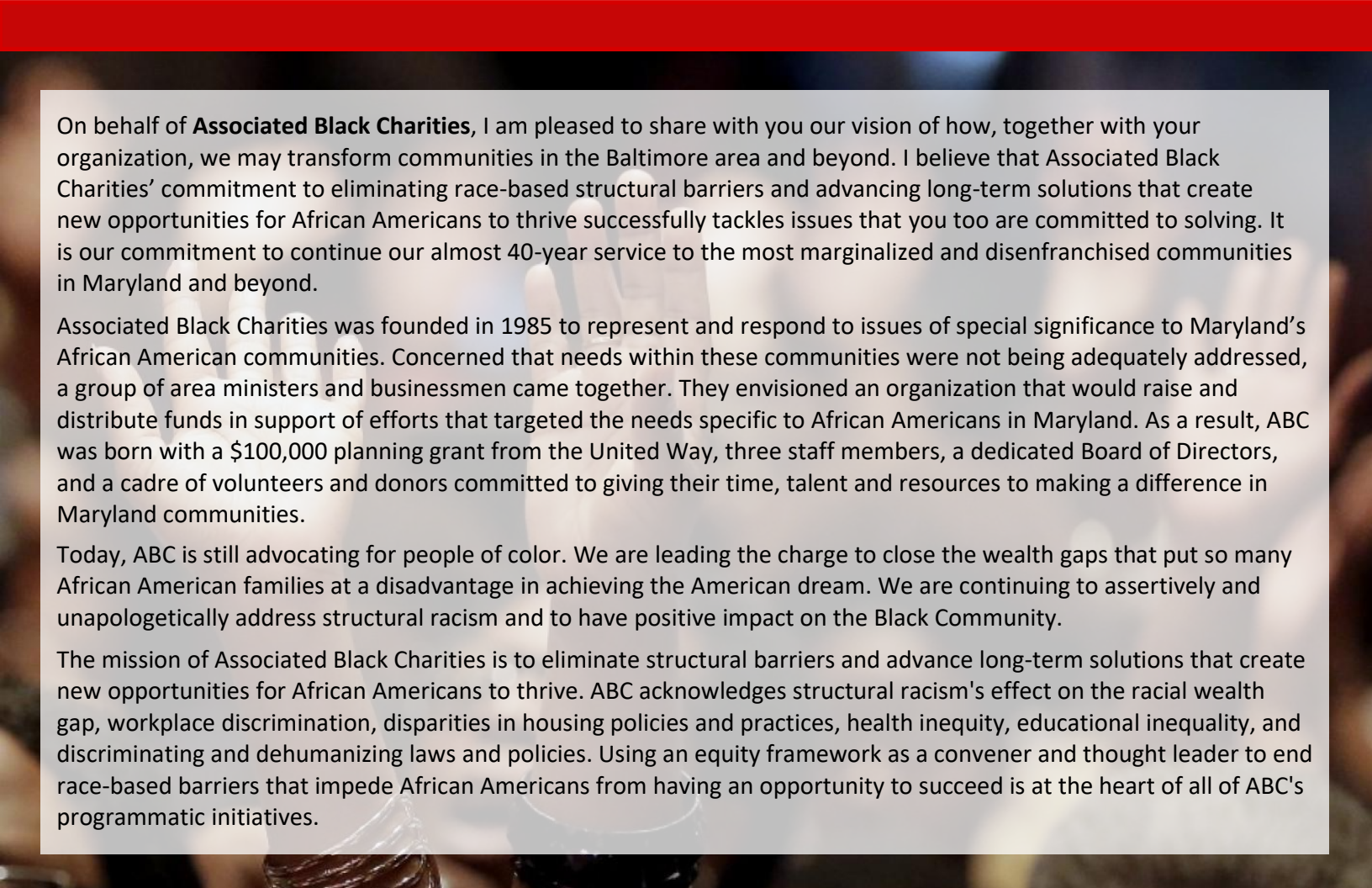


**Providing
EDUCATION,
SUPPORT,
RESOURCES, &
ADVOCACY
to eliminate
race-based structural
barriers
and advance
LONG-TERM
SOLUTIONS**



**that create new
opportunities for
AFRICAN
AMERICANS.**





On behalf of **Associated Black Charities**, I am pleased to share with you our vision of how, together with your organization, we may transform communities in the Baltimore area and beyond. I believe that Associated Black Charities' commitment to eliminating race-based structural barriers and advancing long-term solutions that create new opportunities for African Americans to thrive successfully tackles issues that you too are committed to solving. It is our commitment to continue our almost 40-year service to the most marginalized and disenfranchised communities in Maryland and beyond.

Associated Black Charities was founded in 1985 to represent and respond to issues of special significance to Maryland's African American communities. Concerned that needs within these communities were not being adequately addressed, a group of area ministers and businessmen came together. They envisioned an organization that would raise and distribute funds in support of efforts that targeted the needs specific to African Americans in Maryland. As a result, ABC was born with a \$100,000 planning grant from the United Way, three staff members, a dedicated Board of Directors, and a cadre of volunteers and donors committed to giving their time, talent and resources to making a difference in Maryland communities.

Today, ABC is still advocating for people of color. We are leading the charge to close the wealth gaps that put so many African American families at a disadvantage in achieving the American dream. We are continuing to assertively and unapologetically address structural racism and to have positive impact on the Black Community.

The mission of Associated Black Charities is to eliminate structural barriers and advance long-term solutions that create new opportunities for African Americans to thrive. ABC acknowledges structural racism's effect on the racial wealth gap, workplace discrimination, disparities in housing policies and practices, health inequity, educational inequality, and discriminating and dehumanizing laws and policies. Using an equity framework as a convener and thought leader to end race-based barriers that impede African Americans from having an opportunity to succeed is at the heart of all of ABC's programmatic initiatives.

At the onset of the 2020 pandemic, Associated Black Charities experienced much of the change and challenges that other non-profit organizations faced as the limitation on events and a transition to a fully remote workforce significantly changed service delivery and funding availability. As we emerge from that season, in 2023, Associated Black Charities presents as an organization with brand new leadership, a restructured staff team, new events and activities, and a renewed commitment to having impact on the many ways structural racism affects Black people. We've successfully evaluated ways to be community-driven and to increase our organizational capacity through meaningful partnerships and collaboration.

In this season of transition and transformation for Associated Black Charities, our immediate needs include:

Programming Support and Sustainability

(ABC Academy, Equity at Work/Equity First Webinars, Board Pipeline Leadership Development Training Program, Volunteer Career Mentoring Program, Workforce Collaborative, Racial Equity Training and Workplace Support)

Equity Alliance Membership

Community Event Sponsorship

(ABC Gala, Women on the Move, Equity in Action Conference, Community Listening Sessions)

General Operating Support

Associated Black Charities would like to invite your company/organization to support our efforts as a valued community partner this year. Please find more information about our organization, programs, events, and partnership opportunities enclosed. Your support is critically important to our work and therefore we are boldly asking for your willingness to consider our community's needs.

Thank you for your consideration. I look forward to hearing from you soon to count you among the many supporters, corporate partners, and businesses who step up to support ABC in 2023!

**Sincerely,
Chrissy M. Thornton, President & CEO**



President & CEO

Chrissy M. Thornton

Staff

Cynthia Todd

Shevelle Montgomery

Donald McClure

Bernard Sims

Jonathan Law

Charnell Covert

Deborah Best



ABC LEADERSHIP

Board of Directors

Tawana Bhagwat, *Chair*

Organization At Its Best

Tony Torain II, Esq., *1st Vice Chair*

Polsinelli

Kenneth Grant, *Treasurer*

Retired Healthcare Executive

Zed Smith, *Secretary*

The Cordish Companies

Byron T. Deese, *Development Chair*

Glass Jacobson Financial Group

Laurie Benner

National Fair Housing Alliance

Michelle Brown, MBA

Fulton Bank

Cheo Hurley

THG Companies LLC

Bianca J. Jackson

BrickRose Exchange

Brandon Lockett

Neutron Engineering LLC

Cylia Lowe-Smith, Esq.

Federal Government

Thibault Manekin

Seawall Development

Jason Murphy

Murphy Enterprise, LLC

Damien Myers, MD

Project Pneuma

Christopher “Chris” R. Rockey

PNC Bank

Taber J. Small

JP Morgan Chase & Co.

Granville Templeton III, Esq.

Templeton Law

ORGANIZATIONAL OVERVIEW:

Mission

The mission of Associated Black Charities is to eliminate structural barriers and advance long-term solutions that create new opportunities for African Americans to thrive.

History

Associated Black Charities was founded in 1985 to represent and respond to issues of special significance to Maryland's African American communities. Concerned that needs within these communities were not being adequately addressed, a group of area ministers and businessmen came together. They envisioned an organization that would raise and distribute funds in support of efforts that targeted the needs specific to African Americans in Maryland. As a result, ABC was born with a \$100,000 planning grant from the United Way, three staff members, a dedicated Board of Directors, and a cadre of volunteers and donors committed to giving their time, talent and resources to making a difference in Maryland communities.

Today, ABC is still advocating for people of color. We are leading the charge to close the wealth gaps that put so many African American families at a disadvantage in achieving the American dream. We are continuing to assertively and unapologetically address structural racism and to have positive impact on the African American Community.

We have a particular focus on economic equity because we believe that ultimately the outcomes benefit all citizens. We push for systemic investments and innovative data driven strategies; we influence and galvanize other organizations; and we convene and build the capacity of community-based organizations and nonprofits that are in pursuit of the same goal.

RACIAL EQUITY FRAMEWORK:

ABC employs a racial equity framework – an approach to the world that involves:

Analyzing data and
information about race and
ethnicity

Looking at problems and their
root causes from a
structural standpoint

Understanding disparities and
learning why they exist

Naming race explicitly when
talking about problems

Developing solutions that
reflect strategies to eliminate
policies, practices, attitudes,
and cultural messages that
reinforce differential
outcomes by race

Our Goals and Commitments

Associated Black Charities is committed to having impact on the many ways structural racism affects African Americans.



Racial Wealth Gap as a result of unequal opportunities to build wealth through access to home equity, high-wage jobs, and higher education.



Workplace Discrimination to include unfair hiring practices, higher low-wage representation, and lack of equity, and inclusion creating unsafe conditions for the Black worker.



Health Inequities that are reflected in differences in length of life, quality of life, rates of disease, disability, and death, severity of disease, and access to treatment.



Housing Policies and Practices that have generationally excluded Black families from opportunities to build home equity.



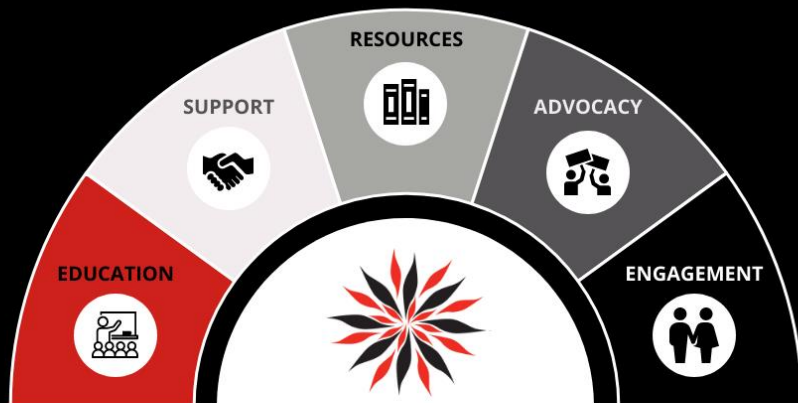
Educational Inequality due to disproportionate public school funding that has exacerbated inequality in school resources and opportunities for students.



Discriminatory and Dehumanizing Laws and Policies contributing to Black voter suppression, a flawed criminal justice system, and mass incarceration of Black adults.

ASSOCIATED BLACK CHARITIES RACIAL EQUITY PROGRAMMING

The mission of **Associated Black Charities** is to eliminate structural barriers and advance long-term solutions that create new opportunities for African Americans to thrive. ABC acknowledges structural racism's effect on the racial wealth gap, workplace discrimination, health inequity, disparities in housing policies and practices, educational inequality, discriminating and dehumanizing laws and policies, and more. Using an equity framework as a convener and thought leader to end race-based barriers that impede African Americans from having an opportunity to succeed is at the heart of all of ABC's programmatic initiatives.



WHAT WE DO

EDUCATION

ABC Academy

*DEI Leadership
Black Wealth Series
Financial Literacy
Young Adult Development*

Equity In Action Conference

Webinars

*Equity At Work Series
DBM Equity First Speaker Series*

SUPPORT

Equity Alliance

*(Advisory Councils)
Corporations
Black Owned Businesses
Charities/Non-Profit Organizations
Health Advocacy Organizations
Community/Faith Organizations*

Board Pipeline Leadership Development Training Program

Volunteer Career Mentoring Program

National Ambassador Initiative

RESOURCES

Racial Equity Training

ABC's DEI Toolkit

Workplace Support

*(Training, Workshops, Presentations,
Clinics, Executive Coaching)*

10 Essential Questions

Film Screenings

ABC's Disruption Hour (Podcast)

ADVOCACY

Community Listening Sessions

Legislative Collaboration

Sound Bites and Scripting

Public Policy Impact

ENGAGEMENT

ABC Gala

Women on The Move

Workforce Collaborative

Digital Engagement

*"First" Fridays
Black Business Spotlights*



ABC Associated
Black Charities

www.abc-md.org



PARTNERSHIP BENEFITS:

Forging a partnership with Associated Black Charities offers an organization the opportunity to support a great cause and mission. *The benefits of this partnership provide broad-reaching opportunities:*

Brand Recognition and Goodwill

By selecting a highly customized sponsorship package, your company will be associated with our mission and our organization's commitment to eradicating structural racism. You can share your efforts of corporate responsibility and community involvement by connecting your organization with our communities.

Promotion of Company Products and Services

In partnership, an organization's brand, as well as their products and services, can be promoted (with prior approval) across our international networks. Our partners gain direct access to a powerful and passionate community of change-makers, community members, professionals, and volunteers.

Team Building and Enhancement of Employee Morale

A mission like ABC's brings people together across an organization to work towards a common goal. As you collaborate with us to make a difference, you will likely find people within your own company who have personal passion and have been impacted by structural racism. Partnering with ABC to advocate for people and communities inspires all those who become involved, undoubtedly increasing employee morale.

FINANCIAL SUPPORT

Associated Black Charities counts on financial support to advance equity and for our life-changing support and programming for African American families.

Many business leaders recognize a partnership with ABC as part of their responsibility in being a good, involved community citizen and uphold the collaboration as one of the core values of the company.

Although significant progress in understanding the landscape of equity has been made, there's still much work to be done. Through partnerships, we can continue to fund vital education, support, resources, advocacy, and community engagement.

CORPORATE PARTNERS:

ABC forms strategic and innovative partnerships with foundations, corporations, federal agencies, and individuals who share our vision of a better world for people affected by structural racism. Thank you to all of ABC's previous Corporate Partners for their commitment to our mission.



General Organizational Programming Support

ABC's community impact over the years has been built on our firm belief that confronting the effects of structural racism can be transformational in the lives of Black people generationally. ABC aspires to see a Baltimore, a Maryland, and a Nation where racialized structural barriers to economic opportunities for African Americans have been eliminated. There are many ways to contribute to ABC and many areas of work to support. **Please inquire about additional opportunities to support Associated Black Charities.**

ABC Academy

(DEI Leadership, Black Wealth Series, Financial Literacy, Young Adult Development)

Associated Black Charities takes pride in being a leader in developing content to support the African American community and work in diversity, equity, and inclusion. ABC has taken the same coursework we use within our workforce development framework and created an online series of videos to allow community members to experience learning at their own pace in their own locations. The ABC Academy learning series content is available at no cost. Additional in person training modules and sessions and complimenting learning materials and tools will be available through partnership upon request.

Webinars (Equity at Work Series and Equity First Speaker Series)

Equity First, a series of virtual empowerment clinics, consists of dialogue with key leaders from across the nation, on cutting edge topics, who recognize that sustainable change for people of color will only come when structural and institutional barriers are replaced with equitable policies, practices, and institutions. Invited speakers are those who have put equity first in their careers and their passions and who are willing to share experiences to enlighten and empower ABC's community.

The Equity at Work webinar series explores the lived experiences of navigating the workplace while Black. By addressing common issues and obstacles affecting the Black worker, ABC aims to create awareness and provide tools and resources to navigate barriers successfully.





Board Pipeline Leadership Development Program

ABC's Board Pipeline Leadership Development Training Program continues the organization's commitment to developing a pipeline of professionals from racially under- represented communities to serve on organizational boards.

The Board Pipeline Leadership Project helps to provide the pathways of access and opportunity that promote equity, opening doors for an expanded use of the "time, talent, and treasure" that these individuals can bring to board service for the benefit of Baltimore and its surrounding areas and region. The program touts over 500 graduates.



Volunteer Career Mentoring Program

The Associated Black Charities' Volunteer Career Mentoring Program is designed to meet the needs of low wage workers of color who have a strong desire for career advancement but currently lack the career advancement skills that would ensure their upward mobility. The program design includes 6 career development and mentoring sessions, structured over a 6-month period.



Racial Equity Training

Associated Black Charities has designed a menu of engagement services that are brave, confidential, transformative, and transactional. Our approach is to meet our clients where they are in their learning journey. We support corporate leaders, racial equity committees, and boards of directors to deepen their understanding of how their individual belief systems and operational business culture reinforces inequity for internal staff, committees, and communities served.

ABC's DEI Toolkit

ABC's customizable DEI Toolkits provide framework and guidance to help you thoughtfully address inequities, implement fair practices, and increase your organization's ability to create a more equitable environment. Our toolkits can include videos, webinars, workshop guides, templates, questionnaires, and activities to increase your readiness, competency, and capacity for diversity, equity, and inclusion efforts.

Workplace Support

Many companies are beginning the process of holding a mirror up to themselves in order to uncover how systemic barriers, like racism, operate within the culture of organization and industry norms. Corporate citizens must make advancing equity a priority within its operational culture and business strategies. Corporations will require a shift in resources and pathways for promotions, hiring and access to services. Our communities are dependent on such shifts for economic recovery and for the Black and Brown workers who have been historically underrepresented in the corporate landscape. ABC can support with customized training, workshops, presentations, clinics, and executive coaching.

10 Essential Questions

ABC's 10 Essential Questions are designed to help leaders in various capacities – Workforce Development; Policy Development, Review, and Evaluation; Employers, Business Owners, HR Professionals & Hiring Managers; and Philanthropic Grant-Making, Policies and Practices – to look at their organizations through a critical and constructive lens to determine where and how they can create a more inclusive and equity environment.

Film Screenings

Associated Black Charities, in our mission to dismantle systemic racism, works together with creatives, historians and subject matter experts to create films that help uncover the Community underpinnings of structural racism, and how the events and policies of the past have helped shape our future. Previous collaborations include, *The History of Structural Racism in Baltimore*, an original film produced by ABC that exposed “the rot beneath the glitter” of how Baltimore became “Baltimore.”

Listening Sessions

Understanding the real needs of our communities is the first step in developing impactful solutions to improve opportunity for African Americans. To that end, Associated Black Charities is committed to conducting listening sessions throughout African American communities, at which community members can share issues and concerns affecting their families and ability to obtain success. The results of these sessions will be brought back to use in consideration for identifying opportunities for outreach, programming, ongoing communication, and legislative advocacy.



EQUITY ALLIANCE

A segmented steering committee comprised of representatives from a prestigious group of organizations and corporations committed to advancing equity initiatives for African Americans, the ABC Equity Alliance serves as an advisory and sounding board for the Associated Black Charities leadership.

Each of **five committee advisory cohorts** meets virtually quarterly in a setting that provides a forum for collaboration, consultation, cohort specific professional development, and identification of emerging trends in addressing issues related to structural racism.

In addition, each committee advisory cohort informs ABC's initiatives and is apprised of event announcements, policy updates, and continuing learning opportunities.

A comprehensive alliance meeting involving all advisory cohorts will take place annually.

Rolling Annual Membership:

\$5,000

CORPORATIONS

\$1,500

BLACK OWNED BUSINESSES

\$1,500

NON-PROFIT ORGANIZATIONS

\$1,500

HEALTHCARE/HEALTH ADVOCACY

\$500

FAITH-BASED ORGANIZATIONS

ABC GALA

2023 Gala Partnership Levels & Benefits:

Probably most known for its Gala celebration, each summer ABC hosts supporters at an event meant to honor and recognize leaders and uplift the body of work we carry. In 2023 the ABC Gala, themed, “To Baltimore, With Love...” will take place on Saturday, June 10, 2023 and will honor grassroots Baltimore Community organizations that have made a significant impact on Baltimore and the lives of Black people.

PRESENTING PARTNER \$50,000

- *Recognition as Gala & VIP Presenting sponsor
- *Two reserved tables (20 VIP attendees) with premier seating
- *Company Name/Logo prominently displayed on event signage and event video recognition
- *Company Name/Logo on printed Gala Ad materials, and inclusion in communications, on website, signage, and at press events
- *Full page ad in Gala program
- *Night-of recognition from the stage and opportunity to offer remarks during event
- *Acknowledgement in ABC Newsletter

DIAMOND PARTNER \$25,000

- *One reserved table (10 VIP attendees)
- *Company Name/Logo displayed on event signage and event video recognition
- *Company Name/Logo inclusion in communications, on website, signage, and at press events
- *Full page ad in Gala program
- *Night-of recognition from the stage and opportunity to introduce event speaker
- *Acknowledgement in ABC Newsletter

PLATINUM PARTNER \$15,000

- *Recognition as Cocktail Hour Sponsor
- *One reserved table (10 attendees)
- *Company Name/Logo displayed on event signage and event video recognition
- *Company Name/Logo inclusion in communications, on website, signage, and at press events
- *Half page ad in Gala program
- *Acknowledgement in ABC Newsletter

GOLD PARTNER \$10,000

- *One reserved table (10 attendees)
- *Company Name/Logo inclusion in communications, on website, and signage
- *Half page ad in Gala program

SILVER PARTNER \$7,500

- *One reserved table (10 attendees)
- *Company Name/Logo inclusion in communications, on website, and signage
- *Quarter page ad in Gala program

BRONZE PARTNER \$5,000

- *Reserved seating for 5
- *Company Name/Logo inclusion in communications, on website, and signage
- *Quarter page ad in Gala program

COMMUNITY PARTNER \$2,500

- *Reserved seating for 2
- *Company Name/Logo inclusion in communications, on website, and signage
- Listing in Gala program

EQUITY IN ACTION

CONFERENCE

2023 Partnership Opportunities

ABC's Equity In Action Conference is designed for public and private corporations, non-profit organizations, community leaders, advocates, policymakers, and workers interested in learning more about growing equitable opportunities for people of color.

The Equity In Action Conference will be an opportunity to learn and prepare as we work collaboratively to make our workplaces and communities safe spaces for all individuals. This opportunity to come together and renew a commitment to our individual and collective equity work aims to improve sustainable experiences and outcomes for the systemically marginalized and underrepresented through inclusive and anti-racist strategies. This year, the conference will take place on **Saturday, November 11, 2023**.

	PRESENTING	DIAMOND	PLATINUM	GOLD	SILVER	BRONZE	EXHIBITOR
Live Opening Remarks During Conference	✓						
"Presented By" Promotional Material Branding	✓						
Company/Organization Video Highlight	✓	✓					
Sponsor Stage Signage	✓	✓					
Branded Workshop Presentation	✓	✓					
Asset Inclusion Throughout Conference	✓	✓	✓				
Inclusion in National Conference Press Release	✓	✓	✓	✓			
Recognition From The Dais As A Conference Sponsor	✓	✓	✓	✓			
Logo On All Sponsor Signage	✓	✓	✓	✓	✓		
Listing on ABC Website/Social Media	✓	✓	✓	✓	✓		
Featured in E-Communications & Event Promotions	✓	✓	✓	✓	✓	✓	✓
Conference Exhibitor Table	✓	✓	✓	✓	✓	✓	✓
Ad In Conference Program Journal	2 PG.	FULL	FULL	1/2	1/2	1/4	
	\$50,000	\$25,000	\$15,000	\$10,000	\$7,500	\$5,000	\$1,500



ABC Associated
Black Charities

WOMEN ON THE MOVE

2023 Event Partnership Opportunities

Black women have been tapping into their power, rising as entrepreneurs and professionals, serving as the driving force in their communities, and shaping the world!

Women On The Move is a flagship event that facilitates impactful networking and high-value mentorship opportunities among motivated women at all stages of age, career, and influence. *Past speakers and guests have included Jada Pinkett-Smith, Sunny Hostin, Shelonda Stokes, Crystal Berger, Bianca J Jackson, Arion Long, and Ellington West.*

This annual in-person ABC empowerment & networking event features a guest panel of women leaders and entrepreneurs, with one-on-one mentoring opportunities and an open networking reception.

	PRESENTING	MENTORING	NETWORKING	SUPPORTER	EXHIBITOR
Live Opening Remarks During Event	✓			■	■
"Presented By" Promotional Material Branding	✓			■	■
Sponsor Stage Signage	✓	✓		■	■
One-On-One Mentoring Segment Branding	✓	✓		■	■
Networking Reception Branding	✓	✓	✓		
Inclusion in National Event Press Release	✓	✓	✓		
Recognition From The Dais As An Event Sponsor	✓	✓	✓	✓	
Logo On All Sponsor Signage	✓	✓	✓	✓	
Listing on ABC Website/Social Media	✓	✓	✓	✓	✓
Featured in E-Communications & Event Promotions	✓	✓	✓	✓	✓
Event Exhibitor Table	✓	✓	✓	✓	✓
	\$15,000	\$7,500	\$5,000	\$2,500	\$1,000

We believe in working to combat, dismantle, and eliminate the many outcomes of structural racism that continue to disadvantage African Americans.

ADVOCATE

Changing
Systems

BROKER

Expanding
Opportunities

CONVENER

Increasing
Access





ABC Associated Black Charities

ABC works as an educator, advocate, and supporter to eliminate race-based structural barriers and advance long-term solutions that create new opportunities for African Americans to thrive.

We envision a world that prioritizes measurable change in the lives of African Americans and works actively toward the elimination of racial disparities resulting in improved outcomes for all.

Your support is critical in continuing to change the future.

THANK YOU!

ASSOCIATED BLACK CHARITIES IS A 501(c)3 NON PROFIT ORGANIZATION

2023 Commitment to Associated Black Charities

☐ General Organizational Programming Support \$ _____

- ☐ ABC Academy
- ☐ Webinars (Equity at Work Series and Equity First Speaker Series)
- ☐ Board Pipeline Leadership Development Program
- ☐ Volunteer Career Mentoring Program
- ☐ Racial Equity Training
- ☐ ABC's DEI Toolkit
- ☐ Workplace Support
- ☐ 10 Essential Questions
- ☐ Film Screenings
- ☐ Listening Sessions

Equity Alliance

- ☐ Corporations (\$5,000)
- ☐ Black Owned Businesses (\$1,500)
- ☐ Non-Profit Organizations (\$1,500)
- ☐ Healthcare/Health Advocacy (\$1,500)
- ☐ Faith-Based Organizations (\$500)

ABC Gala

- ☐ Presenting Partner (\$50,000)
- ☐ Diamond Partner (\$25,000)
- ☐ Platinum Partner (\$15,000)
- ☐ Gold Partner (\$10,000)
- ☐ Silver Partner (\$7,500)
- ☐ Bronze Partner (\$5,000)
- ☐ Community Partner (\$2,500)

Equity in Action Conference

- ☐ Presenting (\$50,000)
- ☐ Diamond (\$25,000)
- ☐ Platinum (\$15,000)
- ☐ Gold (\$10,000)
- ☐ Silver (\$7,500)
- ☐ Bronze (\$5,000)
- ☐ Exhibitor (\$1,500)

Women On The Move

- ☐ Presenting (\$15,000)
- ☐ Mentoring (\$7,500)
- ☐ Networking (\$5,000)
- ☐ Supporter (\$2,500)
- ☐ Exhibitor (\$1,000)

☐ General Operating Support \$ _____

TOTAL 2023 SUPPORT

\$ _____

Contact:

Shevelle Montgomery

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Associated Black Charities

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