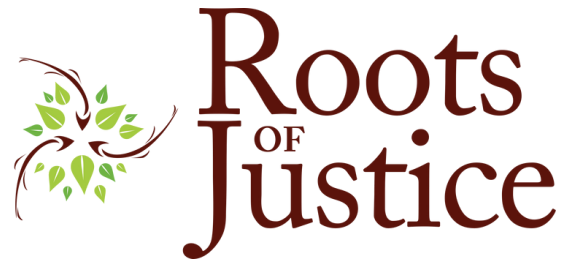


2023



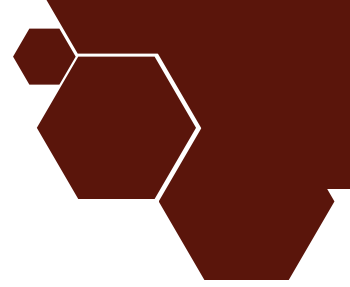
Impact Report



Deepening Roots for Sustainability



Roots^{OF} Justice



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

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.

Vision

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

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.

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

From our Co-Director

Hey Y'all,

We bid farewell to another eventful year at Roots of Justice (ROJ). We are immensely grateful for the support from our community of backers — your support sustains this vital work!

In our ongoing effort to sustain the impactful work of ROJ, we've re-introduced a Co-Director model, but for the first time ever ROJ is led by two Black femmes! This shift fosters an organizational culture that encourages rest while maintaining our commitment to healing and liberation. Together, Courtney Anika as the Director of Operations and myself, Bethany Stewart, as the Director of Curriculum & Marketing, lead the Collective working towards a world of justice through peacemaking and antiracist education. Together we aim to expand Roots of Justice's reach and impact in our communities!

My role is dedicated to exploring new ways to implement our incredible curriculums, theories, and concepts. This involves streamlining our curriculum development and expanding our reach through improved marketing—all committed to serving you. We aim to ensure that our unique approach to antiracism reaches you where you are!

ROJ is increasing its focus on the healing and liberation of Black, Indigenous, People of Color (BIPOC). We are excited to re-launch, in early 2024, our transformative "Set Free" BIPOC-focused retreat weekend centered on healing internalized white supremacy and cultivating relationships among members of the global majority to dismantle systems of white supremacy.

We continue to host workshops, dialogues, and other opportunities to equip individuals with antiracism tools and resources. Your consistent support is invaluable, and we are grateful for your faith and trust in ROJ's antiracism process. We continue to walk alongside you in the work for renewed persons, institutions, and systems for liberation.

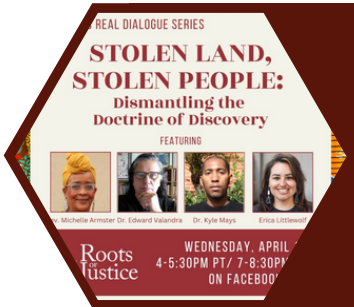
In Solidarity,



Bethany Stewart
Director of Curriculum and Marketing



Accomplishments in 2023



NINE RACISM IS REAL DIALOGUES

Around 300 people engaged with our Racism is Real dialogues, which included topics like The Fight Against Critical Race Theory; Healing Racial Trauma; Stolen Land, Stolen People; Christianity without Racism; God is a Black Woman; Gun Violence; Healing White Body Supremacy; and more.

These dialogues engaged more than **20 experts and thought leaders** from within and outside the ROJ Collective, and helped maintain a sustained focus on the manifestations of racism in the institutions and systems of our society.



FIVE NEW TRAINERS JOIN THE COLLECTIVE

Dr. Drick Boyd, Rev. Lorie Hershey, Rev. Hendy Matahelemual, Regina Moore, and Kyle Sullivan all joined the Roots of Justice Collective as trainers after completing the apprentice process in 2022. Several of them helped to lead analysis trainings this year.



FOUR ANTIRACISM ANALYSIS TRAININGS

We hosted an in-person training for the Newton (KS) Community for Racial Justice, and virtual trainings for Jubilee Association of Maryland, Pennsylvania Coalition to Advance Respect, and a variety of individuals and small teams. Some of our newest trainers had the opportunity to help lead these dynamic trainings. **Over 100 people participated in their first analysis training.**



COACHING FOR WHITE LEADERS

We launched our second cohort of coaching for White leaders working on antiracist organizational change. These six nonprofit and pastoral leaders are in the midst of 12 monthly sessions on organizational assessment, shifting institutional culture, antiracist leadership skills, accountability, and more.

Accomplishments in 2023



DEEPENED COLLECTIVE CONNECTIONS

As Director Courtney Anika traveled across the United States this summer, she connected in-person with many members of the Collective as well as current and potential clients. Pictured here are a number of trainers and staff gathered in Philadelphia!



BLOG REFLECTIONS AND RESOURCING

ROJ trainers and staff offered blogs throughout the year, reflecting on current events, as well as shared other resources for learning, reflection, and advocacy on our social media channels.



Pictured above: Participants and trainers from the Newton Community for Racial Justice Antiracism Analysis Training 2023



Testimonials from Participants

“THE HISTORY OF RACISM AND THE ICEBERG EXERCISE CRYSTALIZED THINGS FOR ME AND GAVE ME THE ABILITY TO BETTER DEFINE AND UNDERSTAND THE ROOT CAUSES OF RACISM.”

- JUNE 2023 ANTIRACISM ANALYSIS PARTICIPANT



The trainers all did great connecting the participants' thoughts to the material. They were thoughtful in their responses.

- NONPROFIT STAFF MEMBER,
SEPT 2023 ANALYSIS TRAINING

The historical information and perspectives helped me grasp on a deeper level critical conversations about how to be a better anti-racist White ally
- Sept 2023 Participant



The facilitators were dynamic! They created a safe space to explore our feelings and ask questions. The breakout groups were especially helpful.

- June 2023 Antiracism
Analysis Participant



Sustaining Our Collective

**WE THANK YOU FOR YOUR CONTINUED GENEROUS SUPPORT
OF THE ROOTS OF JUSTICE ANTIRACISM PROCESS**

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

Support our Sustainability Campaign:
[rootsofjusticetraining.org/co-directors-
campaign.html](https://rootsofjusticetraining.org/co-directors-campaign.html)

PayPal: roots@rootsofjusticetraining.org
CashApp: \$RootsofJusticeInc

Visit our Bookshop: (affiliate link)
[bookshop.org/lists/roots-of-justice-
collective-recommends](https://bookshop.org/lists/roots-of-justice-collective-recommends)

*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.*

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Accountability Council

Rev. Michelle Armster, Trainer Representative

Joy Flora King, Treasurer

Steve Kriss

Christian Parks, Chair

Dr. Monica Smith

Staff

Courtney Anika, Co-Director, Operations
and Development

Bethany Stewart, Co-Director, Curriculum
and Marketing

Jennifer Svetlik, Fundraising & Grants
Coordinator

Jennie Bills, Bookkeeper

Trainers

Rev. Michelle Armster

Dr. Drick Boyd

Phil Morice Brubaker

Rick Derksen

Dr. Calenthia Dowdy

Rev. Lorie Hershey

Hendy Matahelemual

Nick Miron

Regina Moore

Thulani Conrad Moore

Maati Yvonne Platts

Dee Dee Risher

Jessica Rodriguez Becker

Regina Shands Stolzfus

Bethany Stewart

Kyle Sullivan

Chantelle Todman

Brenda Zook Friesen

Gold
Transparency
2023

Candid.