



PRISMATIC 2020

ANNUAL REPORT

PRISMATIC



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A LETTER FROM OUR FOUNDER

Dear friends,

One year ago, we watched in shock as the unthinkable closures of our schools and community spaces gave way to the most transformative year in our careers in education.

As we faced this incredible uncertainty, my team and I were challenged to build resilience together. Through the practice of active, deep listening we rewrote our curriculum to meet the rapidly shifting needs of our community of parents, teens, and school administrators. We returned to our entrepreneurial roots, hustling for alternate sources of revenue to sustain our tuition-free programming. The new members of our team were able to pivot their roles, rapidly learn and apply fresh skills, and grow with humility to keep our organization thriving. And, as our team dove into a 9-month racial equity audit, we reflected on our role and responsibility in creating equitable classrooms through the intersection of Social-Emotional Learning and equity practices.

Unsurprisingly, as we navigated the vulnerability of the past year, it was our team's commitment to our own Social-Emotional Learning that carried us through. As our students explored uncertainty about the future, we learned alongside them. We led our students, and ourselves, through values assessment workshops, remembering that it's our values that define our true success and fulfillment, even when it's easy to feel trapped in societal expectations. And, as we embarked on an exhausting number of decisions, we were reminded that we are only capable of strength in leadership when we care for our mental health needs, inspiring the launch of a new workshop teaching our students sustainable mental health practices.

The greatest gift we've been given this year, with the backdrop of incomprehensible loss, violence, and injustice, has been the opportunity to experience firsthand the resiliency of teens across the country. In each weekly session, we joined them in exploring their vision for the future, stood alongside them as they built a true connection with their peers, and most importantly, bore witness to their infectious hope and commitment to themselves and their communities. As adults, we created the space to connect with our pain and loss from the past year, but it was our teens who reminded us that our connection to our purpose brings us the light necessary to move forward together.

In many ways, 2020 was the year Prismatic grew up. Our expanded capacity through partnership with The Brainchild Collective and the ever-present call for Emotional Intelligence in our culture has grown our student and stakeholder base immensely, bringing us through our startup phase and preparing us to scale our impact in truly meaningful ways. As we move into an ambitious 2021, we're doing so with a renewed sense of purpose - our belief that the most important work we can do in education is to ensure a new generation of emotionally responsive leaders. I'm confident this work has only become more relevant and impactful as we incorporate our collective lessons from an unprecedented 2020.

It's been a true honor to hold a role in carrying Prismatic to our next phase of growth alongside you - our supporters, board members, and the larger community of leaders who share our commitment to a better future through education.

Onward together,

Debra Giunta
Founder & Executive Director



OUR MISSION

Prismatic activates leadership potential for young people living in low-income communities by infusing social-emotional skill-building into career development education.

OUR VISION

We believe in creating a world where all people find advancement and fulfillment in their careers by ensuring that Emotional Intelligence is at the forefront of education for students of all ages.

OUR HISTORY

Prismatic was founded in 2016 by Debra Giunta, a Chicago-based entrepreneur, and educator. After 8 years of integrating social-emotional learning into dance through her arts education company Design Dance, Debra and her team developed Prismatic, a 501c3 aimed at expanding on social-emotional learning goals through a curriculum designed to prepare young people for a fulfilling career.

Guided by this mission, Prismatic has served 300+ students through mission writing workshops, in-school social entrepreneurship residencies, international leadership workshops in partnership with the US Embassy, and most recently, a virtual program reaching teens on a national level.

OUR PHILOSOPHY

“...emotional intelligence is the sine qua non of leadership. Without it, a person can have the best training in the world, an incisive, analytical mind, and an endless supply of smart ideas, but he still won't make a great leader.”

Daniel Goleman, Science Journalist & Author, Emotional Intelligence



EMOTIONAL INTELLIGENCE DRIVES PROFESSIONAL SUCCESS 2X MORE THAN STRONG TECHNICAL SKILLS & IQ COMBINED.

Prismatic's leadership programs complement academics by teaching the five national standardized Social-Emotional Learning skills that matter most in the workplace. When young people learn and practice social-emotional skills, they grow their emotional intelligence.

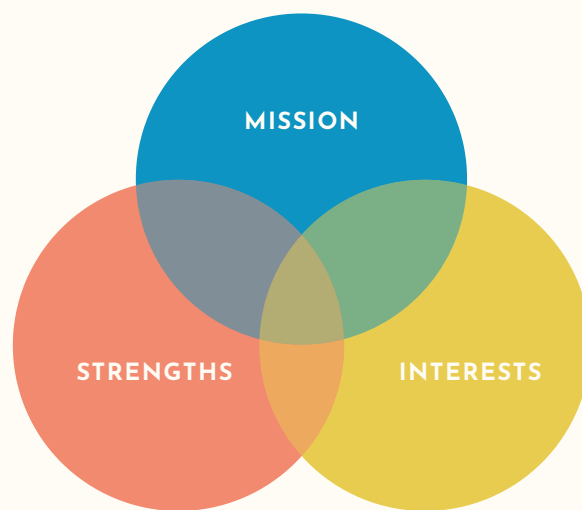
By infusing social-emotional skill-building into career development, we're on a mission to...

- help students make empowered, intentional choices about their education and future career paths.
- practice the research-backed skills that are proven to drive professional advancement, helping to ensure our students have the necessary skills to advance and lead.

WHAT WE TEACH

PRISMATIC IS A LAUNCHPAD FOR SUCCESS IN ANY FIELD.

All Prismatic programs incorporate three pillars of exploration aimed at building the leadership skills employers want to see and entrepreneurs need to succeed.



Through workshops, live panel discussions, and 1-1 mentorship, Prismatic students...

- build confidence in leadership through workshops teaching the five pillars of social-emotional learning: **Self-Awareness, Self-Management, Relationship Skills, Social Awareness and Responsible Decision-Making.**
- discover true empowerment through self-awareness in mission, vision, values, and strengths.
- see their potential by hearing from minority and underrepresented leaders, learn the entrepreneurial skills necessary to craft an intentional career path.

WHO WE SERVE

“Only 16% of children raised in poverty grow up to become economically successful adults.**”**

Bloomberg, 2017

Emotional Intelligence is crucial for all young people, but we know children in low-income communities are often not afforded as many opportunities to engage in SEL skill-building activities such as extracurriculars, career readiness programs, internships, apprenticeships, and more. Prismatic devotes 100% of our resources to providing free programs to teens living in communities where 80% or more families have a household income below the poverty line.

2020 STUDENT DEMOGRAPHICS

87%

OF OUR STUDENTS LIVE IN COMMUNITIES THAT HAVE A LOWER MEDIAN HOUSEHOLD INCOME THAN THEIR STATE'S AVERAGE.

85%

OF OUR STUDENTS ATTEND PUBLIC SCHOOLS THAT ARE MADE UP OF A MAJORITY OF BLACK AND HISPANIC STUDENTS.

87%

OF OUR STUDENTS LIVE IN COMMUNITIES THAT HAVE A HIGHER UNEMPLOYMENT RATE THAN THEIR STATE'S AVERAGE.

OUR 2020 IMPACT

45

STUDENTS SERVED IN 2020 ACROSS THREE PROGRAMS

20%

STUDENT POPULATION RESIDING OUTSIDE OF ILLINOIS DUE TO NATIONAL EXPANSION OF VIRTUAL IGNITE PROGRAM (WA, NY, GA, WI, CA, & MA)

79%

INCREASE IN PROGRAMMING DELIVERED

90%

OF STUDENTS SAY PRISMATIC EXCEEDED THEIR EXPECTATIONS



IMPACT IN PRACTICE: HEAR FROM OUR STUDENTS

“I learned a lot about myself and how I can use my strengths as a benefit in my everyday life and in my career. I learned so much from all the guest speakers and feel reassured. Everything that is meant for me in the future will happen at the right time.”

Enily, Prismatic Student

“I love it! I’m learning so much about myself and the world. My identity isn’t always valued so I appreciate this program a lot!”

Mikalah, Prismatic Student

“I really like the direction the program is heading. After each session I feel better about myself and it makes me more confident that I’m in great hands.”

Jimena, Prismatic Student

A DEEPER LOOK: MEET DAVID HARRELL JR.

CHICAGO-BASED - 15 YEARS OLD
SUMMER 2020 COHORT MEMBER & SCHOLARSHIP RECIPIENT

WHAT DO YOU HOPE TO SEE IN YOUR COMMUNITY IN 10 YEARS?

...in ten years...I hope that the police department is defunded and that those old funds are put into places like education and performing arts. The more resources students have during the time they are in school, the more they can find ways to make a difference or find their passions. I hope more students my age are encouraged to speak up for the things they believe in and grow into new leaders for the greater good...

WHAT ARE YOUR CAREER GOALS?

I want to be a leader for kids who may have not had a lot growing up but want to work hard in life just like me... I want to make sure that I am happy with my career and that my hard work is worth it every step of the way.

WHAT ARE YOUR STRENGTHS AND HOW WILL YOU USE THEM TO MAKE AN IMPACT?

Confidence. The biggest barrier to success is the fear of failure itself. I have learned showing confidence will show others that I have what it takes to accomplish my goals and will help me earn the resources I need in order to be successful.

WHAT'S YOUR BIGGEST TAKEAWAY FROM IGNITE?

Often times, with school and life it seemed that I knew myself but with the program the past month, it made me think more about how I could make a difference. Ignite has shown me how deeper knowing what you believe in, determining your strengths, and learning how to become your authentic self really matters.

WHAT SKILL WILL YOU BRING INTO YOUR DAY TO DAY LIFE?

I learned the importance of breathing and meditating during stressful times in order to help get back on track. Thanks to IGNITE, I know my self worth and know ways on how to come back a stronger person or in this case, a coder.

A DEEPER LOOK: MEET DELAIAH SNEED

CHICAGO-BASED - 16 YEARS OLD

SUMMER 2020 COHORT MEMBER & SCHOLARSHIP RECIPIENT

WHAT DO YOU HOPE TO SEE IN YOUR COMMUNITY IN 10 YEARS?

I would like to see more environmental health changes, as well as equitable food opportunities for all communities.

WHAT ARE YOUR CAREER GOALS?

My career goals are to be financially stable and build multiple assets around me, own real estate, become a lawyer, and study fields of education that I'm interested in around the world.

WHAT IS YOUR PERSONAL MISSION AND HOW WILL YOU USE YOUR STRENGTHS TO WORK TOWARDS IT?

I care a lot about helping people and promoting equity. Justice is only controlled by the oppressor and isn't in favor of the oppressed. My skill for leading and public speaking can be used for advocating for those that the system automatically incriminates, allowing for true change.

WHAT'S YOUR BIGGEST TAKEAWAY FROM IGNITE?

During this program I have learned to have patience with myself, as well as the art of expression without the worries of perception. Whenever I walk into new situations or struggle with old mistakes from my past, I will have formed this new idea within myself that not being perfect, and having all the answers is human. Being human does not mean punishing yourself to have unrealistic qualities. I will make mistakes, I will feel uncertain about my future, I may feel as though I don't have control over everything, and that's perfectly fine.

IN WHAT WAYS HAS YOUR PERSPECTIVE CHANGED THROUGH IGNITE?

Self-care is so much more than just taking care of yourself, but actually accepting and loving who you are.



IMPACT IN PRACTICE: HEAR FROM OUR EDUCATORS

“What I love about the IGNITE program is having the opportunity to work with students who are passionate about improving their communities and encouraging them by offering guidance and support. They are inspirational and ready to make a positive impact in the world!”

Nancy Uriostegui, Prismatic Instructor

“Having the opportunity to share my experiences from high school with the students from IGNITE was quite reflective and nostalgic. The students asked great questions that required me and other panelists to pause and intentionally find the lessons from our past that would answer the inquiry.”

Anthony Bolden, Prismatic Speaker

“IGNITE is an amazing program filled with engaged students that have so much to offer the world. From the curated panels to the expert leaders that sit on them, the program is such a value add to young people as they navigate their personal and professional paths.”

Afeya Montgomery, Prismatic Mentor

2020 Highlights

Alongside the universal challenges of this year, 2020 brought us joy and gratitude for continued opportunities for growth and impact.

IGNITE LAUNCH

In July 2020, we launched a new program called IGNITE in response to the challenges of COVID-19. This virtual program was designed for teens ages 14-18 living in low-income communities with a demonstrated passion for social change. Going virtual allowed us to expand our impact, reaching teens in underserved communities throughout the US. Our teens began to identify their passions and kick-start their personal goals by meeting with trailblazing mentors making a difference in Chicago and beyond. In 2020, we were able to bring essential programming to over 25 students from across the country and provide \$2,000 in scholarships to teens looking to blend their personal career goals with social change.

INTERNATIONAL GROWTH

In 2019, Prismatic, in partnership with the United States Embassy in Bosnia and Herzegovina (BiH), and Humanity in Action in BiH, held a 3-day social innovation conference in Sarajevo launching the Embassy's BOLD Initiative. Following this conference in 2020, under the guidance of our international partners Selma Memagić and Samira Nuhanović, five young people living in BiH launched EduLab, a professional internship program focused on getting students acquainted with the labor market through hands-on experience and direct mentorship from field experts. On launch, EduLab brought in over 100 program applicants hungry for a more meaningful professional life.

YEAR-END CAMPAIGN

Fundraising during a pandemic may seem counterintuitive, but with young people's futures on the line, we launched a full-scale year-end fundraising campaign with a goal to bring IGNITE to 200 students at no-cost. Despite our team being fairly new to large-scale fundraising, we're proud to have raised over \$28,000 through corporate sponsorships, partnerships, and independent donors. These funds allow us to continue to provide teens with career-altering programs nationwide.

ASSOCIATE BOARD SUPPORT

Our Associate Board was quick to pivot online, hosting four fantastic virtual fundraising events to benefit Prismatic and the IGNITE program. The board came up with fun, creative events like a virtual bartending class featuring Chef Alia Dalal, at-home fitness classes, and 90s team trivia over Zoom. Thanks to their dedicated efforts, we were able to award two IGNITE students \$1,000 scholarships to put towards the educational opportunities of their choosing.

SPRINGBOARD FOUNDATION

Near the end of 2020, Prismatic was notified that we'd been awarded a Springboard Foundation Grant, a multi-year investment providing operational support, management training, and community support. This three-year investment signified not only the Springboard Foundation's belief in Prismatic's budding work in Chicago's after-school community but also that investing in education needs to be a top priority so that today's teens can become tomorrow's leaders.

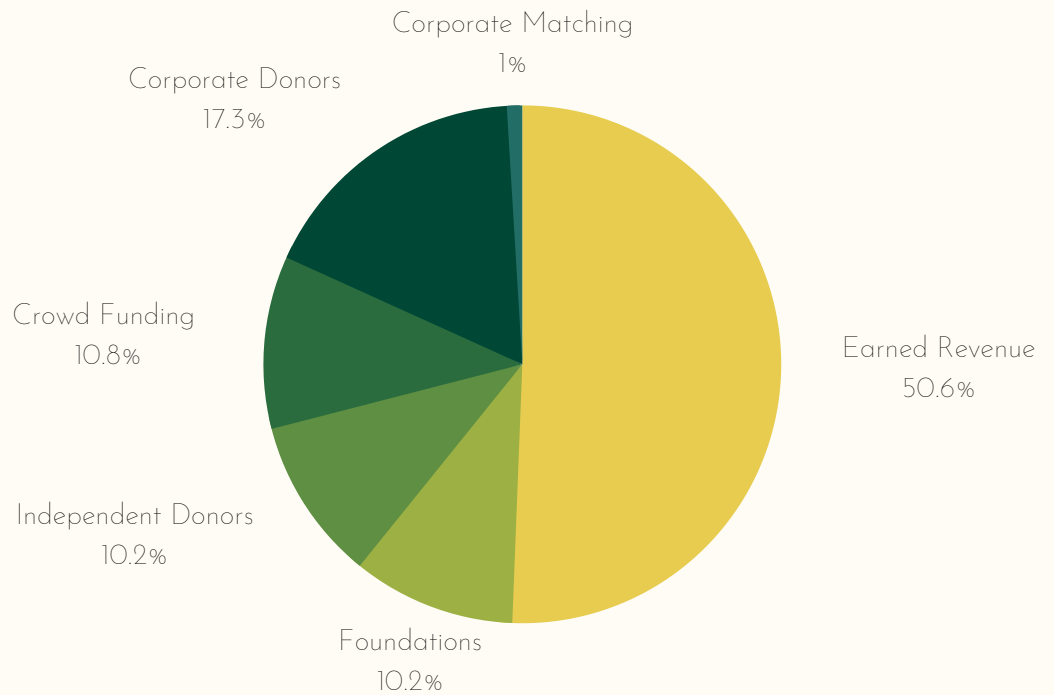
FEATURE IN CRAIN'S CHICAGO

Included in Crain's 2020 Notable Entrepreneurs was Prismatic's Founder & Executive Director, Debra Giunta. This list celebrates entrepreneurs who have created additional value within their field, and who continue to help make Chicago an opportunity hub for start-ups.

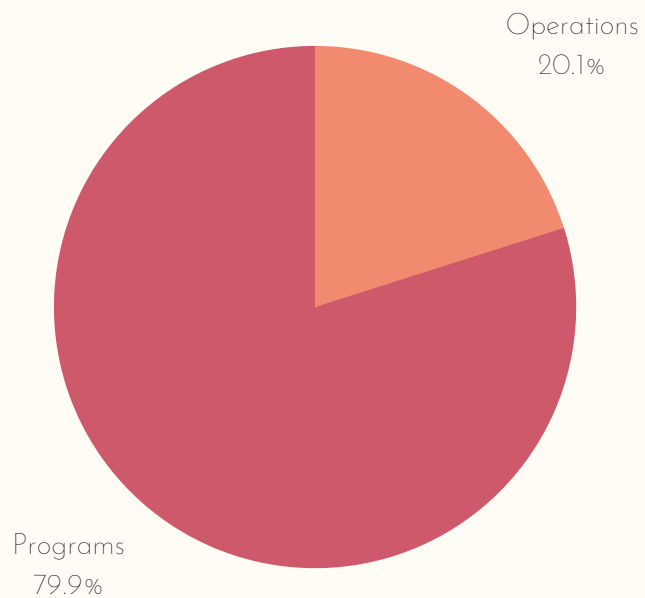
2020 FINANCIALS

FOR FISCAL YEAR ENDING 12/31/2020

REVENUE TOTAL: \$49,200



EXPENSES TOTAL: \$41,300



IN GRATITUDE: OUR COHORT SPONSORS

IN 2020, PRISMATIC LAUNCHED COHORT LEVEL SPONSORSHIP, A BRAND NEW OPPORTUNITY TO SUPPORT OUR TEENS.

This \$5,000 partnership tier is designed to better support our students by deepening corporate engagement and meaningful student mentorship across industries.

Cohort Sponsors create measurable impact by...

- funding tuition for 20 low-income teens through the 12-week IGNITE program free of charge.
- providing a \$1000 educational scholarship in their name to a high-performing student at the end of the program.
- offering students an opportunity to gain an inside look into their company while allowing meaningful engagement for employees with a desire to give back to their community.

We want to extend our sincere gratitude to 2020's cohort sponsors: Andrew Wong, MD, Nature's Fynd, Morgan Stanley, and GrubHub.

Thank you for ensuring 80 students in low-income communities across the country receive access to Prismatic programming this school year!

IN GRATITUDE: OUR CORPORATE PARTNERS

Prismatic's corporate partners not only provide free tuition for our students, they also ensure young people benefit from an inside look into their company and nurture the next generation of leadership.

“*I had a blast during my Ask Me Anything with the Prismatic students. They are bright, insightful, and curious thinkers. I was impressed by their persistence to find common ground, no matter the subject. I have no doubt these teens have bright futures ahead!*”

Corson Barnard, Prismatic Corporate Mentor, Omnicom

This year's corporate partners prioritized this investment in the midst of an incredibly tough year, ensuring we were able to meet the challenges of the moment.



Morgan Stanley



IN GRATITUDE: OUR VOLUNTEERS

Our volunteers are at the heart of our impact, introducing our students to professionals and inspiring leaders they may never have the opportunity to meet otherwise.

“I really enjoyed the opportunity to share my story in a safe space with engaging community leaders. Listening to how others challenge themselves to overcome their adversities was motivating and impactful. I appreciate Prismatic Movement’s dedication to prioritizing voices that are often overlooked and underrepresented. Looking forward to more opportunities to connect with game-changing leaders.”

JT, Prismatic Volunteer

Thank you to the 43 volunteers who joined our team to share their stories with our students and nurture a pipeline of next-generation talent...

- Abigail Tracy - Vanity Fair
- Afenya Pongo Montgomery - The iCan Collective
- Akele Parnell - Chicago Lawyers’ Committee for Civil Rights
- Alexandria Stewart - GEMS World Academy Chicago
- Alice Smelyansky - Ketchum
- Alicia Driskill - EvolveHer
- Anthony Bolden - Chicago Debates
- Ashley Coppola - Clark Hill
- Brittany Harris - Visual Artist, featured by NPR, Tampax, the National Women’s Law Center and more
- Brittney Bennett - Family Nurse Practitioner
- Carlton Moore - Accredited Investor
- Corson Barnard - The Designory
- Daniella Levitt - Leading Women Executives
- Enid Sun - UNC Chapel Hill
- Erin Emily Freeman - Ramboll
- Fabian Molina - Oddfellows
- Gabrielle Ruiz - Home Chef
- Gerri Witthuhn - INTERSTICE
- Jane Scudder - The New Exec
- Jessica Korthuis - Sohuis
- Johnae Mitchell - The Brainchild Collective
- JoLynn Smith - Credera
- Justin Carey - ORS Hair Care
- Justin Joshua Travis - Chicago Black Gay Men’s Caucus
- Karianne Michelle - Lofti
- Levi Baer - Second Shift
- L’Oreal Thompson Payton - OneGoal
- Meredith Dawson - NBC, Hulu, Apple, Amazon
- Mike Raab - The Garage San Francisco
- Mimi Khawsam-ang - Morgan Stanley
- Misha Cadet - Rush University Medical Center
- Morgan Angelique Owens - MAO Brands
- Naomi Brown - Licensed Clinical Social Worker
- Samantha Witthuhn - The Brainchild Collective
- Shala Akintunde - Shala.
- Shonali Diaz - SparkShop
- Sika Cook - AKIS Anesthesia
- Stephanie Clanfield - Miller Coors
- Stephanie Purdom - wild hope therapy
- Taylor Elyse Morrison - Inner Workout
- Taylor Shine - EvolveHer
- Mimi Khawsam-ang - Morgan Stanley
- Dori McWhorter - YWCA Metropolitan Chicago

IN GRATITUDE: OUR LEADERSHIP

Our leadership and program management team is the beating heart of Prismatic - pivoting in moments of uncertainty to raise funds, engage with students, adapt to the needs of school communities and build the vision for our next stage of growth.

EXECUTIVE TEAM

- Debra Giunta - Executive Director

BOARD OF DIRECTORS

- Alicia Driskill - EvolveHer
- Gaby Ruiz-Funes - Home Chef
- Jane Scudder - The New Exec
- Holly Glowaty - PrizeOut
- Johanna Klotz - Salo LLC

ASSOCIATE BOARD

- Chelsea Garot - Cresco Labs
- Olivia Weyers - Slalom
- Jordan Friedman - Capgemini
- Mimi Khawsam-ang - Morgan Stanley
- Stephanie Clanfield - Miller Coors

PROGRAMMING TEAM

Through partnership with The Brainchild Collective, Prismatic is able to maximize the efficiency of our budget and support the sustainability of our long-term impact. This team, led by Debra Giunta, leads programming and back-of-house operations for Prismatic while subsidizing shared costs with a community of SEL education partners.

- Debra Giunta - Chief Executive Officer
- Jonathan Saad - Chief Financial Officer
- Sam Witthuhn - Director of Partnerships
- Amanda Diiulis - Operations Manager
- Johnae Mitchell - Social Media Manager
- Sarah Pietlicki - Program Manager

Looking Ahead to 2021

We're on a mission to expand our reach through strategic objectives focused on scaling our impact with intention.

INVEST IN QUALITY

Through an investment in expanded internal training for our staff, board and teaching team, Prismatic is focusing on delivering on our promise to deliver current, high-impact, social-emotional skill building education that ensures every classroom is an emotionally responsive space designed to build emotional intelligence.

FOCUS ON SUSTAINABILITY

As we move out of our startup phase and look towards scaling our impact, we're focused on creating an engine for financial sustainability through thoughtful, reliable programs and diverse revenue streams.

EXPAND OUR COMMUNITY

We know we can go further together. We're growing our community of stakeholders with our first public board of directors and associate board search and building a volunteer engagement strategy for long-term engagement.

BECOME A CHANNEL FOR EQUITY

In 2020, we conducted a comprehensive audit of our equity practices across curriculum, training, program management, recruitment and operations. In 2021, we're putting our learnings in practice, ensuring that every Prismatic classroom is an equitable and responsive space for all students.

INCREASE STUDENT REACH

We doubled in size in 2020 and we're on track to triple our reach by the end of 2021. As we continue to scale, we're focused on more than just numbers. We're building assessment metrics designed to track depth of student experience to ensure our growth is intentional.

JOIN US

AS A MEMBER OF OUR COMMUNITY, 2020'S TREMENDOUS GROWTH IS LARGELY THANKS TO YOUR SUPPORT.

Our volunteers, funders, and partners have provided a runway for our team and inspiration for our students, ensuring that the COVID-19 crisis opened up opportunities for growth, focus, and impact.

We're taking this momentum into 2021 with our sights set on expansion with our feet firmly grounded in clarity of impact.

Use your voice to enact meaningful change for the next generation of leaders.

BECOME A VOLUNTEER.

Share your story and industry expertise with young people interested in your career path.

JOIN OUR LEADERSHIP TEAM.

We've launched our first public search for members of our board of directors. If you're passionate about educating the next generation of emotionally intelligent leaders, help us build the strategy to scale our impact in 2021.

BECOME A COHORT SPONSOR.

Want to activate your workplace around community impact? Sponsor a cohort through your company to open up meaningful volunteer opportunities for your team while building a pipeline of future leaders in your industry.



PRISMATIC

THANK

YOU!

We're grateful to all of our donors, volunteers, staff, and students for helping us meet the challenges of this year.

We can't wait to work with you in 2021!

hello@prismaticmovement.org

www.prismaticmovement.org

Follow Us!

