Hope Through Uncertainty

As we reflect, it’s clear 2022 was a year of hope. Despite public health and economic uncertainties, we continued forward, co-creating new goals, new partnerships and new ways of connecting with our partners and donors. We believe our shared sense of purpose, made sharper and more urgent by the sacrifices of recent years, fueled Greater Twin Cities United Way and our partners’ collective confidence in a brighter future.

In 2022, you made it possible for United Way to positively touch the lives of half a million people in our region. As you page through this report, you’ll see the holistic impact your gifts are making today, tomorrow and into the future. Here are just some of the new beginnings we created together:

- Supported nearly 470,000 requests via our 211 resource helpline from families needing child care, young adults facing homelessness, college students seeking food resources, and more.
- Answered nearly 18,000 calls to 988, providing hope and a brighter tomorrow as a local provider of the Suicide and Crisis Lifeline.
- Supported 138 local nonprofit partners in direct service, innovation and advocacy, so that everyone in our region has access to nourishing food, stable housing, educational success and economic opportunity.
- Launched 80x3: Resilient from the Start, to increase trauma-informed practices so young children get the support they need for healthy brain development by the time they turn three.
- Grew our advocacy network and laid the foundation for our most impactful advocacy agenda ever.

Thank you for being a changemaker and supporting us in our vision of a community where all people thrive.

With gratitude,
A Year of Changemaking

January
Released 2022 policy and advocacy agenda – informed by 95 community stakeholders – focused on the benefits cliff, early childhood education and household stability

February
Celebrated 211 Day on Feb. 11, in honor of the 1,200+ requests for help that 211 responds to every day, 24/7 and in more than 100 languages

March
“Flavors of Our Community” volunteers organized nearly 5,000 Southeast Asian, Afghan and Latinx food packs for culturally specific food shelves serving local residents
Hosted “Advocacy for Children Day” with the Start Early Funders Coalition, a virtual rally that brought hundreds of young children, parents and teachers together to urge legislators to prioritize our state’s tiniest learners

April
Awarded $10.5M in Community investments multi-year grants to 88 local nonprofits working toward racial equity in housing, food, education and economic opportunity

May
Awarded $400,000 to support work experiences for 400 students through United Way’s Inaugural Career Academies Purpose Driven Paychecks program
Celebrated 2022 legislative progress, including addressing the benefits cliff, supporting the early childhood education sector, and advancing household stability through bonding

June
Launched “80x3: Resilient from the Start,” awarding $1.2M to nine local early child care centers to build their capacity in trauma-sensitive caregiving

July
“Action Day” volunteers packed 50,000 backpacks full of school supplies for local K-12 students
Celebrated the launch of 988, a new, easy-to-remember number for people seeking suicide prevention or mental health crisis support via United Way’s Suicide & Crisis Lifeline

August
Partnered with Minnesota State to leverage United Way’s 211 resource helpline to support over 340,000 students in meeting basic needs

September
Completed an 18-month 211 effort to respond to 382,000 calls about the state’s RentHelpMN program, helping hundreds of thousands of Minnesotans access rental assistance and stay stably housed during the pandemic

October
Gathered experts and donors for a virtual learning session on ways to continue philanthropic giving and maximize impact during unpredictable economic times

November
Partnered with Post to generate more than $100,000 in Give to the Max Day donations in support of a community where all thrive regardless of income, race or place
Unveiled 2023 policy and advocacy agenda – informed by 100 community stakeholders – focused on early childhood trauma-sensitive care, household stability for young adults exiting foster care and incarceration, and career pathways programming

December
“Home For Good” volunteers packed 850 welcome home bins with towels, hygiene items, kitchen utensils and more to support families transitioning to stable housing
Volunteering and making a difference have always been important to me. Becoming parents has further underscored the importance of supporting our community.
-MIKE DOYLE
We Love Changemakers

The volunteers and donors that you see on this page, throughout this report, and out in our community are the changemakers that fuel our impact. Each individual, family, company and foundation has a unique reason to give. Together, we are a diverse and unified movement driving lasting change. What’s your “why”?

I really view giving back to the community as a competitive advantage for companies. We look at all of our stakeholders and make sure that we are PROVIDING PHILANTHROPY THAT MAKES OUR COMMUNITIES STRONG, makes our employees proud. It increases our employees’ engagement.

- STACY BOGART, GOVERNANCE COMMITTEE CHAIR, GREATER TWIN CITIES UNITED WAY BOARD OF DIRECTORS AND SVF, GENERAL COUNSEL, SECRETARY AND CORPORATE RESPONSIBILITY, WINNEBAGO INDUSTRIES. STACY IS PICTURED WITH HUSBAND MATT, GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER, AB CARVAL INVESTORS

“My approach for community engagement is to dive in at any given opportunity. When I was younger my mom always told me, ‘IF YOU WAIT TO HAVE, THEN YOU WILL NEVER GIVE.’ And that has always stuck with me.”

- INI IYAMBA, FOUNDING CO-CHAIR OF THE GREATER TWIN CITIES UNITED WAY LEADERSHIP COUNCIL, A COHORT OF LEADERSHIP VOLUNTEERS FOCUSED ON DIVERSIFYING COMMUNITY INVOLVEMENT TO CREATE GENERATIONAL CHANGE

“This is my DREAM come true! [Cooking] is what I want to do when I grow up!”

- CHILD ATTENDEE AT CHILDREN’S PHILANTHROPY DAY, DECEMBER 2022. THE EVENT BROUGHT TWO- AND THREE-GENERATION FAMILY GROUPS TOGETHER AT BREAKING BREAD CAFE FOR HANDS-ON LEARNING ABOUT FOOD SECURITY

“It was good to remember that we all cook differently, and we were likely taught those ways by our families, so CULTURALLY SPECIFIC FOODS ARE IMPORTANT TO FEELING SEEN.”

- FLAVORS OF OUR COMMUNITY VOLUNTEER POST PARTNER HIP-HOP Mogul MASTER P (PICTURED BELOW) WAS IN ATTENDANCE

“[My grandmother] instilled in me that if you see something that needs to be done DON’T WAIT FOR RECOGNITION, JUST DO IT!”

- TOQUEVILLE SOCIETY MEMBER TIANNIA ANDERSON, MESSAGING STRATEGIST AND COPYWRITER AT ANDERSON INNOVATIVE MARKETING AND FOUNDER OF THE READY SET AIM SUMMIT, PICTURED WITH HUSBAND LAMAR ANDERSON, GREATER TWIN CITIES UNITED WAY BOARD OF DIRECTORS AND SVF & GENERAL MANAGER, ANDERSEN CORP., AND THEIR CHILDREN
Community-Driven Impact, at Scale

Meeting Urgent Needs

Individual callers and nonprofit partners deeply engaged in communities provide insight that drives our innovation and advocacy priorities.

INFORMATION & REFERRAL SUPPORT

Of the nearly 470,000 requests that the 211 resource helpline fielded in 2022, 57 percent were housing-related. Rent, utility assistance and shelter were among urgent needs. See page 10 for more about the impact you made possible through 211.

The 988 Suicide and Crisis Lifeline supported nearly 18,000 calls from people of all ages in 2022; 1 in 10 was a child younger than 15. Learn more on page 11.

NONPROFIT AMPLIFICATION

In 2022, we launched 88 multiyear partnerships with direct-service nonprofits across the 9-county metro. To advance equity and have the greatest impact, we prioritize partners that center the experiences of Black, Indigenous, Latinx, Asian, Pacific Islander and other Communities of Color, and support those earning incomes below 200 percent of the poverty level. Collectively, we call this set of partners our Community Investments portfolio.

Your donations fuel these partnerships to support a robust nonprofit sector providing access to:

• Food, shelter and holistic services that stabilize lives (see pages 12-15),
• Early education and youth programs aligned with developmental and cultural needs (see pages 16-19), and
• Job training, entrepreneurship support and access to convenient, non-predatory financial products (see pages 20-21).

LEARN ABOUT our nonprofit partnerships in meeting urgent needs, and advocacy.

3M’s investment — the most transformational corporate gift in United Way’s history — fuels our focus on racial equity. As a company fully invested in United Way’s holistic approach, 3M is scaling up our systems change work and impact.

“We are committed to removing racial barriers to success and creating fair access to opportunities,” said Michael Stroik, Vice President of Community Relations at 3M. “Our partnership with United Way is a great example of trust-based philanthropy, which includes the community guiding the funding of our racial equity priorities and more. I encourage other companies investing in racial equity to consider this approach.”

Making Lasting Change

INNOVATION

Greater Twin Cities United Way-led innovation initiatives invest deeply to overcome community-identified gaps in our food, housing, education and workforce systems. In 2022:

Career Academies launched Purpose Driven Paychecks to ensure all students in Minnesota have access to wealth-building, purpose-driven work experiences (see page 21).

80x3: Resilient From the Start launched to increase our region’s capacity to deliver the trauma-informed care that prepares young children to succeed (learn more on page 17).

We laid the groundwork for Pathways Home (page 13) to prevent homelessness among those who disproportionately experience it.

ADVOCACY

In our advocacy work, we partner in coalitions to magnify collective impact to a statewide scale — far beyond what any single organization can do alone. In 2022, we collaborated with community partners to create our 2023 advocacy agenda — our most impactful advocacy agenda ever.

Look for the ADVOCACY SPOTLIGHTS throughout this report to see how advocacy comes to life.

Changing systems means that, together with partners, we create a future where income, race and place no longer predict a person’s ability to thrive in the Greater Twin Cities — and where urgent needs are far less frequent.
Information & Crisis Support

United Way’s 211 Resource Helpline and 988 Suicide & Crisis Lifeline

FREE, CONFIDENTIAL AND AVAILABLE 24/7 AND IN MULTIPLE LANGUAGES.

United Way’s 211 resource helpline provides health and human services information for people in Minnesota. In 2022, Greater Twin Cities United Way responded to nearly 470,000 contacts to our 211 resource helpline, including young adults needing a place to stay, families looking to put food on the table, parents seeking child care options and more. 211 community resource specialists listen and assess needs and refer callers to the help they seek, whether it’s rental and utility assistance, employment services and more.

In September 2022, United Way concluded its 18-month contract with the state of Minnesota for 211 to serve as the public-facing access point for RentHelpMN. Over the course of the program, 211 answered over 380,000 calls, helping hundreds of thousands of Minnesotans impacted by the pandemic access nearly $450 million in rental assistance and stay stably housed.

In September 2022, United Way concluded its 18-month contract with the state of Minnesota for 211 to serve as the public-facing access point for RentHelpMN. Over the course of the program, 211 answered over 380,000 calls, helping hundreds of thousands of Minnesotans impacted by the pandemic access nearly $450 million in rental assistance and stay stably housed.

PARTNERSHIPS

In 2022, United Way partnered with Minnesota State, a system of 37 colleges and universities, to leverage 211 to support more than 340,000 students in meeting their basic needs. “Partnering with United Way’s 211 resource helpline is one of many innovative solutions we are implementing to connect students with the help they need to overcome these challenges and achieve their academic goals,” said Devinder Malhotra, chancellor of Minnesota State (retired).

Watch Kendra Morales, 211 assistant call center manager, share her 211 full-circle moment.

988 Suicide & Crisis Lifeline

“Talking about mental health issues or reaching out for help can be challenging, especially when there is so much stigma around mental illness. All of us experience mental health issues at some point in our lifetime, and sometimes we need additional help to cope and understand the nature of our distress.”

- Carolina de los Rios, Senior Program Officer, Mental Health & Suicide Prevention

Greater Twin Cities United Way also manages the 988 Suicide and Crisis Lifeline as a Minnesota provider, offering suicide prevention support and mental health crisis intervention to callers across the Greater Twin Cities. Highly trained, empathetic 988 Lifeline specialists help callers explore difficult feelings, assess risk of suicide, and develop a safety plan, which may also include linking the caller to local resources. In 2022, United Way answered nearly 18,000 calls to 988 — a 91 percent increase over 2021, our first year as a provider — and call specialists made nearly 2,300 referrals to resources.

In July 2022, the new, national 988 number was launched, making it easier for callers to access support. Following the rollout, United Way saw a 25 percent sustained increase in 988 calls, and expanded our team of specialists to help meet the community need.

Watch Parker Roth discuss why he chose to be a 988 Lifeline specialist.

988 Call Data

<table>
<thead>
<tr>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL CALLS ANSWERED</td>
<td>9,284</td>
</tr>
</tbody>
</table>

211 Requests by Top Need (2022)

- 144,446 Housing/Shelter
- 18,328 Utilities
- 18,215 Mental Health
- 11,127 Legal Services
- 10,788 Food
- 7,253 Employment
- 830 Education

Advocacy Spotlight

DATA-INFORMED CHANGEMAKING

Real-time data from 211 and 988, coupled with input from nonprofit partners and community stakeholders, serves as the foundation for United Way’s annual policy and advocacy agenda. United Way also uses this data to help legislators understand immediate community needs, such as increasing requests for housing or mental health services, to ultimately influence the passage of equitable policies and funding that support our community.
We invest deeply in housing because a safe, stable place to call home is the foundation for thriving in every other aspect of life. Health, learning, earning, building family and community all begin with home.

– JAY WAGNER, PROGRAM OFFICER, HOUSING

On any given night in the Twin Cities, approximately 6,700 people are experiencing homelessness. Many cases of homelessness can be prevented — and if not, support to individuals and families can ensure that it is rare, brief and nonrecurring. Either way, the outcome is the same: a stable home.

In 2022, our partner organizations took many approaches to provide services for people who are experiencing, or at risk of, homelessness. Our Community Investments portfolio included organizations that are providing culturally specific approaches for immigrant communities, working with young people in foster care, and tackling LGBTQ+ homelessness, among many others.

At the same time, we did foundational work to transform the housing system in our state – by advocating for policy changes that will help individuals and families stay in their homes and incubating our Pathways Home initiative to prevent homelessness among young people.

It is critically important that our lawmakers hear directly from those who are affected by homelessness. In 2022, we sponsored a virtual Homeless Day on the Hill alongside our partners at the Minnesota Coalition for the Homeless. Over three days, nearly 150 community members and advocates spoke with lawmakers to share their stories and call for change.

Because of your support, the groundwork, new relationships and connections we made in 2022 helped drive a renewed push around our housing priorities in the 2023 session – eventually leading to historic new investments in housing at the Capitol.

In 2022, Clare Housing celebrated the grand opening of a new supportive housing building, Bloom Lake Flats. The property features 42 housing units – including 14 units for families, a new offering for Clare. Many of Greater Twin Cities United Way’s partner organizations have experience in this space, and United Way program officers were able to make several key introductions to help Clare’s leadership overcome the learning curve inherent in supporting families.

With the help of United Way partnership and funding, Clare Housing can continue to grow its services – helping individuals and families move past homelessness and secure a stable place to live.

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Partner Spotlight

Clare Housing provides a range of supportive housing services to individuals impacted by HIV/AIDS who have experienced long-term homelessness. Amid a historic spike in HIV infections over the last five years, particularly among people experiencing unsheltered homelessness, Clare’s low-barrier approach has been critically important to our community.

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ADVOCACY SPOTLIGHT

Connecting Lawmakers with Community

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Food is central to our lives. It nourishes our bodies, fuels the brains of early learners, creates jobs and reflects culture. Yet the systems that surround us, from food production to distribution, do not ensure that all individuals and families have equal access. All people deserve food that meets their needs and reflects their tastes.

Through our Community Investments portfolio, Greater Twin Cities United Way partners with organizations across the food access spectrum – from hyperlocal food production that includes community gardens and urban farms to nontraditional food-distribution channels and food shelves and meal programs that reflect the unique needs of their communities. And we support many of our partners in taking that next step toward true food justice.

All of this work is amplified through innovative efforts such as Full Lives, advocacy and volunteering – working to transform the landscape of food access so all can thrive.

The effects of a strong local food system are felt throughout communities – nourishing families, supporting children’s educational success and creating meaningful jobs for our neighbors. This is the kind of wide-reaching impact that United Way is uniquely positioned to offer.

- HO NGUYEN, PROGRAM OFFICER, FOOD SECURITY
So much happens in a child’s first years. Long before kindergarten, children begin to see the world, forming the patterns of thought and behavior that will shape the rest of their lives. In that time, trusted caregivers and familial support can make a huge difference.

Our early childhood education partners are working to ensure that both parents and children are ready for kindergarten and a bright future. They are creating spaces where families know they matter – and ultimately supporting families to contribute to a thriving regional economy.

We’re amplifying this critical work through our involvement with the Start Early Funders Coalition, a group of likeminded philanthropic partners working to drive investment in our state’s early child care sector. In 2022, we deepened our investment with the launch of our 80x3 initiative, building a new ecosystem of organizations working to support child care professionals and advancing trauma-sensitive care.

**ADVOCACY SPOTLIGHT**

**SUPPORTING THE CHILD CARE SECTOR**

United Way is a proud member and convener of the Start Early Funders Coalition, a group of early childhood education funders working to advance public policy and community support for affordable, accessible, high quality care in Minnesota. Through partnership, the group has successfully advocated for greater public investment in the early childhood sector – including $97 million in emergency grants for child care providers at the height of the COVID pandemic.

In 2022, the coalition held its annual Advocacy for Children Day rally. Speakers highlighted opportunities for wider public support of families and child care providers, including increased funding for early learning programs; new tax credits for families; and expanded tuition assistance, compensation support, and mental health and wellness resources for professionals in the field. This online event brought together more than 160 supporters to advocate for change.

“We and our partners know how important it is that families can access quality care that meets them where they’re at – with trauma-informed services to support children’s mental health, and culturally responsive practices that affirm children’s sense of identity. It’s the right thing to do, and it makes economic sense.”

- CARRIE ZELIN JOHNSON, PROGRAM OFFICER, EARLY CHILDHOOD EDUCATION

In 2022, we unveiled our new early childhood initiative, 80x3: Resilient from the Start. 80x3 takes its name from the fact that 80 percent of brain development happens before age three – a period in which children are especially sensitive to trauma and adverse experiences.

80x3 partners with organizations throughout the early childhood education sector to support children navigating this critical period, by embedding trauma-informed practices that mitigate the effects of childhood trauma and by developing new approaches to ensure caregiver wellness and the sustainability of child care as a profession. In 2022, we disbursed $1.2 million in grants to 9 partner organizations.

**INNOVATION IN ACTION: 80X3**

**PARTNER SPOTLIGHT**

Baby’s Space is a long-standing partner of United Way in early child care. Based in the Phillips community in Minneapolis, the staff, children and families of Baby’s Space are predominately Black and Indigenous – and the organization strives to honor the knowledge, intergenerational wisdom, and cultural identities of its community. Baby’s Space is preparing children to thrive in kindergarten and bringing families along as active partners in children’s success.

Baby’s Space exemplifies the transparency and trust that makes this work possible. Drawing on decades-long personal and professional relationships with United Way, leaders and staff at Baby’s Space feel comfortable sharing feedback, raising questions and asking for support. In 2022, United Way was excited to take this partnership to the next level, naming Baby’s Space as an inaugural partner in 80x3. Baby’s Space also serves as a key advisor to the Start Early Funders Coalition.

**LEARN MORE** about the impact of 80x3
For many in the field of education, 2022 was a rebuilding year. As the acute effects of the pandemic receded, its longer-term impacts became clearer. Our partners and colleagues faced an unprecedented challenge as they worked to help students recover from learning losses over the previous two years – and the impact of those losses was felt most directly by students who were already furthest from equity and justice in our educational system.

To address these challenges head-on, in 2022, our Community Investments portfolio reflected a more diverse and equity-minded approach than ever before. We built on long-standing partnerships in many of our communities and introduced new partners who are working to meet the moment, ensuring that all young people can develop the knowledge, skills and relationships they need to reach the future of their choosing.

We continue to build on this work with our Career Academies initiative, establishing new career pathways in our state that align the interests of students, educators and employers.

Young people deserve the opportunity to realize their full potential and be voices for positive change. With our partners, we’re stepping up to fill the gaps youth have experienced, so they can become changemakers in our communities.

– STEVE WALVIG, PROGRAM OFFICER, CAREER AND FUTURE READINESS

INNOVATION IN ACTION:
CAREER ACADEMIES
In 2022, Career Academies – and the statewide career pathways movement – flourished. Since Career Academies’ inception in 2015, we’ve partnered with 19 school districts around the state to support career pathways for more than 13,000 students. Last year, our team provided nearly 350 hours of training, consultation and operational support to career pathways partners. And with the Launch of Purpose Driven Paychecks in 2022 (see page 21), Career Academies expanded its reach among students who are typically excluded from career pathways.

HEAR WHAT ONE CAREER ACADEMIES STUDENT HAD TO SAY ABOUT THE PROGRAM IN A RECENT TESTIMONY AT THE MINNESOTA STATE CAPITOL

ADVOCACY SPOTLIGHT
BUILDING MOMENTUM FOR CAREER PATHWAYS
Supporting new, equitable career pathways in our region, and ensuring purposeful futures for students, requires public funding in addition to private. In 2022, we advocated at the legislature for increased flexibility of career pathways grants to eliminate barriers for historically excluded workers. These efforts laid the groundwork for a first-of-its-kind $1 million appropriation for Career Academies in the 2023 legislative session.
Economic opportunity has always been at the center of our work. Yet with all that we’ve experienced since 2020, we knew that tackling our deepest racial and economic disparities required us to think bigger. Meaningful careers and financial security matter, but wealth matters, too — building wealth that passes down over generations, reverberating through entire communities. For too many and for too long, that dream has been out of reach.

In 2022, your gifts made it possible for our new Community Investments portfolio to demonstrate a broader vision of economic opportunity than we’ve ever articulated. For the first time, our long-standing partnerships to support career pathways and financial literacy were joined by new partners working to cultivate entrepreneurship and widen access to capital in Communities of Color.

At the same time, we worked to transform the landscape of economic opportunity in our state — building new partnerships to close gaps in our state’s public benefits systems, and supporting new, innovative career pathways for those who have historically been furthest from justice.

One issue we tackled in 2022 was the so-called “benefits cliff.” The benefits cliff is what happens when a person’s income increases slightly, causing them to lose eligibility for valuable public benefits — leading to a situation where, for example, an individual may have to turn down a promotion at work to maintain their family’s medical assistance.

Most legislators, policymakers and community advocates can agree that this is a problem, but the financial impact to families can be hard to convey. To address this, in 2022 our advocacy team convened a coalition of partners to develop shared messages and data for a renewed push. These efforts paid off in 2023, with big legislative wins around housing support and medical assistance that will enable smoother transitions for families.

Our partners supported more than 18,885 people in their financial and economic wellbeing, including:

- 1,409 people received new industry credentials
- 1,271 people completed financial coaching
- 2,136 people obtained new employment

Innovation in Action: Purpose Driven Paychecks

Economic opportunity starts with education, yet our region’s education system has historically failed to equitably engage students who are Black, Indigenous, Latinx, Asian, Pacific Islander and/or Students of Color; students with a disability; and students from low-income households. In 2022, our Career Academies team launched Purpose Driven Paychecks (PDP) to address these inequities.

PDP works to build new partnerships among employers, nonprofits and educational systems to ensure that all students have access to wealth-building, purpose driven careers. In 2022, we disbursed $400,000 to nine partner organizations, helping fund culturally specific approaches and supportive work environments for 600 young people — and building a sustainable career pathways infrastructure that remains long after grant funding has ended.

“Economic opportunity is everything. It’s a meaningful job, a safe place to live, a thriving community, and a feeling of hope. Every person and every family deserves that same chance to thrive.”

– Eva Song Margolis, Program Officer, Economic Opportunity
Board of Directors

Brian Allingham
Partner & COO, Norwest Equity Partners

Lamar Anderson
SVP & General Manager, Andersen Corporation

Stacy Bogart
SVP, General Counsel, Secretary and Corporate Responsibility, Winnebago Industries

Shirley Boyd
Community Leader

Collin Brinkman
Managing Director – Midwest Technology Leader, Accenture

Suzanne Fuller Burks
Executive Director, Phyllis Wheatley Community Center

Justin Butler
Chief Risk Officer, Bremer Bank

Pam Cannon
VP Chief People Officer, Meda

Erick Chi
National Sales Vice President, Life Insurance Distribution, Securian

Patricia Correa
SVP, Chief Human Resources Officer, Xcel Energy

Derek Cunz
President, Mortenson Construction

Erin Dady
Chief Marketing & Public Relations Officer, Bremer Bank

Amy Dahl
Vice President, International, General Counsel & Corporate Secretary, The Toro Company

Latanya Daniels
Assistant Superintendent, Richfield Public Schools

Lisa Deverell
President, Purina Animal Nutrition and EVP Land O'Lakes, Inc.

Chris Dolan
Partner, Faegre Drinker Biddle & Reath LLP

Kweilin Ellingrud
Managing Partner, McKinsey & Company

Kierra Fernandez
SVP Human Resources and Chief Diversity and Inclusion Officer, Target

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Change-Makers Unite

Our Mission

WE UNITE CHANGEMAKERS, ADVOCATE FOR SOCIAL GOOD AND DEVELOP SOLUTIONS TO THE CHALLENGES NO ONE CAN SOLVE ALONE.