



**COMMUNITY
TAMPA BAY**

ANNUAL

REPORT

2020-2021

**72 YEARS OF
CHANGING COMMUNITIES**



DIVERSITY



INCLUSION



ENGAGEMENT

MESSAGE FROM THE CEO

Sometimes it is still hard to believe that it has been almost two years since we have been in an era of social distancing. I cannot be more proud and grateful for the many ways our team and community rallied together to support Community Tampa Bay's work, when we have faced societal crises like COVID-19 post-pandemic transition. Our supporters, ANYTOWN graduates, program participants and volunteers joined together, uplifted each other, and re-energized ourselves to continue our fight against all forms of discrimination.

While COVID required we step back our in-person offerings, we innovated our interpersonal programming into virtual space. It was truly inspiring to observe how quickly our entire team developed the specialized skillset to facilitate cross-cultural dialogue virtually.

Our team has recognized the need to create a safe space for our community members to have an open dialogue around intersectionality of identity and its impact on your social life. That is how Creating Space Series came to life, providing our community with 30 dialogues with various subject matter experts and community leaders. The other virtual community conversation series was Let's Talk About Racism that was designed to explore the topics of systemic racism and its consequences on our personal lives. These open and honest conversations empowered individuals to address and tackle discriminatory incidents when they occur.

We have also kicked off two crucial community conversation series. Huddle for Change, a partnership with the Super Bowl Host Committee, NFL Inspire Change and Tampa Bay Partnership tackles tough conversations about racial inequalities that exist in Tampa Bay area and builds conversations to develop solutions to institutionalized changes. Our second community dialogue was Pathways to Understanding, a conversation series about Anti-Muslim and Anti-Islam discrimination that started off with a powerful foundational panel on the most common stereotypes and misconceptions about Islam and Muslim culture. Our team is truly grateful for the support of the Doris Duke Charitable Foundation and the Tampa Bay Times Newspaper in Education for their partnership.

Our youth has been so thrilled to participate in non-residential ANYTOWN this year as we re-envisioned our signature summer camp to make sure that our delegates could still enjoy and benefit from ANYTOWN while being mindful of the ongoing outbreaks of the pandemic. 61 youth participants experienced the transformative power of ANYTOWN as they explored identities, biases, and prejudices and learnt how to advocate for themselves, others, and their communities.

We thank all of you for your continued commitment to the Community Tampa Bay vision of realizing a community free from all forms of discrimination. We know with your continued support we can push through the pandemic challenges and realize a better, more equitable community for all people. We know the pandemic impacted many marginalized groups disparately - making our work of even greater importance. Your contributions now help us continue our work during these most critical times.

Warmly,



Tammy Briant Spratling
CEO, Community Tampa Bay



The background is a photograph of a protest or rally. A large red circle is centered on the page, containing white text. The background image shows a crowd of people, some holding signs. Visible signs include "GET IN GOOD TROUBLE", "2019 SUMMER SAILING CAMP", "UP MAN", and "FREE".

MISSION

Cultivate inclusive leaders to change communities through dialogue and cross-cultural interaction.

VISION

Envision a community free from discrimination in which every individual is treated with dignity and respect, with regard to their race, ethnicity, nationality, sex, gender, sexual orientation, socio-economic status, ability, faith, and or age.

VALUES

- Diversity -

The multiple ways in which people differ. Through dialogue, our differences allow us to have a better understanding of ourselves and others.

- Inclusion -

The practice of ensuring that people feel they belong. Paramount to our organization is youth-adult partnerships.

- Engagement -

The result of inspiring passion in someone so they will want to take action. Relationships help us affirm each other and be held accountable for change.

OUR IMPACT

ANYTOWN®
Delegates Graduated

61

9,000+

delegates graduated from
ANYTOWN® since 1991

2020
2021

Back-to-School Leadership Conferences

3

full-day conferences
hosted



350+

youth engaged in
discussion

Professional Education



15

trainings conducted

7,000+

people served

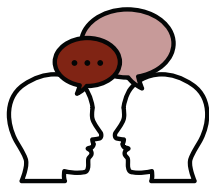
72

Years of
Changing
Communities

Community Conversations

50+

dialogues
hosted



10,000+

Total People Impacted

BOARD OF DIRECTORS



Sally Dee - Chair
Playbook PR
Founder & Principle



Jacob Diaz - Vice Chair
USF St. Petersburg
Dean of Students



Rafaela Amador Fink - Treasurer
Tampa Bay Rays
Chief Public Officer



Matt Newton
Shumaker
Attorney



Charna Kety
Samsung Electronics
America
Dacor Sales Manager



Igor Goncalez
PwC
Ethics & Compliance
Sr. Manager

STAFF



Tammy Briant Spratling - Chief Executive Officer

Tammy is Community Tampa Bay's Chief Executive Officer. She previously served as Assistant Dean for Student Affairs at Stetson Law where she provided leadership and vision to a team of student affairs, residential life, and mental health professionals. She speaks and writes on the subjects of constitutional law, the modern Civil Rights Movement, and diversity and inclusion with a special focus on implicit bias. Formerly, Tammy was an Assistant State Attorney in the Child Welfare Division of the 6th Judicial Circuit's State Attorney's Office. She is also a member of both the Florida Bar and American Bar Association.

Sam(ira) Obeid - Program Director

Sam(ira) Obeid is Community Tampa Bay's Program Director. A social justice activist by life, Sam speaks to topics of identity and intersectionality. She prides herself on being a compassionate human invested in the development of both youth and adult advocates. Sam is also an internationally-renowned spoken word poet and believes that open dialogue is key to bridging gaps between communities.



Masa Mochizuki - Program & Development Coordinator

Masa Mochizuki is Community Tampa Bay's Program & Development Director, who joined the organization in November 2017 after years of involvement including attending the ANYTOWN program in 2001 as a delegate, volunteering as an ANYTOWN counselor, serving on the Board, supporting as an AmeriCorps VISTA, and donating for 10 consecutive years. Masa credits Community Tampa Bay with much of his personal growth and social awareness. He has a passion for philosophy, especially concerning ethics, and loves listening to public radio as a means to learn more through the experiences of others.

Ana Alhoud - Professional Education Lead

Ana Alhoud has been the Professional Education Lead at Community Tampa Bay since March 2020. Her role, which involves creating engaging learning experiences for individuals and adults, is one she sees as particularly crucial in today's polarized world. Ana's international experiences as a student, researcher and communication professional have afforded her the ability to connect with people from different backgrounds, cultures and perspectives. This ability greatly informs her work with unique communities across Tampa Bay and the world, something she sees as her driving passion.



Esma Lopez - AmeriCorps VISTA

Esma Lopez is a Community Tampa Bay's AmeriCorps VISTA, who often facilitate community conversations on various social issues-related topics as well as assist her team planning ANYTOWN, Advocacy Academy, and Youth Leadership Conferences. Esma is a USF student, an artist, and a community advocate. Growing up, they were raised in an interfaith and interracial household by two immigrant parents. They enjoy festivities from Pride to Ramadan while also learning and exploring the world.

WHO IS COMMUNITY TAMPA BAY

Feeling safe and valued is vital to a person's positive identity development. Many researchers claim that nearly 30% of students experience harassment or bullying because of their race, ethnicity, gender, sexual orientation, or disability. Bullying, discrimination, and hate diminish the safety, quality of life, health, education, and economic vitality of our community as a whole.

Youth academic performance suffers when students fear for their safety, worry about being bullied, or don't sense their teachers have high expectations for their success. In healthy, supportive climate, students are engaged and take intellectual risks.

That is why, **Community Tampa Bay** works towards an ambitious goal of **cultivating a community free from all forms of discrimination**, in which every individual is treated with dignity and respect, with

regard to their race, ethnicity, nationality, sex, gender, sexual orientation, socio-economic status, ability, faith, and or age.

Our team believes that an inclusive and welcoming community nurtures culture, where all individuals share candid exchanges based on mutual interest and respect. Such a community is characterized by positive relationships between people, a place where genuine understanding is the norm, and where all youth and adults feel they belong.

Community Tampa Bay knows that this vision can be accomplished through **dialogue** and **cross-cultural interactions**. Which means, we give people tools and resources to have hard conversations with others that don't look like them, live like them, or love like them to build more meaningful relationships based on understanding and respect.

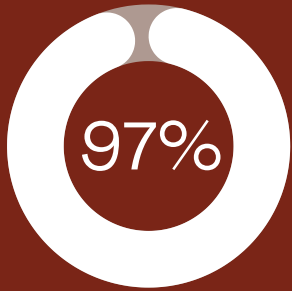


Cultivating Leaders

Changing Communities

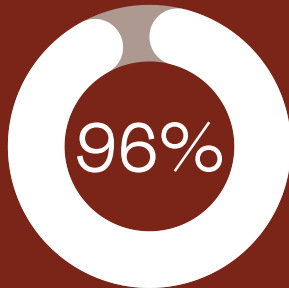
Promoting Dialogue

HOW WE MAKE AN IMPACT *with Our Programming*



97% of participants reported to gain knowledge and skills to engage in service, advocacy, and leadership.

96% of participants reported to gain knowledge and skills to engage in service, advocacy, and leadership.



Workshops' Focus

Setting the Goal



Making the Team



Building the Movement

ANYTOWN®

Our team was able to transition a residential summer camp ANYTOWN® into a non-residential 2-day program that will still allow youth in Pinellas, Hillsborough, and Pasco Counties to learn leadership and advocacy skills that empower them to positively change their schools and communities.

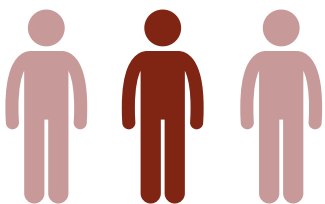
Our work impacts teens like **Dex**, who stated in his ANYTOWN® thank you letter:

Thank you for allowing kids like me go through this program. It's helped me learn the skills I need to become a leader. I've learned how to listen and how to use my skills to help others and my community.

BACK-TO-SCHOOL LEADERSHIP CONFERENCE

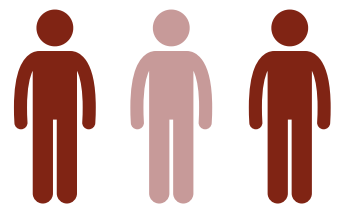
In partnership with Pinellas County Schools, we hosted a 3-day Back-to-School Virtual Leadership Conference, giving high schoolers the opportunity to connect with each other and engage in collaborative dialogue through interactive workshops and breakout sessions.

The workshops allowed students to discuss and explore ways how to create more inclusive communities where every individual is treated with dignity and respect.



450+

Total Youth Impacted

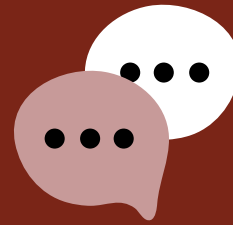


HOW WE MAKE AN IMPACT *with Our Community Dialogues*

CREATING SPACE SERIES

Community Tampa Bay recognized the need to create a space for our community members to have an open and honest dialogue around the intersections of identity, institutions, and the ongoing mental health crisis that got even more deteriorated as a result of COVID-19 pandemic.

That is how Creating Space Virtual Community Conversation Series came to life. Our team is a big believer that true dialogue will not occur without a safe environment where people are willing to be vulnerable to sharing their thoughts and being willing to listen to other ideas.



30

community dialogue sessions were conducted

500+

people attended the series



Total People Impacted by Our Virtual Dialogues

900+

LET'S TALK ABOUT RACISM SERIES

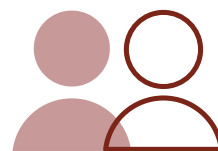
A series of 18 virtual sessions of Let's Talk About Racism was designed to ask the questions, explore the answers and find our place in the fight against systemic racism, highlighting a different speaker for each session.

The workshops highlighted a different speaker for each session giving workshop attendees the opportunity to engage in sessions centered on the impact of systemic racism and ways to dismantling it in our schools and communities.

Having a proactive, open discussion about racism demonstrates a community's commitment to tackling racism when it occurs and strengthens its culture by making it better prepared to handle racism incidents if or when they happen.

18

workshops were conducted



400+

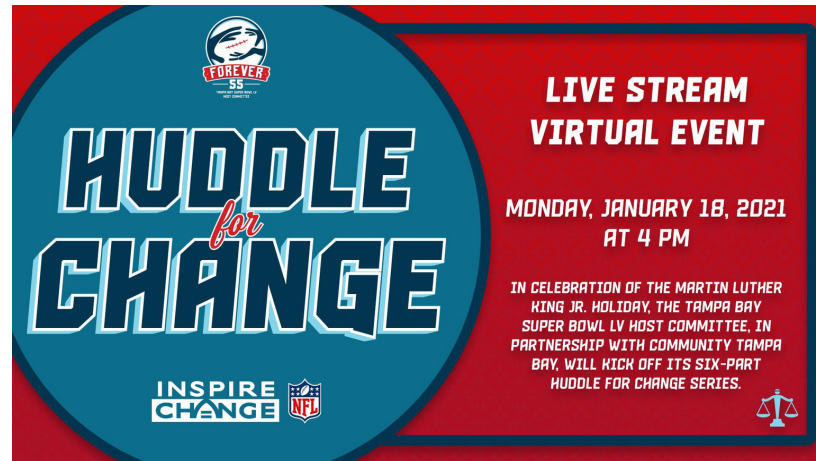
people attended the workshops

HOW WE MAKE AN IMPACT *in Community Partnerships*

HUDDLE FOR CHANGE

In celebration of the Martin Luther King Jr. Holiday on January 18th, 2021, Community Tampa Bay, in partnership with the Tampa Bay Super Bowl Host Committee, NFL Inspire Change, and Tampa Bay Partnership kicked off a 6-part Huddle for Change series to welcome community member and local leaders to participate in an open and honest discussion about systemic racism and racial inequalities.

Huddle for Change is a community-wide dialogue between various community stakeholders. The evidence-based programming drew from recent studies conducted by the Tampa Bay Partnership, including the Tampa Bay Racial Sentiment Survey and Regional Equity Report conducted by Down & St. Germain Research.



The six-part series was designed to intentionally engage individuals of all ages in cross-cultural interaction to have a positive impact on relationships across identities and reduce behaviors informed and perpetuated by stereotypes.



PATHWAYS TO UNDERSTANDING

A unique collaboration between The Tampa Bay Times Newspaper in Education Program and Community Tampa Bay aims to create an inclusive community through its educational program – Pathway of Understanding.

A series of four virtual community dialogues were designed to give participants the opportunity to build relationships across and within faith communities to increase understanding and inclusion. Our team conducted two dialogues in 2021:

- Assumptions & Stereotypes
- Islam & Intersectionality

HOW WE CELEBRATE DIVERSITY & INCLUSION

TRANSFORMATIONS

Transformations is Community Tampa Bay's premiere annual event to celebrate, connect, and experience community commitment to anti-discrimination work.

An event brought together 150+ guests from the Tampa Bay area, including youth and adult community leaders committed to ending all forms of discrimination.

Transformations honors leaders in inclusion, justice, and advocacy with the Silver Medallion Award, which Community Tampa Bay has been awarding since 1970.

Attendees will hear from youth and adult program participants, volunteers and partners who have given their time, talents, and treasure to Community Tampa Bay and can speak to the transformative power of our work.

2021 Silver Medallion Honorees



Lorna Taylor

Lorna Taylor is the President and CEO of Premier Eye Care, a leading expert in national managed eye care. Headquartered in Tampa, FL, with a revenue of \$200M, Premier is ranked as one of the 75 largest private companies in Florida. Lorna is an accomplished leader, both in directing Florida-based Premier and in making an impact in the community. Taylor and her leadership team embrace a culture where the triple bottom line, "people, planet, profit," is part of the corporate DNA. Her team is purposeful and intentional in their commitment to diversity, equity, inclusivity and belonging.



Nathan Bruemmer

Nathan Bruemmer currently serves as the President of St Pete Pride. He has over twenty years working within and on behalf of non-profit organizations as a consultant, executive director, board member, staff member, and volunteer. Nathan has provided trainings and technical assistance to nonprofit and for-profit companies, organizations, government agencies, educational institutions and foundations. Nathan's consulting approaches are grounded by three distinct roles in his professional career: serving as an educator in K-12 schools in Florida, serving as the Director of Operations and Programs of the Homeless Coalition of Hillsborough County, and serving as Executive Director of an LGBTQ+ youth center in Florida.



Representative Michele Rayner

Michele Rayner-Goolsby is a politician, civil rights attorney, social justice advocate and the first openly queer black woman elected to the Florida Legislature. She has served as a member of the Florida House of Representatives since her election in 2020, representing District 70 which covers parts of Pinellas, Hillsborough, Manatee, and Sarasota Counties. Representative Rayner has pursued legislation through a lens of equity and is working during this legislative session to bring funding back to District 70 for community programs, make voting more secure, bring about justice system reform and empower our working families.

HOW WE CULTIVATE INCLUSIVE LEADERS

PROFESSIONAL EDUCATION

Community Tampa Bay offered customized cultural competence training to increase inclusive practices in organizations.

We worked with clients to identify action steps that enhance employee engagement, create sense of belonging, promote a truly diverse talent pool and improve overall employee's work experience.

Our team also provided our clients with dialogue facilitation to start and sustain intentional conversation about the impact of exclusion and how each of us can play a role in reducing prejudice and bias.

Most of our professional education partners engage in programming that cultivates individuals in various parts of their respective institutions over the course of the year for sustained, systemic impact.

Most of our professional education partners engage in programming that cultivates individuals in various parts of their respective institutions over the course of the year for sustained, systemic impact.



OUR CLIENTS

Area Agency on Aging
of Pasco-Pinellas

Bay Area
Legal Services

Big Brothers Big Sisters
of Tampa Bay

Burnett Middle
School

City of Largo

Elder Options

Feeding
Tampa Bay

Florida State University
College of Law

Lighthouse of
Pinellas

South Tampa
Chamber of Commerce

Temple Beth El

The James
Museum

Venice
Middle School

Tampa
Bay Rays



SUPPORTERS AND ADVOCATES OF OUR WORK

\$20,000+

Rothman Family Foundation
Doria Duke Charitable Foundation
Tampa Bay Rays Baseball Foundation
Molly and Brian Auld
Gobioff Foundation

\$10,000 – \$19,999

Community Foundation of Tampa Bay
John Tonnison & Mark Puskarich
Feeding America Tampa Bay
National Summer Learning Association
Premier Eyecare of Florida

\$5,000 – \$9,999

Nielsen
Robin Friedman
Area of Agency on Aging Pinellas

\$2,500 – \$4,999

Sparxoo
Kareem Spratling
Playbook Public Relations
Fresh Kitchen
Lance Lansrud

\$1,000 – \$2,499

Sparxoo
Kareem Spratling
Playbook Public Relations
Fresh Kitchen
Lance Lansrud
Stephen Gay
Nicole Day
Paul Dontenville
Sally Dee
Mark Puskarich
Amy Rettig
Teddy Pierre
Susan G. Lee
Allison Singer
Cathie Swarts
Matt Newton
Lawrence A. Lansrud
livingHR

Mad Mobile, Inc.
David Schintzius
Serenity Village Insurance & Consulting, LLC
Shumaker
Heather Tomasello
Truist
Ellen Fontana CPA, LLC
Keri Higgins-Bigelow
Matthew Silverman
Lorna Taylor

\$500 – \$999

AdventHealth
Karen Roberts
Jennifer Turkel
Michael Afflitto
Rosemary Armstrong
Robin K. Warren
Account Services Processing Center
Karen Smreker
Masatoshi C. Mochizuki
Rendae Matta
Kaukeb Malik
Ron Christaldi
Jacob Diaz Ph.D.
affinityCPA
Mary Pond
Alex Arroyo
Suncoast Credit Union
Craig Waterstraat

\$250 – \$499

Tammy Briant Spratling
Lisa Grattan
Mark Sena
Charna Kety
Meghan Schneider
Adria Cooks
Jasmine Morris
Nicole Ashlock
Sally Waterstraat
Karen and Bob Buesing
Rachel Wein
Mike and Melanie Griffin
Ross Alander
Val Gallina
Ellen Hodgkins
Rick Weinberg
Richard Hodges
Merrill Marx

2020-2021 FINANCIALS

Revenue

Actual

Program Revenue	\$105,506.22
Interest Income	\$59.73
Foundations & Community Groups	\$67,264.52
Contracts	\$102,083.40
Corporations	\$67,128.08
Special Events	\$60,481.84
Individual Contributions	\$47,386.39
Other Income	\$44,543.47
TOTAL REVENUE	\$494,453.65

Expenses

Program Expense	\$20,767.24
Non-personnel Expense	\$77,165.33
Personnel Expense	\$299,858.41
TOTAL EXPENSES	\$397,790.98

NET OPERATING INCOME	\$96,662.67
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HOW TO GET INVOLVED WITH US

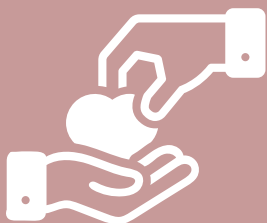
Are you passionate about seeing change in your community? You can contact us to volunteer at any time, and we will find a program that is right for you. No experience necessary!



Volunteer

Contact Tammy at: tammy@communitytampabay.org.

Give



Want to help sustain our work? You can give us as little as \$1 or sign up for our round-up program to start seeing change in your community by donating on our online giving platform: www.communitytampabay.org/donate.

Contact Tammy at: tammy@communitytampabay.org.

Want to recommend us to a company or organization that is interested in exploring Diversity, Equity & Inclusion training? Know a young person who would be interested in attending ANYTOWN? Or have an idea, would like to collaborate, or just want to talk through some of your thoughts?



Refer

Contact Tammy at: tammy@communitytampabay.org.



