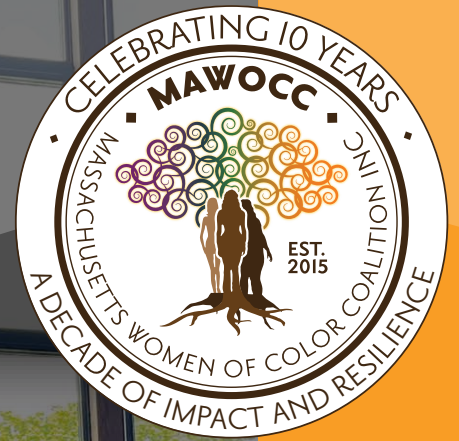


Empowering Women and Girls



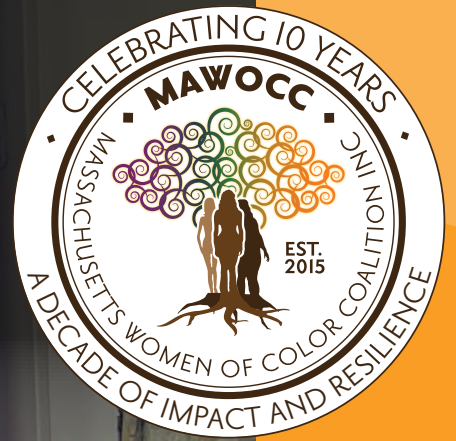
MAWOCC | 10 Years Strong



Massachusetts Women of Color Coalition
Impact Report | 2015 – 2025

Together we have the power to move mountains, shift systems, and ensure that the next decade is of even greater impact.

Celia Johnston Blue



A Message from the President & CEO

MAWOCC | 10 Years Strong



Dear Friends,

Ten years ago, MAWOCC was born from a bold vision: to create a Commonwealth where women of color could thrive free from systemic barriers of racism and sexism. As we celebrate our 10th Anniversary, we honor that vision—and the extraordinary resilience that brought us here. We know that the work is far from finished. Inequities in health, wealth, leadership, and justice remain real. That is why MAWOCC is setting forth the goal of raising \$1.5 million this year—to fuel our programs, strengthen our coalition, and continuing to transform lives across Massachusetts.

This journey has not been easy, but every challenge has been met with courage and a determination to transform lives. Together, we have built a coalition that uplifts voices too often left unheard, and we have laid a foundation for the next generation of leaders. With your continued partnership, we will deepen our impact in political and civic leadership, health equity, economic empowerment, leadership and workforce development, mentorship and advocacy.

Together, we have the power to move mountains, shift systems, and ensure that the next decade is of even greater impact. Thank you for being a part of this journey, for your love, and for your steadfast belief and investment in our shared vision of authentic inclusion. The best is yet to come!

With gratitude and love,

Celia Johnston Blue

President and CEO, Visionary and Founding Member
Massachusetts Women of Color Coalition (MAWOCC)

Our Vision

A Commonwealth of authentic inclusion where racism and sexism no longer dictate the outcomes of women of color and our communities.

Our Mission

Massachusetts Women of Color Coalition is dedicated to eradicating the racial inequities among women of color created by structural, institutional, interpersonal, and internalized racism. We will address racial inequities

through authentic inclusion in the areas of political and civic leadership, education justice, economic power and sustainability, criminal justice reform and health and wellness. Our success will maximize the benefits and contributions for all aggrieved communities of color and the Commonwealth as a whole.

Our Key Platforms

Political & Civic Leadership | Economic Power & Sustainability | Health & Wellness

MAWOCC is Growing and Recognized as a Leader



From a 100% volunteer effort (2015 – March 2022) to...

Being spotlighted as one of the community-based organizations making a difference at Worcester's 39th Rev. Dr. Martin Luther King Jr.'s Community Breakfast

Voted one of the 10 most influential organizations in 2024—*Boston & Beyond by Get Konnected!*



Reaching 20,000 individuals throughout Massachusetts



Partnering with 40+ other organizations!

Growing our membership and influence—from 450 to 1,000 members in the past three years!

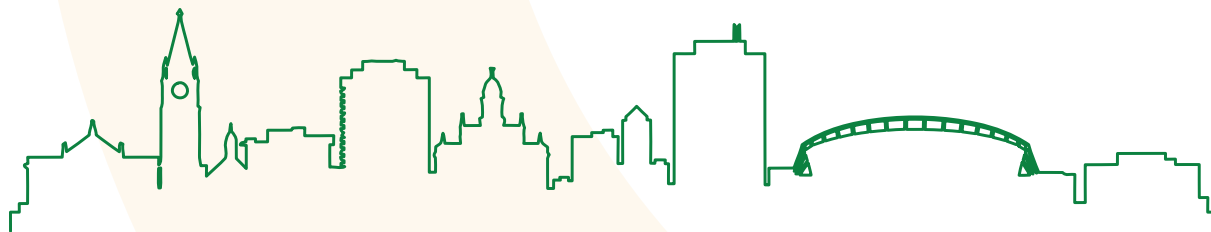


A full time President and CEO since 2022—who was also recognized as **Advocate of the Year in 2024** by the Center for Women and Enterprise



New Worcester headquarters in 2024

Launched our landmark Leadership, Mentorship and Workforce Development Program: **Intergenerational Leadership Academy!** ILA is in its third year



See video highlights of our 10th Anniversary Gala weekend: youtube.com/watch?v=zEWHOgKuX8Y

We Are the Voice of Change

MAWOCC educates, organizes, mobilizes and advocates for and about issues important to Women of Color. MAWOCC is a statewide membership based, nonprofit, nonpartisan organization. We provide programming and initiatives to address racial and gender inequities through our key platforms, Political and Civic Leadership, Economic Power and Sustainability and Health and Wellness. We also provide leadership and workforce development programs to equip our members and provide mentorship programs to support our next generation of leaders. Additionally, we advocate for policy and legislative changes that are aligned with our work. MAWOCC is a connector, connecting Women of Color from across the state through various programs, networking and partnership opportunities.



Political & Civic Leadership

MAWOCC takes action to ensure our communities are well informed on how to participate and stay engaged in local, state and federal government and why voting matters.

Impact Highlights

20 candidate forums and 7 civic engagements

were held across Massachusetts which included high school students



Broader Coalition formed

with MA Voter Table, League of Women Voters MA, MassVOTE and the American Civil Liberties Union, Partners in Democracy and Healthy Democracy Coalition

Voter guides aligned

with MAWOCC's mission to inform our communities; provided voting information to our communities via phone banking and PSA outreach



Began International Advocacy

partnering with World Boston for a Women in Politics and Civil Society global convening of 20 women leaders from around the world

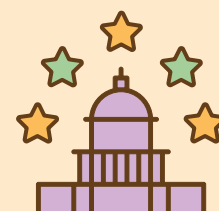


Launched Beyond the Ballot Box

programming with partner Standing up for Racial Justice to educate on different models of government, power of voting and how to actively stay engaged and participate

5 Major Legislative Wins!

- 2018 The Criminal Justice Reform Act of 2018
- 2020–2021 An act relative to voting options in response to Covid-19
- 2022 The Votes Act permanently expanded voting access
- 2024 Francis Perkins Workplace Equity Act—addresses the wage gap
- 2024 An Act promoting access to midwifery care and out-of-hospital birth options



2 Ballot Question Wins!

- Fair Share Tax Amendment—Increased funding for public education and transportation
- Work and Family Mobility Act—All residents of any status can apply for and receive Massachusetts driver's licenses

Political & Civic Leadership *continued*

Boards and Commissions Training

MAWOCC takes action to encourage and support women to run for office, serve on boards and commissions and get appointed to senior level government roles.

In partnership with the Center for Women in Politics and Public Policy at UMass McCormick Graduate School, MAWOCC launched an annual Boards & Commissions Training focused on:

- Foundations of good governance
- How to navigate politically as women of color
- Why representation matters more than ever
- How to connect with changemakers, building equity from the inside out



**Be at the table.
Wield your power.
Shape the future.**

“MAWOCC gave me the confidence to run for office ... and win.”

Training Participant

“I am exploring opportunities to serve on boards geared towards women and particularly women of color. I am certain I will find ways to implement changes as I move forward in my journey.”

Training Participant



Intergenerational Leadership Academy Inaugural Cohort of Women of Color Track

Leadership, Mentorship and Workforce Development

Intergenerational Leadership Academy (ILA)

Developing our current leaders & building the next generation of leaders

The ILA is for **women of color** and **girls of color in grades 9-12**, who are more likely to experience marginalization, discrimination, and gendered and racial stress. The ILA provides a safe, empowering space for participating women and girls to develop holistic leadership skills and build the confidence they need to combat systemic and structural racism.

“The Intergenerational Leadership Academy has shaped me into a more intentional, self-aware, and connected leader. I leave this program with practical tools, a stronger sense of confidence, and a deeper understanding of the power of leading in community with other women of color.”

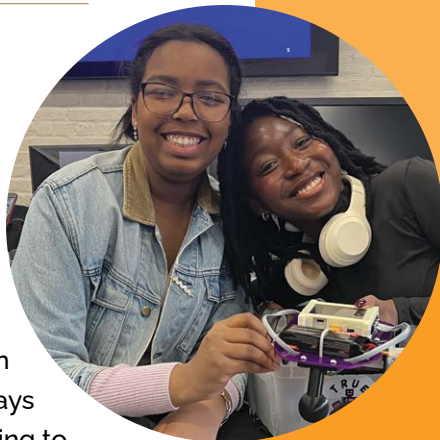
“I was really excited to network with other girls who are interested in becoming leaders in their community and making a difference. I am learning about a lot of important topics including how to manage my finances, addressing racial trauma, finding ways to heal our mental health, and also how to become a leader and develop my own authentic leadership style.”

Michelle, Age 16

“From the beginning of this program to now, I have grown in deeper and more intentional ways than I expected. I came in wanting to strengthen my leadership skills, but I am leaving with a clearer sense of purpose especially around uplifting girls and women of color. The program pushed me to reflect on my values, ethics, core beliefs, and the lived experiences that shape how I show up.”

“I want to learn to navigate the workplace as a woman of color in a way that balances authenticity with impact.”

— Adult Participants





Economic Empowerment & Sustainability

MAWOCC takes action to address the wealth gap and advance economic mobility

Impact Highlights

Financial Literacy programming launched



Estate Planning- Initiative launched



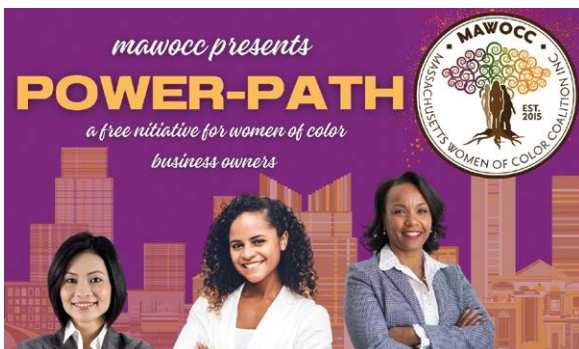
Partnered with the Center for Women and Enterprise's Women of Color Business Summit— further advancing Women of Color Businesses

Member of Massachusetts Treasurer's Office Baby Bonds Task Force which led to the

development of a statewide report, which was the impetus for the Baby Bonds Legislation



Partnered with Massachusetts Treasurer's Office to deliver 8 Diverse Equal Pay/Pay Equity Round Tables to address the wage gap



POWER PATH—A small business technical assistance program working with 50 women is launched in partnership with the City of Worcester, UMASS Chan Medical School, MassDevelopment and Freeman-Boone Investments, LLC

Health & Wellness

MAWOCC takes ACTION for better health outcomes among women of color in the environments where we live, work, and play

Impact Highlights

Developed a peer-led mental health support study



Launched Mental Health Forums with subject matter experts



Conducted three COVID-19 forums

Day of Holistic Health and Wellness



Launched an innovative program with Subject Matter Experts facilitated workshops that included practitioners for hands on holistic experiences for profound healing, self-care and empowerment

Held Six Healing to Lead retreats—a safe space designed to address racial trauma and stress and our collective healing journeys



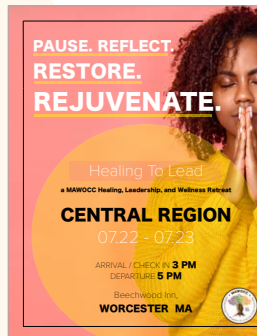
Partnered with UMASS Medical School

to create a student-led internship focused on providing COVID-19 information and Maternal Health Initiative



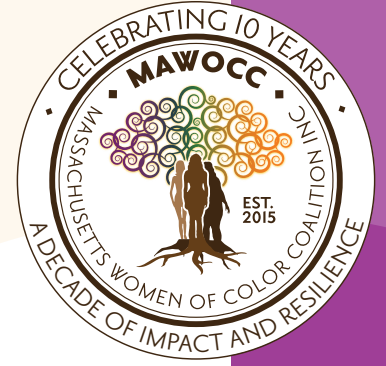
“This retreat came into my life at a time I needed it the most...It is very challenging and frustrating to be a woman of color navigating predominantly white privileged spaces...In this retreat I realized I need to be surrounded by women who face the same issues I face.”

Retreat Participant



Day of Holistic Healing and Wellness

Our MAWOCC Team



MAWOCC | 10 Years Strong



Celia Johnston Blue
President and CEO



Makda Teklemichael
Program Coordinator



Violet Blue
IT Project Manager/
Program Coordinator



Jessi Paquette
Digital Marketing and
Communications Lead



Tyrishma Allen
Finance and
Operations Lead



Loren Foxx
Webmaster

Our Board of Directors

Celia Johnston Blue,^{***} *President and CEO*
 Maria Rivera-Cotto, *General Counsel and
VP Central Region*
 Gail Jackson-Blount, *VP Eastern Region*
 Lidy Chan, *Treasurer*
 Brenda Jenkins,^{*} *Statewide Chair of
Health and Wellness*

Jeanne Morrison, *Statewide Chair of
Political and Civic Leadership*
 Joyce Augustus
 Evelyn A. Toney
 In Memoriam of Mukiya Baker Gomes^{*}

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 Patricia (Pat) Washington
 Honorable Shannon Frison
 Zoë Harris
 Rachel Monarrez, Ph.D.
 In Memoriam of Carole Cornelison

Founding member of MAWOCC^{*} | Founding member of MAWOCC's Advisory Board^{**} | Founding member of MAWOCC and Advisory Board^{***}

Our Year-End Financials

2015–2021 Fiscal Agent

2021 \$95,056

2022 \$352,759

2023 \$659,776

2024 \$684,619

Join Our Community

Invest in a decade of leadership, equity, and change.



Become a
Member



Become an
Ally/Supporter



Donate

Funders, Donors and Sponsors

Thank you for your support and belief in our work. We are deeply grateful for your partnership.

10th Year Anniversary Weekend

Empowerment Sponsor

Eastern Bank Foundation

Community Sponsors

Baystate Bank

DCU (Digital Credit Union)

MM Elite Events

Oak Lane, Advisory, Creative Solutions

Turco Legal, P.C.

HERitage Circle

Coghlin Electrical Contractors

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MassNow

MassVOTE

Museum of Worcester

Worcester State University

Program and Operational

ARPA—Small Businesses Technical Assistance Grant—City of Worcester

Ayco Charitable Foundation

Berkshire Bank Foundation

Blue Cross Blue Shield

City of Worcester

Department of Education Congressional Funded Community Projects FY23
Congressman Jim McGovern

Department of Education Congressional Funded Community Projects FY24
Senator Elizabeth Warren and
Senator Ed Markey

Eastern Bank Foundation

Eos Foundation

Episcopal City Mission Foundation

Esler Family Foundation

The Feiner Rodman Charitable Fund

Fuller Family Foundation

Greater Worcester Community Foundation: Community Project Fund

The Hanover Group Foundation

Kataly Foundation

Magnolia Contreras & David Solimine Charitable Trust

Margot Barnet & David Coyne Tzedek Charitable Trust

Mass Development

Nellie Mae Education Foundation

New Commonwealth Fund

The Pingree School

Senator Michael O. Moore, State Funding

Senator Robyn Kennedy, State Funding

Springfield Cultural Council

UMass Chan Medical School

WFD Local 1009

Westfield Bank

College of Holy Cross

Cornerstone Bank

Freeman-Boone Investments

The Hanover Group Foundation

Law Office of Maria Rivera-Cotto

League of Women Voters, MA

Massachusetts Health Council

Massachusetts Port Authority

Non Profit Numerics

Quinsigamond Community College

Salois Family Donor Advised Fund

Senior Connections

So Soulful Yoga

UMASS Memorial Health

Worcester State Foundation

YMCA Central MA

YWBoston

Annual Meeting

Budd Family Donor Advised Fund

Central MA Agency of Agency Inc.

CHNA g No. Central MA

Coghlin Electrical Contractors

Thank you to all of our individual donors and media partners who have supported us over the past 10 years.

Our Path Forward

Announcing the launch of our research and data center

A research and data center to serve as a statewide hub for research, policy and legislation development, direction and leadership aimed at eliminating the inequities for women of color.

WAYS TO SUPPORT THE FUTURE WE'RE BUILDING

- Join us in raising **\$15M (\$1.5M per year)** over the next 10 years for MAWOCC's growth
- Become a **Corporate Sponsor** or connect us with others who can
- Help us secure **New Partners**
- Become a **subscribed paying member**
- Spread the word—to **Grow our membership** from 1,000 to 10,000
- Support us to **expand our Intergenerational Leadership Academy (ILA) Girls of Color Program** to Boston and Springfield
- Support us to **expand our Power Path Initiative** across the Commonwealth

We hope you will join us

in our next 10 years of changing lives!



Learn more at MAWOCC.com

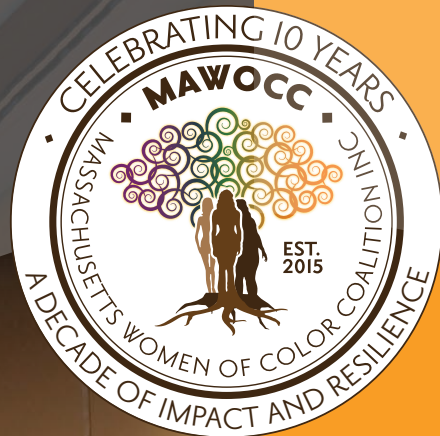
Follow us     

Photo: Our ILA Girls of Color participants visit of the New England Botanical Garden



A decade of impact and resilience

MAWOCC | 10 Years Strong



Learn more at [MAWOCC.com](https://www.mawocc.com)

Follow us     