

DELORES BARR WEAVER POLICY CENTER
APPLICATION SUMMARY

The Ward Foundation Board Meeting

Request Date:	March 30, 2023
Project Title:	See the Girl: In Elementary (formerly Girl Matters: It's Elementary)
Request Amount:	\$3,000.00
Program Area:	Children/Youth Services

Organization Information	Contact Person for Application
Organization Name: Delores Barr Weaver Policy Center	Mrs. Stacy Ellison
Physical Address of Organization: 40 East Adams Street, Suite 130 Jacksonville, FL 32202	Vice President, Development & Communications (904) 423-1575 sellison@seethegirl.org
Phone: Tel: 19044231575	
Mailing Address (If awarded a grant, the check will be sent to this address): 40 East Adams Street Suite 130 Jacksonville, FL 32202	
Organization's Web Address: http://40 East Adams Street	
Tax ID: 46-0938295	
Tax Status: 501c(3)	

Organization's annual operating budget: \$2,320,297.00

Background

The Delores Barr Weaver Policy Center leads the Justice for Girls Reform Movement by preventing girls' initial or deeper involvement in the justice system. We serve girls who are often failed by the system: girls of color, girls in foster care, survivors of human trafficking, and girls from underserved communities. The Policy Center tackles the root causes of justice system involvement by changing the policies and practices that unfairly trap girls in destructive cycles of justice system involvement, generational trauma, and poverty. The Policy Center employs interrelated core areas of work that create a uniquely effective approach to addressing the complex issue contributing to girls justice system involvement.

Research and Best Practices: Innovative, girl-centered research informs our advocacy platform, training curricula and is the foundation for our direct service model programming. Our research begins by listening to girls and provides an accurate portrayal of the needs of vulnerable girls whose lives have been defined by multiple traumas and keeps us on the cutting edge of what's happening in girls' lives and in the systems, they encounter (schools, justice, social services etc.). Our 27 original reports are nationally recognized by media outlets, academic journals and professional publications. Inappropriate responses are often the result of the lack of training of girl serving professionals (police/probation officers, educators, therapists, direct service workers). The Girl-Centered Practice© Institute and See the Girl Summit provide specialized learning and certification opportunities to share best practices (informed by our research and model programming) to avoid punitive responses and increase positive outcomes. Our latest partnership with Georgetown University to provides the Girl-Centered Executive Certificate Program nationally.

Advocacy and Public Policy: With our mission partners, we have developed and successfully advocated for the passage of 5 major pieces of legislation that improve the safety and fair treatment of girl ranging from the protection of trafficking victims to the expungement of juvenile records.

Model Programming: Our comprehensive, individualized approach provides girls and their families/caregivers services at any point along the justice continuum (prevention, diversion, in court, probation, detention, commitment, re-entry, specialized services to sex trafficking victims). We offer community-based prevention, diversion and intervention programs that include providing 24/7/365 crisis intervention, healing-centered individual and family therapy, care management (support with basic needs, housing, referrals for education and job placement, etc.), advocacy for girls in court, and work with judges and prosecutors to provide alternatives to incarceration. Our programs include:

- Girl Matters: It's Elementary provides services in 6 low resourced high need schools in Duval County. To date we have served 1,300 girls are reduced suspensions by 81%.
- Girl Matters: In the Middle currently provides services at 3 schools/centers. Served almost 200 middle school girls.
- Girl Matters®: Continuity of Care Model (CCM). Served over 1,700 girls. Incarceration reduced by 65% in Florida's 5 county First Coast compared to 58% statewide (2011-2021).
- Open Doors Outreach Network serving trafficking survivors. The program received referrals from close to 350 survivors to date in the First Coast and is replicated in 32 Florida Counties.

Project/Program Budget (if applicable): \$491,004.61

Project/Program Title: See the Girl: In Elementary (formerly Girl Matters: It's Elementary)

Detailed Project/Program Description

See the Girl in Elementary (formerly GMIE) improves school success and disrupts the cycle of suspensions and justice system involvement. Serving more than 1,349 girls to date (approximately 125 annually), we have dedicated classrooms in schools with high suspension rates to support girls, advocate for and with them, and collaborate with teachers and administrators to create a safer, supportive, equitable learning environment for girls. A dedicated team of care managers and interns utilize a girl-centered curriculum to provide individualized support and skill building to shift school culture and improve girls' individual outcomes.

The program serves girls who are often facing unthinkable tragedy and stressors in their young lives. 47% have experienced the death of a close family member, more than 50% have an incarcerated parent, and 23% witness/experience domestic violence in their homes. See the Girl: In Elementary recognizes girls in crisis and addresses the underlying causes of girls' behavior by providing them with appropriate support and resources. 98% of girls involved in the program report the program is helpful and site improved relationships with mentors, improved grades, learning new skills, and learning to follow rules. 85% of girls involved in the program report zero suspensions.

Here's what girls say about See the Girl: In Elementary:

"They help me with my feelings and help me calm down"

"It gets my feelings out. I keep them in from everybody at school, except for here"

In support of the program, one teacher shared, "The students I referred were more confident and became more successful and independent in their choices. I feel it is a good program to support girls in becoming confident decision makers and becoming leaders in schools".

What other organizations in your geographical area provide similar services?

The See the Girl: In Elementary program is a uniquely designed program to work in collaboration with a school's learning community to advocate for and with girls and while sharing best practices with teachers and administrators to best address girls' evolving

needs. With a dedicated classroom embedded in schools, care manager and interns, and the application of our girl-centered principles, this program is the only one of its kind serving girls in our area.

If funds were received from The Ward Foundation last year, how were they used?

N/A

How will you measure the results of this grant?

Each year, girls participating in the program receive initial assessments upon engagement, as well as, pre and post surveys documenting girls' overall program satisfaction, emotional growth, development of coping skills, building of self-esteem, and healthy, growth fostering relationships developed with the team. Suspension rates of girls involved in the program are also monitored, as suspension is a proven determinate of future justice system involvement.

How many clients do you serve?

125

What is the cost per client served of this grant?

3,900.00

What percent are from low-income families?

100

Recommendation/Notes

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	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 Total Budget
Income:					
<u>Direct Public Grants</u>					
Van Vleck Endowment - Research Fellow			\$ 5,000.00		\$ 5,000.00
Remmer			\$ 10,000.00		\$ 10,000.00
WGA	\$ 50,000.00	\$ 50,000.00			\$ 50,000.00
Michael Ward & Jennifer Lee Foundation	\$ 50,000.00				\$ 50,000.00
Cummer			\$ 15,000.00		\$ 15,000.00
Emily Balz Smith		\$ 15,000.00			\$ 15,000.00
Jim Moran Foundation			\$ 75,000.00		\$ 75,000.00
Ms. Foundation				\$ 10,000.00	\$ 10,000.00
DBW			\$ 100,000.00		\$ 100,000.00
<u>Direct Public Grants Total:</u>	\$ 50,000.00	\$ 65,000.00	\$ 205,000.00	\$ 10,000.00	\$ 330,000.00
<u>Direct Public Support</u>					
Florida Blue				\$ 25,000.00	\$ 25,000.00
Wells Fargo				\$ 3,500.00	\$ 3,500.00
University of North Florida				\$ 3,500.00	\$ 3,500.00
CSX				\$ 5,000.00	\$ 5,000.00
Deerwood Rotary	\$ 5,000.00				\$ 5,000.00
See the Girl Day			\$ 6,000.00		\$ 6,000.00
Luncheon/Awards Event	\$ 250,000.00				\$ 250,000.00
Giving Tuesday				\$ 8,000.00	\$ 8,000.00
See the Girl Summit				\$ 20,000.00	\$ 20,000.00
Personnel Pledges				\$ 20,000.00	\$ 20,000.00
<u>Direct Public Support Total:</u>	\$ -	\$ 255,000.00	\$ 6,000.00	\$ 85,000.00	\$ 346,000.00
<u>Government Funding:</u>					
DJJ - GMIE	\$ 20,000.00	\$ 16,000.00	\$ 13,500.00	\$ 12,000.00	\$ 61,500.00
DJJ - CCM 10746	\$ 150,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 450,000.00
Open Doors	\$ 135,000.00	\$ 135,000.00	\$ 135,000.00	\$ 135,000.00	\$ 540,000.00
Lutheran Services Grant	\$ 10,000.00	\$ 15,110.00	\$ 15,000.00	\$ 13,000.00	\$ 53,110.00
Partnership for Child Health				\$ 15,000.00	\$ 15,000.00
OJDP	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 140,000.00
<u>Government Grants Total</u>	\$ 350,000.00	\$ 301,110.00	\$ 298,500.00	\$ 310,000.00	\$ 1,259,610.00
<u>Other Types of Income:</u>					
Cathedral Arts Project	\$ 3,208.00	\$ 3,208.00	\$ 3,208.00	\$ 3,208.00	\$ 12,832.00
Mary Baldwin		\$ 4,000.00			\$ 4,000.00
True Core	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 16,000.00
<u>Other Types of Income Total</u>	\$ 7,208.00	\$ 11,208.00	\$ 7,208.00	\$ 7,208.00	\$ 32,832.00
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Total Income	\$ 407,208.00	\$ 632,318.00	\$ 516,708.00	\$ 412,208.00	\$ 1,968,442.00
To Be Raised					\$ (351,855.00)

	2023 Q1	2023 Q2	2023 Q3	2023 Q4-	2023 Total Budget
Expenses					
Operations					
65001 Business Expenses/ Reg. Fees	\$ 1,000.00	\$ 500.00	\$ 400.00	\$ 300.00	\$ 2,200.00
65002 Consultants/IC's	\$ 13,000.00	\$ 15,000.00	\$ 10,000.00	\$ 12,000.00	\$ 100,000.00
65002b Subawards	\$ 7,499.00	\$ 7,499.00	\$ 7,499.00	\$ -	\$ 22,497.00
65003 Accounting Fees	\$ 1,000.00	\$ 10,000.00	\$ 8,000.00	\$ 1,000.00	\$ 20,000.00
65004 Legal Fees	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 500.00
65006 Service Fees	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 800.00
65009 Rent, Parking, Utilities	\$ 18,250.00	\$ 18,250.00	\$ 18,250.00	\$ 18,250.00	\$ 73,000.00
65010 Books, Subscriptions, & Dues	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 1,000.00
65011 Furniture, Fixtures & Equipment	\$ 5,000.00	\$ 5,000.00	\$ 2,000.00	\$ -	\$ 10,000.00
65012 Postage, Mailing Service	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 2,000.00
65013 Printing and Copying	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 6,000.00
65014 Supplies	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 12,000.00
65015 Telephone, Telecommunications	\$ 3,075.00	\$ 3,075.00	\$ 3,075.00	\$ 3,075.00	\$ 12,300.00
65017 Technology Management	\$ 30,000.00	\$ 25,000.00	\$ 15,000.00	\$ 15,000.00	\$ 85,000.00
65102 Voices Backbone Expense	\$ 7,050.00	\$ 7,050.00	\$ 7,050.00	\$ 7,050.00	\$ 28,200.00
65104 Insurance - Liability, D and O	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00	\$ 35,000.00
65109 Mileage - Local	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 25,000.00

65110 Memberships and Dues	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 800.00
65111 Special Needs (Girls)	\$ 2,500.00	\$ 2,500.00	\$ 3,000.00	\$ 2,500.00	\$ 10,500.00
65112 Intern Stipends		\$ 5,000.00		\$ 5,000.00	\$ 10,000.00
65113 Background Checks		\$ 2,500.00		\$ 2,500.00	\$ 5,000.00
65114 Intern Meetings	\$ 250.00		\$ 250.00		\$ 500.00
65115 Staff Development	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 1,500.00
65116 Meals	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 4,000.00
65117 Compliance Training Expenses	\$ 500.00	\$ 500.00	\$ 1,000.00		\$ 2,000.00
65119 Conference, Convention, Meeting	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 4,000.00
65120 Travel	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 6,000.00
65121 Special Events	\$ 30,000.00	\$ 10,000.00	\$ 15,000.00	\$ 5,000.00	\$ 60,000.00
65122 Advertising Expenses	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 500.00
65123 Gifts	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 5,000.00
Total Operations and Other Expenses	\$ 145,149.00	\$ 137,899.00	\$ 116,549.00	\$ 97,700.00	\$ 545,297.00
66000 Payroll Expenses (w/3% variance)					
66200 Gross Wages	\$ 337,500.00	\$ 337,500.00	\$ 337,500.00	\$ 337,500.00	\$ 1,350,000.00
66600 Benefits	\$ 110,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 410,000.00
66500 Payroll Admin Fees	\$ 3,750.00	\$ 3,750.00	\$ 3,750.00	\$ 3,750.00	\$ 15,000.00
Total Payroll Expenses	\$ 451,250.00	\$ 441,250.00	\$ 441,250.00	\$ 441,250.00	\$ 1,775,000.00
Total Expenses	\$ 596,399.00	\$ 579,149.00	\$ 557,799.00	\$ 538,950.00	\$ 2,320,297.00
Net Profit				\$	(351,855.00)

DBWPC, Inc.
Profit and Loss
January - December 2022

Total

Income

41770 Government Grants

41881 State of Florida - DJJ CCM (10614) 400K - 7/1 - 6/30	291,096.25
41882 State of Florida - DJJ GMIE (10532) 61.5K - 8/1 - 7/31	59,223.54
41884 OJJDP	62,180.69

44542 YR 2021 and Prior - DJJ - CCM (10404)	-27,742.31
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Total 44540 YR 2021 and Prior - FL State Grants/Contracts	-\$ 27,742.31
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Total 41770 Government Grants

\$ 384,758.17

41771 Community Provider Gov't Contracts

41883 Lutheran Services Grant	60,577.20
43510 VOICES - ODON NE	428,647.19
43520 VOICES - ODON NC	100,291.47

Total 41771 Community Provider Gov't Contracts

\$ 589,515.86

41800 Direct Public GRANTS - RESTRICTED

42001 DuPont 2022 - 50K - STG Monologues	50,000.00
42002 Van Vleck Endowment - Blue Print	111,810.00

42010-01 Cummer 2021 - GMIE and GMIM	15,000.00
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42011 Emily Balz Smith	15,000.00
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42015 The Jim Moran Foundation Grant - GMIE	75,000.00
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Total 41800 Direct Public GRANTS - RESTRICTED

\$ 527,781.00

41901 Direct Public GRANTS - UNRESTRICTED

41903A Endowment Grants	1,500.00
42005 United Way Grant - (2021-2022)	591.99
42006 United Way Grant - (2022-2023)	12,940.95

43002 Wells Fargo	500.00
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Total 41901 Direct Public GRANTS - UNRESTRICTED

\$ 111,072.94

42900 Direct Public SUPPORT

42999 Direct Public SUPPORT - RESTRICTED	6,516.07
43000 Direct Public SUPPORT - UNRESTRICTED	58,301.00
43450 2021 and prior - Direct Public Support - Individ, Business Contributions - Events	121,592.87
43455 Direct Public Support - Website - Unrestricted	-4,900.00
	107,905.12

Total 42900 Direct Public SUPPORT

\$ 289,415.06

43330 2021 and prior - Direct Public Foundation & Trust Grants

-3,440.70

46000 Training and Technical Assistance - Services

-200.00

46413 Interest Income

219.60

46440 Training Technical Assistance	77,024.13
46999 Other Types of Income-	1,410.23
Total Income	\$ 1,977,556.29
Cost of Services Sold	
50000 Mission Cost of Services	0.00
50001 Mileage Expenses	37,468.80
50001A Client Expenses	39.99
50002 Client Groceries Needs	1,186.09
50002A Client Immediate Food Needs	487.57
50005 Client Court / Event Parking	2,010.26
50021 Client Health & Therapeutic Needs	2,183.01
50029 Client Supplies	5,881.63
50036 Client Transportation	3,376.75
50046 Client Fuel Expenses	20.17
Total 50001A Client Expenses	\$ 15,185.47
50003 Contractor Services - Events - Narratives / Video / Catering	42,444.24
50006 Printing & Copying - Events / Client Forms	4,141.97
50007 Telephone, Telecommunications	8,987.50
50008 Voices - Backbone Expense	24,583.17
50009 Supplies - Research	57.90
50017 Mission Benefits - Vision	11.00
50020 Housing Assistance Expense	50.00
50022A Stipend - Interns	8,000.00
50022B Stipend - Cell Phone	3,033.22
50022C Stipend - Parking	1,801.00
50023 Silent Auction Expenses	147.90
50026 Marketing Expenses	50,000.00
50027 Graduation Expenses	62.99
50030 Travel Expenses	6,961.30
50037 Postage - Mailing Service	660.75
50041 Special Events - Meals (Non-Contracting)	10,053.08
50042 Supplies - Development & Special Events	20,267.86
50043 Supplies - Model Programming	9,170.10
50044 Stipends - Events - STG / Summit	24,250.00
50047 Vendor Website Service Fees	12,638.13
50048 Pink House	1,729.52
50057 Advocacy Expenses	81,770.36
50090 Payroll Expenses	
50010 Payroll Expenses - Jan to Mar 2022	120,447.17
50010A Gross Wages	1,341,729.06
50011 FICA	104,101.62
50016 Benefits - Dental	7,809.47
50018 Benefits - Life Insurance	757.91
50019 Benefits - 401K Match	38,546.52

50051 Worker's Comp Insurance	14,183.37
50052 Benefits - Health	134,381.83
50053 Oasis - Administrative HR & Processing Fees	17,827.09
50054 Benefits - Long-Term Disability	4,966.99
50055 Federal Unemployment Taxes	694.15
50056 State Unemployment Taxes	4,752.57
Total 50090 Payroll Expenses	\$ 1,790,197.75
Total 50000 Mission Cost of Services	\$ 2,153,674.01
Total Cost of Services Sold	\$ 2,153,674.01
Gross Profit	-\$ 176,117.72
Expenses	
62000 Credit Card Exchange Expense	-2,494.98
62999 Admin	932.56
65000 Operations Expenses	-17,031.01
65001 Dues / Registration Fees	1,962.08
65002 HR - Personnel Hiring Fees	13,545.92
65003 Accounting Fees	5,250.00
65005 Bank Fee	251.17
65009 Rent, Parking, Utilities	66,329.42
65012 Postage, Mailing Service	88.36
65013 Printing and Copying - Office	5,367.00
65014 Office and Supplies Expense	8,599.20
65015 Telephone, Telecommunications	2,829.51
65017 Technology Management - Office	25,630.89
65018 Cell Phone Stipend	
65020 Office Expense	282.85
65021 Professional Fees - Legal / Auditing	7,938.89
65022 Employee Assistance Expenses	3,513.88
65109 Mileage - Local	-2,435.64
65110 Memberships and Dues	528.00
65113 Background Checks - Employee	231.11
65115 Staff Development	237.60
65116 Meals	822.56
65117 Educational Expenses	2,662.16
65120 Travel	5,272.88
65121 Special Events	0.00
65123 Gifts	0.00
65128 Training	1,050.00
66851 Federal Unemployment Taxes	-166.00
Total 65000 Operations Expenses	\$ 132,760.83
65100 Other Types of Expenses	
65104 Insurance-Liability	
65104a Insurance-D&O EPIL	-206.71
Total 65104 Insurance-Liability	-\$ 206.71
65111 Special Needs (Girls)	0.00
Total 65100 Other Types of Expenses	-\$ 206.71
66000 Payroll Expenses	-120,447.17

66200 Gross Wages - Admin-Holiday-Personal-Sick-Vacation	0.00
66500 Admin Fee	818.86
66501 FICA	0.00
66502 FUTA	0.00
66503 SUTA	0.00
66504 WC	0.00
66601 Dental Insurance	0.00
66603 Health Insurance	0.00
66604 Life Insurance	0.00
66800 401K Match	0.00
Total 66000 Payroll Expenses	<u>-\$ 119,628.31</u>
Total Expenses	<u>\$ 11,363.39</u>
Net Operating Income	<u>-\$ 187,481.11</u>
Net Income	<u>-\$ 187,481.11</u>

Monday, Jan 30, 2023 12:33:58 PM GMT-8 - Accrual Basis

Financial Statements

**DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center
(A Not for Profit Corporation)**

December 31, 2021 and 2020

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INDEPENDENT AUDITOR'S REPORT

To Management and the Board of Directors
DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc.
Jacksonville, Florida

Opinion

We have audited the accompanying financial statements of DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. (a non-for-profit organization), which comprise the statements of financial position as of December 31, 2021 and 2020, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. as of December 31, 2021 and 2020, and the changes in its net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures including examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, Inc. ability to continue as a going concern for a reasonable period of time.
- We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Masters, Smith & Wisby P.A.

Certified Public Accountants
Jacksonville, Florida

November 9, 2022

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)
STATEMENTS OF FINANCIAL POSITION

	<u>December 31</u>	
	<u>2021</u>	<u>2020</u>
<u>ASSETS</u>		
Cash and cash equivalents	\$ 1,708,369	\$ 1,836,357
Accounts receivable	80,983	98,333
Prepaid expenses	34,261	6,565
Property and equipment	<u>74,280</u>	<u>87,132</u>
Total Assets	<u><u>\$ 1,897,893</u></u>	<u><u>\$ 2,028,387</u></u>
 <u>LIABILITIES AND NET ASSETS</u>		
Liabilities:		
Accrued liabilities	\$ 44,610	\$ 26,891
Paycheck protection program loan	-	352,900
Net Assets:		
Without donor restrictions	1,709,430	1,476,989
With donor restrictions	<u>143,853</u>	<u>171,607</u>
Total Net Assets	<u><u>1,853,283</u></u>	<u><u>1,648,596</u></u>
Total Liabilities and Net Assets	<u><u>\$ 1,897,893</u></u>	<u><u>\$ 2,028,387</u></u>

See notes to financial statements

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)
STATEMENTS OF ACTIVITIES

	Years Ended December 31	
	2021	2020
Changes in Net Assets Without Donor Restrictions		
Revenue and support:		
Foundation and trust grants	\$ 280,565	\$ 434,138
Public and corporate support	156,991	88,747
Program services	877,629	828,839
Special events	7,737	182,499
Other income	3,134	3,096
Investment income	3,742	2,779
In-kind	29,140	30,311
Paycheck protection program loan forgiveness	662,400	-
Total revenue and support without donor restrictions	2,021,338	1,570,409
Net assets released from restrictions	174,254	132,906
Total revenue and support	2,195,592	1,703,315
Expenses:		
Program Services		
Research	143,977	182,583
Advocacy	51,052	135,656
Training and technical assistance	64,116	65,953
Model programing	1,006,780	1,150,462
Supporting Services		
Management and general	455,112	389,152
Fundraising	242,114	206,723
Total Expenses	1,963,151	2,130,529
Change in net assets without donor restrictions	232,441	(427,214)
Changes in Net Assets With Donor Restrictions		
Foundation and trust grants	146,500	186,668
Net assets released from restrictions	(174,254)	(132,906)
Change in net assets with donor restrictions	(27,754)	53,762
Change in Net Assets	204,687	(373,452)
Net Assets, Beginning of Year	1,648,596	2,022,048
Net Assets, End of Year	<u>\$ 1,853,283</u>	<u>\$ 1,648,596</u>

See notes to financial statements

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)
STATEMENT OF FUNCTIONAL EXPENSES
For the year ended December 31, 2021

	Program Services						
	Research	Advocacy	Training and Technical Assistance	Model Programing	Management and General	Fundraising	Total
Expenses:							
Salaries & wages	\$ 99,478	\$ 10,231	\$ 38,233	\$ 697,444	\$ 238,130	\$ 133,086	\$ 1,216,602
Payroll taxes	7,938	787	2,877	58,309	21,832	10,077	101,820
Stipends/fellowships	3,000	-	-	6,750	-	800	10,550
Retirement plan contribution	3,608	121	880	19,958	7,352	3,700	35,619
Other employee benefits	13,091	760	4,047	104,490	36,533	11,254	170,175
	127,115	11,899	46,037	886,951	303,847	158,917	1,534,766
Contract services	7,670	38,061	14,524	20,667	41,749	38,105	160,776
Occupancy	2,122	380	265	29,421	28,387	2,334	62,909
Depreciation	-	-	-	-	12,852	-	12,852
Telephone & technology management	3,635	116	1,208	18,701	35,472	12,767	71,899
Insurance	3,194	559	399	20,758	3,392	3,513	31,815
Professional, legal & accounting	-	-	-	-	12,200	-	12,200
Travel, meetings, & special events	-	-	-	10,671	-	382	11,053
Meals	-	37	-	291	423	1,769	2,520
Training	-	-	-	280	1,255	-	1,535
Memberships & dues	125	-	-	-	3,471	-	3,596
Licenses & fees	-	-	-	202	1,472	1,809	3,483
Office & supplies	116	-	662	5,220	3,402	4,103	13,503
Printing & copying	-	-	916	805	5,654	1,688	9,063
Special needs	-	-	105	12,813	1,536	16,727	31,181
Total Expenses	\$ 143,977	\$ 51,052	\$ 64,116	\$ 1,006,780	\$ 455,112	\$ 242,114	\$ 1,963,151

See notes to financial statements

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)
STATEMENT OF FUNCTIONAL EXPENSES
For the year ended December 31, 2020

	Program Services						
	Research	Advocacy	Training and Technical Assistance	Model Programing	Management and General	Fundraising	Total
Expenses:							
Salaries & wages	\$ 130,884	\$ 24,652	\$ 10,723	\$ 793,924	\$ 215,859	\$ 127,119	\$ 1,303,161
Payroll taxes	10,409	1,986	868	59,218	17,239	10,085	99,805
Stipends/fellowships	1,125	-	-	9,250	-	-	10,375
Retirement plan contribution	4,844	804	421	22,579	6,735	4,657	40,040
Other employee benefits	19,391	3,232	1,065	122,540	28,784	19,834	194,846
	166,653	30,674	13,077	1,007,511	268,617	161,696	1,648,226
Contract services	6,425	100,728	48,751	66,227	11,038	14,978	248,147
Occupancy	2,792	762	513	16,279	39,161	2,792	62,299
Depreciation	-	-	-	-	14,400	-	14,400
Telephone & technology management	5,014	764	792	30,567	8,151	7,571	52,859
Insurance	690	188	188	3,824	990	690	6,570
Professional, legal & accounting	-	-	-	-	31,605	-	31,605
Travel, meetings, & special events	371	2,421	1,599	9,840	223	454	14,908
Meals	-	72	215	49	609	16	961
Training	-	-	186	247	3,599	-	4,032
Marketing	-	-	-	-	-	-	-
Memberships & dues	384	-	-	-	1,338	72	1,794
Licenses & fees	-	-	-	202	2,372	1,917	4,491
Office & supplies	80	-	101	3,777	2,363	15,791	22,112
Postage	-	-	-	-	-	-	-
Charitable donations	-	-	-	-	-	-	-
Printing & copying	175	48	530	1,086	4,688	746	7,273
Special needs	-	-	-	10,853	-	-	10,853
Total Expenses	\$ 182,583	\$ 135,656	\$ 65,953	\$ 1,150,462	\$ 389,152	\$ 206,723	\$ 2,130,529

See notes to financial statements

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)
STATEMENTS OF CASH FLOWS

	Years Ended December 31	
	2021	2020
Cash Flows from Operating Activities:		
Change in net assets	\$ 204,687	\$ (373,452)
Adjustments to reconcile change in net assets to net cash flows from operations		
Depreciation	12,852	14,400
Loss on disposal of property and equipment	-	2,874
Forgiveness of paycheck protection program loan	(662,400)	-
Changes in operating assets and liabilities:		
Accounts receivable	17,350	(59,921)
Prepaid expenses	(27,696)	(296)
Accrued liabilities	17,719	(30,671)
Net Cash Flows from Operating Activities	(437,488)	(447,065)
Cash Flows from Investing Activities:		
Purchase of property and equipment	-	(11,937)
Net Cash Flows from Investing Activities	-	(11,937)
Cash Flows from Financing Activities:		
Paycheck protection program loan	309,500	352,900
Net Cash Flows from Financing Activities	309,500	352,900
Net Change in Cash and Cash Equivalents	(127,988)	(106,102)
Cash and Cash Equivalents, Beginning of Year	1,836,357	1,942,459
Cash and Cash Equivalents, End of Year	<u>\$ 1,708,369</u>	<u>\$ 1,836,357</u>

See notes to financial statements

**DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)**

**NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020**

A. Nature of Activities and Significant Accounting Policies:

Nature of Activities

DBWPC, Inc. d/b/a Delores Barr Weaver Policy Center, (the "Policy Center"), was incorporated in Florida on August 24, 2012 as a tax exempted 501(c)(3) corporation. The Policy Center's mission is to be the "Voice for Girls". The Policy Center engages communities, organizations and individuals through quality research, community organizing, advocacy, training and model programming to advance the rights of girls and young women, especially those in the justice and child protection systems.

Basis of Accounting and presentation

The financial statements of the Policy Center have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities.

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board's (FASB) Accounting Standard Codification for Financial Statements of Not-for-Profit Organizations (ASC 958).

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Policy Center considers all highly liquid short-term investments with an original maturity of three months or less to be cash equivalents.

The Policy Center maintains cash balances at high quality financial institutions located in Jacksonville, Florida, which at times, may exceed Federal Deposit Insurance Corporation (FDIC) limits. The Center monitors the creditworthiness of these institutions and has not experienced, nor does it anticipate, any loss of funds in these accounts. Cash balances exceeded FDIC insured limits by \$1,206,953 and \$1,345,730 at December 31, 2021 and 2020, respectively.

Accounts Receivable

Accounts receivable are stated at the amount management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a provision for bad debt expense and an adjustment to a valuation allowance based on its assessment of the status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to accounts receivable. During the years ended December 31, 2021 and 2020 the Policy Center recorded bad debt expense of \$-0- and \$2,342, respectively. The allowance for doubtful balance was \$-0- at December 31, 2021 and 2020.

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)

NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020

A. Nature of Activities and Significant Accounting Policies (continued):

Grants and contributions

Grants and contributions received are recorded as with or without donor restrictions, depending on the existence and/or nature of any donor restrictions. Grants and contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restriction depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions.

Investments

Investments in marketable securities with readily determinable fair values are reported at their fair values on the statement of financial position. Realized and unrealized gains and losses, as well as interest and dividend income are included as a component of unrestricted support and revenue. At December 31, 2021 and 2020 there were no investments in marketable securities.

Property and Equipment

Property, improvements, equipment and donated assets are capitalized if their fair value is greater than or equal to \$1,000. Depreciation is computed using primarily the straight-line method over the estimated useful lives of 5 to 20 years.

Gifts In-Kind and Donated Services

Gifts In-kind and donated services are recognized as contributions in accordance with *FASB ASC 958-605-25*, if the services (a) create or enhance non-financial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the Organization. However, individuals may volunteer their time on behalf of the Policy Center, but these services do not meet the criteria for recognition as contributed services. No amounts have been reflected in the financial statements for volunteer time for the years ended December 31, 2021 and 2020, respectively.

Tax Status

The Policy Center has received a tax determination letter dated November 26, 2012 exempting the Organization from Federal income tax under Section 501(c) (3) of the Internal Revenue Code of 1986, as amended, and classified by the Internal Revenue Service as other than a private foundation. The Policy Center takes tax positions which it feels adhere to the laws established by the taxing authorities. The Policy Center does not believe it has taken any uncertain tax positions which would subject it to penalties or interest; therefore, none have been accrued in the accompanying financial statements.

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)

NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020

A. Nature of Activities and Significant Accounting Policies (continued):

Expense Allocation

The costs of providing program services, management and fund-raising activities have been summarized on a functional basis in the Statement of Activities and in the Statement of Functional Expenses. Program service costs that can be directly identified with a program are charged to the appropriate program, costs that can be directly identified as fund-raising are charged to fund-raising expense. Supporting services, including administration and senior management costs are allocated to programs, management and general and fund raising based on estimates of time spent on those activities.

Advertising and Marketing

Advertising and marketing costs are expensed as incurred. Advertising and marketing expenses for the years ended December 31, 2021 and 2020 were \$-0-.

Subsequent Events

The Policy Center has evaluated subsequent events through November 9, 2022, the date the financial statements were available to be issued.

B. Restrictions on Assets:

Net assets with donor restrictions are related to funds provided by certain donors to be used for specified activities. As of December 31, 2021, and 2020 these net assets were \$143,853 and \$171,607, respectively.

C. Conditional Promises to Give and Support:

The Policy Center was the recipient of a three-year unrestricted grant, beginning in 2013, totaling \$6,621,646 from the Delores Barr Weaver Fund (DBWF) through The Community Foundation for Northeast Florida as beneficiary. Due to the nature of the grant arrangement between the three parties, these funds were a conditional promise to give and as such funds are recorded when received by the Policy Center. Yearly allocations were as follows; year one \$2,116,010, year two \$2,200,310, year three \$2,305,326. All funds for this grant have been received.

For 2016, the Delores Barr Weaver Fund through The Community Foundation for Northeast Florida committed to fully fund the Policy Center's operating budget for the first six months of the year. The Fund matched, dollar for dollar, all funds raised by the Policy Center between October 15, 2015 and October 14, 2016, up to one quarter of the Policy Center's annual operating budget. Under this arrangement, the DBWF provided \$2,378,296 of unrestrictive support for the year ended December 31, 2016.

**DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)**

**NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020**

C. Conditional Promises to Give and Support (continued):

For the year ended December 31, 2018, the Delores Barr Weaver Fund through the Community Foundation for Northeast Florida provided the Center with unrestricted support of \$1,000,000.

For 2019 and 2020 the Delores Barr Weaver Fund through the Community Foundation promised an unrestricted gift of \$1,325,000, of which \$900,000 was paid in 2019 and \$425,000 was paid in 2020.

For 2021 the Delores Barr Weaver Fund through the Community Foundation promised and paid an unrestricted gift of \$210,000.

The Center has received long-term pledges from various donors to provide yearly unrestricted gifts as follows:

<u>Years Ending December 31</u>	<u>Amount</u>
2022	\$ 26,850
2023	25,750
2024	16,850
2025	12,850
2026	10,850
Thereafter	6,000
Total	<u>\$ 99,150</u>

D. Property and Equipment:

	<u>December 31</u>	
	<u>2021</u>	<u>2020</u>
Property and equipment consist of the following:		
Leasehold improvements	\$91,337	\$ 91,337
Computer equipment	24,737	30,237
Furniture and fixtures	48,646	48,646
	<u>164,720</u>	<u>170,220</u>
Less, accumulated depreciation	90,440	83,088
	<u>\$74,280</u>	<u>\$ 87,132</u>

Depreciation expense for 2021 and 2020 was \$12,852 and \$14,400, respectively. For the year ended December 31, 2020, the Center recorded a loss on the disposal of property and equipment of \$2,874.

**DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)**

**NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020**

E. Liquidity and Availability of Financial Assets:

It is the policy of the organization to manage its financial assets, so they are available when needed to meet its general expenditures, liabilities and other obligations as they become due.

The Organization's financial assets available within one year from the statement of Financial Position date available for general expenditures are:

	December 31	
	2021	2020
Cash and cash equivalents	\$1,708,369	\$1,836,357
Accounts receivable	80,983	98,333
Financial assets at year-end	1,789,352	1,934,690
Less those unavailable for general expenditures within one year, due to:		
Donor restricted	143,583	171,607
Financial assets available to meet cash needs for general expenditure within one year	<u>\$1,645,769</u>	<u>\$ 1,763,083</u>

F. Concentrations:

Support and Revenue

The Policy Center received 10% and 24% , respectively, of its support in 2021 and 2020 from one donor; the Delores Barr Weaver Fund through the Community Foundation for Northeast Florida.

The Policy Center received 39% and 44%, respectively, of its support in 2021 and 2020 from governmental contracts.

G. Retirement Plan:

The Policy Center participates in a qualified deferred compensation plan under Section 401(k) of the Internal Revenue Code. Under the plan employees may elect to defer a portion of their salary, subject to IRS limits. Employees are eligible to make elective deferrals and to participate in any employer discretionary contributions on their date of hire. The Policy Center makes safe harbor matching contribution on employee deferrals up to 4% of gross wages. Total employer contributions made in 2021 and 2020 totaled \$35,619 and \$40,041, respectively.

**DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)**

**NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020**

H. Office Lease:

The Policy Center leases its headquarters in Jacksonville, FL under a lease agreement expiring in December of 2024. Total rental payments escalate 3% per year and the lease contains two 5-year renewal options.

Total rent expense under these agreements was \$47,909 and \$46,898 for the years ended December 2021 and 2020, respectively and is included as a component of occupancy expenses on the statement of functional expenses

Future minimum lease payments are as follows below:

<u>Years Ending December 31</u>	<u>Amount</u>
2022	54,237
2023	55,864
2024	57,540
Total	<u>\$ 167,640</u>

I. Board Restricted Cash and Net Assets:

The Policy Center's Board of Directors on January 29, 2014 approved a motion to place voluntary restrictions on its unrestricted net assets to fund; (a) development and communication infrastructure (b) a three-month operating reserve and (c) the establishment of a board designated endowment fund. These funds have been segregated by the Policy Center and are not subject to any donor or other outside restrictions. At December 31, 2021 and 2020 the Policy Center had in separate bank deposit accounts a total of \$803,754 and \$824,942 for operating reserves and \$603,244 and \$603,184 for the board designated endowment, respectively. These amounts are included as a component of cash and cash equivalents on the statement of financial position.

J. Endowments:

A gift designated for the Policy Center was made to the Community Foundation for Northeast Florida during the year ended December 31, 2017. This permanent gift, known as the Joan A. Van Vleck Justice for Girls Endowment was established to fund the research and production of the Justice for Girls Report Card every five years beginning in the year 2022. Also, an existing endowment at the Community Foundation for Northeast Florida, the Joan Amery Van Vleck Fellowship Fund was re-designated to benefit the Center for general operating support with a focus on research.

At December 31, 2021 and 2020 the Joan A. Van Vleck Justice for Girls Endowment had a balance of \$738,000 and \$652,680, respectively, At December 31, 2021 and 2020 the Joan Amery Van Vleck Fellowship Fund had a balance of \$152,899 and \$137,594, respectively. All amounts relating to these funds are excluded from the accompanying financial statements.

DBWPC, Inc. d/b/a DELORES BARR WEAVER POLICY CENTER
(A NOT FOR PROFIT CORPORATION)

NOTES TO FINANCIAL STATEMENTS
Years Ended December 31, 2021 and 2020

K. Commitments and Contingencies:

Paycheck Protection Program Loan

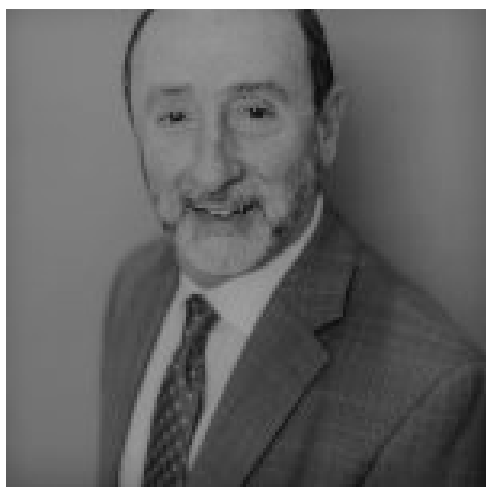
The novel strain of the coronavirus (Covid-19) in the United States has caused widespread economic disruptions in nearly every sector of the economy. In order to alleviate some of the financial hardships associated with the disease, a Paycheck Protection Program (PPP) loan was created by the federal government under the CARES act. The Center took part in the PPP and received a loan of \$352,900 on June 1, 2020 with an interest rate of 1% with payments of principal and interest beginning October 7, 2020 through maturity on January 1, 2021. Due to the subsequent passage of the Paycheck Protection Program Flexibility Act of 2020 this note has been modified to allow deferral of principal and interest up to 10 months after the borrower's covered period which is 24 weeks from the date of the loan. Under the program, the Center can qualify for full forgiveness of the balance should they adhere to certain expense and personnel level guidelines. On June 7, 2021, management was notified by its lender that this loan was forgiven in its entirety.

In February of 2021, the Center applied for and received a second draw from PPP for \$309,500 under essentially the same terms as the first draw. On August 23, 2021, management was notified by its lender that this loan was forgiven in its entirety.

L. Legal Settlement

During 2020 the Center settled a suit brought by a former employee for \$200,000 of which \$185,000 was reimbursed by insurance, the remaining \$15,000 is included in professional, legal and accounting expense in the statement of functional expenses for the year ended December 31, 2020.

BOARD OF DIRECTORS 2023



Shay Bilchik, Chair

Shay Bilchik is president emeritus and founder of the Center for Juvenile Justice Reform at Georgetown University's McCourt School of Public Policy. The Center's purpose is to advance a balanced, multi-systems approach to reducing juvenile delinquency that promotes positive child and youth development, while also holding youth accountable. This work is carried out through the dissemination of papers on key topics; the sponsorship of symposia; Certificate Programs at Georgetown providing leaders with intensive learning opportunities and ongoing support in their systems improvement efforts; and multi-site demonstration projects. Shay has been recognized as a Distinguished Investigator by Georgetown University in 2014, 2015 and 2016 for his field research on multi-systems reform. Prior to joining McCourt on March 1, 2007, Mr. Bilchik was the President and CEO of the Child Welfare League of America, a position he held from February of 2000. Prior to his tenure at CWLA, Shay headed up the Office of Juvenile Justice and Delinquency Prevention (OJJDP) in the U.S. Department of Justice, where he advocated for and supported a balanced and multi-systems approach to attacking juvenile crime and addressing child victimization. Before coming to the nation's capital, Mr. Bilchik was an Assistant State Attorney in Miami, Florida from 1977-1993, where he served as a trial lawyer, juvenile division chief, and Chief Assistant State Attorney. Mr. Bilchik earned his B.S. and J.D. degrees from the University of Florida.



Dr. C. Nicole Mason, Vice Chair

Dr. C. Nicole Mason is the president and chief executive officer of the Institute for Women's Policy Research (IWPR), a leading voice on pay equity, economic policies, and research impacting women. Stepping into this role in November 2019, Dr. Mason will be the youngest person currently leading one of the major inside the Beltway think tanks in Washington, D.C., and one of few women of color. She succeeds noted economist and MacArthur Fellow Heidi Hartmann, the Institute's founding CEO. As one of the nation's foremost intersectional researchers and scholars, Dr. C. Nicole Mason brings a fresh perspective and a wealth of experience to the Institute for Women's Policy Research. For the past two decades, Dr. Mason has spearheaded research on issues relating to economic security, poverty, women's issues, and entitlement reforms; policy formation and political participation among women, communities of color, and youth; and racial equity. Prior to IWPR, Dr. Mason was the executive director of the Women of Color Policy Network at New York University's Robert F. Wagner Graduate School of Public Service, the nation's only research and policy center focused on women of color at a nationally ranked school of public administration. She is also an inaugural Ascend Fellow at the Aspen Institute in Washington, D.C. Dr. Mason is the author of *Born Bright: A Young Girl's Journey from Nothing to Something in America* (St. Martin's Press) and has written hundreds of articles on community development, women, poverty, and economic security. Her writing and commentary have been featured in the New York Times, MSNBC, CNN, NBC, CBS, Real Clear Politics, the Nation, the Washington Post, Marie Claire Magazine, the Progressive, ESSENCE Magazine, Bustle, BIG THINK, the Miami Herald, Democracy Now, and numerous NPR affiliates, among others.



Kareen Dorsett, Treasurer

Kareen is currently the Senior Director of Corporate Performance, Budget & Planning for GuideWell, a mutual insurance holding company and parent to Florida Blue, the oldest and largest health plan in Florida. In her corporate finance role, Kareen is responsible for driving the enterprise-wide budget and cost allocation process; leading corporate planning, strategic forecasting, and performance management reporting across GuideWell's diverse business portfolio. Kareen emigrated from Jamaica to the US at the impressionable age of 18, in pursuit of a BA in Actuarial Science from Georgia State University. She earned her professional credential as a Fellow of the Society of Actuaries (FSA) in March 2010 and has subsequently held positions of increasing accountability during her career at Florida Blue. In addition to Kareen's professional accomplishments, she is passionate about her Caribbean heritage and giving back to the community. When not spending time with her husband--Arend, and three young sons--Anderson, Alexander, and Austin, Kareen dedicates her free time to acts of service. She regularly serves as a Children's Ministry Volunteer at Christian Family Chapel, where she and her husband have been members for over six years. Kareen is also the current Vice President for the Southeastern Actuaries Conference and has volunteered for several years for the Society of Actuaries Exams & Education Committee.



Shawnda Chapman, Board Member

Shawnda Chapman is a researcher, activist and the Director, of the Girls of Color Initiative at the Ms. Foundation for Women. Over the course of her personal and professional trajectory, her work has attempted to address inequality and injustice broadly with an acute focus on centering the needs and experiences of marginalized people. At the Ms. Foundation, Shawnda leads and shapes efforts to address the multitude of inequity faced by girls and TGNC youth of color by providing grantmaking, leadership development and capacity building resources to support their advocacy and movement building. Prior to joining Ms., Shawnda worked on federally funded national initiative to end girls' incarceration at the Vera Institute of Justice. She also directed the Beyond the Bars Fellowship program at Columbia University's Center for Justice. Shawnda has broad experience developing as well as implementing research, monitoring, and evaluation materials both domestically and internationally. She currently serves on the advisory board of the Young New Yorkers, an arts-based diversion program for court-involved young people; as well as Southern New Hampshire University's Global Education Movement (GEM), an initiative that works to increase refugee access to tertiary education. Shawnda earned her BA in Sociology and MS in Applied Social Research from Hunter College. She is currently pursuing a Doctorate from The Graduate Center at the City University of New York.



Dr. Richmond D. Wynn, Board Member

Dr. Richmond D. Wynn is Vice President and Chief Diversity Officer at the University of North Florida. He is also a licensed mental health counselor, a certified addiction professional, and an Associate Professor of Clinical Mental Health Counseling. His research focuses on intersectionality of identity, traumatic stress, and health outcomes. He is specifically interested in the ways in which culturally diverse, lesbian, gay, bisexual, transgender, and Queer (LGBTQ) persons negotiate their identities and manage their health. Dr. Wynn is a community-engaged professional and has a long history of service in the Jacksonville community with most of his work focused on diversity, equity, and inclusion.



Rachic A. Glover, Board Member

Rachic A. Glover is an Assistant General Counsel at Florida Blue, the oldest and largest health plan in Florida. In this role, Rachic leverages her background in administrative law and the legislative process to anticipate and identify legal issues concerning the sale of health insurance, develop strategies to implement related legislation, and advise and counsel with regard to regulatory compliance. Rachic previously spent over a decade working in Tallahassee, FL, practicing law at various state agencies that regulate insurance and health care, most recently as the Deputy Director of Legal Affairs, Life & Health Product Review at the Office of Insurance Regulation. She also worked as a staff attorney and judicial law clerk at the Florida First District Court of Appeal. A proud Florida native, Rachic matriculated at the University of Florida and the Florida State University College of Law, respectively, for her bachelors and juris doctor degrees. With a dedication to philanthropy and volunteerism and a keen interest in improving the lives of women and children, Rachic is a member of Alpha Kappa Alpha Sorority, Inc., the oldest Greek-letter organization established by African American college-educated women, and is a former Vice President of Nominating and Training, Leadership, and Diversity Manager of the Tallahassee Junior League. She is strongly committed to diversity, equity, and inclusion efforts within insurance and the law, as well. Rachic recently joined the Florida Bar's Diversity & Inclusion Committee and is a current board member of the National African-American Insurance Association, Florida Chapter. Rachic's greatest accomplishment is being "mommy" to a six-year-old daughter, Ava Grace.



Carol Wick, Board Member

Carol Wick began her career in the early '90s as a trauma therapist for sexually abused children, eventually overseeing child advocacy and gender-responsive program for teenage girls. For nearly a decade, she served as the CEO of one of the largest domestic violence shelters in the US, opening one of the first onsite kennels and winning global awards for innovation. Carol successfully worked within government to change systems, most recently passing Donna's Law in 2020, that eliminated the statute of limitations for the rape of children in Florida. In 2021 led the effort that passed the first rape kit tracking law in Florida. Throughout her career, she has developed relationships with organizations that work across the globe. Her work has impacted every continent and reached millions, such as the first domestic violence screening app for physicians. She serves on the boards of organizations that address human trafficking and access to emergency shelters. Carol is currently on the UN Women – Violence Against Women Expert Roster and served on the White House Women's Faith Advisory Council as the Violence Against Women Expert and Allstate Economic Empowerment Advisory Council. Carol holds a bachelor's from Florida State University, a master's from Auburn University, a Certificate in Board Governance from the Harvard University Kennedy School of Government, and a Certificate in Advanced Entrepreneurship from Rollins College Crummer School of Business. She is currently a Georgetown University Fellow in Girl Centered Practice.



Inger Loftheim Geraghty, Member Ex Officio

Inger was raised around the world as the daughter of an Army Officer allowing her from a very young age to immerse herself in different cultures and giving her the appreciation and respect for diversity and importance of inclusion. The experience broadened her understanding of global issues. She returned to Florida to graduate with a business degree from Stetson University. Inger went on to have a successful sales and leadership career in the corporate world, earning many distinctions including being recognized by the Jacksonville Business Journal as a Woman of Influence. She went on to join her family's sixth generation paint company as their Chief Marketing Officer, which was a childhood dream to follow in her Grandfather's path. Today, Inger is focused on raising her three boys, traveling with her husband and utilizing her business skills to advance the cause of numerous philanthropic efforts. She currently sits on the board of the American Heart Association and the Delores Barr Weaver Policy Center. She previously served on the Lung Association board. Inger has successfully chaired the Go Red for Women luncheon raising record setting dollars for research on the impacts and life saving technology in heart disease in women. She recently co-chaired the Heart Ball with her husband, and together with the community they achieved \$1 Million of dedicated funds to benefit the life saving work of the American Heart Association. Inger has also chaired the annual See the Girl luncheon, multiple MaliVai Washington Youth Foundation galas, Making Stride Against Breast Cancer and the Lung Force Walk.