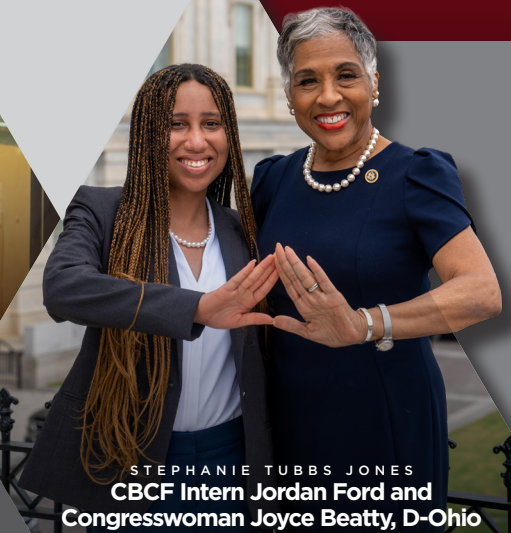


ALIGNING
*Advocacy
& Action*
Creating Possibilities
Improving Lives

ANNUAL
REPORT 2023
2024



70 YEARS SINCE
BROWN V. BOARD
*Triumphs and
Challenges*



VISION

The DREF vision is to create possibilities and improve lives.

MISSION

The Delta Research and Educational Foundation (DREF) identifies issues affecting Black women, their families, and communities of the African Diaspora globally, and creates solutions through research, programming, and funding in support of charitable and educational programs of Delta Sigma Theta Sorority, Inc. and other collaborative organizations.

DREF Board of Directors

Officers

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Tina Fernandez, *Vice President*
Angela Williams, *Secretary*
Jada Grandy-Mock, *Treasurer*
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Mandy Hill, *Researcher Specialist
Payton Terrell, Social Media &
Communications Coordinator;
Community Engagement Assistant*
BriDé Key, *Program Assistant*

LETTER FROM THE President

DEAR DREF SUPPORTERS,

As I reflect on this past year, I am filled with immense gratitude and pride in all we have accomplished together. This fiscal year has been a powerful testament to the strength of our dedicated team—and to the unwavering support of people like you who believe in our mission.

At DREF, our work has always been rooted in Aligning Advocacy and Action.

This year, we made meaningful strides in advancing that mission. From awarding scholarships and providing internship opportunities, to supporting DST chapters through our Charitable Engagement Service, our impact continues to grow.

We proudly commemorated the 70th Anniversary of Brown v. Board of Education at the Stephanie Tubbs Jones Social Justice Forum, elevated the conversation around financial health and wellness, and continued to champion the Research Matters to All of Us initiative. Through webinars, newsletters, social media, and community engagement, we expanded our reach and deepened our impact in ways that truly matter.

These accomplishments would not have been possible without the passion and perseverance of our board, staff, volunteers, donors, and partners. Whether you gave your time, contributed resources, or simply shared our story—your support matters, and we are so grateful.

Looking ahead, we are energized by what's to come. With new initiatives on the horizon and a steadfast commitment to supporting African American women and their families, we remain dedicated to Creating Possibilities and Improving Lives.

Together, we are not just imagining a better future—we are building it.

Thank you for being part of our journey.

With gratitude,



Renee L. Harper, MBA, MSA, CPCU
President, DREF Board of Directors



We proudly commemorated the **70th Anniversary of Brown v. Board of Education** at the Stephanie Tubbs Jones Social Justice Forum...

Fund Development

The Delta Research and Educational Foundation (DREF) implements a comprehensive approach to ensure funds are available to meet the operational, research and educational goals of the organization. This fiscal year DREF led several opportunities to support programming to impact the lives of African

early research, disaster relief and other empowering activities to benefit African American communities

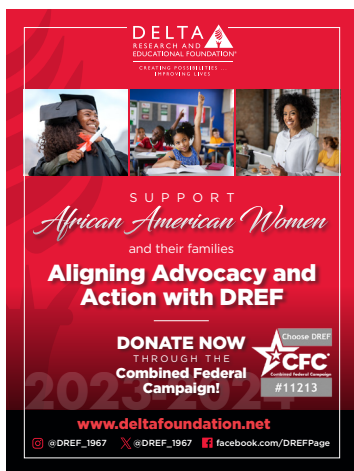
At the end of each calendar year DREF encourages members of DST, partners, friends and colleagues to honor the holiday season of giving for a tax-deductible

appeal to support DREF. To acknowledge the 55th anniversary members of DST gave unqualified support to their Foundation exceeding our goal to raise unrestricted funds in acknowledgment of this milestone year. To enhance fund-raising efforts during

the Stephanie Tubbs Jones Social Justice Forum that highlighted the 70th anniversary of Brown v. Board, DREF commissioned original artwork, Possibilities, to commemorate the event, "Possibilities", created by Kathi Earles Ross, M.D. DREF shared limited edition posters with attendees and DREF constituents for a contribution of \$70.00 or more.

The Roses & Violets Charitable Campaign "A Mother's Love Creates Possibilities" featured the colorful rose and coveted violet to symbolize the regard that persons have for their beloved mothers and special mother figures—unconditional love, utmost respect, and profound appreciation. The campaign was named after two beautiful flowers. Roses symbolize love admiration and friendship. The violet which is near and dear to Deltas, symbolizes loyalty, faith, and inspiration. To commemorate DREF's 55th anniversary contributions of \$55 or more, three special gifts were offered digitally. A spoken word tribute by poet YB Taylor, song by vocalist Imogen, and spoken word tribute to Mothers by artist and author Dr. Ayo M Morton was presented to contributors. The campaign ran from mid-April until Mother's Day, May 14, 2023.

A sincere note of gratitude is extended to DREF supporters who have raised funds and contributed to DREF this fiscal year.



American women and their families. We thank all contributors who answered the call to support the Foundation's fundraising campaigns.

DREF receives on-going support each year from the Combined Federal Campaign (CFC) and other Workplace Giving resources. The CFC, available from September through January, enables federal government employees, active military, and retirees to contribute to DREF with ease and consistency via automatic payroll deduction. Several state employers also offer automatic payroll deduction for charitable causes.

#GivingTuesday, a global initiative that encourages people to donate to charitable causes occurs the Tuesday following Thanksgiving. DREF's participation in this annual day of philanthropy is an aggressive social media campaign throughout the month of November with frequent promotional announcements posted on all social media platforms and shared across DST networks. This #GivingTuesday campaign focused on in our appeal to ensure that operation and programmatic endeavors—grantmaking, scholarships, schol-



Community Empowerment Grants

Tracy Area Alumnae Chapter (California)

Farwest Region – Delta Sigma Theta Sorority, Inc.

Empowerment Day, hosted by the Tracy Area Alumnae Chapter, was a program designed to empower youth by equipping them with concrete tools and resources for building healthy relationships and prioritizing their mental and physical well-being. The theme “Who’s on Your Team?” provided a roadmap for the youth to develop confidence, discover their voice, normalize seeking help, navigate social interactions, discover healthy coping mechanisms, as well as resources for bullying, substance abuse and suicide. It was a collaborative effort with many healthcare professionals and other community partners. Participants engaged in interactive exercises to foster discussions. Because of the DREF Community Empowerment Grant, the program, previously for middle and high school girls, was extended this year to be a co-ed event.



Tracy Area Alumnae Chapter (CA)

Quaker City Alumnae Chapter (Pennsylvania)

Eastern Region – Delta Sigma Theta Sorority, Inc.

The program Reaching Higher After High School, hosted by the Quaker City (PA) Alumnae Chapter, was designed to educate students about the various opportunities after graduation. This program was kicked off by a local high school ensemble, as well as a DJ. Each participant was able to visit “Information Stations” which were tables with representatives featuring various post high school opportunities in higher education and careers. There was full support from local civic and community organizations, as well as local higher learning institutions. The Information Stations were



Quaker City Alumnae Chapter (PA).

also utilized to promote the importance of community service and finding the volunteer opportunity that addresses specific interest within the community. Finally, a myriad of guest speakers presented to the participants, including several motivational speakers: someone to address financial aid & admissions, collegiate life, and identifying strengths to build your future. The program was a success as it provided not only pertinent information and resources, but the positive influence needed to reach our youth.



2023-2024 Award Recipients

- ▲ Atlantic City Alumnae (Eastern Region)
- ▲ Century City Alumnae (Farwest Region)
- ▲ Galveston Alumnae (Southwest Region)
- ▲ Northwestern Wisconsin Alumnae (Midwest Region)
- ▲ Omaha Alumnae (Central Region)
- ▲ Quaker City Alumnae (Eastern Region)
- ▲ Tri-County(MD) (Eastern Region)
- ▲ Tracy Area Alumnae (Farwest Region)
- ▲ Richmond Alumnae (South Atlantic)
- ▲ South Palm Beach County Alumnae (Southern Region)

The 2023-2024 Scholarship Recipients



DREF awards scholarships and internship opportunities to student applicants entering college or continuing their academic programs. Students must meet both academic and community service requirements. The following scholarships awards to students for 2023-2024 were:

Oleta Lawanda Crain Scholarship



The Oleta L. Crain scholarship is made possible by a generous donation to the Delta Research and Educational Foundation by Delta Sigma Theta Sorority member Oleta Lawanda Crain, who resided in Denver, Colorado. The scholarship supports a graduating senior from Colorado, Oklahoma or Missouri, attending an HBCU.

Awardee: Teriya Chanell King- graduate of Wewoka High School, Wewoka, Oklahoma Attending Langston University as Nursing major

Sorority and retired educator, who resided in Southern California. The scholarship supports a student majoring in Elementary Education

Awardee: Elizabeth Jordan Mickens of Springfield, Massachusetts - Attending Marymount Manhattan College as an Education major



Ruby Dee Legacy of Sisterhood Scholarship

The Ruby Dee Legacy of Sisterhood Scholarship for the Arts is made possible by a generous donation to the Delta Research and Educational Foundation (DREF), by Dr. Francene Break-

field and L. Denise Wells, a longtime member of Delta Sigma Theta Sorority, Inc. and the Co-Authors of An Anthology of Sisterhood. The scholarship supports a student majoring in communications, journalism, and the Arts.

Awardee: Karla Marie Sanford of New York - Columbia University Graduate Student majoring in Journalism.



Eula Dean Roby Scholarship

The Eula Dean Roby Scholarship is made possible by a generous donation to the Delta Research and Educational Foundation by Eula Dean Roby, a longtime member of Delta Sigma Theta



Financial Health and Wellness

The Delta Research and Educational Foundation (DREF) Financial Health and Wellness Program was a 10-week, interactive learning experience for more than 1,000 participants throughout the United States and some Caribbean Islands. The program launched in September 2023 and ended in November 2023.

The objectives of the initiative were for participants to:

- ▲ Understand how financial success can lead to accomplishing major goals, i.e., getting an education, purchasing an automobile, purchasing a home, and saving for retirement.
- ▲ Learn how to establish credit and maintain good credit.
- ▲ Gather knowledge about financial institutions such as Banks, Loan Companies, Check-cashing Facilities, Investment Firms, and Insurance Companies.
- ▲ Understand the concepts of saving and spending.

The program was facilitated by financial expert Dr. Lynn Richardson and her team from W.E.A.L.T.H. University, who challenged and changed mindsets as well as groomed participants to be proactive in understanding financial vocabulary, common practices and developing savings and investment plans. Participants received tools that will help them continue their journey to financial wellness. More than 75% of the participants surveyed said that they increased their financial knowledge and learned information that will help them have better financial futures. Some of the comments shared on program evaluations were:

"It was very educational, I left with a lot of value. Not only value that I can use for myself, but value I can teach my children and others. We need a lot more teaching on wealth and building generational wealth, especially for our African American population."

"Since completing the course, I've eliminated \$200 of monthly unnecessary expenses. With those funds I was able to apply those savings towards credit card debt. The tools learned during the courses has impacted how I think about my earnings and savings!"

Each week, door prizes including books on finance, budget planners, gift cards and financial consulting were awarded to help participants get a jumpstart on financial health and wellness. A raffle was held during the last week of the training and a down-payment on a home was awarded as the grand prize.

The program is archived in video, and housed on the DREF website and on YouTube so that it can be viewed in perpetuity. DREF encourages members of Delta Sigma Theta Sorority, Incorporated, community groups, individuals and other entities wishing to become more fiscally empowered to utilize the video series as a training tool.



Stair Steps to W.E.A.L.T.H.

1. Stair Steps to W.E.A.L.T.H.
2. Spend Less Money – September 14, 2023
3. Get More Money – September 21, 2023
4. Get Your Money Back – September 28, 2023
5. Make Your Money Grow – October 5, 2023
6. Protect Your W.E.A.L.T.H. – October 12, 2023
7. Own Where You Live – October 19, 2023
8. Maximize Your Credit Health – October 26, 2023
9. Adopt a Giving Mindset – November 2, 2023
10. Questions, Answers & Strategy – November 9, 2023
11. Questions, Answers & Strategy – November 16, 2023

DREF Research Matters for *All of Us*

The 2023-24 grant year marks the seventh year that Delta Research and Educational Foundation (DREF) has been selected by the National Institutes of Health (NIH) for the health initiative, Research Matters: Creating Possibilities to Achieve Health and Wellness for All of Us. The NIH has awarded funding to DREF to focus on community engagement, empowerment, and research. DREF is leading the national effort to educate African Americans about the significant role biomedical research plays in addressing health disparities and encourage participation through the All of Us Research Program.

Citywide Coordinator (NIH-Designated Cities) Outreach Events and Enrollment Clinics

Recognizing the power of diversity in shaping the health research landscape, DREF's engage-to-enroll strategies include multiple touchpoints with potential participants, addressing medical mistrust, and health concerns that disproportionately impact marginalized communities. These strategies were implemented by hosting 93 Citywide Coordinator events in the 2023 - 2024 grant year, including local and national pop-up clinics (HPO collaborations), spread across 10 NIH-designated cities. Citywide Coordinator efforts included in-person and virtual events, faith-based col-

laborations, and presentations at professional conventions to educate and empower attendees to be fully-informed participant partners in biomedical research through the All of Us Research Program.

- ▲ Hosted 93 community engagement events in the 10 designated cities
- ▲ Engaged 15,672 participants, informing them about the Research Matters for All of Us initiative and encouraging them to enroll
- ▲ Hosted 28 pop-up clinics in collaboration with individual HPOs
- ▲ Hosted 1 mega pop-up clinic with 3 HPOs engaging 253 attendees
- ▲ Established MOUs with 7 major community and faith-based organizations, including Delta Sigma Theta Sorority, Inc. chapters

HBCU Outreach and Engagement

The Research Accelerates Possibilities (R.A.P.) Sessions program brings together student ambassadors and faculty advisors to engage their campus, and surrounding community, about the value of precision medicine, biomedical research, and the All of Us Research Program. Through monthly events related to







Scan to Register or
<https://tinyurl.com/5krtcfid>

National Research Symposium

A Seat at the Table

Shaping the Health Equity Narrative

Friday, June 7, 2024
12 PM - 2 PM (EDT) - 11 AM - 1 PM (CST) - 10 AM - 12 PM (MST) - 9 AM - 11 AM (PST)

Workbench Speaker



Angelica Murdy, PhD
Assistant Professor of Epidemiology
University of Cincinnati, OH

Keynote Speaker



Lashell Leland, PhD, MPH, MA
Acting Director
Centers for Disease Control & Prevention
Office of Health Equity

Fireside Contributor



Karen Walker Johnson
Interim CEO of Executive Chair
Cleveland Health Plan

Also Featuring:
NIH All of Us Leaders, DREF 22 Researchers & Community Discussions

CME Credit: Rush Medical Center creates this free activity for a maximum of 2 hours AHA/ACC Category 1 Credit. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Disclaimer: The study journals, posters, oral presentations, and all other content of this activity are for informational purposes only and do not constitute a recommendation or endorsement of any product or service. The study journals, posters, oral presentations, and all other content of this activity are for informational purposes only and do not constitute a recommendation or endorsement of any product or service.



health concerns that disproportionately impact African Americans, Journey Bus collaborations, and the dedication of our HBCU Engagement team, DREF engaged over 5,000 participants.

- ▲ Held 81 R.A.P. Sessions (September – April) across the 10 participating schools
- ▲ Engaged 5,095 participants
- ▲ Hosted 2 events in collaboration with the NIH Journey Bus enrolling 867 participants
- ▲ Presented at the Campus Community Partners for Health (CCPH) HBCU Road Tour stop at Jackson State University engaging 78 participants

African American Researchers and Medical Providers Outreach and Engagement

In alignment with the All of Us Social-Ecological Model of Researcher Engagement, DREF addresses the varying levels of structural barriers faced by researchers from historically underrepresented communities. By working to break down these barriers, DREF not only increased the number of researchers and institutions that have access to the All of Us Research Hub, but also increased trust and visibility with potential participants. This synergistic impact serves as a force-multiplier for efforts to accelerate the healthcare breakthroughs that may come from All of Us. Following a national call, DREF successfully engaged 22 national researchers, who are members of Delta Sigma Theta

Sorority, Inc., and have research portfolios aimed at improving the health and wellness of African Americans and communities. The researchers worked collaboratively to facilitate education, outreach, and engagement with their professional networks making colleagues aware of the All of Us Research Program and Researcher Workbench. Collectively, the group was successful in registering researchers on the Researcher Workbench. In addition, the cohort executed 4 Lunch and Learn sessions and the DREF Research Matters for All of Us National Research Symposium. These events were attended by researchers and medical providers and focused on the following health topics with specificity to the Black community:

- ▲ Launched 4 research projects using the Workbench dataset; 2 abstracts completed and under review for national conferences
- ▲ Hosted the National Research Symposium that featured a health topic that engages diverse researchers and illustrates research projects based on the Workbench dataset
- ▲ Hosted 4 Lunch and Learn Webinars that shared research on health disparity topics and provided overviews of Workbench research projects (331 participants)
- ▲ Engaged 25 educational institutions and 18 other collaborating organizations sharing information on the Workbench, supporting DURA and researcher registrations



HBCU Researcher Engagement

DREF's HBCU Researcher Engagement initiatives underscored the importance of expanding access to the All of Us Researcher Workbench to diverse researchers. DREF leveraged strategic partnerships with HBCUs participating in the Research Accelerates Possibilities (RAP) Program to build the institution's research capacity by leveraging the All of Us Research Program. Accomplishments included:

- ▲ Incorporated the use of the All of Us Workbench Hub and dataset in 5 courses (Jackson State University and Tougaloo College).
- ▲ Facilitated 32 Data User Code of Conduct agreements & new registered researchers
- ▲ Hosted 2 in-depth Workbench trainings at Jackson State & Howard University for 18 researchers
- ▲ Supported the completion of 4 student research projects utilizing the Workbench
- ▲ Provided \$40,000 in buy-out funds to
- ▲ Supported faculty stipends to encourage Workbench registration and completion of

required trainings and Data User Code of Conduct

- ▲ Supported in-person training on the All of Us Researcher Workbench for faculty and students
- ▲ Provided students and faculty with stipends in support of summer projects using the All of Us Researcher Workbench.
- ▲ Funded 5 Summer Research Programs and technical workshops at 4 of the HBCUs.

National, Regional and Local African American Community Engagement

Our continued involvement in Delta Sigma Theta Sorority, Inc. events across multiple states expanded our reach to members in the Midwest, South Atlantic, Southern, and Southwest regions. In addition, whether a talk-show style panel discussion, video presentation, or printed information distribution—there was a focus on making every Delta aware of the value of precision medicine and biomedical research. Through these engagement opportunities, DREF enables potential participant partners to deepen their knowledge of the






Scan to Register

GOT Stress?

The Impact of Stress on Heart Health in African Americans

Lunch and Learn Webinar
Friday, February 23, 2024
12:00 PM - 1:30 PM EST
11:00 AM - 12:30 PM CT
9:00 AM - 10:30 AM PT

Register in Advance
<http://tinyurl.com/5d9b49x7>



Learning Objectives

- Learn about critical issues impacting stress and heart health in the African American community
- Learn about collaborative research efforts between DREF and NIH
- Learn about NIH ALL of US Workbench



Anika L. Hines, PhD, MPH
 Assistant Professor
 Department of Health Policy
 VCU School of Population Health



Stephanie Cook, DrPH, MPH
 NIH All of Us Workbench Ambassador
 Assistant Professor
 Social and Behavioral Sciences and Biostatistics
 Director, Attachment and Health Disparities Research Lab
 NYU School of Public Health



partnership to commemorate their commitment to providing health education to communities, specifically in pediatrics and National CARES commitment to mentoring middle, high school, and families in informed wellness practices. DREF and National CARES Mentoring Movement, Inc. collaborated in the fulfillment of the vision and mission of both organizations. The purpose of this collaboration was to build collaborative efforts to educate youth, young adults and families in research practices and opportunities, preventative medical practices and healthcare education. This partnership between DREF and National CARES yielded the following:

- ▲ Advancement of the healthcare education provided to underserved populations;
- ▲ Heightened awareness among African Americans of the critical need for Black adult mentors and role models and a corresponding awareness that mentoring is a low-cost and highly effective means
- ▲ Held 5 CARES Mentoring Initiative sessions in New Orleans, Louisiana
- ▲ Engaged over 75 students across elementary, middle, and high school ages

All of Us Research program and share it with their communities.

- ▲ Delta Sigma Theta Sorority, Inc. (DST) National Convention in Indianapolis, Indiana
- ▲ DST Southern Region 5 State Cluster Meetings (Alabama, Mississippi, Tennessee, Georgia, Florida & The Bahamas)
- ▲ National Council of Negro Women Affiliates Assembly in National Harbor, Maryland
- ▲ HBCU ENGAE Conference in Baltimore, Maryland
- ▲ 50 Forward in Nashville, Tennessee
- ▲ Congressional Black Caucus Annual Legislative Conference in Washington, DC
- ▲ Rooted in Resilience Tour in Jackson, Mississippi & Miami, Florida

Delta Research and Education Foundation teamed with National CARES Mentoring Movement, Inc. in a

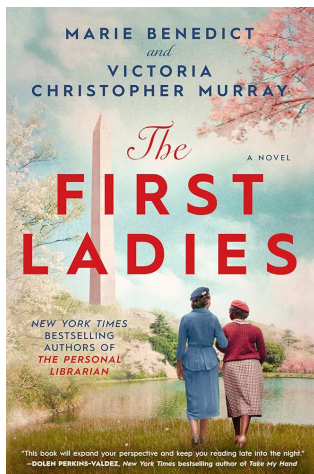
The Center

The Center for Research on African American Women

The Center for Research on African American Women (CRAAW), commonly called “The Center” is the hub of DREF’s research and educational programming. This work is spearheaded by the Sister Scholars Advisory Council (SSAC), which provides scholarly studies and resources that impact the lives of African American women, specifically in the areas of Economics, Education, Health and Wellness, International Affairs, and Public and Social Policy. The Sister Scholars Advisory Council is comprised of researchers and practitioners from various disciplines. During 2023-2024, Center activities included the Stephanie Tubbs Jones Forum, selection and support of the Stephanie Tubbs Jones Intern, publication of the Sister Scholars reading lists and National Reading Circle Book Discussion.

Spring 2024 National Reading Circle Book Discussion

DREF Sister Scholars Advisory Council partnered with National Council of Negro Women and Hurlock Marketing Enterprises for the 2024 National Reading Circle. The virtual book discussion of the New York Times bestseller, *The First Ladies* by Marie Benedict and Victoria Christopher Murray, took place, Tuesday, March 26th, 2024.



This historical fiction selection chronicles the friendship between First Lady of The United States, Eleanor Roosevelt and Founder of the National Council of Negro Women, Mary McLeod Bethune, often called “The First Lady of Negro America” or “The First Lady of The Struggle”. Speakers included Elsie Cooke-Holmes, International President and Chair, Board of Directors, Delta Sigma Theta Sorority, Incorporated; Rev. Shavon L. Arline-Bradley, President and CEO, NCNW; Dr. A. Lois Keith, Chair, NCNW Board of Directors; Renee Harper, President, DREF Board of Directors; Dr. Tchicaya Robertson, Chair DREF Sister Scholars Advisory Council; the book’s co-author Victoria Christopher Murray and Dr. Antoinette

M. Rogers, DREF Director of Programs. The book discussion was facilitated by Patricia Hurlock of Hurlock Marketing Enterprise. *The First Ladies* was one of the selections on the Spring 2024 Sister Scholars Reading List.

Each year, the Sister Scholars Advisory Council curates reading lists of books for and by African American authors, including members of Delta Sigma Theta Sorority, Incorporated. The list is comprised of selections from various literary genres.

2024 Stephanie Tubbs Jones Summer Intern

The Stephanie Tubbs Jones (STJ) Summer Internship Program for women of color is a collaboration between the Delta Research and Educational Foundation (DREF) and the Congressional Black Caucus Foundation, Inc. (CBCF) Internship Program.

The Delta Research and Educational Foundation established the Stephanie Tubbs Jones Institute for Social Justice in 2008 under its Center for Research on African American Women to perpetuate the extraordinary life, leadership, and legacy of Delta Sigma Theta Sorority, Inc. member the late Congresswoman Stephanie Tubbs Jones (D-Ohio).

2024 STJ Summer Intern **Jordan Danielle Ford**, Senior, Leadership Studies major; Education and Society minor, University of Richmond, Rho Rho Chapter, Delta Sigma Theta Sorority, Inc. intern with the Office of Representative **Joyce Beatty** (D-Ohio), also a member of Delta Sigma Theta Sorority, Incorporated.



2024 Stephanie Tubbs Jones Social Justice Forum

On Monday, March 11, 2024, DREF proudly hosted the 14th Annual Stephanie Tubbs Jones Forum during Delta Days in The Nation's Capital. The theme for the forum was *70 Years Since Brown: Triumphs and Challenges*. Program participants included Elsie Cooke-Holmes, International President, CEO, and Chair, National Board of Directors, Delta Sigma Theta Sorority, Incorporated; Renee Harper, President, DREF Board of Directors, Karla M. Green, Executive Director and Director of Programs, Dr. Antoinette M. Rogers

The lively panel discussion on societal progress in education and the state of American education since the *Brown v. Board* decision, was moderated by Kalila Hines Winters, Senior Advisor, Office of the Secretary, US Department of Education.

Panelists were Ashley White, Assistant Professor, University of Wisconsin- Madison and Education Fellow- NAACP; Merwyn Scott, Director, Community Advocacy and Partnership Engagement, National Education Association; Gary Flowers, Host of the Gary Flowers Show, policy analyst and former Field Director, Rainbow PUSH Coalition; Alexis Holmes, Executive Director, White House Initiative on Advancing Educational Equity, Excellence & Economic Opportunity for Black Americans.

The program concluded with unveiling of Possibilities, a mixed media print commemorating the 70th Anniversary of *Brown v. Board*. Dr. Kathi Earles Ross, an Atlanta-based artist and physician, was commissioned to create the artwork.



2024 STJ Social Justice Forum Panelists



Alexis K. Holmes
Executive Director, White House Initiative on Advancing Educational Equity



Ashley White
Assistant Professor, University of Wisconsin- Madison



Gary L. Flowers
Political Analyst at The Gary Flowers Show



Kalila Hines Winters
Former Senior Advisor, Office of the US Department of Education



Merwyn Scott
Lobbyist at National Education Association

Operations Report

REPORT OF THE DREF Executive Director



Karla M. Green, Executive
Director

The small, hard-working team at DREF is pleased to present the 2023/2024 Annual Report.

Our focus over the last year has been building capacity within the organization as well as continuing to strengthen relationships with our partners.

We continue to celebrate many milestones. Specific highlights include:

- ▲ Received and processed \$4.5 million in grants, donations, contributions, fundraising, and investment income
- ▲ Migrated the accounting system from QuickBooks Desktop to QuickBooks on-line
- ▲ Accounts payable conversion to Mineral Tree
- ▲ In-Office computing and network modification
- ▲ New and improved DREF website
- ▲ Online Scholarship, Internet, and Grantmaking overhaul
- ▲ DREF Financial Health & Wellness Webinars; over 5,000 registered program participants
- ▲ Annual Cost Savings Analysis; \$21,264
- ▲ Received over \$500K in contributions from Macy's to enhance programming needs for Delta Sigma Theta Sorority, Inc.

Our focus over the last year has been **building capacity** within the organization as well as continuing to **strengthen relationships** with our partners.

Moving forward, we will continue to adjust to a new "normal" while adapting to a changing environment. We look forward to optimizing operations, while focusing on customer needs, expectations, and overall improvement.

Despite the challenges and constraints, it has been a productive year which would not have been possible without our partners. Thanks to you – our staff, Board of Directors, volunteers, and donors – and your unwavering commitment to stand by us, innovate with us, and invest in us. It is only with your supported commitment that we are able to serve over 300 chapters across the nation. Thanks again, for being a valued supporter as we continue to work together to improve lives and create possibilities.

With a Servants Heart,

A handwritten signature in black ink that reads "Karla".

Karla M. Green
Executive Director

2023 - 2024 Financial Statement

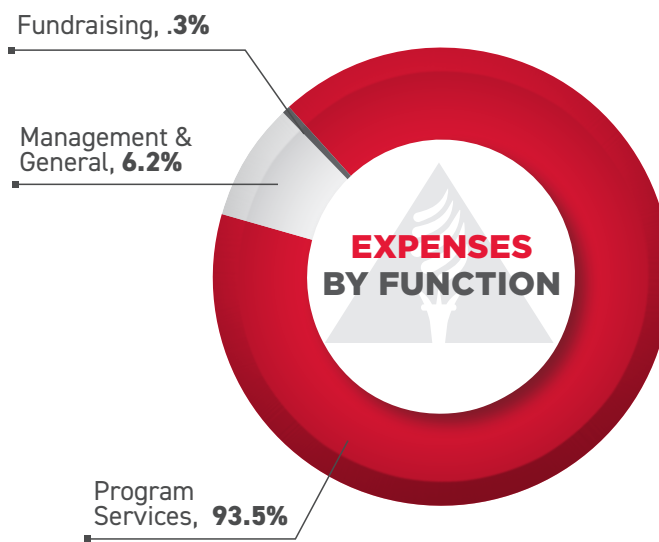
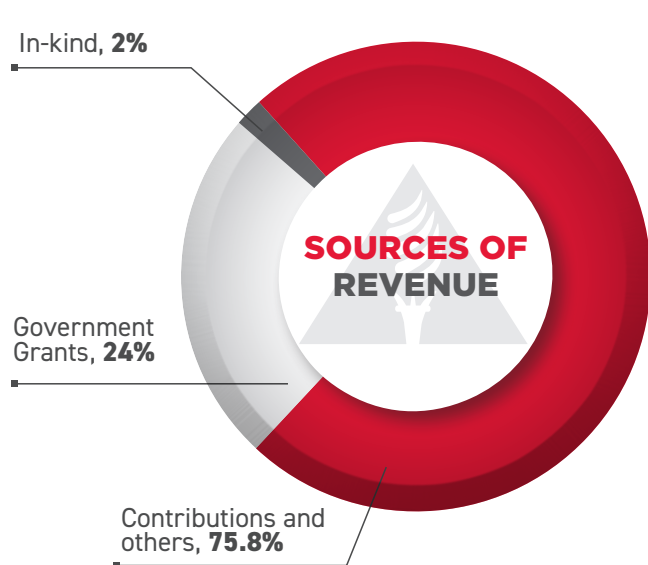
ASSETS

Cash and Cash Equivalents	3,724,836
Investments	7,371,933
Fixed Assets	10,105
Noncurrent Assets	40,500
Other Assets	249,388
Total Assets	\$11,396,762
Total Liabilities	\$123,933

NET ASSETS

Without Donor Restrictions	716,033
With Donor Restrictions	10,556,796
Total Net Assets	\$11,272,829
Total Liabilities & Net Assets	\$11,396,762

STATEMENT OF ACTIVITIES



Donor Roll Call

Unrestricted Donors

Visionary Donor \$100,000 and Above

Delta Sigma Theta Sorority, Inc.

Luminary \$10,000 - \$24,999

Florida Highway and Safety
Motor Vehicles
Fidelity Charitable Fund
The Benevity Community Impact Fund

Innovator \$5,000-\$9,999

Dignity Memorial fund
Keenya L. Graham
Darylene S Harris
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