




MOTHERS
 FOR JUSTICE & EQUALITY

*Empowering Women,
Youth, & Families*







MOTHERS FOR JUSTICE & EQUALITY

2022 Community Impact Report

Mission Statement

The mission of MJE is to end neighborhood violence by empowering mothers and youth to challenge the normalization of violence and become effective catalysts for change in their homes, schools, and communities. We engage mothers, youth, & families by providing targeted support, educational opportunities, and the opportunity to advocate for peace as a community.

Contact Us

-  (617) 516-8086
-  info@mothersforjusticeandequality.org
-  mothersforjusticeandequality.org
-  **Roxbury Office:**
2201 Washington St 3rd fl, Roxbury, MA 02119
- Hyde Park Office:**
1017 River St, Hyde Park, MA 02136

Letter from the President & CEO



Monalisa Smith



Dear Friends,

Mothers for Justice and Equality provides mothers, youth, and their families with direct services to help them recover from traumatic experiences and find quality employment, housing, and childcare to improve their overall quality of life.

In 2022, we found that undiagnosed and untreated mental health problems are significant barriers that keep individuals and families from moving out of poverty into more sustainable living. These conditions affect the head of the household and directly impact their children's well-being.

This past year, The Center for Disease Control Prevention (CDC) reported that children's mental health is connected to their parent's mental health. A recent study found that **1 in 14 children** has a caregiver with poor mental health. Mothers, fathers, and other caregivers who have a parental role need support, which, in turn, helps them support their children's mental health.

Today, our families face an escalation of mental health crises with little to no resources for support. This makes it very difficult for working caregivers to navigate the need to provide economic resources for their families while caring for themselves.

In 2022, MJE experienced a **35% increase** in demand for our services. I am happy to report that MJE was able to meet the need and provide **over 5,000 individuals** with job training, case management, housing advocacy, career readiness training, wellness workshops, food deliveries, free chrome books, and more.

We also recognized that our employees need just as much support as our clients. MJE is not just a trauma-informed agency; we pride ourselves on being a trauma-informed employer. We've created more quality benefits that support a work-life balance. We offer our employees affordable healthcare, reduced work hours, an Employee Assistance Program, matched savings for retirement, additional PTO, and wellness hours.

As you read through MJE's 2022 impact report, you will learn about the tremendous impact MJE has on caring for our community members and their families while providing an excellent place for our employees to work.

None of this would be possible without the support from our partners and stakeholders. On behalf of all of us at MJE, I want to thank you for believing in us. Thank you for believing that we can do something impactful to improve the lives of our mothers, youth, and their families.

Mother to Mother, neighbor to neighbor, together we can change the story of our streets and heal in the process.

In Peace,

Monalisa Smith
Founder, President, & CEO

Board of Directors



Renée Omoladé – Board Chair

Renée is the Director of Boston Community Hub Schools. She focuses on Liberatory Education and aims to organize the assets and resources of school communities to improve the academic achievement of talented Boston Public School scholars. A South End native, Dorchester resident, and Boston Latin School alumna, Renée earned a Bachelor of Arts in Sociology with a double minor in Africana Studies and Gender & Women’s Studies from Emmanuel College and is a candidate for her Master’s in Public Policy at Northeastern University.



Cyntoria Grant – Treasurer

Cyntoria is the Associate Director, Public School Partnership Harvard Public Affairs & Communications for Harvard University. She holds a Master’s Degree in Organizational Leadership from Ashford University, a Graduate Certificate in Health and Nonprofit Management from Suffolk University, and a B.A. from Eastern Nazarene College.



Eileen Paterson – Clerk & Secretary

Eileen, a retired Administrator, is a remarkably courageous black woman grounded in her Christian faith. She is a daughter, mother, grandmother, and great-grandmother. Eileen has an Associate’s Degree in Business Management from Fisher Junior College and a Compensation and Benefits Management certificate from Northeastern University. She has also volunteered at the Women’s Shelter, Shattuck Hospital, and Missionary for Charity in Trinidad.



David Dolbashian – Director

David is the Executive Director of South Africa Partners and has a lifelong commitment to social and environmental justice. In addition to his board membership with MJE, he is a member of the board of the “League of Women Voters of the Worcester Area.” David holds a B.A. from Colby College and an M.B.A. from Clark University.



Hannah A. Martinez – Director

Hannah is the Master’s Clinician for Roxbury Multi-Service Center. She is the recipient of a Boston City Council Award for an exemplary community mental health outreach provider to the diverse population of inner-city Boston. Ms. Martinez received her first degree in Biological Sciences from the University of Southern California in Los Angeles and her graduate degree in Counseling and Public Health from Tufts University. A native of Ghana, Hannah focuses on Post-Traumatic Stress experience and culture.

Who We Are

Mothers for Justice and Equality (MJE) aims to end neighborhood violence by empowering mothers and youth to challenge the normalization of violence.

We believe Mothers are fierce and nurturing protectors; when given proper tools, they can channel their energy to build neighborhoods where playgrounds are safe and sidewalks are non-threatening.

Since 2010, MJE's trauma-informed services have supported the academic, workforce development, health, and wellness needs of those impacted by community violence, including single mothers, youth, and their families.



Who We Serve

We serve Individuals & Families primarily in **Roxbury, Dorchester, Jamaica Plain, Mattapan, & Hyde Park, Massachusetts**, who are:

- 1 Facing racial inequities
- 2 Endangered by community violence
- 3 Unemployed or at risk for job loss
- 4 Living in poverty
- 5 Homeless or risk of homelessness
- 6 Recent or Undocumented Immigrants
- 7 ESL Speakers
- 8 Struggling with physical/mental health
- 9 Young parents
- 10 Opportunity Youth
- 11 Formerly Incarcerated (returning citizens)

Violence in our communities does not just impact direct victims. Our population is struggling with the impact of trauma due to community violence, homicide, domestic violence, and related issues. Grieving mothers, siblings, and families are often left behind. Studies have shown that this target population faces challenges in all aspects of life due to the impact of trauma and grief.



Mission Statement

The mission of MJE is to end neighborhood violence by empowering mothers and youth to challenge the normalization of violence and become effective catalysts for change in their homes, schools, and communities. We engage mothers, youth, & families by providing targeted support, educational opportunities, and the opportunity to advocate for peace as a community.

Vision for Success

To ensure our children a promising future, they must have the support of the entire community. MJE has the vision of a world in which it is never normal or acceptable for children to be murdered. We believe that change will occur as the internalized expectations of what is acceptable in our neighborhoods change. Mothers are influential changemakers in our communities, and when given the right tools, they become advocates for transformation.

By reclaiming the identity of our communities, we restore a sense of hope and purpose.



Racial Equity

At MJE, we understand the interconnected nature of discrimination and trauma. We intentionally move victims from pain into purpose by engaging trauma victims in their recovery and providing them with the tools to become community leaders.

MJE leadership and team members reflect the community we serve. We are attentive to employing Spanish and Haitian Creole-speaking staff to support our Hyde Park and Roxbury populations. Additionally, we want to ensure that our team is equipped to understand and help our clients' varied cultural needs. Hannah Martinez, MJE Board Director and professional in Multicultural Therapeutic Response, provides Multicultural Case training multiple times a year.

What Matters Most

The school-to-prison pipeline is forthcoming for our young adults, youth, and families. A single mishap or misunderstanding can cost the opportunity to go to college or get a job because of inequities in the systems in which we live. Young adults, single parents, and teen parents in our communities do not see a bright future for themselves; they see poverty and a need to earn money. They experience racism in the networks in which they travel. Criminal activity and gang involvement become viable ways to make money and gain connections they lack. Many have few role models showing them another way.

MJE is founded on the model of recovery through connectivity. The main assets of MJE clients include a commitment to supporting one another and a strong desire to improve their circumstances. Participants realize they are not alone in their struggles. While setting motivating and attainable personal goals, they become empowered to advocate for change with their friends and family.



Health Equity & Community Engagement



MJE has taken an innovative approach to address our client's needs through our Health Equity and Outreach Initiatives:

- **100 Thanksgiving food baskets** were distributed.
- **1,000 children** served through our annual Toys for Tots.
- Support for **50 families** monthly with Rental Assistance applications, resulting in **\$500,000** annually from various rental assistance partners.
- Support for **200 families** yearly with groceries or grocery gift cards for disabled and non-disabled clients.
- Phone banking and email communication with an average of **150 clients** each week.
- Providing Health and Wellness programs, including **Healing Through the Arts Support Group, Trauma Resiliency Listening Sessions, Be Fit Fitness Program**, and more.
- Providing one-on-one Case Management for clients.
- Presenting at regular community health center tabling events for outreach.
- Hosting our **7th Annual National Conference**, bringing together **100 women** from across the country to share their stories, heal, and convene for community action.

Partnerships:

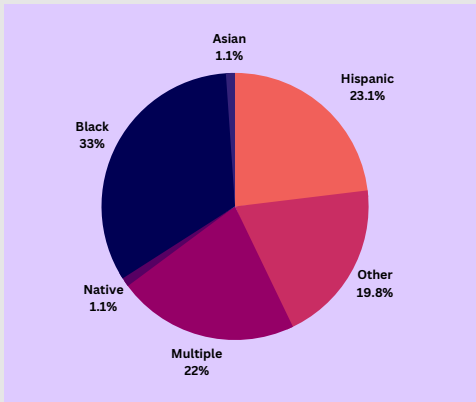
- Partnered with the City of Boston Neighborhood Trauma Response Team
 - Direct services to individuals impacted by violence and share information in the community about our programs, recruit participants, and respond to incidences of violence in the community.
- Partnered with the Mattapan Community Health Center for the weekly "Fair Food Program" to help distribute food to families in the community.
- Partnered with the Department Of Public Health Gun Violence Prevention Intervention Treatment and Recovery Program
 - Serves **200 young people** in gun violence prevention initiatives



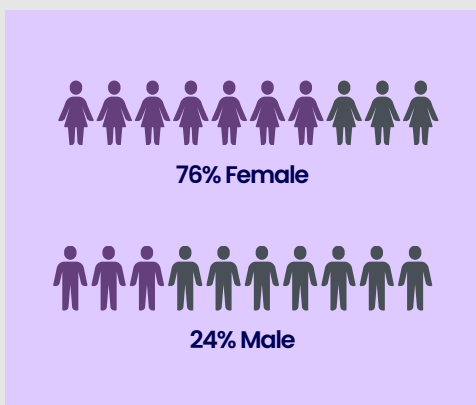
2022 Data Overview



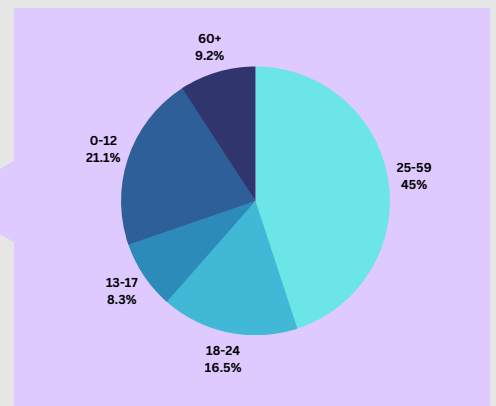
Thanks to opening our Hyde Park location in 2022, MJE supported 5,200 individuals, an almost 60% increase from 2021. Almost all clients were survivors of homicide as well as domestic or family violence.



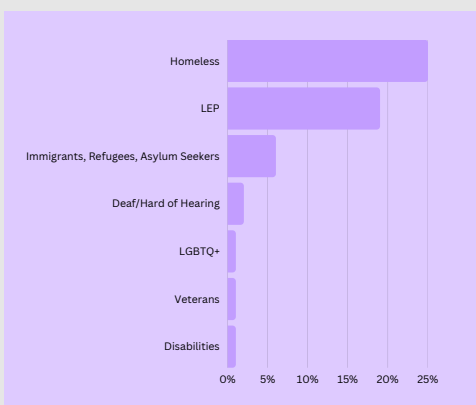
Client Race



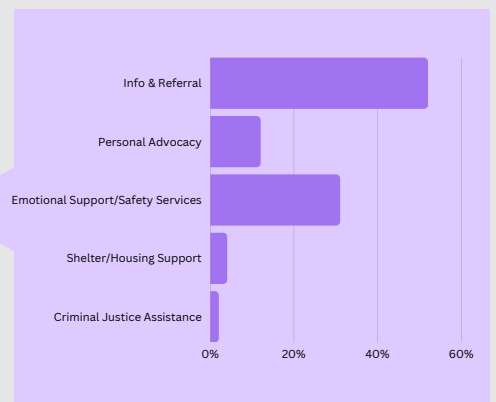
Client Age



Client Sex



Service Type



Special Populations

Adult Education & Workforce



MJE's Adult Education and Workforce Development program supports trauma victims living in poverty or facing chronic unemployment. The program strengthens them to become a force for community action and a candidate to re-enter the workforce. While enrolled at MJE, participants begin to understand the role of trauma in their lives while learning and strengthening cognitive and technical skills in MJE's "You Matter" training.

MJE tables at approximately 50 events per year to reach community members. MJE receives client referrals from agency partners, including the Department of Transitional Assistance, the Department of Youth Services, Brigham Women's Hospital, Shelters such as St. Mary's, the HEART Consortium's Healthcare Jobs Pipeline Grant, and more.

1

INDIVIDUALIZED SERVICE PLAN (ISP)

At intake, MJE defines an ISP to determine needs along five tracks for each individual: **Family Stability, Well-Being, Financial Management, Education, and Employment.** The ISP is a working document that follows the participant throughout all components of those engagements.

2

TRAININGS

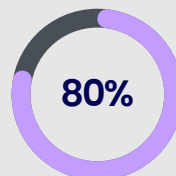
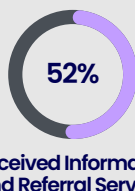
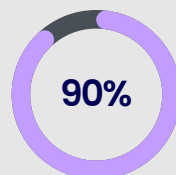
Clients will typically begin with a two-week **trauma-recovery and financial literacy training** followed by **case management and career readiness training**, including **computer literacy, on-site trainings, referrals to vocational programs, internships**, and more. These programs align with a participant's interests in high-demand industries to ensure employment.

3

CASE MANAGEMENT

Case Managers provide ongoing support to identify emerging challenges and provide resources to ensure success. The **trauma-sensitive environment** of our office space and mentoring helps participants reenter the workplace after extended unemployment.

2,767 adult clients enrolled in programs and trainings at MJE



Youth Development



MJE's youth engagement and education efforts challenge unequal relationships and social patterns underlying the causes of violence. We seek to ensure that children and youth in our communities can access healthy enrichment activities, including Case Management. Our goals are to empower youth to be leaders, recover from trauma, and prepare for the workforce.

- **Youth Peer Leadership** for high school students offered at Boston Public School sites and MJE in the summer.
- **STEM** for middle school-age students offers in partnership with area Boston Public Schools.
- **Second Chance program** for youth aged 16-24 who may be out of school/out of work, involved with DYS or other systems, and in need of targeted support.
- **Young Parents** aged 14-24 supported in group programming and with Case Management. MJE serves young mothers at our Roxbury location through Brigham and Women's Young Parent Program - Stronger Generations.

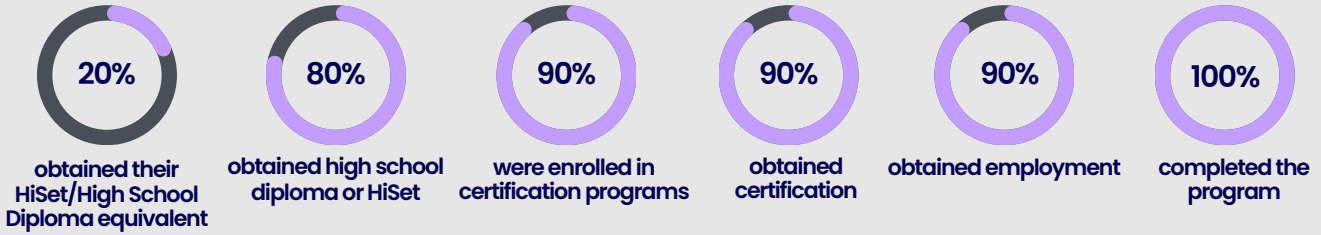
All youth programs include one-on-one Case Management outside of group time as needed. The programs assist participants and their caregivers with accessing additional services, including child care, banking, housing, shelter, and more.

MJE supports youth to become "Future Ready" by emphasizing the nine core soft skills for work readiness:

- 1 Perseverance
- 2 Communication
- 3 Optimism
- 4 Confidence
- 5 Self-Control
- 6 Discipline
- 7 Tolerance
- 8 Critical Thinking
- 9 Collaboration



150 Young Parents



200 High School Student

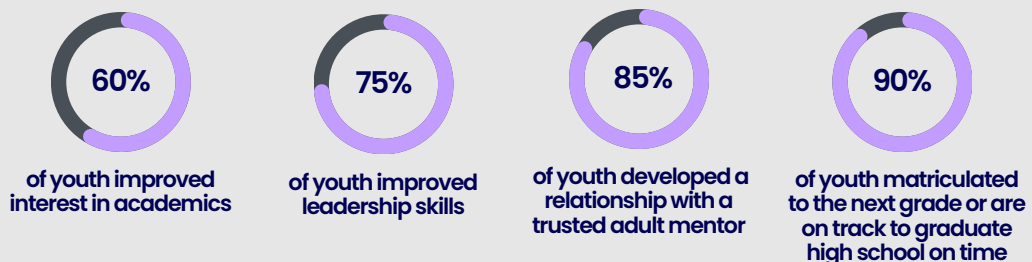


150 Middle School/STEM Students

This year we operated in 4 Boston Public Schools: James W Hennigan School, Brooke Charter School, Dearborn STEM Academy, and Jeremiah Burke 7th and 8th grade Academy and High School



Total 2022 Youth Outcome Indicators:





Agency Growth

MJE has answered the call from the community. In 2022, we expanded our services to Hyde Park residents by opening a second location. Much of our staff lives in the communities we serve and/or single mothers facing similar challenges to our client population. We aim to have 25 positions filled in total by the end of 2023.

We have been working in the communities and connecting with families through schools and other regional partners. With these elements in place, MJE is successfully expanding our trauma-informed services and doubling our impact.



Hyde Park location

Looking to the Future

Inspire Entrepreneurship Program

- In 2022, MJE secured funding from the Community Empowerment and Reinvestment program administered by the Massachusetts Office of Housing & Economic Development to launch the “Inspire Entrepreneurship Program.” This program supports women in developing their business ideas.

Social Enterprise

- MJE sees an opportunity to establish a social enterprise, effectively combining MJE workforce development training with employment. This is particularly intriguing for our single mothers with CORI records or other challenges to obtaining employment elsewhere. We will aim to develop a plan of action in 2023 that identifies strategic partners to support the launch in 2024/2025. Once operational, we expect to expand our job training and paid internship opportunities.

Women Empowerment Workshops

- New workshops are being offered to women nationally impacted by violence and looking for resources to move their pain into purpose. We are offering these trainings nationally, during flexible evening times, and with the help of alum participation.



Strategic Partnerships

- ABCD Head Start Mattapan
- Benjamin Franklin Institute of Technology
- Boston Public Health Commission
- Boston Public Schools
- Boston University
- Brigham and Women's Hospital
- Children's Services of Roxbury
- Community Resources for Justice
- Day and Evening Academy
- Department of Transitional Assistance
- Department of Youth Services
- Dimock Center
- Epiphany Child Care Center
- Justice Resource Institute
- Massachusetts Attorney General's Office
- Mattapan Neighborhood Trauma Team
- Mattapan Health Center
- Massachusetts Office of Victim Assistance
- McGrath House
- New England Culinary Arts Training Program
- Partners Health Care
- St. Mary's Center for Women and Children

Contracts

- Boston Public Health Commission
- Boston Police Department – Charles Shannon Award
- City of Boston Community Development Block Grant
- City of Boston Neighborhood Jobs Trust
- City of Boston Youth Fund
- Department of Public Health - GVP
- Department of Transitional Assistance - CIES
- Mattapan Community Health Center
- Massachusetts Office of Victims Assistance SNAP

Foundation & Corporate Grants

- Anna B. Stearns Foundation
- Susan and Donald Babson Foundation
- Paul and Edith Babson Foundation
- Blue Cross Blue Shield Foundation
- Boston Private Bank
- Brigham and Women's Hospital Second Generations
- Cummings Foundation
- DCU For Kids Foundation
- EOS Foundation
- Fish Family Foundation
- Gardiner Howland Shaw Foundation
- Imago Dei Fund
- John Hancock MLK Summer Fund
- JP Morgan Chase
- Liberty Mutual Foundation
- Massachusetts Convention Center Authority
- Perpetual Trust for Charitable Giving, managed by Bank of America Philanthropic Management
- Philanthropy MA Summer Fund
- Santander State Street Foundation
- The Yawkey Foundation





Over the past few years, MJE has intentionally focused on obtaining fee-for-service contracts to provide stable funding for our programming. In 2022, MJE diversified its revenue by lessening its dependence on philanthropic giving and adding fee-for-service revenue streams.

In 2023, MJE projects to raise 62% of revenue from government contracts and 36% from foundational and corporate sources. The balance is from individuals, special events, and in-kind services (such as donated space or volunteer hours). Our goal for revenue diversification is to have a 35% reliance on philanthropy, 15% individual donors, and 35% contract revenue (fee-for-service). This will provide MJE with long-term financial stability.

We are proud to share that we received a five-year grant from the Executive Office of Health and Human Services for our Adult Workforce Programming through their Safe Communities opportunity in 2023.

MJE wants to express our immense appreciation for your continued support. Thank you.



Mother to Mother, Neighbor to Neighbor, together we can change the story of our streets.

-Monalisa Smith
Founder, President & CEO of MJE

