mennonite Central Committee U.S., in the Damascus Road Antiracism Training Process.

## OUR VISION

Roots of Justice envisions a world where work for justice in love enables all to live authentic and fulfilled lives.

## OUR MISSION

Roots of Justice seeks the liberation of all persons from oppression, by providing strategies and tools for educating, organizing and renewing persons, institutions and systems.

Roots of Justice, Inc., is led by our Accountability Council, managed by our staff, and trainings are facilitated by members of our Training Team, many of whom have worked together for over 25 years.

## OUR CORE VALUES

- Authentic Relationships
- A Vision of a Just World
- Systemic Approach to Undoing Oppression
- Long Term, Sustainable Strategies that are Life Giving
- Liberated Spirituality

**Providing anti-racist strategies & tools for educating, organizing & renewing persons, institutions & systems for liberation.**

# From our Executive Director

Grace and Peace ~

It has been an amazing year of growth for Roots of Justice! We are full of gratitude for you and all of our partners and supporters who have made it possible.

Although we have been doing this work since the early 90s, like many racial justice organizations we saw an increase in institutions looking for support to guide their increased consciousness around racial justice beginning in 2020. ROJ has since had the opportunity to expand our offerings for the many organizations who are seeking our services and are grateful to heed the call.

We are responding to the needs of the community by increasing our capacity through recruiting new trainers and board members and increasing our staff. Your support is helping us to grow and live into our full potential.

As you'll notice in our new Impact Report, over the past year we have offered 12 antiracism trainings which include both our analysis and organizing training, both of which have impacted the culture and operations of over 20 churches and nonprofit organizations.

Roots of Justice does not offer a "diversity training" but rather workshops that for over 25 years has helped guide a variety of nonprofit organizations, churches, and educational institutions in their work of dismantling systemic racism within their organization and claiming an anti racist identity.

We are in the business of helping folks get free -

For Black, Indigenous, and People of Color (the Global Majority) this means healing and freedom from Internalized Racialized Oppression (IRO). For white people, it is about freedom from Internalized Racial Superiority (IRS). Many participants say they've never experienced a training before like those in the ROJ Antiracism Process.

We guide participants in the ROJ Antiracism Process in identifying and naming contradictions that exist within their own institution. We lay the groundwork and provide tools for the participants to create viable next steps, new actions and ways of being and becoming an anti-racist institution. Most importantly, we provide an opportunity for BIPOC folks to heal from systemic oppression.

Whether you are new to us or you've been with us since the early "Damascus Road" days, we're so grateful you're here. Thank you for being a part of this work for justice to renew persons, institutions and systems for liberation.

In gratitude and solidarity,





# 2022 By the Numbers

12

Total Antiracism Trainings

2

Organizing Trainings

10

Analysis Trainings  
(1 in person, 9 online)

400%

Increase in providing our services (compared to 2019)

5

Apprentices trained to grow our training team

246

Participants trained in analysis, organizing, and education

22

Opportunities for participants & staff to caucus in BIPOC & white groups

# Accomplishments in 2022

**Back In Person:** Our collective was delighted to return in January to in-person events with an Analysis Training for longtime client Newton Community for Racial Justice.

**A Variety of Services:** In addition to the 12 trainings we provided this year, we provided several organizations with audits and executive coaching, to help them take the next step in dismantling racism in their institution.

**Our Collective Is Growing:** Courtney Anika skillfully completed a full year of serving as part-time, interim executive director before becoming the ED. Also, in response to the significant increase in requests for our services over the past year, we have hired additional part-time staff; Dr. Monica Smith joined the Accountability Council; and five new potential trainers were recruited and are going through an apprentice process in order to join the collective.

**Building Community:** In June our collective (trainers, staff, and accountability council) gathered for a two-day retreat reflecting on our origins; doing professional development topics around restorative justice, gender & sexuality, tech training; and caucusing in BIPOC and white groups.



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## ANTIRACISM ORGANIZING TRAINING IS NOW VIRTUAL

Our trainers adapted our Organizing Training for a virtual format and offered it twice.

We launched a scholarship campaign for BIPOC participants with a goal of 10K!

BIPOC SCHOLARSHIP CAMPAIGN



Recognizing that there is additional emotional labor for BIPOC/Global Majority participants we are inviting our supporters and organizations to consider giving toward the **BIPOC Scholarship Campaign** to sponsor BIPOC participants training fees.



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# Accomplishments in 2022



## Roots of Justice now has a Bookshop STOREFRONT

To support participants' continued learning we set up a list of recommended books through Bookshop!

We closed out the year with our Black women trainers reflecting on 20+ years of their antiracism journey

RACISM IS REAL  
Dialogue Series



## BLACK WOMEN TALK BACK II: THE ELDERS



Rev. Michelle Armster



Dr. Calenthia Dowdy



Maati Yvonne Platts



Dr. Regina Shands Stoltzfus



Dr. Monica Smith, Moderator



LOOKING BACK,  
MOVING FORWARD



WEDS  
DEC 14



7-8  
PM ET

After the Roe documents were leaked, male-identifying trainers got together to talk about interrupting white male dominance twice.

RACISM IS REAL  
Dialogue Series

## NO RIGHT TO REMAIN SILENT MEN DARING TO INTERRUPT WHITE MALE DOMINANCE

WITH ROOTS OF JUSTICE  
TRAINERS  
FACEBOOK LIVE



THURS  
MAY 12



6-7PM  
ET

*We have a new Website!*

To help you find the resources and services that you need, more easily. Check it out!



WWW.ROOTSOFJUSTICETRAINING.ORG



# Testimonials from Participants

After each event, trainers give feedback to each other, and participants are asked to offer feedback, sometimes verbally directly after the event, and also in written form later on. This helps us ensure that our outcomes are being met, and allows us to make adjustments to future trainings to increase our impact and success.



THE TRAINING WAS RICH, ENGAGING, INFORMATIVE AND CHALLENGING. I VALUED THE MANY OPPORTUNITIES FOR DISCUSSION, THE EXERCISES AND THE PRESENTERS' COMMENTS. I LOOK FORWARD TO CONTINUING THIS WORK.

- K, 2022 online antiracism analysis training participant



## TESTIMONIAL

*"A thought-provoking training that exceeds expectations. Just when I thought I knew something about my white privilege, they took the examination deeper. In 2.5 days they scratched the surface of the introspective work that every person should do ...especially white people. Roots of Justice was able to do this without passing judgement and without compromising the integrity of the program no matter what level of understanding participants found themselves."*

- Shayna, Violence Prevention Educator, 2022



*I can say for sure that the antiracism analysis training and now the organizing training have deepened my understanding of racism and my commitment to working to dismantle it.*

- MARY, 2022 FAITH-BASED TRAINING PARTICIPANT



The rich history & diverse perspectives provided during the Roots of Justice Anti-Racism Analysis training were humbling & empowering. I left informed & excited about partnering with others in creating a more just & equitable world.

- Kyle, January 2022 online analysis training participant



The content is rich and engaging and provided a very useful framework for our organization going forward.

-April 2022 Online Organizing Training Participant

The ROJ trainers have an extraordinary level of knowledge, experience and skill. The high-quality materials, resources & methods are effective and show a high degree of internal integrity. Their passion & commitment is palpable.

- Jean, 2022 online antiracism analysis training participant, member of church team



My background in diversity training was focused on individual change. The ROJ facilitators guided us on effective change at an institutional level, which was missing from my previous work.

- STAFF OF HEALTHCARE NONPROFIT, APRIL 2022



As a white woman I was treated with respect and understanding, which allowed me to further my acceptance of my privilege and take with me knowledge that this work follows my religious and spiritual beliefs.

- Staff of religious healthcare nonprofit, April 2022



The Roots of Justice Analysis training online was multifaceted and engaging. The content was accessible, the format was varied, and the tools very helpful to deepen the work in my church community, working to become more explicitly antiracist.

- anonymous, Mennonite church staffperson



# Sustaining our Collective

## ARE YOU THIRSTY FOR JUSTICE?

Roots of Justice programs depend on your support to keep going. Please help us carry a systemic analysis of racism and oppression to as many people as possible.

## GIVE HERE:

[rootsofjusticetraining.org/donate](https://rootsofjusticetraining.org/donate)

## Grow our BIPOC scholarship fund:

[rootsofjusticetraining.org/bipoc-scholarship-campaign](https://rootsofjusticetraining.org/bipoc-scholarship-campaign)

PayPal: [roots@rootsofjusticetraining.org](mailto:roots@rootsofjusticetraining.org)

CashApp: SRootsofJusticeInc

## Visit our Bookshop: (affiliate link)

[bookshop.org/lists/roots-of-justice-collective-recommends](https://bookshop.org/lists/roots-of-justice-collective-recommends)

## Support through AmazonSmile:

[smile.amazon.com/ch/46-0965188](https://smile.amazon.com/ch/46-0965188)

Roots of Justice, Inc., is an Oklahoma nonprofit organization, recognized as tax-exempt under IRS code 501(c)3. All or part of your gift may be tax deductible as a charitable contribution. Please check with your tax advisor.

## Accountability Council

**Rev. Michelle Armster**, Trainer

Representative

**Joy Flora King**, Treasurer

**Steve Kriss**

**Christian Parks**, Chair

**Dr. Monica Smith**

## Staff

**Courtney Anika**, Executive Director

**Jennifer Svetlik**, Fundraising & Marketing Coordinator

**Jennie Bills**, Bookkeeper

## Trainers

Rev. Michelle Armster

Phil Morice Brubaker

Rick Derksen

Dr. Calenthia Dowdy

Nick Miron

Thulani Conrad Moore

Maati Yvonne Platts

Dee Dee Risher

Jessica Rodriguez Becker

Regina Shands Stolfus

Bethany Stewart

Chantelle Todman

Brenda Zook Friesen

We thank you for your continued generous support for the ROJ antiracism process.

Gold  
Transparency  
2022  
Candid.

**Roots of Justice, Inc.**

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