2022
ANNUAL REPORT
Empowering Communities.
Changing Lives.
THE MISSION OF THE METROPOLITAN WILMINGTON URBAN LEAGUE (MWUL) IS TO EMPOWER PEOPLE OF COLOR TO ACHIEVE ECONOMIC SELF-RELIANCE, PARITY AND CIVIL RIGHTS.

ON BEHALF OF THE BOARD OF DIRECTORS AND OUR HARD-WORKING TEAM AT THE METROPOLITAN WILMINGTON URBAN LEAGUE, IT IS WITH GREAT PLEASURE THAT I PRESENT OUR ANNUAL REPORT. I WILL ROTATE OFF OF THE BOARD OF DIRECTORS THIS YEAR, BUT I DO SO BY PROUDLY REPORTING THAT OUR PROGRAMS SUCH AS ACHIEVEMENT MATTERS, THE BUILDING PEOPLE POWER CAMPAIGN, THE JAMES H. GILLIAM SR. FELLOWSHIP PROGRAM, AND THE WILMINGTON CENTER FOR EDUCATION EQUITY AND POLICY CONTINUE TO PERSONIFY OUR DEDICATION TO EDUCATION PARITY, LEADERSHIP DEVELOPMENT, ECONOMIC SELF-SUFFICIENCY AND THE VOTING RIGHTS OF OUR STAKEHOLDERS. NOTABLY, THIS YEAR BEGAN THE TENURE OF OUR NEW PRESIDENT/CEO, MS. JENNIFER THOMPSON, WHO CONTINUES THE LEGACY OF EXCEPTIONAL LEADERSHIP THROUGHOUT OUR HISTORY AS AN AFFILIATE. JENNIFER IS MOTIVATED, HIGHLY CHARGED, AND DEDICATED TO THE MOVEMENT. SHE HAS NOT ONLY BEGUN THE WORK OF LEADERSHIP BUT HAS ALREADY GAINED WIDESPREAD SUPPORT IN ASSISTING THE WILMINGTON AFFILIATE IN BECOMING ONE OF THE MOST NOTABLE AFFILIATES IN THE NATION. ADDITIONALLY, I WOULD LIKE TO WELCOME THE NEWEST MEMBERS OF OUR BOARD OF DIRECTORS, MR. JOHN SINGER AND DR. CYDNEY TEAL. THEIR EXPERTISE AND ENTHUSIASM FOR OUR MISSION IS ENCOURAGING AS WE CHART A NEW PATH FORWARD TOGETHER. TO ALL OF THOSE WHO SUPPORTED THIS YEAR’S MWUL EVENTS, WE THANK YOU. TO ALL OTHERS, WE ENCOURAGE YOU TO JOIN THE MWUL MOVEMENT AS WE WORK TO PROPEL BROWN AND BLACK COMMUNITIES THROUGHOUT DELAWARE FORWARD UNAPOLOGETICALLY.
ACHIEVEMENT MATTERS!

"BEFORE ACHIEVEMENT MATTERS!, I WOULD GET IN TROUBLE AND MISS SCHOOL. BECAUSE OF THE PROGRAM, I NOW HAVE PERFECT ATTENDANCE AND ON THE HONOR ROLL."

2022 Achievement Matters! Student

The Achievement Matters! Program empowers young people of Wilmington to achieve academic success and develop the vital skills to achieve post-secondary success. Through in-person after school programming, students participate in college preparation, career exploration and service activities that support and strengthen core academic skills in literacy and numeracy, while inspiring self-confidence, efficacy and Civic engagement.

2022 ACHIEVEMENT MATTERS! PROGRAM SNAPSHOT

Participating Schools....................... 2
Thomas Edison & A.I. duPont Middle

Number of Students......................... 50

Grade Achievement Rate.................. 100%
The Mission of WCEEP is to ensure that each student and educational entity of the City of Wilmington has access to unparalleled services benefiting the full range of student potential, needs and interests, in the service of their sustained success.

2021–2022 Impact

- WCEEP participated in year-long community engagement planning efforts led by Governor John Carney to help inform the development of the Wilmington Learning Collaborative (WLC). The Wilmington Learning Collaborative represents an historic effort to connect a network of elementary and middle schools located in the City of Wilmington students across three districts, specifically Brandywine, Christina, and Red Clay.

- WCEEP hosted ‘thought partners’ in a listening tour centered around student and parent voices relating to their vision for the WLC and their own cautionary guidance for the organization. WCEEP will continue to serve as a thought partner to the WLC in 2023.

- The Metropolitan Wilmington Urban League’s official position on the Wilmington Learning Collaborative is found in the appendix of this report.
2021-2022 IMPACT CONTINUED...

- WCEEP is represented and active on the Redding Consortium for Educational Equity. The Redding Consortium was created in 2019 to recommend policies and practices to the Governor and Delaware General Assembly to achieve educational equity and improve educational outcomes for all Pre-K to grade twelve students in the City of Wilmington. The Redding Consortium charges are mandated in Senate Bill 148, House Bill 222, and House Bill 436.

- In 2022, Redding and DDOE helped provide full-day pre-school for four schools and community centers in Wilmington with high concentrations of students living in poverty. The state provides comprehensive wraparound services, including robust before-school, after-school, and summer programming and school-based health centers with mental health resources, at between two and ten of its schools serving student populations with the highest levels of poverty.

- In 2022, Redding and DDOE helped three Wilmington schools provide wraparound services. These schools have a disproportionate concentration of students living in poverty. The state gathers transparent and user friendly disaggregated open-source schooling data, access data, and outcome data and maintain that data on a publicly accessible dashboard.

- In 2022, the Social Determinants Work Group advocated execution of a Memorandum of Understanding with DDOE and the Data Service Center to create an Equity Data Dashboard to capture stories - through an equity lens- about Wilmington students.

THROUGH UNIQUE CROSS-SECTOR COLLABORATIONS, GUIDED BY AUTHENTIC VOICES AND EVIDENCE, THE WILMINGTON CENTER FOR EDUCATION EQUITY AND POLICY (WCEEP) ENVISIONS A WILMINGTON WHERE BLACK AND BROWN CHILDREN WILL NO LONGER BE HARMED BY POOR EDUCATIONAL OUTCOMES AND ITS CHILDREN ARE GUARANTEED AN EXCEPTIONAL AND EQUITABLE PUBLIC EDUCATION.
THE JAMES H. GILLIAM, SR. FELLOWSHIP

The James H Gilliam Sr. Fellowship is a program where diverse leadership converges to work collaboratively in communities. Participants learn to build their capacity as policy makers, advocates, and community organizers.

During this 10-month immersive fellowship our Fellows gain knowledge and experience in policy research, coalition building, and learn to navigate Delaware’s political and economic arenas from a host of legislators, community advocates, and business leaders across the state.

Including the 14 participants in the 2022 cohort, the program has developed over 60 fellows and has had the following results:

- **92%** of all fellows increased knowledge of Delaware policy change methods and process.
- **96%** of program participants would recommend the program to others.
- **97%** of our fellows found the program to be useful in advancing their professional career.

“BEING A GILLIAM FELLOW HAS SHOWN ME WHAT IT MEANS TO BE A LEADER AND 'CHANGE AGENT' IN THE STATE OF DELAWARE.”

ELLABELLE BLACK ORGANIZERS GROUP

The Ella Baker Black Organizers Group immerses participants in the fundamentals of organizing for social change, base building, leadership development, and campaign planning.

Participants develop their skills through group workshops, campaign simulations, and working with guest speakers. Through out-of-class assignments (e.g. readings, videos, and exercises) participants hone their ability to be successful Black organizers.

**2022 Impact:**
- **23 Participants in the 2022 Cohort**
- **1 Participant Serving on Wilmington City Council**
COMMUNITY NAVIGATOR PROGRAM

In 2022, the MWUL partnered with the Delaware State Housing Authority to implement the Delaware Housing Assistance Program (DEHAP). DEHAP provides emergency housing assistance to renters affected by shutdowns, closures, layoffs, reduced work hours, unpaid leave or financial hardship related to the COVID-19 health crisis.

As a Community Navigator, MWUL helps renters apply for financial assistance with:
- Back due and forward rent
- Utilities (water, sewer, and electric)
- Moving assistance (first months rent/security deposits)

2022 IMPACT

961 Engagement calls, walk-ins, events, & scheduled clients.

$186,978.90--Total Amount of rent & utility assistance.

HOMEOWNERSHIP: LOOKING FORWARD

Metropolitan Wilmington Urban League has partnered with Discover Bank, Stepping Stones Credit Union and other financial and community agencies to launch a 1st-time homeownership program in 2023.

Intended Impact
250 low and moderate-income families will be exposed to the following:
- First-Time Homebuyer Workshops
- Housing Coaching
- Utility Assistance (via utility partners)
- Tax Lien Counseling
- Credit Score Education
- Foreclosure Prevention Service
- Anti-Predatory Lending Counseling
Advocacy

The Building People Power (BPP) Campaign is a grassroots, multi-issue effort to propel racial justice across Delaware. The campaign breaks out of issue silos and connects volunteers across districts to make lasting changes in education, criminal justice reform, housing, economics, or health. We center the leadership of Black and Brown people in our issue-based campaigns.

These issue campaigns focus on state and local level policy change. Between 2020 and 2022 Building People Power has:

- Onboarded and engaged about 1,200 volunteers statewide, with 772 recruited through issue campaign outreach.

- Established or cultivated 6 issue campaigns focused on policy advocacy in the following sectors: criminal justice, health, education, housing, and economics.

- Nurtured and expanded partnerships with 19 different community advocacy organizations, faith organizations, and local nonprofits.

- Engaged volunteers in numerous community actions in support of our racial justice policy agenda, including community awareness events, workshops, tabling, monthly meetings, rallies, press conferences, letter campaigns and petitions.
## Building People Power

<table>
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<tr>
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<th>Total (2020 - 22)</th>
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<tbody>
<tr>
<td>Total # of Co-Coordinators</td>
<td>12</td>
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<tr>
<td># Core Team Members</td>
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<tr>
<td>(volunteers serving 5 or more</td>
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<tr>
<td>hours per month)</td>
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<tr>
<td># Volunteers Overall</td>
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<td># of Volunteers with Issue</td>
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<td># of Actions Taken</td>
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<tr>
<td># of Community Meetings/Events</td>
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<tr>
<td># of Policies Introduced</td>
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## RECLAIM OUR VOTE CAMPAIGN

The Metropolitan Wilmington Urban League worked with the National Urban League and other local partners to register Delawareans to vote. This included formerly justice involved individuals, youth without driver licenses and individuals who moved but did not update their voter registration.

### 2022 IMPACT

2000 people registered and mobilized to vote in the 2022 Election Season.
DIGITAL LITERACY PROGRAM

In 2022, Metropolitan Wilmington Urban League partnered with Comcast Corporation to bring digital literacy to the citizens of Wilmington. Through interactive workshops, program participants gained the following skills:

- Microsoft Suite
- Online Banking/Financial Literacy
- Resume and Cover Letter Writing
- Effective Job Search Strategies
- Safe Internet Practices

80% of all participants increased their proficiency in Digital Literacy knowledge.

100% of all participants were exposed to new digital literacy tools such as Microsoft Suite, online banking, and internet safety.
COMMUNITY CONVERSATIONS

During 2022, the Metropolitan Wilmington Urban League hosted the following community engagement events:

- Working Toward Holistic Health Community Conversation
- *Till* (2022 Film) Screening
- Wealth and Homeownership National Day of Empowerment
- Primary and General State Election Candidates Forum

![Image of Lydia York]

**2022 IMPACT**

1,585 People Served

SOCIAL MEDIA

In an ever-changing digital world, the Metropolitan Wilmington Urban League has increased our digital footprint on major social media platforms:

- **Facebook**
  - accounts reached increased by 252%
- **Instagram**
  - accounts reached increased by 117%
- **Twitter**
  - followers are up 60%
- **YouTube**
  - viewership increased by 1200% from 2021 to 2022
YOUNG PROFESSIONALS

Metropolitan Wilmington Urban League Young Professionals (MWULYP) supports the goals and mission of the Metropolitan Wilmington Urban League by serving our communities and developing our members through personal and professional development, mentoring, economic empowerment, political engagement, and leadership development programs.

The mission of the Metropolitan Wilmington Urban League (MWUL) is to empower people of color to achieve economic self-reliance, parity and civil rights. The MWUL envisions a community where people from a wide array of backgrounds and experiences contribute to and benefit from an alliance that is committed to action-oriented public policy research and principled advocacy.

The MWUL is the Voice of Equity for Delaware residents who would otherwise not be heard. The MWUL seeks to address the problems of equity and equality by assuring that those who influence change represent the broader community and understand the economic and social realities facing people of color.

2022 Signature Events
- National Day of Empowerment
- National Young Professionals Join Week
- Votecoming: Reclaim Your Vote Campaign
- YP Fit Initiative

GUILD

Leadership development and fundraising are the foundation of the Metropolitan Wilmington Urban League Guild. As an auxiliary of the MWUL, The Guild (facilitated and led by its dedicated members with vast experience in their respective fields) is committed to furthering the mission of the MWUL through events and activities.

2022 Signature Events
- National Day of Empowerment
- National Guild Join Week
- Father’s Day Pop Up Shop
SUMMARY OF 2022 GIFTS

$100,000 +
- Longwood Foundation
- Discover Bank
- State of Delaware
- Delaware State Housing Authority

$51,000-$99,000
- Laffey -McHugh Foundation

$26,000-$50,000
- City of Wilmington
- Community Legal
- Red Clay School District

$25,000 and under
- DuPont
- BNY Mellon
- Comcast Corporation
- JP Morgan Chase
- Delaware Humanities
- TD Bank
- ACLU
- M&T Bank
- WSFS Bank
- EPAM

We also thank all of our individuals and families who financially contributed to MWUL’s Mission in 2022.
2022 FINANCIAL HIGHLIGHTS

*Includes December 2022 projections.

BALANCE SHEET
Total Assets - $633,521
Total Liabilities - $153,307
Total Equity - $480,214
  • Cash on hand - $630,681, represents 99% of total assets
  • Strong liquidity
  • Significant reduction in liabilities relative to assets

INCOME STATEMENT
Income
  • Gifts / Grants - $811,622
  • Program Revenue - $5,835
  • Other Income - $4,427
Total Income - $821,884

Expenses
  • Salary / Benefits - $368,364
  • Contracted Professionals - $125,978
  • Other Expense - $128,987
Total Expense - $623,329

Net Income - $198,555
This represents a $159,531 increase over last year.
BOARD OF DIRECTORS

Patrice Gilliam-Johnson, Ph.D., Chairperson
Raye Jones Avery, Vice Chairperson
Pia Stokes, Secretary
Tamara Smith, Assistant Secretary
Earl Jeter, CPA, Treasurer, Finance Committee Chairperson
Joel Coppadge, Assistant Treasurer
Brenda Wise, Esq., Governance Committee Chairperson
Taylor West, Human Resources Committee Chairperson
Kenyon O. Wilson, Young Professionals President
Khary DeWitt, GUILD President
Bebe Coker
G. Stephen Williams
Timothy Devlin, Esq.
Paul Herdman, Ph.D.
Ron Kimbrough
Lawrence Livingston, Ph.D.
Matthew Parks
Frank ‘Skip’ Pennella
Yesenia Tavares
STAFF

Jennifer I. Thompkins, President & CEO
Keith Dorman, Director of Finance and Operations
Shardae White, Senior Housing Navigator
Coby Owens, Housing and Advocacy Manager
Shyanne Miller, Building People Power Manager
Raheem Curry, Youth Programs Manager
Diane Staton, Executive Assistant

CONSULTANTS & CONTRACTORS

Wayne Kingston, Brandywine Information Group
Tomeka Lee, M.B.A., TriZen, LLC
Drew Serres, Network Delaware
Aliya Hammond, Aliya Hammond Consulting
Tamecca Chester Ed.D., James H. Gilliam, Sr. Fellowship Program Facilitator
Shane Darby, Ella Baker Organizing Group Facilitator
Maria Luisa Watts, Grant Writer
Carl Hogan, Auditor
METROPOLITAN WILMINGTON URBAN LEAGUE POSITION ON WILMINGTON LEARNING COLLABORATIVE

There is a riddle about fish dying in the ocean: What is the remedy? Save the fish or treat the ocean? We pose this question as a way to understand the dilemmas facing Delaware public schools. Like fish harmed by toxic water, our children are hurt by systemic failures in education.

For more than half a century, Black and Hispanic students have been plagued by inequitable learning opportunities: cumbersome governance; poorly funded, under-resourced schools; high teacher attrition; failed education experiments; and much more. These inequities have consequences. In 2019—just one year before the Covid pandemic disproportionately ravaged communities of color—white 4th graders in Delaware public schools were seven times more likely to read at an advanced level than their Black peers; for advanced math performance, the discrepancy was nearly six times higher.[1]

Fixing long-lasting inequities within our schools will require a level of community expertise that is inherent to the Metropolitan Wilmington Urban League (MWUL) mission. We work to empower people of color to achieve economic self-reliance, parity and civil rights, and we achieve these goals by assuring that policymakers represent the broader community they serve and understand the economic and social realities facing people of color.

With that mission in mind, MWUL would like to offer its support as a thought partner in the newly launched Wilmington Learning Collaborative (WLC). As its name suggests, this Governor’s Office initiative seeks to develop “a collaborative approach to achieve educational success for students in the City of Wilmington schools.”

It is in that spirit of collaboration that MWUL offers both insight and feedback on the Collaborative. While the MWUL respects this overdue, much-needed effort to resolve learning inequities experienced by students, we have also identified critical gaps in the Collaborative’s current approach. These include:

- Limited participation. The Collaborative is driven by volunteer participation and not a statewide mandate. Because these issues and challenges extend throughout the state, MWUL recommends herein that all Delaware districts participate in an initiative to “improve teaching and learning.”

- Limited research. The Collaborative does not seem to require evidence-based research into the areas of social, educational, economic and mental/emotional/physical health, all of which deter and/or disrupt the teaching-learning process, particularly for African-American children. Social determinants of health significantly impact the learning process, and we believe these factors must be adequately addressed to achieve long-term, equitable, sustainable success.

- Limited curricular and cultural emphasis. The Collaborative does not seem to place much emphasis on teaching and learning. The MWUL worries that teachers with limited exposure to African Americans are often predisposed to uninformed opinions about the learning abilities of African-American children, often teaching to circumstances and not ability. Additionally, the African American contributions to American history and culture must be implemented in the WLC, in accordance with the Delaware General Assembly’s 2021 passage of the Black History Bill (HB 198).
Appendix

- Autonomy without authority. The problems identified in schools are already owned by school districts. We believe that giving WLC autonomy without authority will create logistical and operational challenges. Historically, this additional matrix reporting layer has led to confusion and delays in decision-making.

- Investment. MWUL suggests that the state reconsider the $7 million budget to fund this effort. Less than 0.35%[2] of the total allocation to education initiatives for the year, this seems an insufficient investment to achieve the Collaborative’s ambitious goals.

- Alignment and engagement. Having our city schools in four separate districts is a massive, persistent problem. Any plan that does not address this problem is putting a band-aid on a cancerous condition. MWUL strongly recommends that Wilmington schools sit in one district. For example, transfer Christina Schools to Red Clay. This recommendation, made by the Wilmington Education Improvement Commission in 2018, led to new building construction in East Wilmington. We also believe this revised structure will strengthen and galvanize families, which will, in turn, increase their engagement in the education and learning process.

- Unclear configuration. The Collaborative does not include a clear plan for how middle school students in the city can transition to high school. We recommend this be addressed immediately. Additionally, the plan for Wilmington students who attend schools outside of the city is also vague. We recommend this be addressed immediately.

- Board service. Eligibility to serve on the WLC Advisory Council restricts those with felony convictions. This limitation/barrier should be re-thought, as it potentially eliminates diverse community voices and perspectives.

- Assess discipline disparities. Research shows that Black and Brown children are disproportionately disciplined for subjective infractions (disruption, defiance), compared to objective infractions (tardiness, truancy). Moreover, Black students are more likely to receive harsher consequences for committing similar offenses. To address this problem, MWUL recommends that the WLC Advisory Council review and upgrade disciplinary Codes of Conduct for WLC schools. We further recommended a Conduct Code Disparate Impact Study be conducted by an independent evaluator.

Dignity is rooted at the core of our concerns. For too long, too many educational strategies have focused on the “disproportionate deficiencies” of Wilmington’s mostly Black and Brown children. The Wilmington Collaborative must not do just that—it cannot seek to repair the learning deficiencies of Wilmington children across school district lines. This approach is fundamentally wrong and psychologically destructive. Our children are assets. Perhaps Wilmington students are not deficient in their learning, but rather, our educational system has been deficient in its resources and investments in our students.

Let us start there—placing our students first—and let us work together to make actionable, sustainable, inclusive, long-lasting change. The MWUL’s experiences, network and related skills can be great assets to the overall development of education equity. We look forward to partnering on this effort.

[2] 2017 data: $2.2 billion; 7 million/2 billion = .0035