



Annual Report FY 2014 - 15



THE DISCOVERY CENTER

A classroom without walls for a future without prejudice

www.DiscoveringDiversity.com

ChangeUP

Message from the Board Chair

Dear Friends:

On behalf of the Officers, Vice-Chair Sarah Barzee, Treasurer Paul Stefanik, and Secretary Willajeanne McLean and the Board of Directors of The Discovery Center, I invite you to examine our 2014-15 Annual Report.

I am inspired and encouraged about the future of The Discovery Center, and I am ready to lead the organization with our new executive director whose rich background in strategic planning, fundraising, and program implementation has already added value to our mission.

"I am inspired and encouraged about the future of The Discovery Center"



In addition, our Board of Directors, as well as The Discovery Center staff are committed and bring a wealth of experiences that embrace our goal to work toward a future without prejudice. This collective thinking contributes to the vision of The Discovery Center's founders, Paul Newman and Joanne Woodward Newman.

I appreciate and thank Bob Haggett for his exceptional leadership in the past five years,

and for his contributions as a member of the Board of Directors. Also, I have much gratitude for outgoing board members Cheryl Kloczko and Elizabeth Sheridan whose support and dedication have helped to empower youths to identify and value diversity.

Please find us on Facebook, LinkedIn or Twitter, sign up for our newsletter, volunteer at an event, or make a donation to The Discovery Center. Thank you for your continued support and commitment to The Discovery Center.

Sincerely,

A handwritten signature in cursive script that reads "Dr. Diane C. Kearn".

Executive Director's Message

Dear Friends:

As the new Executive Director, I am honored to serve The Discovery Center. For the past three decades, I have worked with organizations and causes that serve social justice and the common good. I have learned so much and met so many people who inspire my work here.

"We change students lives by empowering them to embrace inclusion"



We change student's lives by empowering them to embrace inclusion. I have been amazed to see the progress students have made in our programs. I am extremely thankful to our talented Board and staff who work towards our mission. Their passion has been imperative in creating a safe space for our students to feel comfortable and welcome.

This year, we will embark on a strategic plan. Our plan will help

us identify how we will work with others to accomplish our mission and how we can be most effective. We hope you will work with us to not only craft the plan but to accomplish it!

I hope to work with you soon!

Sincerely,

A handwritten signature in cursive script that reads "Kate Birch Gervais".



Appointment of new Executive Director

Our fiscal year ended with the appointment of **Kate Busch Gervais** as our new Executive Director. We began the executive search process in February, and in July Kate accepted the position and began her new role.

Kate managed the grassroots outreach campaign for the launch of the Affordable Care Act for Access Health Connecticut and the Office of the Healthcare Advocate by working with more than 250 community organizations, state agencies, and community partners to reach under-served communities with services in 33 languages. She was Senior Program and Development Officer for Universal Health Care Foundation where she developed the Small Business Health Care Network, focused on small and minority-owned businesses.

Kate produced and managed the 57th Annual Creative Problem Solving Institute, (CPSI) an international, weeklong intensive conference and training program in Applied Creativity. For the Connecticut Council for Philanthropy, she managed the launch of the Leave a Legacy program and the Connecticut Giving Project. She was Development Director for the Harriet Beecher Stowe Center and for Hartford Stage. She served as the Executive Director of the Alliance of Resident Theaters/New York.

Kate was the founder and President of Strategic Management Consulting. We welcome Kate to The Discovery Center community. If you would like to contact Kate, she can be reached at The Discovery Center office at **860-284-9489 x14**, or by cell phone at **860-690-5467**. Please feel free to email her at: kategervais@discoveringdiversity.com.

Board Chair Transition

Robert (Bob) Hagggett joined The Discovery Center board in 2003. In 2010 he became Board Chair and has navigated The Discovery Center through a period of growth and executive transition. He leads UP. He acknowledges the contributions of staff, appreciates our helpful volunteers, and works with other board members. Bob and his wife, Susan Pietrogallo, are exceptional friends to our mission, and we truly appreciate their years of contributions of time, expertise, and support they have made to The Discovery Center. Thank you, Bob and Susan!

Election of new Board Chair

Dr. Diane Kearney has been a long-time supporter and advocate of The Discovery Center's mission. In 2008, Diane joined The Discovery Center's Board of Directors. Recently, she accepted the position of Board Chair. Diane attended Lincoln University in Pennsylvania and received a Bachelor of Arts Degree in French and English. She received her Master's Degree and Sixth Year Degree from Central Connecticut State University in Educational Administration and received her doctorate degree from Nova Southeastern University in 2012. She taught English for 17 years at the secondary level and French for the first five years of her teaching career at the high school level. Over the last 15 years, Dr. Kearney has served as a Vice-Principal and a Principal at both the elementary and secondary levels. Presently, she is the Director of Manchester Adult and Continuing Education. She has been instrumental in developing programs for young adults to foster leadership and citizenship among youth. She has been awarded several awards for her work, including the P-12 Multicultural Educator of the Year and continues to be completely devoted to the children and families of her community.

New Residential Program Director

Ellen Tuzzolo is a strategic and resourceful program director who is most inspired by building capacity through supporting youth leadership development in multicultural settings. She is a strong advocate for racial, social, and environmental justice with multi-disciplinary experience and abilities to affect great change. Ellen is also a creative and collaborative team player who values communication and focuses on attaining goals. She is a certified teacher in Special Education with a Bachelor's of Arts from Wesleyan University. With more than 10 years of teaching experience, Ellen is dedicated to encouraging students to always strive for success, "Every day I am inspired by students dedicated to connecting to those who are different than themselves".



2014-2015 Leadership Workshop Facilitation team:

- Kathy Christianson
- Sasha Davis
- Jason Fredlund
- Sharon Glassburn
- Derek Hall
- Greg Haskins
- Jennifer Sanborn
- Tarishi Schuler
- Ashley Stewart
- Jasmine Turner
- Ellen Tuzzolo



New Board Members

Binh-Co Tran (Westport, CT) Aon Hewitt Norwalk, CT >Retirement Advanced Associate, Retirement Consulting Practice Binh-Co is a senior consultant within Aon Hewitt Investment Consulting's (AHIC) Institutional Annuities and Life Insurance Solutions Group. Additionally, Binh-Co is a non-voting member of the AHIC Settlement Annuity Oversight Committee. Prior to joining the firm, Binh-Co worked at The Hartford where was a recipient of the 2013 Enterprise Risk Management (ERM) Excellence Award. Binh-Co also worked at Conning Asset Management. Binh-Co earned a Bachelor of Arts degree in Economics and a Bachelor of Science degree in Mathematics from Binghamton University, New York. He is a CFA Regular Member and a Member of the CFA Hartford Society. Binh-Co was an active supporter of The Discovery Center's Crowd Rise fundraiser in November.

Jackie Moore (Simsbury, CT) The Werth Family Foundation Formed in 2001 by Peter Werth, Jr. and his wife Pamela, The Werth Family Foundation is a private, non-operating charitable family foundation created to promote philanthropy as a family activity; building and educating for the next generation. The foundation's board is comprised of Peter Werth III, Deborah Bachard, Jacquelyn Moore, Suzanne Werth, and David Moore, all of whom reside in Connecticut. Their strong family ties to the State of Connecticut and its local communities helped to define the vision for the Werth Family Foundation: to collectively give back to Connecticut's communities by supporting local organizations that positively impact the people within those communities. The Werth Family Foundation possesses a strong commitment to organizations that incorporate education, health, and social welfare issues as a predominant or underlying element in their programs, and continues to focus on innovative, pioneering programs that have a direct, far-reaching, and positive impact on Connecticut's communities and people. The Discovery Center appreciates the long term support of The Werth Family Foundation and Jackie Moore's commitment to our mission.

Peter Dart (Coventry, CT) Peter Dart is the Executive Director of Performance Management for Hartford Public Schools. In 2010, He started his principalship at Environmental Sciences Magnet School. As an educator for over 27 years, he has taught fourth grade, middle school science and math, as well as various graduate courses as an adjunct professor. In addition to working in public schools, Peter has served as a National Park Ranger in Wyoming, Oregon, and Virginia, and as a seasonal DEEP Ranger in Connecticut for Selden Neck which is Connecticut's largest island. Peter earned his undergraduate degree in Education and Earth Sciences from Lyndon State College in Vermont, a Masters of Arts in Teaching with a concentration in storytelling from Connecticut College, a Masters of Science in Environmental Studies from Southern Connecticut State University, and a Sixth Year Diploma in Educational Leadership from the University of Connecticut. He also plays guitar, loves to cook, and enjoys the company of his St. Bernard named Margret.

Residential Program staff

Jacqueline Barrie

Kirstie Beaton

Howie Eady

Jaren George

Bee Harmon

Jeanette Hetherington

Valerie Law

Lameka McGhee

Jessica Montana

Bryce Moore

JohnJohn Pruitt

Theresa Rivera

Steve Roenfeldt

Kellyann Torpey

Ellen Tuzzolo

Edward Woods

Jess Zdanys

The Discovery Center Administrative and Program Staff

Eunice Bragg
Director of Fund
Development

Tom Colligan
Interim Executive
Director
Left in 2015

Jason Fredlund
Program Director

Kate Busch Gervais
Executive Director
Joined in 2015

Ellie Goldberg
Coordinator of School
Relations

Kelly Hunter-Sams
Fund Development
Specialist
Joined in 2015

Sharon Roberts
Camp Director
Left in 2014

Merari Ruiz
Fund Development
Assistant
Left in 2015

Heather Torpey
Manager of School
Programs
Left in 2015

Ellen Tuzzolo
Program Director-
Residential
Joined in 2014

Asta Valionyte
Financial Manager



GrowUP

Residential Program

Our Residential Program curriculum is designed to encourage personal growth. It fosters an environment where students can be creative, take responsible risks and forget the fear of ridicule. They gain an awareness that motivates them to learn about themselves and be mindful of the way they interact with others. One teacher exclaims, "My students glowed while at Camp. One student had the freedom to stand tall...He tried new foods, learned new moves, and found a stronger more expressive voice. I hated to see him leave camp." It is amazing to see the growth a young person can experience when they are given the freedom to be themselves in a community that values and affirms their identities.



Our programs successfully shape positive attitudes about race and differences. Our teachers are very excited to experience their student's transformation, "My students really enjoyed the week. I loved hearing the laughter, watching friendships, and seeing students help each other out of difficult situations." Our partner schools are a key element to The Residential Program. One of our teachers revels in her student's new sense of openness, "This year in particular has made an impression on me because I saw kids becoming best friends with their partner schools. During the civil rights activity students held on to each other, they looked at their new friends and cried. I was amazed because these students learned so much and they truly embrace one another."

The impact of our program positively influences students for the rest of their lives. "My students are already saying this was the best week of their lives. At the end of the campfire, one of our children leapt up, got on the stage, and hugged all the counselors...it was unbelievable." According to our student and teacher survey results, The Residential Program has succeeded in reducing isolation between urban and suburban communities, and providing an equal opportunity for academic enrichment.

PROGRAM IMPACT

Survey results from students who participated in the Residential Program Pre/Post academic and attitudinal questionnaires and surveys during the 2014 fall residential program indicated that:

73%

Students learned it is important to have friends from different cultures

94%

Students stated they learned new ways to solve problems

81%

Students feel prepared to help others deal with a difficult situation

79%

Students think about how their words or actions impact others

94%

Students made friends with someone from a different race

88%

Students now understand and identify prejudice

78%

Students now understand environmental racism

52%

Students can identify examples of civic involvement



"The most important thing I learned today is....what makes you different is beautiful."



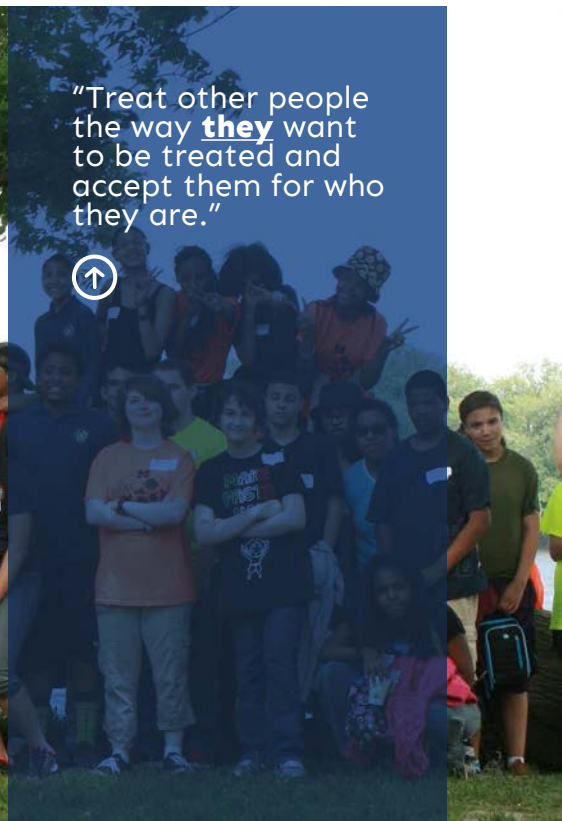
BuildUP
Leadership Workshops

Middle school is tough. There is a pressure to conform—to 'fit in'. The fear of standing out is also the fear of being different and being different is too often understood as a bad thing. At The Discovery Center we recognize that everyone is different because identities are comprised of visible and invisible characteristics that make us unique. Our leadership workshop facilitators are a team of exceptional individuals passionate about The Discovery Center mission. They work tirelessly to teach our youth about appreciating people of all backgrounds; "It has been a rewarding and eye opening experience for myself and the students we educate". An imposed value of conformity pressures students, thus losing the ability to celebrate diversity and individual differences. A sixth grade student reflecting on her experience in a Leadership Workshop writes, "The most important thing I learned today is....what makes you different is beautiful." It may seem small, but the ability to see this beauty in difference is essential to positive self-esteem and a prerequisite to healthy relationships.

ListenUP

Diversity Academy

"Growing up, I heard a lot about the 'golden rule.' The younger generation has taught me about the 'platinum rule.'" As a seventh grade student stated, "Treat other people the way **they** want to be treated and accept them for who they are." The more I understand my own identities the more I realize other people may not want to be treated the way **I** want to be treated. In fact, it may be selfish and culturally insensitive to assume that all other people want to be treated the way **you** want to be treated. Through building relationships, asking questions, and listening as other people share their truth with you, we can work to create a world where people can be themselves and expect fair treatment that respects their unique identities. Diversity Academy offers seventh and eighth grade students the opportunities to participate in diversity and academic activities, strengthening their appreciation for each other's differences.



“Treat other people the way **they** want to be treated and accept them for who they are.”

StandUP

The Diversity & Inclusion Ambassador Program

‘Intervene when you see mean’ is the legacy that our 8-week Diversity & Inclusion Ambassador UPstander program for 5th graders represents. The program goals are to define and understand meanness, become aware of the presence and impact of unfair treatment, and develop empathy. As a result, students learn how to appropriately change a situation and are encouraged to take individual responsibility for their own actions. They are trained through a series of activities on how to be mindful of their interactions with peers. By strengthening their leadership skills, students are empowered to take immediate action when they witness mean behavior. Intervention can take place in three ways: “directly in the moment”, using the school’s incident reporting process, or by telling an adult. Student leadership is a key element to creating a friendly and successful school environment where students feel accepted.

This success is demonstrated at West Woods Upper Elementary School in Farmington. The students are trained after school once a week. Upon completion of the training, students receive completion certificates and a name badge making them official UPstanders. As a result, Ambassadors become role models as their accomplishments are now visible to the rest of the student body. The growth in leadership of these students once they are given the words, action, and empowerment to take action has been extraordinary.





MFWT event

Our events are always blessed by special guests who SHOW UP. On May 3rd, more than 200 attendees supported the Multi-cultural Food & Wine Tasting to benefit students attending the Residential Camp Program. The event was highlighted by student talents that provided a vibrant display of entertainment. We would like to thank these young artists including Forbes Flyers of Torrington, J Grooves of Kinsella Magnet School in Hartford, and Jefferson Hot Sticks of Jefferson School in New Britain for their phenomenal performances. We are especially grateful for Linnet Carty, Vice President of xmlElite LLC, who works with SERC (State Education Resource Center) as a Consultant & Educational Video Producer and is the Producer and Host of "The Linnet Carty Show." and is a columnist for Avid Arts and Entertainment, who presented Voices for Change which was written and produced by Sarah Barzee, a Discovery Center Board Member and Kathy Christianson, a member of the Leadership Workshop Facilitation Team . , This event also featured a moving monologue by a student from the West Woods Upper Elementary School, beautiful, vocals by youth Naiyah McGlamery with Broadway singer Ryan Binder and Caleigh Lozito from Saint Paul Catholic High School. Attendees donated \$10,000 to support Discovery Center programs. This generous support was matched by Newman's Own Foundation for a grand total of \$20,000. An additional \$15,000 was raised through sponsorships, ticket sales, and product sales. Thank you to all who volunteered, donated, and attended this extraordinary evening!

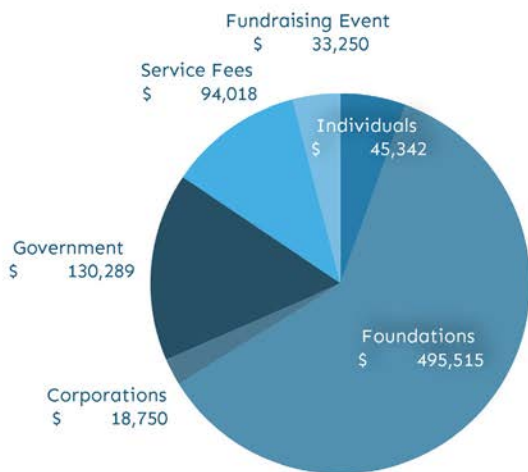
On the UP&UP

Focus on our Financial Health

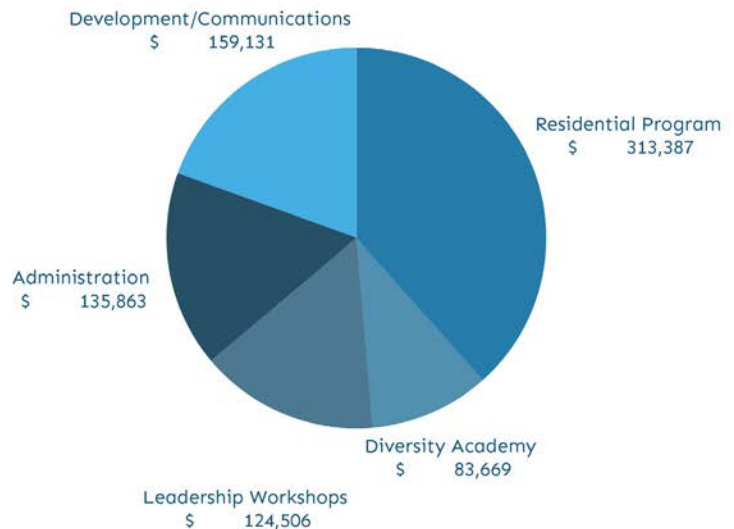
Fiscal Year July 1 2014 – June 30, 2015 Unaudited Financial Results. Audited financials available upon request.

The Discovery Center finished its fiscal year in good standing.

Revenue



Expenses





The Discovery Center thanks its donors for the 2014-2015 Fiscal Year. Their support has made our work possible.

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In-Kind 2014 - 15

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2014-2015 Participating
Schools**

Participating Schools (all
Connecticut unless otherwise
indicated)

Ansonia:

Ansonia Middle School*

Bristol:

West Bristol Leadership
Academy*

East Hartford:

Dr. John A. Langford
Elementary School ∞
O'Connell Elementary School ∞

Farmington:

West Woods Upper Elementary
School*

Glastonbury:

Glastonbury-East Hartford
Magnet School ∞

Hartford:

Environmental Sciences Magnet
School at Mary Hooker* ∞ §

María C. Colón Sánchez
Elementary School ∞

Noah Webster MicroSociety
Magnet School ∞ §

Richard J. Kinsella Magnet
School of the Arts ∞

Sarah J. Rawson Elementary
School ∞

Trinity College*

Manchester:

Bennet Academy ∞

Keeney Elementary School ∞

Verplanck Elementary School ∞

Washington Elementary
School ∞

Scotland:

Scotland Elementary School ∞

South Hadley, MA

Michael E. Smith Middle School*

Torrington:

East Elementary School*

Forbes Elementary School*

Southwest Elementary School*

Torrington Elementary School*

Vogel-Wetmore Elementary
School*



Vernon:

Center Road School*

Lake Street School*

Wethersfield:

Emerson-Williams School ∞

∞ Schools participating in
Residential Program

* Schools participating in
Leadership Workshops

§ Schools participating in
Diversity Academy

Website:

www.discoveringdiversity.com

**The Discovery Center
2014-2015 Program
Partners**

Asylum Hill Boys & Girls Club
Hartford, CT

CREC Open Choice Youth
Empowerment Summit
Hartford, CT

CT Association of Schools
Student Leadership Conference
Enfield, New Haven, Waterbury,
& Norwich, CT

Harriet Beecher Stowe Center
Hartford, CT

Mark Twain House & Museum
Hartford, CT

New England Air Museum
Windsor Locks, CT

Riverfront Recapture
Hartford, CT

University of Hartford
Hartford, CT

Westminster School
Simsbury, CT

Winding Trails
Farmington, CT



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Gerald H. Martin, Principal, Sarah J. Rawson Elementary School, Hartford, CT

Jackie Moore, The Werth Family Foundation, Simsbury, CT

Barbara Taylor, Financial Advisor, Farmington River Financial Group, Farmington, CT

Binh-Co Tran, Retirement Advanced Associate, AON HEWITT, Norwalk, CT

Cynthia Womack Principal, Hamilton Avenue School, Greenwich, CT.

We appreciate all the support of our sponsors and supporters. The Discovery Center programs would not be possible without the support of our community. Thank you for all of your help. To show continued support for The Discovery Center, please donate.

www.DiscoveringDiversity.com



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KONICA MINOLTA