

REPORT



ABOUT BIG BROTHERS BIG SISTERS

STANDING TOGETHER TO DEFEND POTENTIAL

In a world of causes, we make a difference by creating professionally supported, one-to-one Matches for kids who want to realize their full potential. There are over 270 BBBS affiliates across the U.S. BBBSKC has consistently been recognized as one of the top agencies in the country for growth and quality of service.

OUR PURPOSE

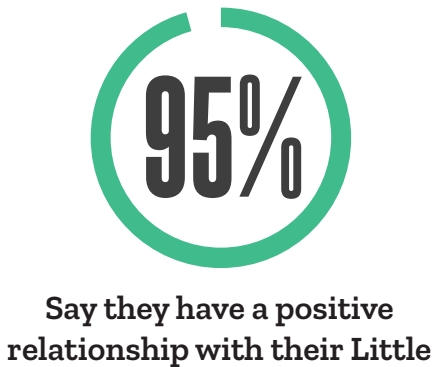
Empower every kid to graduate with a plan for their future and a mentor that lasts a lifetime.



LITTLES



BIGS



Say their child has tried new experiences since being Matched



Say BBBS has had a positive influence on their child



PARENTS/ GUARDIANS

Say their child has a positive relationship with their Big



A LETTER FROM THE CEO

BBBSKC Supporters,

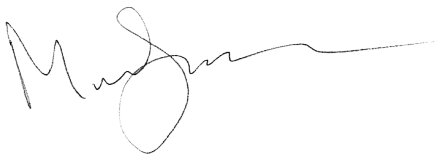
In 2020, our network welcomed a new leader as the CEO of Big Brothers Big Sisters of America. Artis Stevens, the first Black CEO in BBBSA's 100+ year history, is a visionary leader who has set our organization on a great new path for our future. The national office is thriving, embarking on a new strategic plan, growing in resources and staff, introducing new programs and funding opportunities, engaging alumni and new Bigs, and truly listening to the local agencies to see how leaders across the country can help lead the charge. Over the past couple of years, we've been able to host Artis here in Kansas City as we talk to him about how our Kansas City office has been innovative. Artis was the keynote speaker at our Empower Breakfast last year, where he met many of our Board members, Bigs, Littles, and our Voice of Potential.

Artis' leadership has always centered around Justice, Equity, Diversity, and Inclusion (JEDI). He has built up a team at the national office that focuses on JEDI work and supports the local agencies in bringing those strategies to each BBBS agency across the country. This year we have changed our language for our DEI work to align with those of BBBSA and other local agencies and will be using the language JEDI going forward in place of DEI.

Our organization has evolved over a century to meet kids and communities where they are. But it starts with why we were founded in the first place. We are an organization born out of JUSTICE, to create EQUITY for youth, bringing together DIVERSE communities, so that all kids can feel INCLUDED for the promise of opportunity and a better life.

We are proud of the progress we've made here in Kansas City over the past few years and of the progress being made by BBBSA and BBBS agencies across the country. For more information on JEDI and to see some of the wonderful work being done nationally, visit www.bbbs.org/justice-equity-diversity-inclusion.

Sincerely,



Micheal Lawrence, CEO



OUR JEDI STATEMENT

Big Brothers Big Sisters Kansas City (BBBSKC) believes that justice, equity, diversity, and inclusion are essential parts of our mission to defend potential for kids in our community. We strive to embrace true representation in our brand, diversity of people and perspectives, and inclusion in all areas of our organization so we can make a generational impact on our community through life-changing friendships.

Genuine justice, equity, diversity, and inclusion efforts come from not just words, but actions. In an effort to hold ourselves and others accountable, we are implementing new and ongoing commitments to create an inclusive culture and pledge to do more to support our staff, Littles, Bigs, families, and the greater community.

We recognize that we can do more and that change won't happen overnight, but we're in this for the long haul — we want the work we do to create a lasting, positive impact. We welcome feedback on how we can be better.

1095

Active Matches

245

Littles waiting for a Big

2022 JEDI ADVISORY BOARD

The Big Brothers Big Sisters JEDI Advisory Board is a group of community leaders who champion Justice, Equity, Diversity, and Inclusion initiatives for the agency by focusing on recruiting volunteers to become Bigs. The goal of the JEDI Advisory Board is to recruit diverse Bigs through community outreach, networking at various events, fostering meaningful relationships with community leaders, and helping to provide inclusive programming. There has been an increase of Littles who identify with the LGBT+ community, and roughly 80% of Littles in the program are children of color; therefore, the need for a more diverse volunteer pool continues to be a top priority for BBBSKC and the Board. The JEDI Advisory Board uses their connections, passion, and knowledge to provide resources to BBBSKC, brainstorm new ideas, assist in planning events and campaigns designed around diverse recruitment, and increase our inclusive community presence.

2022 JEDI ADVISORY BOARD



Clara Anderson Sainte
ReDiscover Mental Health



David Rodriguez
BodySmith Personal Training



Iheanyi Amadi
University of Kansas Medical Center



Allie Rojas-Meier
University Health



Amy Rodriguez
Overland Park Surgery Center



Brian Kantanka
Federal Reserve Bank of Kansas City



Jasmine Thompson
Pirate's Bone



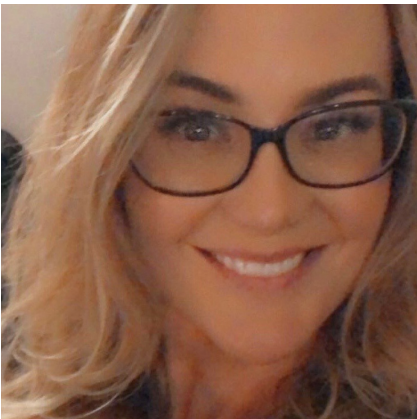
Jayson Cuba
Robert E. Miller Group



Jenna Scott
Catalyst Development



Brittany Connor
United Way of Greater Kansas City



Brooke Douglas
Huhtamaki Inc.



Chris Williams
Allstate



Johnny Vargas
Cerner Corporation



Jose Rodriguez
A.I Distribution



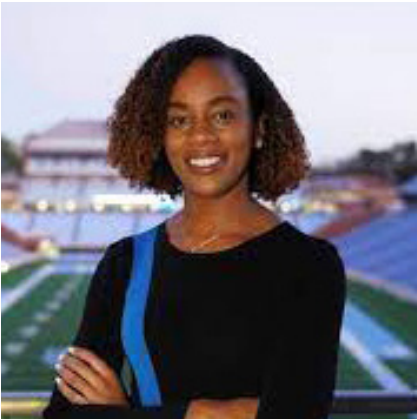
Kim Wallace Carlson
Kauffman Foundation

2022 JEDI ADVISORY BOARD

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Kimberlee Fields
Wyandot Behavioral
Health Network



Kyra Kendrick
Women Leaders in
College Sports



Lauren Rios
Platinum XP



Regan 'RC' Hahn



Ryan Bernsten
The Trevor Project



Sami Dunn
Saint Luke's Bishop
Spencer Place



Leigh Doner
Rx Savings Solutions



Maira Hernández Rico
Cerner Corporation



Mohamed Dia
Honeywell



Thamara Subramanian
The Winters Group



Tiffany Scantlebury-Wheeler
AMC Theatres



Tracy 'Cleo' VanVlack
Missouri Family Health
Council



Omar Husain
Schaffer and Associates



Rachael Pegg
AdPredictive



Rani Lange
My Next Season



Veronica Ford
Honeywell

After spending a year working with our DEI consultant, Dionne King, we were able to develop an evolving JEDI Strategic Plan that outlines areas of focus and details specific strategies. The next few sections will highlight a few of those strategies to give you a behind-the-scenes look at what is driving our JEDI work.

STRATEGY #1

Implement an ongoing JEDI education curriculum for staff, Bigs, Board, and other stakeholders.

- **Partnered with external speakers for in-depth training required for all staff.** In 2022, we offered the following trainings led by external speakers:
 - Cost of Poverty Experience (COPE): Care Portal
 - Latinidad Through Art
 - LGBTQ Webinar
 - Power, Privilege, & Perspective
 - Narratives, Our Personal Stories, & Lived Experiences
 - Redlined: Exhibit & Training at JC Arts & Heritage Center
- **Implemented a new employee JEDI onboarding training to take place in the first week of employment.** New employees complete a national JEDI training and learn BBBSKC’s JEDI initiatives.
- **Internal JEDI committee implemented quarterly engagement opportunities for staff.** These included sessions from Nicole Jacobs-Silvey on power, privilege, perspective, and narratives, a Dividing Lines Tour: A History of Segregation in Kansas City, a screening of the Equal Means Equal documentary for our staff with a facilitated discussion about the documentary, and a book club.
 - Additionally, the Hermanos Hermanas Grandes Committee hosted the Latinidad Through Art Event, a screening of Encantor, a Day of the Dead Match activity, and a scholarship opportunity for our Hispanic Littles.
- **Rolled out trainings and resources to staff and Board members as they became available.** The JEDI committee evaluates new trainings and learning opportunities and provides them to the staff as it makes sense.
- **Hosted two Big Town Halls open to any Bigs who wanted more training.** The topics in 2022 were bullying and its effects on mental health and how to interact with neurodivergent youth.
- **Infused JEDI work and mandatory trainings into Board members’ responsibilities.** Each Board worked on JEDI topics during their meetings. Board members were given a JEDI training.



STRATEGY #2

Increase opportunities to engage and connect with each other in order to create an inclusive culture.

- **Formalized and structured ongoing, meaningful, and inclusive engagement opportunities to bring staff together and create connection.**
 - All staff participated in monthly Shaka meetings, monthly staff meetings, and weekly stand-up meetings together.
 - The Appreciation Committee was formed in 2022 and hosted several events, including baby showers, wedding showers, celebrations for staff who purchased new homes, got engaged, or celebrated other significant life events, Micheal’s 30th anniversary party, a staff holiday party, an ice cream social, a food truck day, and Friendsgiving.
 - Five internal committees gave staff the opportunity to form new cross-functional connections. Committees held multiple events each month for staff to participate in, including financial literacy workshops, Earth Day clean-ups, happy hours, coloring breaks, trips to BarK, and more.
- **Continued and improved mentorship program for new staff, leadership, and staff of color.** At BBBSKC, all new hires are assigned a mentor for their first year of employment to help them with onboarding and adjusting to their new workplace culture. In addition, all leaders are provided a mentor from the Board of Directors and all staff of color are also offered the opportunity for the agency to find them a mentor if they would like. BBBSKC also piloted our first Connect Group to connect employees with similar interests or facing similar challenges to give them a safe space to connect in a meaningful way.
- **Worked with our Trauma Informed Care Specialist (TICS) to provide resources to staff and families.** BBBSKC hired a Trauma Informed Care Specialist in 2022 to provide emotional and mental health support to families, volunteers, and staff and help connect them to resources in the community when they need extra support. From May to December of 2022, the TICS had over 180 meetings and provided over 150 resources. The TICS trained program staff in Compassion Without Fatigue to reduce compassion fatigue, burnout, and moral injury, and to help them build resiliency and recovery from the secondary trauma they may experience in their work. The TICS often consulted with staff about how to help Bigs looking for guidance in their Match and how Bigs can best show support to their Little.



STRATEGY #3

Review current policies and procedures to ensure equity and make change to practices to empower more staff.

- **Intentionally invested in Professional Development for all staff.** In 2022, BBBSKC invested \$60,000 on professional development opportunities for staff, including:
 - Training a staff member as an Enneagram Coach and having her conduct 3 workshops to staff.
 - Sending our Program Manager to the Nonprofit Connect Leadership Institute.
 - Engaging in 11 Chamber memberships where staff can connect and network with others.
 - Having all employees set Big Important Goals with their supervisor each year and regularly meet to discuss progress and receive support to reach their goals.
 - Offering Professional Development coaching and trainings centered around the Predictive Index, Increasing Self Awareness, and Giving and Receiving Feedback.
 - Having all staff take Strengthsfinder, Predictive Index, and Enneagram assessments to learn more about themselves and how to best work with their peers.
 - The internal Professional Development committee working on multiple togetherness and leadership sessions for the staff.
- **Internal Professional Development Committee developed opportunities and workshops for the entire staff.** The following opportunities were offered in 2022:
 - Each stand-up meeting, a staff member presented a "Get to Know You"
 - Predictive Index: About Your Profile/Overview Training
 - Predictive Index: Communication Styles Training
 - Predictive Index: Understanding Others
 - Personal In-Depth Predictive Index Readings: 35
 - Togetherness Trainings: 4
 - Organizational/Time Management Trainings: 2
 - Atomic Habits: PD Book Club
 - Salesforce Trainings: 3
 - Tech Tips at Staff Meeting: 4
- **Continued our commitment to including diverse staff in the hiring process.** BBBSKC puts together a diverse interview panel that includes diversity in race, gender, age, and position at the agency to ensure we are equitably evaluating all candidates who apply for our jobs and getting multiple perspectives. Additionally, we feel this benefits our candidates, as they are able to visibly see throughout the interview process that we have a diverse staff and value all perspectives.
- **Continued our commitment to increasing the number of diverse vendors, donors, committee members, Honorees and Board members.** We commit to bidding diverse vendors, especially for bids over \$10,000. We intentionally seek out diverse leaders to partner with and make sure all committees, boards, and groups are inclusive and that BBBSKC is intentional in making sure all are represented.



STRATEGY #4

Implement strong and equitable recruiting and retention practices for our staff.

- **Posted jobs in diverse outlets.** We remain committed to ensuring that accessibility to our job postings is equitable for all. As a best practice, we post our jobs in as many diverse outlets possible, including but not limited to the following: BBBSKC website and social media pages, LinkedIn, Indeed, Non-profit Connect, Hispanic, KCK, LGBTQ, and Asian Chambers, and Tico Productions. We translate some job descriptions to Spanish when seeking a bilingual applicant. We also partnered with Tico Productions in 2022 to create new hiring digital assets to attract diverse talent.
- **Promoted openings to diverse Bigs, Littles, families, and the JEDI Board.** We share job openings with all of our boards (including JEDI and FAB) and staff members specifically requesting they share our openings with their diverse networks. We frequently send targeted text and email blasts of our job openings to our Bigs, Littles, and families, oftentimes further targeting our diverse Bigs, Littles, and families to first share this information with.
- **Tracked diverse applicants and hires.** We remain committed to growing diversity in our staff, so we track age, gender, race, and ethnicity and provide year-over-year reports.
- **Provided JEDI statement and JEDI annual report in all job descriptions.** This remains a commitment to ensure each applicant is aware of our focus on JEDI work.
- **Conducted compensation studies every 3 years.** To ensure we are in line with other organizations of our size, we remain committed to compensation studies. Our last compensation study resulted in implementing a salary minimum.
- **Eliminated internal structural and historical barriers for hiring and retaining good, diverse talent, including eliminating a requirement for degrees in select positions.** BBBSKC has eliminated the requirement for a bachelor's degree from all entry-level and some management positions and considers not only formal education but work history and life experience as equally valuable assets.



STRATEGY #5

Implement strategies to market and recruit Bigs from diverse populations.



- **Sponsored and attended events in the communities that we serve.** In 2022, our Community Outreach team attended 565 community events and meetings across all areas of the metro. The team worked to provide exposure in a variety of communities. These events included Cinco de Mayo, PRIDE, Juneteenth, Troostapalooza, Moon Festival, Day of the Dead, and Tu Salud Health Clinic to name a few.
- **Invested in diverse media channels and outlets.** In 2022, BBBSKC invested in paid sponsorships, partnerships, and marketing buys to reach diverse communities. A few of those included a paid partnership with TICO productions, Dos Mundos, Reyes Media Group, Carter Broadcasting Group, Hispanic Chamber of Commerce Gala, Guadalupe Centers, Blanco y Negro Gala, Juneteenth, PRIDE, and SantaCaliGon Festival.
- **Committed to balanced representation and inclusive language in marketing materials.** Marketing materials were consistently reviewed to ensure inclusive language and a diverse representation of gender, age, race, and ethnicity. Many materials were created in both Spanish and English languages.
- **Sought out diverse perspectives on marketing campaigns and materials.** Multiple check points occur throughout the creation and editing process to ensure for feedback on materials. Throughout the year, BBBSKC recognizes many cultural months, days, and events, including Black History Month, Mental Health Awareness Month, Women’s History Month, Hispanic Heritage Month, Asian American Pacific Islander Heritage Month, PRIDE, and more.
- **Created an annual JEDI report to share out with stakeholders.** The first annual JEDI report was sent out in fall of 2022. This report will be the second annual JEDI report.
- **Committed to having a dedicated JEDI line item in the budget each year.** We have a dedicated budget to use for JEDI initiatives, sponsorships, media buys, and learning opportunities.
- **Held listening sessions with the JEDI Advisory Board and Family Advisory Board.** In these listening sessions, each Board brought feedback and creative ideas on new things to try in marketing.
- **Worked with the national office to make impactful statements on social justice issues.** When issues come up in our community or nationally, our BBBSKC staff works directly with our national office to determine when and if a statement should be made publicly. BBBSA has created a JEDI decision tree to help make these decisions.



STRATEGY #6

Commitment from BBBSKC leadership to infuse JEDI into the work we do and hold others accountable to do the same.

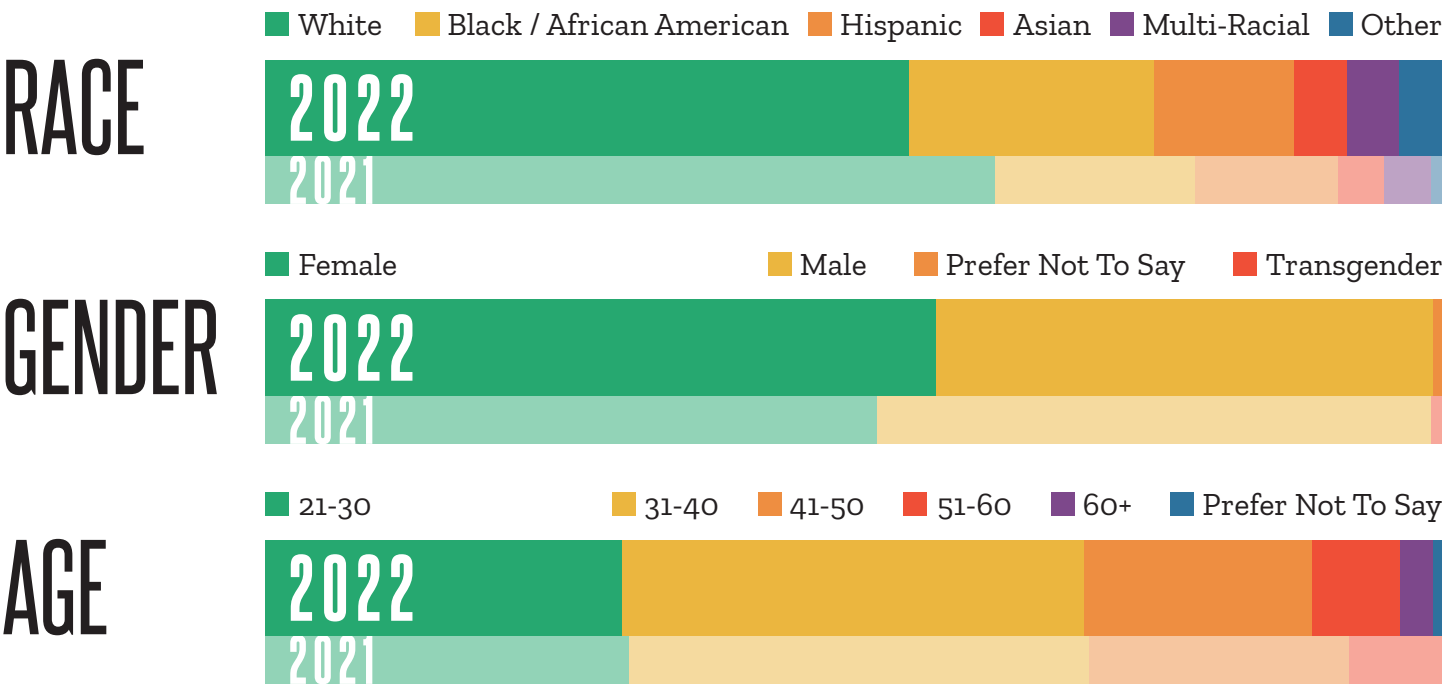


- **Implemented the JEDI strategic plan and used outside consultants as needed.** The BBBSKC Executive Team works continuously on the JEDI strategic plan to ensure the commitments are being met. Throughout the last few years, BBBSKC has worked with a few different DEI/JEDI consultants including Dionne King and Nicole Jacobs-Silvey. This will continue to be a priority in upcoming years.
- **Continued to assess the need for a full time, dedicated JEDI professional on staff.** While the JEDI work now is being completed by many members of the BBBSKC staff, JEDI Advisory Board, and outside consultants, it remains on our radar to continue to assess if and when a full time JEDI professional would be added to the staff. In addition to our local staff and board, BBBSA has a fulltime JEDI team that all local agencies have access to at any time.
- **Evaluated and participated in opportunities to be a signatory on issues we value and support.** Each opportunity is evaluated by the CEO. We have and will continue to be a signatory when we feel that it is right.
- **Reaffirmed the role of the JEDI Advisory Board to have a presence and build trust in diverse communities, recruit diverse supporters, and advise the BBBS agency on JEDI work.** The JEDI Advisory Board has been an incredible resource to our team here at BBBSKC. They meet bi-monthly to work on recruitment and outreach strategies. They participate in multiple events throughout the community and host Match activities for our Bigs and Littles.

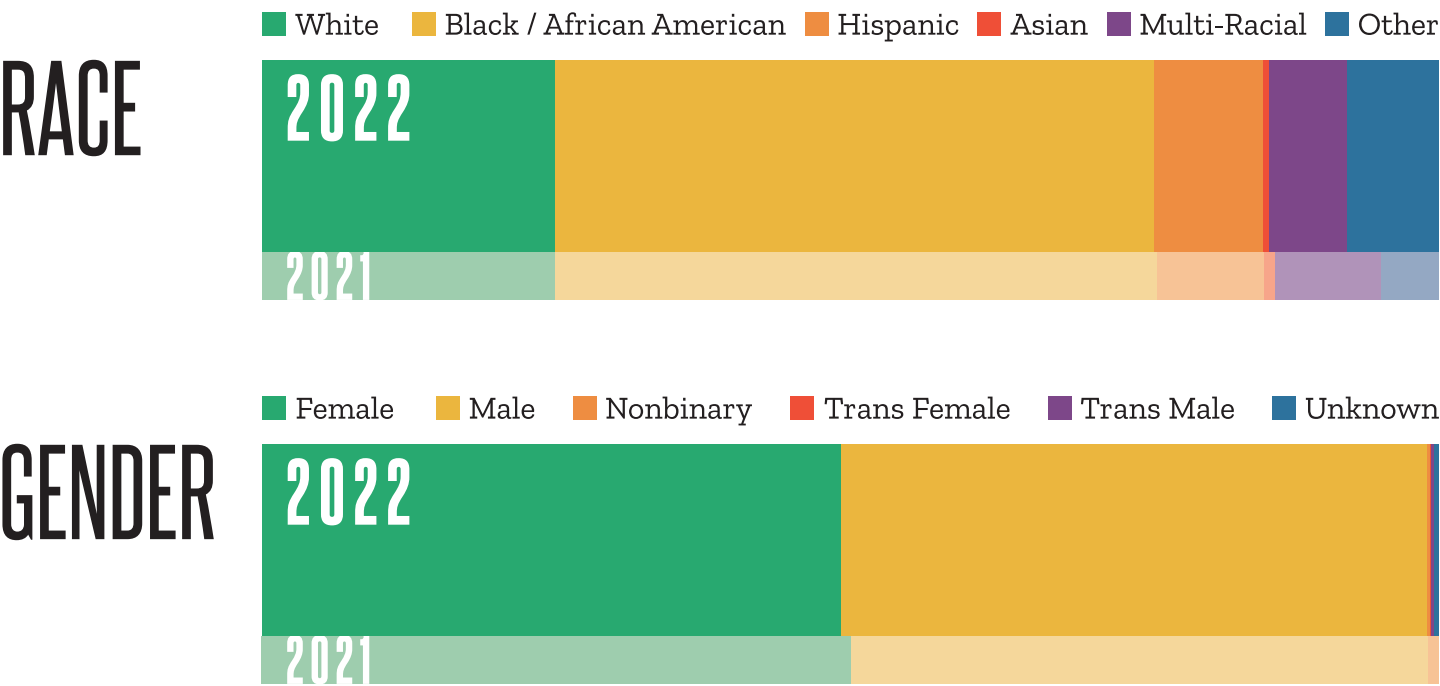
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DIVERSITY BY NUMBERS

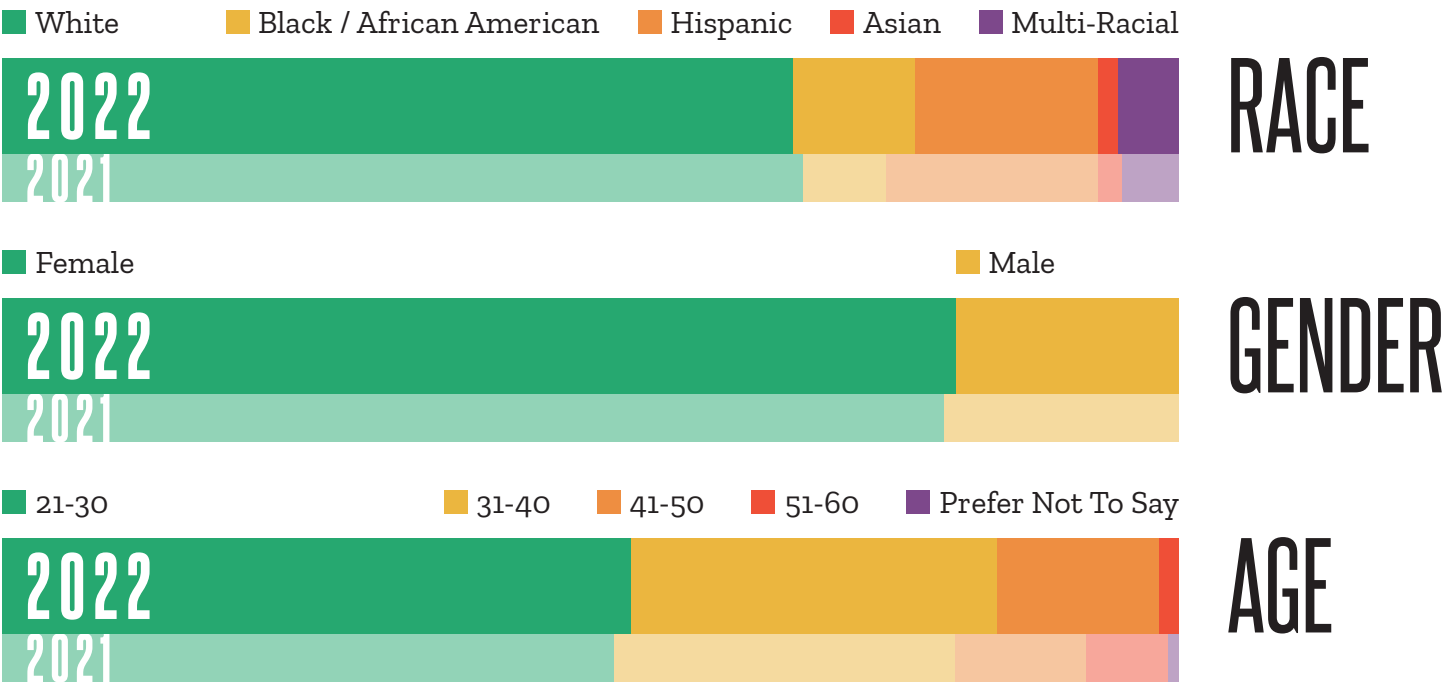
BOARD MEMBERS DEMOGRAPHICS



LITTLES DEMOGRAPHICS



STAFF DEMOGRAPHICS



BIGS DEMOGRAPHICS

