



FREEDOM HOUSE

# Impact Report

2021

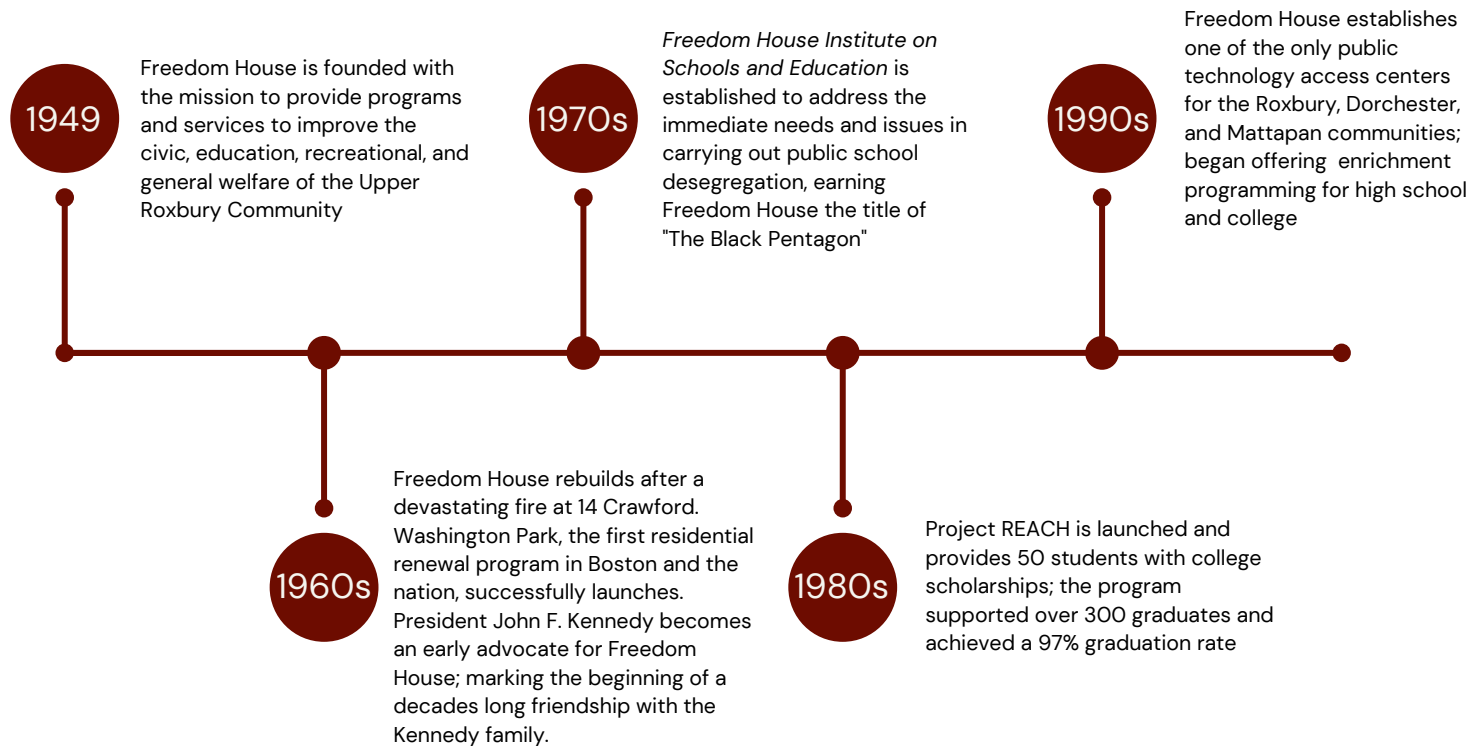


Since 1949, Freedom House has been a leader in programs and services that champion educational equity and economic opportunities for Black and Brown, and immigrant youth throughout our communities. We see education as a pathway towards economic opportunities.

We focus on college access and post-secondary success with the goal of increasing college graduation rates and career readiness using a holistic youth development approach.



## OUR HISTORY - KEY HIGHLIGHTS



Pictured on Front Cover

Freshman - Jessica Vieira, Bunker Hill Community College

Savannah Walcott - Freshman, Bunker Hill Community College

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## Disclaimer about Information Accuracy

While we have taken every precaution to insure the content of this report is both accurate and current, errors or omissions can occur. The information should not be used for research purposes or for reporting by parties other than Freedom House Inc., without first consulting with an authorized representative of Freedom House, Inc.

# 2021 at a glance

## PROGRAMMING HOURS

# 6,409

In 2021, our coaches delivered intensive one-on-one coaching to 376 high school and college students; and provided college readiness and enrichment workshops to 1,014 high school and college students.

## STUDENTS EMPLOYED

# 121

Freedom House expanded both its academic year work-study program to host 21 students from the University of Massachusetts Boston and Bunker Hill Community College (BHCC). We also sustained our expanded Summer Learning Institute to provide summer jobs to over 100 students.

## COLLEGE CREDIT HOURS

# 468

Through our partnership with BHCC and BFIT, Freedom House hosted early college classes (including remedial subjects) to high school students. These classes were offered both in person and virtually at Freedom House.



Bliss Akpan  
Freshman, Bunker Hill Community College

# Dear friend,

Freedom House is a special place with a unique culture that cultivates growth in anyone willing to authentically engage in the development of Black and Brown youth. Culture can be defined in various ways.

However, two definitions that most resonate with the work of Freedom House are:

*/n./ Shared ways of being that are passed down from generation to generation.*

*/v./ Maintaining conditions suitable for growth.*

While many are busy studying the idea of Diversity, Equity and Inclusion, Freedom House has always been busy demonstrating and BEING Diverse, Equitable and Inclusive. We don't spend a ton of time writing about it, instead we continually nurture it, so that it has passed down from generation to generation for over 70+ years. What does that look like? It looks like:

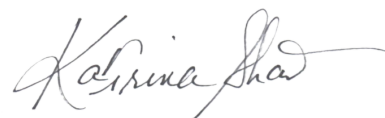
- Positive Intent – assuming the best in your team. Maintain productive norms of direct resolution-centered communication.
- Show up for yourself – we teach our young people to be present, presentable, and grounded in pride for who they are and the legacy they come from.
- Leading with Empathy and Radical Appreciation – allowing staff and students to be who they are and acknowledging that individuality and community excellence can coexist.
- Cultural Humility – have humility and radical self-awareness that acknowledges bias and false narratives.
- Growth mindset – normalize the stages of growth and extend grace to oneself and others to allow that growth to happen.

As an organization, community, and nation, the past few years have taught us hard lessons that have demonstrated both our deepest vulnerabilities and true resiliency. Our culture has carried us through these times. While there have been challenges, 2021 had many highlights worth celebrating:

- We adapted our programming and services to a hybrid model. This pivot allowed us to increasing student employment from 50 to over 100 annually
- We kept our doors open through 2 years of the COVID pandemic and provided over 30,000 units of PPE and over 50,000 meals to the Grove Hall community
- In response to the intensifying social-emotional health crisis in our communities, we introduced group counseling services as part of our Summer Learning Institute.
- We hosted our first virtual Champions of Freedom celebrating the Artistry of Social Justice, and honored incredible community leaders

This coming year is once again bringing change and transformation for the world, and Freedom House. It is with a great sense of accomplishment coupled with a little sadness that I share after 10 years of service, I will be handing over the reigns of Freedom House to Charmaine L. Arthur. Charmaine will serve as Chief Executive Officer, having served as Chief Program Officer, and key leadership roles at Freedom House for 13 years. Most importantly, Charmaine truly embodies our cultural values and I am excited to see what this new chapter brings to Freedom House.

Yours in service,



# Our work

Freedom House is building economic, racial, and social equity in our communities through education and leadership development.

## Our Programs



### Preparing Urban Students for Success in Higher Education (PUSH)

Intensive one-on-one **coaching**; college and post-secondary readiness **workshops**; **career readiness** opportunities through *Road-to-Success* speaker series.



### Summer Learning Institute (SLI)

7 week **post-secondary preparation** program for high school learners: youth **employment** and **leadership** building; credit recovery and free **college classes**; **civic engagement** capstone project; **mental health** services; **professional networking** *Road-to-Success* roundtables; including internships for college students.



### Freedom Institute

**Advocacy** efforts for social and educational advancement of Black, Brown, and immigrant youth in Boston; including summits, DE&I advisory.



### Freedom House University

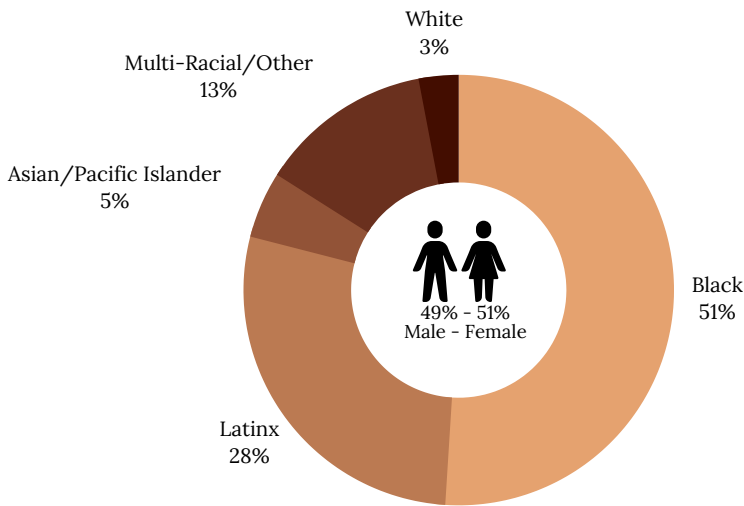
Free **dual enrollment** classes. Youth **jobs**. On-site community **college classes**. Access to *Timothy Smith Computer Lab* **technology** resources.

# Our partners



# By the numbers

## OUR STUDENTS



Our high school to college pipeline serves students through the secondary to post-secondary journey.

## OUR COMMUNITY



We proudly serve Boston from our headquarters in Grove Hall. Most of our students come from communities of Roxbury, Dorchester, and Mattapan.

**~90%**

First-generation college students

**1 in 5**

students recently immigrated to the USA\*\*

\*\*data reflects summer program enrollment only; recent considered students that have immigrated within the past 4 years

## OUR TEAM



64% of our board identify as Black, Indigenous, People of Color (BIPOC) and 36% as female.



84% of our staff identify as BIPOC and 69% as female. 77% attended Boston Public Schools or Massachusetts colleges.

# Meet Jamila

Over the years Freedom House has been essential to my accomplishments as a student and as a conscious and responsible adult. Freedom House has always provided me with the community I need. I always feel supported and I always feel heard. When schools were shut down Freedom House staff made it a point to check in regularly through zoom calls not only about how us students have been acclimating to the new school system, but about our mental health. We had group meetings once a week with a licensed therapist which really helped me personally to maintain human connection outside of my home at the time. Each year I meet such a great and diverse bunch of peers as well as professionals and I learned such useful skills such as effective research, community outreach, and event planning.

Freedom House is where I began having real conversations about the issues within my community that I live with everyday.



“Freedom House is the place where I learned that I can play a role in changing the community for the better and rewriting the narrative.”

**Jamila Brown**

Junior

University of Massachusetts Boston

# Meet Nicole

Freedom House gave me an opportunity to do my internship with them but also offered me employment opportunities during the summer. When I first worked with Freedom House, I was very shy and more to myself, but over time I started to open up and be comfortable with the people around me. It was fun getting to meet new people and being able to surround myself with the environment, especially during field trips and other activities. I initially began as a student scholar and was eventually promoted to work as a Junior Coach. Some of my responsibilities in this new role included supporting staff and co-facilitating activities with the Senior Coaches. I also got to be part of the staff meetings which was very interesting and made me feel special. When I first arrived at Freedom House I did not know just how much they had to offer but now I know and I am grateful.

“

*When I first worked with Freedom House, I was very shy and more to myself, but over time I started to open up and be comfortable with the people around me.*

”

**Nicole Marrero-Sanchez**  
Freshman  
Bunker Hill Community College



# Our impact

## 100%

of graduates applied to college for Fall 2021

## 56%

% of HS graduates completed at least 1 college level class

## 1K

hours of mental health services

In 2021, Freedom House celebrated the graduation of 173 high school students. Over half of those students graduated with at least one college class. The generosity of our partners allows us to offer early college dual enrollment classes, saving our students over \$146,016 in education costs. We continue to focus on improving enrollment rates post graduation. In 2021, nearly half of our seniors enrolled at a post-secondary institution for the Fall 2021 semester.

During our Summer Learning Institute, we provided weekly group therapy sessions for our students. First implemented in 2020, these weekly sessions with a licensed mental health professional of color provided students a safe environment to express themselves, seek vital support, and develop socio-emotional resilience. We also provided weekly mental wellness check-ins for high school and college students.

Our 2021 summer scholar project focused on the topics of education, liberty, and advocacy. The outcome was a student-directed and produced reading of "What To The Slave Is The Fourth Of July?" by Frederick Douglass.\* Pandemic related drop-outs continued to be a huge challenge in 2021. Freedom House also celebrated the graduation of 18 college students. We are proud of our students that persisted to graduate within 2.5 years at BHCC and on-time in 4-years from Pine Manor. We were also honored to support 58 college freshman as they persist to their sophomore year.

## 63%

% FAFSA completion for high school seniors

## 20

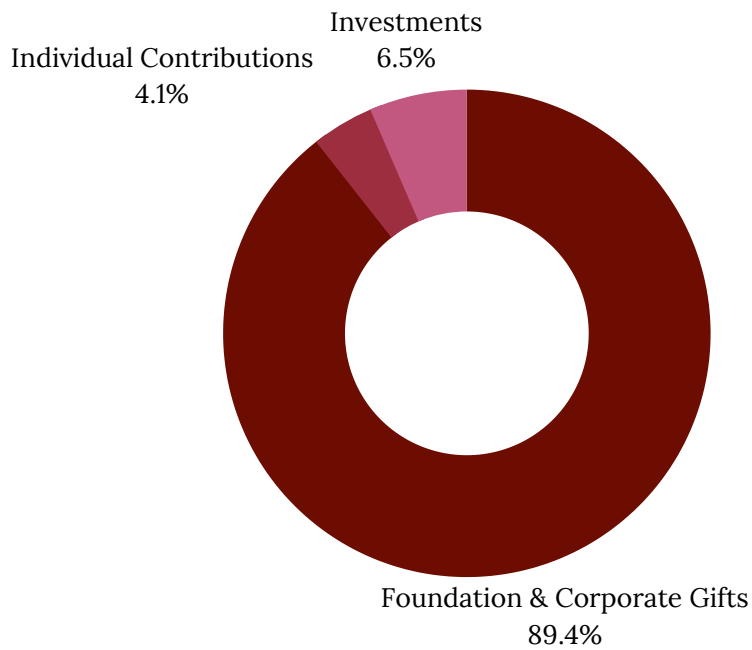
hours of civic engagement projects per student

## 100%

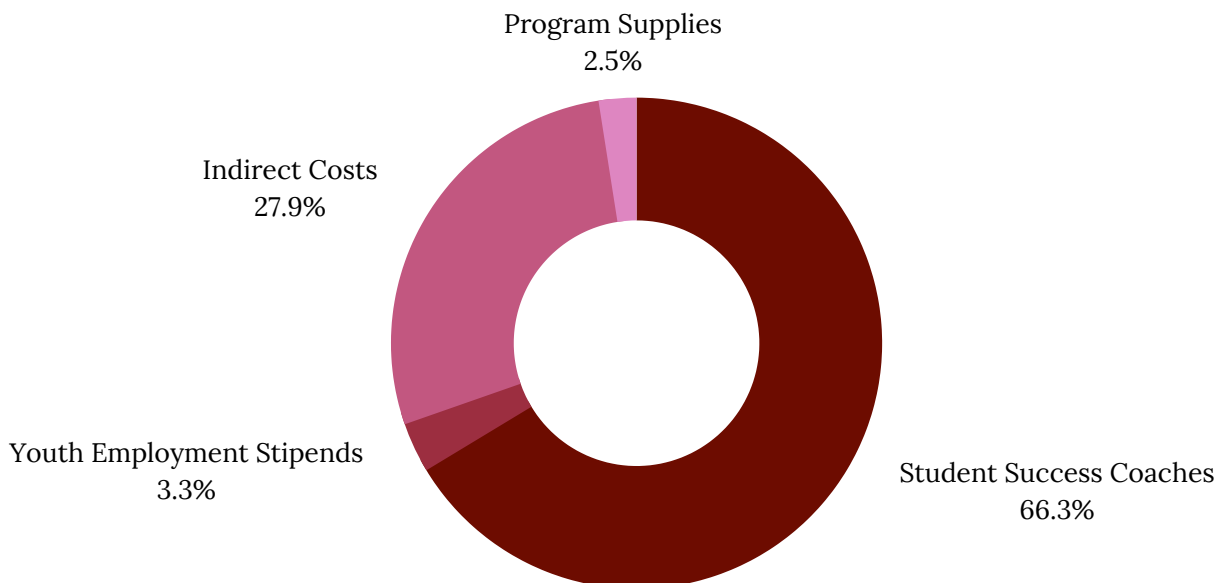
college freshman persisted to sophomore year

# Financial snapshot

## INCOME



## EXPENSES



# Meet Malcolm

I have been with Freedom House since 2013, but these past couple of years I have been able to experience the power and influence Freedom House has on the community and population it serves. The organization managed to successfully press through the pandemic and sustain economic safety of its employees. Most importantly, the organization immediately identified problems our students were facing from the pandemic's impact. Freedom House transformed its in-person youth employment programming and curriculum into a virtual curriculum; our high school and college students still had jobs, the organization provided technology resources, free meals twice a week, and access to free college courses.



“

*To experience the dedication behind what Freedom House does, and how it WORKS in the most unexpected circumstances, is something I will never forget.*

”

**Malcolm Thomas**

Senior Success Coach - College  
Freedom House

# Meet Fatima

In spring of 2021, Freedom House partnered with Street Litigators Academy to introduce us to the practice of advocacy through law. Each week we practiced a case that was created by the attorneys who led the program and in the end we competed in a mock trial. This was my first experience with mock trials and undoubtedly what sparked my interest in law. In addition, participating in Road-to-Success round tables with Freedom House every year has been such an impactful experience for me. Not many organizations take the time to bring in professionals to speak to their youth, but Freedom House is the exception. To be able to network as a youth is a priceless experience. If my experience at Freedom House has taught me one thing, it has been that no voice or action is too small, in terms of quite literally anything, but social justice specifically. Here I've learned that my voice is important unlike in previous schools I've attended that taught me the exact opposite.



“  
*If my experience at Freedom House has taught me one thing, it has been that no voice or action is too small... [Here] I've learned that my voice is important*  
”

**Fatima Ribeiro**

Junior

Boston Latin School

# Meet Telma

I started at Freedom House during my second year right after I got my high school diploma from English High School. I was in a situation of almost giving up going to college until a friend of mine who graduated from Burke High School introduced me to one of the Freedom House coaches. From there my connection with Freedom House grew. I did most if not all the programs they offered which are the classes, food distributions, Road to Success roundtables, junior coaching during the summer, and work study . I would say that I spent most of my days there and I met great people and made friendships that I want to keep for life. With that being said, they had a great emotional impact on me. I received a lot of motivation and there were always people who were willing to hear me and support me. Freedom House is important because they helped me better understand the concept of not giving up on myself. I am going to be always grateful for all they have and are doing for me.

“

*I would always encourage young people to create that connection with Freedom House because it's usually a stage that we are lost and if we don't have the right people to guide us, we might give up on what we deserve.*

”

**Telma Correia**

Graduate

Bunker Hill Community College



# Our team



**Katrina Shaw**  
CEO



**Charmaine L. Arthur**  
Incoming CEO  
Chief Programs Officer



**Fatima Harvey**  
Chief Development Officer



**Ji Kim**  
Director of Operations



**Ivy Khevali**  
Manager of Data & Virtual Footprint



**Ashley Harton-Powell**  
Director  
High School Programs



**Teresa Dasilva**  
Director  
College Programs



**Malcolm Thomas**  
Senior Success Coach  
College



**Manuel Monteiro**  
Success Coach  
High School



**Rasheed Selman**  
Success Coach  
High School



**Ngomane Bolden-Dendy**  
Success Coach  
High School



**Lauryn Hart**  
Success Coach  
High School  
Mass Promise Fellow



**Jaimy Jean-Noel**  
Success Coach  
High School  
Mass Promise Fellow

# Our board



**Andrew Sobers**  
Board Chair  
Branch Manager, HomeBridge Mortgage Service, LLC



**Gintas Krisciunas**  
Board Clerk  
Research Assistant Professor, Otolaryngology  
Boston University School of Medicine  
Boston Medical Center



**Charles Ocitti**  
Board Treasurer  
Chief Financial Officer  
Daily Table



**Susan O'Connor**  
Finance and Audit Chair  
Retired Nonprofit and  
Banking Executive



**Richard Barbieri, Ph.D**  
Managing Editor  
ACResolutions



**Gary Morton, MBA, MSM, DBA**  
Director, Independent Agent Distribution  
Liberty Mutual



**Lisa Guscott**  
Independent Consultant and  
Business Owner



**Michael Glavin**  
(Retired) Former Executive Director, Office of Strategic  
Planning & Community Development  
City of Somerville, MA



**Khimmara Greer, Esq.**  
Vice President & Senior Legal Counsel  
Ultimus Fund Solutions



**Natasha Williams**  
Chief Financial Officer  
The City Fund



**J. Keith Motley, Ph.D.**  
Chancellor Emeritus Professor of Management University  
of Massachusetts Boston

# Acknowledgements

Through the generosity and commitment of our donors we are able to provide educational opportunities for the next generation of leaders.

Amelia Peabody Foundation  
Berkshire Bank Foundation  
Boston After School and Beyond  
Boston Children's Hospital  
Charles Hayden Foundation  
Cox Trust  
Cummings Foundation  
East Boston Savings Bank Charitable Foundation  
Eastern Bank Foundation  
Fifth Third Bank  
GE Healthcare  
John Hancock / MLK Scholars  
Liberty Mutual Foundation  
Lloyd G. Balfour Foundation  
Margaret M. Schmidt and Kenneth J. Danila Fund  
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Mass General Brigham Hospital  
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The City of Boston  
The National Grid Foundation  
The Sirad Foundation  
Wellington Management Foundation



Hawa Bah - Junior, John D. O'Bryant School of Math & Science  
Jazmine Brown - Senior, Berea SDA Academy

Freedom House is building economic, racial and social equity in our communities through education and leadership development. **Give today** to support our work to **INSPIRE** Black, Brown, and immigrant students to pursue post-secondary opportunities, successfully **GRADUATE** from those opportunities, all while developing a mindset to **GIVE BACK** to their communities.

Back Cover:

Caroline Kautsire - Professor, Bunker Hill Community College  
Odalys Melo-Diaz - Freshman, Bunker Hill Community College



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