



COPPER BEECH INSTITUTE

Healing & Justice Accountability Plan Annual Report Fall 2022

Our Healing & Justice Accountability Plan grew out of our desire to move the dial forward on social justice work at Copper Beech. Each year, each department and at all levels of organizational operations, we create goals to help us achieve this end. The following outlines goals for Fiscal Year 2022, what we have achieved, and what goals are still in process. (See the [full report here](#).)

Organizational Culture, Hiring, & Retention Practices Goals

1. We shifted our Mission Statement to reflect our commitment to social and racial justice at Copper Beech. Here is the new statement:
 - a. Copper Beech Institute is a community dedicated to mindfulness practice, compassionate action, and social justice in our interconnected world. We are committed to dismantling oppressive and racist systems by creating transformative learning experiences where differences are cherished and all voices are heard. Collaboration with communities most impacted by trauma, poverty, and oppression is at the heart of our work.
2. We completed our [Equity Hiring Guidelines](#) in July 2022.
3. To understand how our healing and justice work is being received, we conducted 3 listening sessions (led by Jenyng Wu and Rachel Plattus from the Racial Healing Initiative) with our staff, board, facilitators, and community members.
4. In October 2023, we will ask whichever HR consultant or agency we decide on to conduct a review of our Employee Handbook and job posting language.

Operations, Budget, & Policy Goals

1. Chuck Joseph, our Board Chair and Chair of the Finance Committee, attended quarterly staff meetings to keep staff in the loop about financials.
2. We worked with Marcia Keegan and Chi Anako, our staff members, and the HJC to review the Policy Prohibiting Harassment, [Complaint Form](#), and our [Feedback Form](#). Jessica Alejandro, Regina Long, and Brandon Nappi were decided on as our designated Reporting Liaisons.
3. Ivonne Flores, volunteer and HJC member, translated the above forms into Spanish.
4. We will start conversations with the Fetzer Institute to ask for ongoing financial support for our racial healing work at Copper Beech through the Racial Healing Initiative.
5. We created our [Guidelines for Supporting Community Members Experiencing Emotional Struggles](#) to ensure our staff members who regularly offer guest support are also supported at the organizational level.

Departmental Goals

Programming:

1. 37.5% of our programs this year were led by BIPOC-identified people.
2. We held our first bilingual (Spanish/English) program led by Jessica Alejandro during Latinx Heritage Month in FY22 and we will have an MBSR course in Spanish in 2023.
3. We administered our [Program Planning Survey](#) in January 2022 and we held [focus groups with our BIPOC-identified community members](#) in August 2021.
4. Our online programs have the option for Closed Captioning.
5. This year we held a program for MLK Day, Pride Month, Latinx Heritage Month, Women's History Month, Earth Day, and Asian-American and Pacific Islander Month. We also held a training on LGBTQIA+ Inclusion and we sponsored the Fairfield County Juneteenth Parade (which had 7,000 attendees!).
6. We partnered with One Village Healing, IBME, and BREATHE International to offer programs.

Marketing:

1. We offered weekly social justice-themed social media posts and at least one weekly social justice-themed story.
2. Our videos offered through YouTube have Closed Captioning.
3. We conducted our yearly audit of social justice language used on CBI website and of our [Healing & Justice Resource Page](#) on website in April 2022.
4. We wrote 7 acknowledgement posts this year (the war in Ukraine, mass shootings in New York, Texas, Oregon, Wisconsin, and California, etc.)

Community Engagement & TLP:

1. 20% of our TLP programs were offered by BIPOC-identified individuals.
2. 25 TLP facilitators participated in our 2SLGBTQIA+ workshop with Maygen Nicholson and our Trauma-Sensitivity Training with Gavrila Nikhila.
3. We offered free and subsidized mindfulness programs sponsored by Angell Foundation to 1,164 individuals from 24 organizations, including the ACLU, NAACP, and Sierra Club CT.

Grant-writing & Fundraising:

1. This year, we sponsored the Fairfield County Juneteenth Parade and donated a workshop for two to Sierra Club CT and CT Citizen Action Group's silent auctions.
2. We wrote social justice programs and our CARE initiative into 7 grant proposals.
3. We secured \$65,000 in scholarship funding from the Angell and Hemera Foundations.

You can see the full report [here](#) and read our full Healing & Justice Accountability Plan [here](#). If you have any questions, please feel free to reach out to Dani Scott at grants@copperbeechinstitute.org.