**2022 SOCIAL JUSTICE AND RACIAL EQUITY GRANTS**

**NORTH CAROLINA**

Duke Energy provided $1 million to organizations focused on social justice and racial equity 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 in workforce and education, D&I training, environmental justice and criminal justice reform across the state.

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<th>ORGANIZATION</th>
<th>QUOTE FROM LEADER</th>
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<td>Area L AHEC</td>
<td>&quot;The support from Duke Energy Foundation comes at a critical moment when Rural Opportunity Institute (ROI) is working to ramp up our efforts to support public agencies in rural Eastern North Carolina to implement policies and practices that support healing from generational trauma. We have been able to form meaningful partnerships with schools, law enforcement, the courts, churches, and social services to shift from punitive to restorative responses to communities of color, and this funding will help us deepen and sustain our efforts. Often rural communities like ours are overlooked and under-resourced, so we appreciate the acknowledgment from Duke Energy Foundation and look forward to a continued partnership.&quot; – Vichi Jagannathan, co-founder, Rural Opportunity Institute.</td>
<td>Edgecombe Co.</td>
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<td>Black Wall Street AVL</td>
<td>“We are grateful for the generous donation from Duke Energy to support black Wall Street AVL. Not only does this grant support the creation of black businesses but also ensures that they have the staff and support needed to thrive. Considering the local disparities and lack of economic access for Black and Brown business communities, we are excited that an Anchor institution like Duke is partnering to bridge the gap. These funds will increase the number of BIPOC businesses, create jobs in those businesses, and increase the revenue of BIPOC businesses in western North Carolina. Thank you for this contribution.” – Dr. Joseph Hackett, founder, Black Wall Street AVL.</td>
<td>Buncombe Co.</td>
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Brick Capital Community Development
$25,000 – Reducing disparate outcomes

“The support we are receiving from Duke Energy Foundation will be instrumental in increasing our capacity to serve families of color with affordable housing opportunities,” said Kerry Bashaw, executive director, Brick Capital Community Development Corporation. “We are committed to closing the racial wealth gap that exists in this country by providing homeownership options through our housing development as well as providing housing counseling to first-time homebuyers to help them navigate the homebuying process.”

Camino Community Development
$25,000 – Reducing disparate outcomes

“Our mission is to equip the Latino community to live healthy, hopeful, and productive lives,” said Sharisse Johnson, executive director of Camino Health Center. “We’re thankful to receive this grant that will allow us to reduce the disparity in outcomes for people of color by strengthening our education, employment, entrepreneurial and workforce development programs. We believe Latinos add incredible value to our community and the economy – and are thankful for an organization, such as the Duke Energy Foundation, that believes the same.”

Carolina Youth Coalition
$25,000 – Reducing disparate outcomes

“This generous contribution from Duke Energy Foundation will help us continue to work toward creating a Charlotte in which all young people have the opportunity to thrive through postsecondary access and completion,” said Aaron Randolph, co-founder and executive director of Carolina Youth Coalition. “With the additional capacity this support brings, we can reduce the racial disparities in educational outcomes in our community through targeted interventions and programs for our most under-resourced populations. We are grateful for the support of the Duke Energy Foundation to do this critical work!”

Charles Hamilton Houston Foundation
$25,000 – Reducing disparate outcomes

“The Charles Hamilton Houston Foundation Inc. is appreciative of the Duke Energy Foundation for its investment of $25,000 to strengthen our critical work to expand our ecosystem, capacity, mission and impact to provide academic support, college preparation and career exploration for boys of color as well as skill development, career planning, and internship and job placement assistance for young men of color, to develop successful careers with economic stability and mobility to reduce disparate outcomes. We are steadfast in our
commitment to provide continuous high quality career readiness programming and coaching to prepare and support boys of color to develop a plan and strategy to achieve their dreams while remaining on track toward college graduation while acquiring the skills and experiences necessary to launch and manage a fulfilling career.” – DeWarren K. Langley, executive director, Charles Hamilton Houston Foundation.

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<th>City of Salisbury Police Department</th>
<th>$25,000 – Racial equity trainings</th>
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<td><em>Receiving the Duke Energy Foundation Grant allows us to continue with meaningful community engagement dialog and programming. We are pleased about the funding and resulting events that will create opportunities for the City of Salisbury and the Salisbury Police Department to hear from residents about things that concern them in their neighborhoods, what we are doing well, and how we can better serve,</em>&quot; said Salisbury Diversity, Equity and Inclusion Director Anne Little. “The grant funded programs will enhance our transparency and accessibility to those we serve and help us direct our efforts to reach everyone in the community.”</td>
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<th>Communities In Schools of Chatham County</th>
<th>$25,000 – Reducing disparate outcomes</th>
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<td><em>“Since 1989, Communities In Schools of Chatham County has surrounded thousands of our communities’ most vulnerable students with a network of support empowering them to stay in school and achieve in life. Duke Energy Foundation’s support will help sustain our mission and grow our capacity to serve additional students in need throughout Chatham County with integrated, evidence-based programs. This opportunity will enable our dedicated team to deepen our work of creating sustained transformative relationships, unlocking personal potential, and breaking down barriers by empowering students to define their success in life. We appreciate the support from Duke Energy Foundation.&quot;</em> – Tych Cowdin, executive director, Communities In Schools of Chatham County.</td>
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<th>Community Success Initiative</th>
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<td><em>“This support from Duke Energy Foundation increases the ability of Community Success Initiative to leverage program services that decrease the disparate outcomes on people of color who are justice-involved. Community Success Initiative assists people in moving beyond past mistakes. Our work and our partnerships provide a road map and the help along the path forward for personal and professional success. We are appreciative of this financial support from the Foundation.”</em></td>
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| Rowan Co. | Chatham Co. | Wake Co. |
**Durham Public Schools Foundation**
$25,000 – Reducing disparate outcomes

"Nearly a third of Durham Public Schools students are native Spanish speakers and multilingual learners. Support from the Duke Energy Foundation will accelerate organizing and power-building among Latinx parents in Durham Public Schools who are creating new approaches to parent advocacy that will enhance students' and families' access to inclusive and culturally relevant content, school resources, and family support. We are grateful to Duke Energy’s support of this critical work in service of our public-school communities."

**EMPOWERment**
$25,000 – Reducing disparate outcomes

"Bright Path Solutions provides businesses a series of short but intense practicums that will help them fill skill gaps that may limit their credit worthiness and contract readiness." – Delores Bailey, executive director, EMPOWERment.

**Exodus Outreach Foundation**
$25,000 – Reducing disparate outcomes

Exodus Homes provides supportive housing for homeless recovering people returning to the community from treatment centers and prison with comprehensive services and a vocational training program, Exodus Works.

**FSIC American Innovation & Opportunity**
$25,000 – Reducing disparate outcomes

"We are excited to continue our partnership with the Duke Energy Foundation, and we applaud their commitment to increasing opportunities for underrepresented North Carolinians to participate in our energy future." – Kevin B. Kimble, chief executive officer, American Innovation & Opportunity.

**Goler Depot Street Renaissance**
$25,000 – Reducing disparate outcomes

"Thank you so much to Duke Energy for the grant, which will allow us to continue our TechCareers program where we train individuals for careers in the technology sector which will allow them to support their families and be a part of the innovation that is happening in Forsyth County." – Michael Goler, president, Goler.

**International House of Metrolina**
$25,000 – Legal assistance

"Support from the Duke Energy Foundation will advance our capacity to help immigrants on their pathway to citizenship through legal representation and citizenship preparation classes," stated Autumn Weil, executive director of International House. "Research shows that obtaining citizenship helps immigrants overcome racial and economic barriers, leading to more permanent employment with higher wages, sustainable living"
circumstances, and a wider social capital network. We appreciate the support of the Duke Energy Foundation.”

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<tr>
<th>Organization</th>
<th>Funding Details</th>
<th>Location</th>
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<td>Kappa Charitable Trust</td>
<td>“The Kappa Charitable Trust Fund (KCTF) is grateful to receive funding from the Duke Energy Foundation. The funding will allow us to further our mission of leveling the playing field and elevating achievement for minority students, organizations, and the communities we serve.” – Jonathan Wilkins, president, KCTF.</td>
<td>Wake Co.</td>
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<td>Men &amp; Women United for Youth &amp; Families</td>
<td>“The 2022 Duke Energy Foundation funding will support the capacity and outreach of Men and Women United for Youth &amp; Families’ grassroots work and policy advocacy as a community-based Resiliency Hub and Food Hub throughout local Southeastern NC, regionally, and statewide. Our evidence-based programming ensures policies are in place that provide fairness and equity to marginalized members of our community through workforce development, youth enrichment, technical support, life skills training, food insecurity, and other vital resources. We will continue our mission to ‘Foster a culture of community and self-sufficiency’ by identifying issues of social justice, racial equity, and economic disparities present in minority and BIPOC communities, and implement strategies to bring repair and wholeness to their lives.” – Randolph Keaton, executive director, Men and Women United for Youth &amp; Families.</td>
<td>Columbus Co.</td>
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<td>Mountain BizWorks</td>
<td>&quot;We are thrilled to partner with the Duke Energy Foundation to expand services for the growing Latino entrepreneurship community across Western North Carolina,&quot; said Matt Raker, executive director of Mountain BizWorks. &quot;With the increased capacity that this support provides, we will be able to support 75 Spanish-speaking entrepreneurs as they gain critical business skills, enabling them to become business and potentially loan ready. We know that owning a business is one of the greatest paths to closing the racial wealth gap and this will accelerate the path for those engaged in our services. Thank you to Duke Energy Foundation for this opportunity.&quot;</td>
<td>Buncombe Co.</td>
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<td>National Institute of Minority Economic Development</td>
<td>“The Institute is honored to receive funding from the Duke Energy Foundation to support our Research,</td>
<td>Statewide</td>
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<td>Organization</td>
<td>Funding Amount</td>
<td>Cause</td>
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<td>$25,000 – Reducing disparate outcomes</td>
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<td>NC Second Chance</td>
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<td>NC Center on Actual Innocence</td>
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<td>NC Commission on Racial &amp; Ethnic Disparities in</td>
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<td>NC for Community &amp; Justice</td>
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<td>Guilford Co.</td>
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reach, these grants from the Duke Energy Foundation have inspired NCCJ to dream bigger and find new ways to connect with and serve people across North Carolina.”

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<td>Partners for Environmental Justice</td>
<td>$25,000</td>
<td>Environmental justice</td>
<td>“PEJ plans to use this funding to provide financial support and benefits for an Executive Director and Administrative Assistant. This funding will allow PEJ to initiate these staff positions while longer-term resources are being secured. Threats to communities within the Walnut Creek Watershed have never been greater, and this funding will help us meet these needs. This funding would support our organizational mission, and thereby increase our capacity to execute advocacy, programming, and community empowerment programs. We are incredibly grateful for this grant and partnership. Partners for Environmental Justice looks forward to the good we will be able to accomplish and the enrichment of the community we serve!” – Richard L. Major III, vice chair, Partners for Environmental Justice.</td>
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<td>Prospera NC</td>
<td>$25,000</td>
<td>Reducing disparate outcomes</td>
<td>“This Duke Energy Foundation grant will help Prospera reach more entrepreneurs in North Carolina with our specialized services, thereby increasing their likelihood to succeed and prosper,” said Prospera Regional Vice President Jose Alvarez. “Together, we will positively impact the lives of underserved Latino individuals and families who receive our individual, personalized, in-language and in-culture assistance to start, sustain, and grow their businesses.”</td>
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<td>Public School Forum of NC</td>
<td>$25,000</td>
<td>Reducing disparate outcomes</td>
<td>“This generous gift from the Duke Energy Foundation allows the Flood Center to continue to develop and sustain programming to eradicate educational inequities for NC’s public-school students,” said Dr. Deanna Townsend-Smith, senior director of the Dudley Flood Center for Educational Equity and Opportunity, housed within the Public School Forum of North Carolina. “We appreciate the Foundation’s partnership as we help NC educators, students and other stakeholders strive to ensure a high-quality education for each and every child.”</td>
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<td>Race Matters for Juvenile Justice</td>
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<td>“Race Matters for Juvenile Justice (RMJJ) is grateful and appreciative for the support from the Duke Energy Foundation. This support will enhance our capacity to...”</td>
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Statewide
$25,000 – Reducing disparate outcomes
normalize, organize, and operationalize a concentrated effort through youth and adults’ racial equity workshop alumni to intentionally drive cross-systems collaboration to advance racial equity with a primary focus on policy, procedure, and practice that leads to meaningful change based on program outcomes.” – Derrik Anderson, executive director, Race Matters for Juvenile Justice.

River Front
$25,000 – Racial equity trainings
“Duke Energy grant support helps marginalized and underrepresented students in our Science, Technology, Engineering, Arts, and Math (STEAM) Academy find creative spaces for healing from overlapping crises through conversations and actions of inclusivity, equity, academic excellence, and honoring our collective history. We see personal and systemic transformation as interlinked and interdependent forces for change. We thank Duke Energy for supporting our work.” – Catherine Mitchell, founder and executive director, River Front.

Rockingham County Historical Society Museum & Archives
$25,000 – Racial equity trainings
“Duke Energy Foundation support will enable deeper community impact from our efforts to examine difficult historical legacies and uplift traditionally excluded narratives to further equitable cultural access. By continuing to champion critical thinking skills, professional teacher support and internship projects, we aspire to enrich local curriculums and ultimately contribute to a more discerning, engaged and informed citizenry.” – Matthew Titchiner, associate director, Rockingham County Historical Society Museum & Archives.

Rosenwald Center for Cultural Enrichment
$25,000 – Racial equity trainings
“Support from Duke Energy Foundation will advance our mission and promotion of preservation of Rosenwald and segregated schools, including the histories thereof. It will advance our advocacy for creation of space and utilization of these resources for neighborhood revitalization and economic development in underserved communities, as we recapture irreplaceable facets of African American, southern and our nation’s history.” – Joann Stevens, president, Rosenwald Center.

Sandhills Family Heritage
$25,000 – Racial equity trainings
“The Duke Energy Foundation grant will strengthen the work of Sandhills Family Heritage Association to reduce the negative effects of social and racial disparities through programs and services we provide. Disparities were exacerbated for African Americans in the Sandhills served by SFHA due to the COVID-19 pandemic. With

Buncombe Co.

Rockingham Co.

Greene Co.

Cumberland Co.
the grant from Duke Energy Foundation there is greater outreach to more NC Sandhills communities to address food insecurities, more social media exposure about resources, and growing interests and requests by groups and individuals to be a part of new and ongoing programs and projects of SFHA.” – Ammie Jenkins, executive director, Sandhills Family Heritage.

SE Raleigh Promise
$25,000 – Reducing disparate outcomes

SE Raleigh Promise (SERP) is a Community Quarterback Organization whose mission is to end the cycle of intergenerational poverty in and around the Rock Quarry Road Corridor in Southeast Raleigh. As a network member of the national movement Purpose Built Communities, ERP manages collaborations and makes and supports strategic investments in High Quality Education from Birth-to-Career, Safe and Healthy Housing, Health & Wellness, Expanding Economic Opportunity and Leadership Development.

SEEDS
$25,000 – Environmental justice

“Thanks to the Duke Energy Foundation, SEEDS will be able to further our work of developing the capacity of young people to respect life, the Earth, and each other through growing, cooking, and sharing food. We will be able to focus on hiring more young people of color and create more resources for surrounding underprivileged neighborhoods.” – Madi Negron, development coordinator, SEEDS.

Southern Pines Land & Housing
$25,000 – Reducing disparate outcomes

“The Duke Energy Foundation grant will allow the Trust to start our hiring process beginning with the Executive Director position. This is the next critical step for the Trust's transitioning from the all-volunteer organization to a professionally run organization capable of managing its $20 million repurposing into the Center for African American History, Cultural Arts & Business. This project will revitalize a predominantly African American community that is in a disproportionately financially impacted area.” – Vincent Gordon, chair, Southern Pines Land & Housing.

St. Joseph’s-Hayti
$25,000 – Racial equity trainings

“Support from the Duke Energy Foundation will advance Hayti's efforts to positively impact the lives of our youth and their families in the community. In keeping with our organization’s mission to preserve and advance the heritage and culture of historic Hayti and the African American experience, the Foundation’s support increases our capacity to help forge a real path of
upward mobility for our youth and to mitigate the impacts of lost learning and other inequities heightened during the pandemic.” – Angela Lee, executive & artistic director, St. Joseph’s-Hayti.

**Sustainable Alamance**
$25,000 – Reducing disparate outcomes

“The issues of poverty and racial inequity have for years been highlighted within the criminal justice system, resulting in a valuable human resource being overlooked in our communities. With this support from the Duke Energy Foundation, Sustainable Alamance will expand our capacity to connect returning citizens to the resources needed to fulfill the mission of “Restoring Lives, Restoring Community.” – Phil Bowers, founder & executive director, Sustainable Alamance.

**True Ridge**
$25,000 – Legal assistance

“Support from the Duke Energy Foundation will allow us to establish an immigration program that will provide accessible and affordable immigration representation to Western North Carolina. The grant will allow us to assist people with an immigration pathway and keep families together in our community. We are thrilled to be a recipient and appreciate the Duke Energy Foundation valuing our work.” – Christina Hawley-Holtgreven, program manager, True Ridge.

**WCU Foundation**
$25,000 – Reducing disparate outcomes

“Western Carolina University is so appreciative of our meaningful connection with the Duke Energy Foundation and their partnership in supporting the Call Me Mister program. The Call Me Mister program, which provides an exceptional education with deep learning that is also accessible, is an excellent example of the type of program here at WCU that transforms the lives of our students and positively impacts their families and our communities.” – Kelli R. Brown, chancellor, WCU.

**Winston-Salem Police Foundation**
$25,000 – Racial equity trainings

“The Winston-Salem Police Foundation is extremely grateful to be a recipient of the Social Justice and Racial Equity grant; these funds will help us further our mission of community engagement and programs focused on providing positive opportunities with the youth of Winston-Salem and our police officers,” said Justin Gomez, president of the board of directors, Winston-Salem Police Foundation.

**Year Up**

“The grant from the Duke Energy Foundation will allow Year Up Charlotte to ensure even more young people

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$25,000 – Reducing disparate outcomes throughout the city have equitable access to economic opportunity,” said Elise Ford, site director of Year Up Charlotte. “By providing more young adults in underserved communities with the skills, support, and experience to launch meaningful careers at top companies, we will be able to increase economic mobility throughout Charlotte and provide employers with more of the diverse talent they need.”