

When it comes to promoting equality,
words are not enough.



SOCIAL JUSTICE AND RACIAL EQUITY | NORTH CAROLINA

Duke Energy provided \$1 million to organizations throughout North Carolina. \$25,000 grants were distributed to 40 organizations from the Duke Energy Foundation. The grants will be committed to civic engagement, reducing disparate outcomes, supporting policy, training and criminal justice reform across the state.

ORGANIZATION	QUOTE	AMOUNT	LOCATION
Blue Ribbon Commission of Youth Violence for Community Conversations Initiative <i>Reducing disparate outcomes</i>	<p>"I want to express our enthusiasm and appreciation to Duke Energy for their partnership in deconstructing racism in education and building a brighter future for the children of 'our village.' Every child deserves the opportunity to recognize and realize their potential regardless of race or economic status. This support will fund the work of bringing our community together to dismantle structural racism and address the impacts of discrimination," said Rebecca Trammel, director, Community Conversations Initiative.</p>	\$25,000	New Hanover Co.
Bolton Safe Haven <i>Reducing disparate outcomes</i>	<p>"The Bolton Safe Haven After School and Summer Enrichment Program appreciates all that Duke Energy Foundation does for rural small towns such as Bolton, North Carolina. Our program looks forward to expanding our LEADER'S Initiative (Leading Exceptional Adolescence in Dialogue to Erase Racism). It is only because of great partners like the Duke Energy Foundation that help to bridge the gap between the home, community, church and schools," said Shawn Maynor, program director, Bolton Safe Haven After School and Summer Enrichment Program.</p>	\$25,000	Columbus Co.
Brick Capital Community Development Corporation <i>Reducing disparate outcomes</i>	<p>"Brick Capital is thrilled to be one of the social justice and racial equity grantees from the Duke Energy Foundation," said Kerry Bashaw, executive director of Brick Capital Community Development Corporation. "With this funding, we will be able to expand our housing counseling and housing development efforts of increasing homeownership for people of color in our community."</p>	\$25,000	Lee Co.
Brunswick County NAACP <i>Reducing disparate outcomes</i>	<p>"We at the Brunswick County NAACP Branch are very thankful for the gracious support of the Duke Energy Foundation," said Carl Parker, local branch president for the National Association for the Advancement of Colored People. "Because all people have color, this type of support and investment from local partners, such as</p>	\$25,000	Brunswick Co.

Duke Energy, allows us to work toward our mission to secure political, educational, social and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons.”

<p>Carolinas-Virginia Minority Supplier Development Council <i>Reducing disparate outcomes</i></p>	<p>"This grant will ensure that our work to grow wealth through certification, development, connection and advocacy can be realized. The entire CVMSDC.org network of Corporate Partner and Minority Business Enterprises is appreciative of this opportunity and honored to be a recipient of the Duke Energy Foundation Grant for social justice and racial equity," said Dominique Milton, president & CEO, Carolinas-Virginia Minority Supplier Development Council.</p>	<p>\$25,000</p>	<p>Statewide</p>
<p>Center for Community Transitions <i>Criminal justice reform</i></p>	<p>"A bold commitment to racial equity. A tangible investment in local nonprofits. A better community for all. The Center for Community Transitions appreciates the Duke Energy Foundation investing in second chances for those who have been disproportionately impacted by incarceration," said Patrice Funderburg, executive director, Center for Community Transitions.</p>	<p>\$25,000</p>	<p>Mecklenburg Co.</p>
<p>Center for Participatory Change <i>Training and policy reform</i></p>	<p>"Center for Participatory Change's work over the past 20 years has resulted in a strong network of grassroots organizations, groups, and individuals that are working together to respond to the disproportionate threats of COVID-19 and white supremacy on BIPOC (Black, Indigenous, People of Color). As these pandemics shift culture, the partnership with Duke Energy Foundation will support CPC to shift with it and continue to listen, adapt, and respond to the needs of our communities," said Giannina Callejas and Samhita Kudva, co-directors, Center for Participatory Change.</p>	<p>\$25,000</p>	<p>Buncombe Co.</p>
<p>City of Salisbury Police Department <i>Criminal justice reform</i></p>	<p>"We are excited to partner with Duke Energy in providing grant funding to deliver racial equity and bias recognition and avoidance training to all Salisbury Police Officers," said Salisbury Police Chief Jerry Stokes. "This funding will provide us the opportunity to enhance our policing operations and ensure we deliver the most impartial service to the diverse Salisbury community. The training will be foundational and support our ongoing officer skills enhancement efforts, particularly when it comes to policing traditionally marginalized community members."</p>	<p>\$25,000</p>	<p>Rowan Co.</p>
<p>Cleveland County Family YMCA <i>Training and policy reform</i></p>	<p>"The support from the Duke Energy Foundation is monumental for Cleveland County. We have a tremendous amount of excitement from across our region as we build awareness around the issues of social justice and racial equity. We are already lining up corporate partners to create lasting impact," noted Cameron Corder, CEO of the Cleveland County Family YMCA.</p>	<p>\$25,000</p>	<p>Cleveland Co.</p>
<p>Communities in Schools of Chatham County</p>	<p>"Communities in Schools of Chatham County is so grateful for the critical and timely support of the Duke Energy Foundation. This funding will directly impact our ability to build and expand our</p>	<p>\$25,000</p>	<p>Chatham Co.</p>

<i>Reducing disparate outcomes</i>	unified work addressing historically disparate outcomes for Chatham County's youth of color through education, restorative justice, and by lifting up student and parent voices. This opportunity will enable us to grow our collective platform in our continued efforts to demand social justice and racial equity for all," said Tych Cowdin, executive director, Communities in Schools, Chatham County.		
CoThinkk <i>Reducing disparate outcomes</i>	CoThinkk is a social change philanthropy organization, led by African American & Latinx leaders, that is committed to using collective time, talent and treasure to shift the narrative and accelerate system change in Asheville and Western North Carolina. The CoThinkk network was founded on the values and principles of equity, centering Black and brown communities, and garnering the power of our collective toward cultivating and driving ecosystems for change.	\$25,000	Buncombe Co.
CROSSED: The Youth Law Center <i>Criminal justice reform</i>	"Duke Energy's generous donation will help to energize and revitalize the families of Robeson County by promoting positive youth development within our communities," said Sabrina O. Leshore, executive director, CROSSED: The Youth Law Center- Helping to Heal Hurting Hearts.	\$25,000	Robeson Co.
Disability Rights North Carolina <i>Training and policy reform</i>	"There is a significant intersection between disability rights advocacy and the fight for racial equity," said Disability Rights North Carolina (DRNC) CEO Virginia Knowlton Marcus. "For example, COVID-19's disproportionate impact on people of color and with disabilities makes clear the imperative to work intersectionally to build power and achieve social justice for all. The Duke Energy Foundation social justice and racial equity grant provides critical support for DRNC to elevate race equity in our internal operations and external advocacy work, to identify and address bias, close the opportunity gap, and end racial oppression. It offers a springboard for our efforts to incorporate a race equity lens in our work and bring a disability lens to broader civil justice movements. DRNC is eager to expand our reach to empower, unite, and advocate with marginalized communities statewide. We are deeply grateful to Duke Energy Foundation for its vision and investment in this essential work. Thank you for your partnership, commitment to the people of our state, and including people with disabilities."	\$25,000	Statewide
Durham Committee on the Affairs of Black People <i>Training and policy reform</i>	"We greatly appreciate the generous support from Duke Energy Foundation," said Frederick Ravin, chairman of the Durham Committee on the Affairs of Black People Inc. "This grant will enable us to host a series of sessions on civic, economic, education, health and housing designed to systematically address racial and social injustice. Participants and our community partners will gain tools and insights about how to empower honest conversations that lead to positive change for the citizens of the	\$25,000	Durham Co.

city and county of Durham, North Carolina, and surrounding areas.”

Evolve NC Community Development Corporation <i>Reducing disparate outcomes</i>	“Evolve NC Community Development Corporation is grateful for the honor of being a recipient of the racial justice grant,” said Elizabeth Crudup, CEO, Evolve NC. “Duke Energy Foundation has shown great understanding of the racial inequities that exist and have followed it up with leadership by prioritizing investments in grassroots actions to yield much needed systemic changes.”	\$25,000	Harnett Co.
Freedom Organization <i>Reducing disparate outcomes</i>	“On behalf of the Freedom Organization, I want to thank the Duke Energy Foundation. We are grateful for its support. We look forward to advancing efforts in social justice and racial equity within our community by creating agency for Black and POC residents in North Carolina,” said Marquetta Dickens, CEO, Freedom Organization	\$25,000	Edgecombe Co.
Greater Steps Scholars <i>Reducing disparate outcomes</i>	“Greater Steps Scholars is truly grateful for this powerful investment from the Duke Energy Foundation! This investment will allow us to continue our work breaking down the educational and racial disparities that exist for our under-resourced students of color and ensure that our students have access to a postsecondary education and the training that will allow them to be successful in future careers and in life,” said Aisha Strothers, executive director, Greater Steps Scholars.	\$25,000	Mecklenburg Co.
Hoke County Domestic Violence & Sexual Assault Center <i>Reducing disparate outcomes</i>	“We at Hoke County Domestic Violence & Sexual Assault Center Inc. of Raeford, N.C., are deeply grateful and appreciative of the Duke Energy Foundation and their generous donation to our center. With the granted funds, our center will be able to expand services in a way that increases the level of cultural competency and sustainability in our community. We vow to continue to provide quality and excellent services to the residents of Hoke County, and other surrounding counties; regardless of race/ethnicity, gender, sexual orientation, religion and economic status, we will continue to empower, educate, celebrate and protect victims of domestic violence and sexual assault while bringing forth awareness,” said Sonya C. Morrison, interim executive director, Hoke County Domestic Violence & Sexual Assault Center.	\$25,000	Hoke Co.
Inner Banks STEM Center <i>Reducing disparate outcomes</i>	Thank you to the Duke Energy Foundation for selecting us to receive these grant funds which will be used in our STEM program to expose Black youth to areas of study and career fields in aviation, boating and robotics while incorporating workshops on positive life-skills, diversity, racial tolerance and self-esteem. This program will demonstrate how education, not violence, is the way to improve their quality of life especially during the challenges that the COVID-19 pandemic has created,” said Al Powell, president, Inner Banks STEM Center.	\$25,000	Beaufort Co.

Justice Love Foundation <i>Training and policy reform</i>	<p>"The Justice Love Foundation (JLF) is humbled by the support of the Duke Energy Foundation. The JLF centers the work, voice, and life of community organizers and leaders in our mission and vision. It is great to see that Duke Energy Foundation is centering our organization and others who are fighting for the quality of life for those who are impacted by racial and economic injustices," said Dr. Terrance Ruth, executive director, Justice Love Foundation.</p>	\$25,000	Wake Co.
Kinston Teens <i>Civic engagement</i>	<p>"Our organization is so excited and appreciative for the Duke Energy Foundation's support of our efforts," said Chris Suggs, founder and CEO of Kinston Teens. "This investment will help strengthen our commitment to community development and empower our young people to not just be the leaders of tomorrow – but of today."</p>	\$25,000	Lenoir Co.
Knox St. Studios <i>Reducing disparate outcomes</i>	<p>"It is mission-critical for the success of America for organizations led by Black Americans to be substantially funded, supported, and uplifted in order for our nation to continue to lead the world in entrepreneurship, and advances in STEAM-related educational pathways." said Talib Graves-Manns, founder & executive director of Knox St. Studios. "The grant from the Duke Energy Foundation will allow Knox St. Studios to advance our work, raise additional funding, and deliver more impact/resources to the underserved and often undervalued constituents of Black community stakeholders."</p>	\$25,000	Durham Co.
Legal Aid of North Carolina <i>Criminal justice reform</i>	<p>"The fight for social justice and racial equity must be joined by all sectors of society," said George R. Hausen Jr., executive director of Legal Aid of North Carolina. "We thank the Duke Energy Foundation for standing with us as we work to make equal justice for all a reality in North Carolina."</p>	\$25,000	Statewide
MENTOR North Carolina <i>Reducing disparate outcomes</i>	<p>"In our increasingly global marketplace, it is critical that corporations play a role in increasing positive outcomes for youth and jobseekers – especially youth of color that face barriers to being seen as viable candidates," said Atrayus O. Goode, president & CEO of MENTOR North Carolina. "The support of the Duke Energy Foundation will help us engage mentoring programs across the state to prepare youth to pursue meaningful careers and explore how a racial equity framework can be used to eliminate obstacles to success in the workplace."</p>	\$25,000	Statewide
Jackson County NAACP <i>Reducing disparate outcomes</i>	<p>"This is important work. We need to continue to have a changing conversation with the school system, positively affecting the relationships between teachers and students, and developing curriculum that addresses racism," said Reverend Walter Bryson, president of Haywood County NAACP, and Dr. Enrique Gomez, president of Jackson County NAACP.</p>	\$25,000	Jackson Co.

<p>NC Outward Bound School <i>Reducing disparate outcomes</i></p>	<p>“The North Carolina Outward Bound School is incredibly grateful to the Duke Energy Foundation for your investment in the Charlotte Unity Project,” shared Ken Lawson, interim executive director. “This funding allows us to continue to partner with Charlotte high schools to develop compassionate leaders through our wilderness programs that then return to their schools to implement projects that address social justice issues that affect their school community.”</p>	\$25,000	<p>Buncombe Co. Mecklenburg Co.</p>
<p>Neighbors for Better Neighborhoods <i>Civic engagement</i></p>	<p>“Neighbors for Better Neighborhoods serves to ‘Connect People, Strengthen Voices and Leverage Resources.’ Duke Energy Foundation’s social justice and racial equity grant is an effort that is preeminent and will serve as a great example of inclusion and fairness. This funding will allow Neighbors for Better Neighborhoods to expand civic engagement, criminal, environmental and social justice reform and advancement within Forsyth County’s Communities of Color,” said Veronica L. Bitting, director of Strengthening Neighborhoods Program, Neighbors for Better Neighborhoods.</p>	\$25,000	<p>Forsyth Co.</p>
<p>North Carolina Institute of Minority Economic Development <i>Reducing disparate outcomes</i></p>	<p>“The Institute is deeply grateful for the Duke Energy Foundation grant award,” says Kevin J. Price, president and CEO, NC Institute of Minority Economic Development. “With this award we can expand our work as a champion of social justice and racial equity through our Policy Center for small business owners across North Carolina. The Institute and Duke Energy share a rich history of collaboration – partnering to eliminate barriers of entry across industries. We look forward to continuing the partnership for greater accomplishments.”</p>	\$25,000	<p>Statewide</p>
<p>Profound Gentlemen <i>Reducing disparate outcomes</i></p>	<p>“Racial equity sits at the core of our organization’s purpose. We know that it takes a collective effort to create sustainable systemic change in the education profession; we are grateful for the Duke Energy Foundation’s support as we build an education system that our students and educators deserve,” said Jason Terrell, executive director, Profound Gentlemen.</p>	\$25,000	<p>Mecklenburg Co.</p>
<p>Project Momentum <i>Reducing disparate outcomes</i></p>	<p>“Project Momentum Inc. (PMI) is extremely appreciative to have been selected as a recipient of the Duke Energy Foundation social justice and racial equity grant. This opportunity will allow us to recreate the narrative among local community-based organizations by educating and implementing practical solutions to address equity, diversity, and inclusion in day-to-day practices,” said Mysha Wynn, founder and executive director, Project Momentum.</p>	\$25,000	<p>Edgecombe Co.</p>
<p>Region K Community Assistance Corporation <i>Civic engagement</i></p>	<p>“The Kerr-Tar Council of Governments/Region K Community Assistance Corporation serves a diverse group of citizens, and has for years,” said Vance County Commissioner Leo Kelly Jr., Chairman of the Board. “The funds provided by the Duke Energy Foundation will be used to train member governments’ elected</p>	\$25,000	<p>Vance Co.</p>

boards, and citizen advisory commissions in our region on social justice and racial equity, which we feel is integral to the functionality of our organization and region. By providing this type of training from a regional entity, we hope to bring about greater cultural awareness and sensitivity of diverse groups living within the Kerr-Tar region. On behalf of the Board, I'm extremely pleased that our office seeks out such grants to benefit our region."

<p>Right Moves for Youth <i>Reducing disparate outcomes</i></p>	<p>"Right Moves for Youth values the support and partnership given to us through the Duke Energy Foundation's social justice and racial equity grant! With this investment we will continue to build extraordinary relationships that nurture tough conversations toward reconciliation and tackle systemic barriers to racial equity and justice for our students and families who sit on the margins of our community," said Sabrina N. Gilchrist, executive director, Right Moves For Youth.</p>	<p>\$25,000</p>	<p>Mecklenburg Co.</p>
<p>Rosenwald Center for Cultural Enrichment <i>Civic engagement</i></p>	<p>"The Rosenwald Center for Cultural Enrichment is elated to be selected as a recipient of the Duke Energy Foundation. This investment in our organization and community will allow our continued work toward building a more equitable community through education and advocacy," said JoAnn Artis Stevens, founder of Rosenwald Center for Cultural Enrichment.</p>	<p>\$25,000</p>	<p>Greene Co.</p>
<p>Southeast Raleigh Promise <i>Reducing disparate outcomes</i></p>	<p>"We are truly grateful for the generous support of the Duke Energy Foundation," said Kia Baker, executive director, Southeast Raleigh Promise. "Investing in race equity training is critical as we examine the roots of disparities that affect community wellness."</p>	<p>\$25,000</p>	<p>Wake Co.</p>
<p>Shaw University <i>Reducing disparate outcomes</i></p>	<p>"We at Shaw University very much appreciate this support from the Duke Energy Foundation," said Dean Valerie Johnson, co-director of the Center for Racial and Social Justice and Dean of the School of Arts, Sciences and Humanities at Shaw University. "Investments from community partners like Duke Energy Foundation allow us to continue our commitment to critical scholarship, dialogue, advocacy and practices that advance racial and social justice, with broader implications for human rights in North Carolina and beyond."</p>	<p>\$25,000</p>	<p>Wake Co.</p>
<p>Southern Pines Land & Housing Trust <i>Civic engagement</i></p>	<p>This funding is the jolt we needed to continue to develop our efforts to bridge West Southern Pines with East Southern Pines by providing a means to assist a largely minority community by building the West Southern Pines Center for African American History, Cultural Arts, and Business. This Center creates an incubator for economic development and community empowerment that will bring us together," said Vincent Gordon, chairman of the Southern Pines Land & Housing Trust Board of Directors.</p>	<p>\$25,000</p>	<p>Moore Co.</p>

<p>The National Conference for Community and Justice for the Piedmont Triad <i>Training and policy reform</i></p>	<p>“The National Conference for Community and Justice for the Piedmont Triad (NCCJ) is deeply grateful for this generous grant from the Duke Energy Foundation,” said Ivan Canada, executive director, NCCJ. “In addition to providing much-needed support for NCCJ’s current work, this grant also represents an investment in our long-term vision to advance social justice and racial equity and to build more compassionate and respectful communities throughout North Carolina.”</p>	<p>\$25,000</p>	<p>Guilford Co.</p>
<p>The YMI Cultural Center <i>Civic engagement</i></p>	<p>“We are happy to have been chosen as a recipient of this grant funding. This funding will help us in furthering our mission by continuing to promote cultural preservation and elevate Black excellence through the community engagement, advocacy, leadership development, and economic justice,” said Dewana Little, executive director, YMI Cultural Center.</p>	<p>\$25,000</p>	<p>Buncombe Co.</p>
<p>Village of Wisdom <i>Reducing disparate outcomes</i></p>	<p>“We at VOW are so thankful for Duke Energy Foundation support,” said William P. Jackson, executive director of Village of Wisdom. “Their investment will be integral to our project to identify and create culturally affirming instructional strategies.”</p>	<p>\$25,000</p>	<p>Statewide</p>
<p>West Marion Community Forum <i>Criminal justice reform</i></p>	<p>“West Marion Community Forum Inc. is proud to be a recipient of a Duke Energy Foundation grant. These funds will allow us to take a more committed approach to racial equity education for both grassroots and institutional leadership in McDowell County,” said Dawna Ledbetter, board chair, and Paula Swepson, executive director, West Marion Community Forum Inc.</p>	<p>\$25,000</p>	<p>McDowell Co.</p>