



ANNUAL REPORT 2021-22

BEYOND DIFFERENCES[®]

Inspiring Youth to End Social Isolation

rising to the
moment



Empowering Youth to End Social Isolation

Dear Friends,

Thanks to all of you, this has been a remarkable year of growth and achievement for Beyond Differences®. As thought leaders and practitioners, we continue working every day to end social isolation and build cultures of belonging as we have for over a decade.

In the pages ahead, you will read about the major impact our programs delivered this year on a large scale. You will also see the profound effect that we have on the lives of the young people, teachers, and school communities that we serve.

Of particular note, you will learn about our National Teen Board expanding to become a truly national group of diverse high school youth blazing the trail as subject-matter experts in transforming cultures in middle schools. It's a joy to help strengthen their natural leadership qualities and to support them as they use their voices and grassroots organizing skills to build cultures of belonging - through our curricula development and activism.

We are tremendously proud of our existing programs and reach in over 9,000 schools across America since our founding. However, we must do more. Because of the heightened impact of social isolation in our post-pandemic world, we have also taken major strides this year to build our organizational capacity to meet the increased needs for the coming decade.

With the rise of social isolation and increased recognition of its role in mental and behavioral health issues, including acts of violence towards self and others, there couldn't be a more important time for Beyond Differences® to be seen and heard.

The time is now for Beyond Differences® to accelerate our mission and expand our reach to serve more students. Not only do our schools need this... Our workplaces need this. Our country needs this. The world needs this.

Thank you for being a champion for our work. We wouldn't be the change agents we are without you.



Laura Talmus

Laura Talmus
Executive Director and Co-Founder

Wade Rakes

Wade Rakes
Board Chair



Our Impact



9,000+
Schools



50
States



4.5+ Million
Students Reached



2,027

Schools Participated



1,013,500

Students Included

NO
ONE
EATS ALONE®

In the pursuit to end social isolation, our No One Eats Alone® program addresses one of the most vital ingredients a middle school student can have at a lunch or social setting – a welcoming seat at the table next to friends.

Motivated by one young woman's isolating experience of eating alone, the program includes activities, ice breakers, and ideas to plan a celebration of connection and friendship at school to build a culture where everyone feels welcome.

Centered around the theme *Setting a Place at the Table*, this year's No One Eats Alone® curriculum included modules on the power of self-reflection, the language of emotions, how to apologize, and why apologies matter.

No One Eats Alone® Day was celebrated on February 18th this year. Toolkits were distributed to schools with paper plates and elements to decorate. Students were invited to put on their plate something they wanted to celebrate about themselves and how they might help create a culture of belonging at their school.

Learn more

www.NoOneEatsAlone.org

Sponsored By

CENTENE

Charitable Foundation



No One Eats Alone®



Setting a place at the table



1,412
Schools Participated



706,000
Students Connected

Understanding
and celebrating
differences

Know Your Classmates®



The Know Your Classmates® program invites inclusion through identity exploration. This aspect of social-emotional learning is foundational for understanding and celebrating differences.

Developing awareness, acceptance, and respect for a youth's own identity, tradition, and culture enables youth to extend the same understanding and compassion to their classmates. From this place of understanding, differences can bring students together.

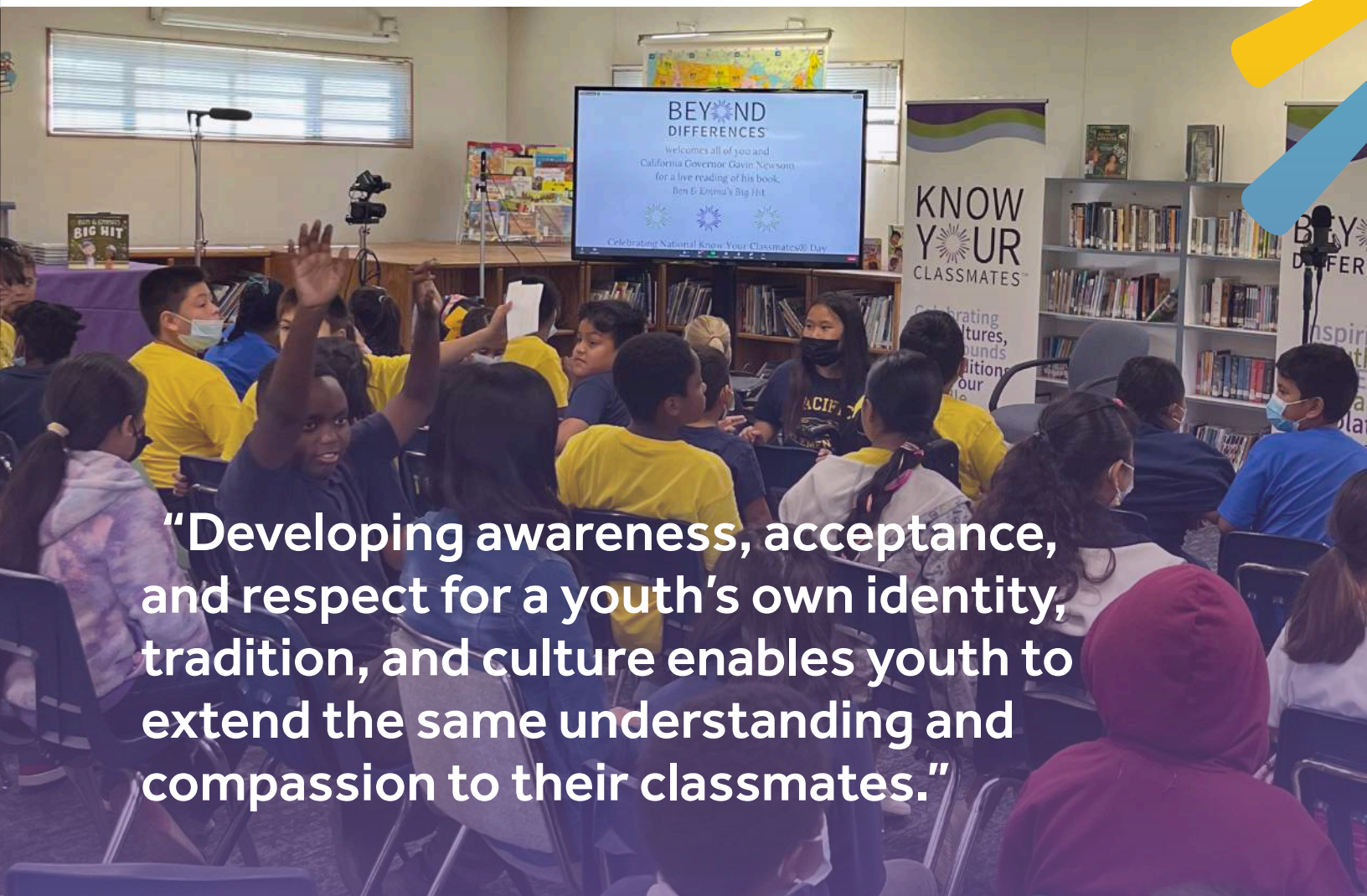
This year's curriculum focus was on ending racism and featured an art project called LEARN—Let's End All Racism Now. The art activity was based on the children's book, *The Skin You Live In*, written by award-winning children's author and friend of Beyond Differences®, Michael Tyler, and published by the Chicago Children's Museum.

In October of 2021, three of our National Teen Board Members had the honor of sitting down with a US government leader for a discussion about how the pandemic and distance learning affected them and their classmates. The livestream event was viewed by thousands of students and teachers around the world.

Learn more

www.KnowYourClassmates.org

KNOW
YOUR
CLASSMATES®



"Developing awareness, acceptance, and respect for a youth's own identity, tradition, and culture enables youth to extend the same understanding and compassion to their classmates."



1,482

Schools Participated



741,000

Students Empowered

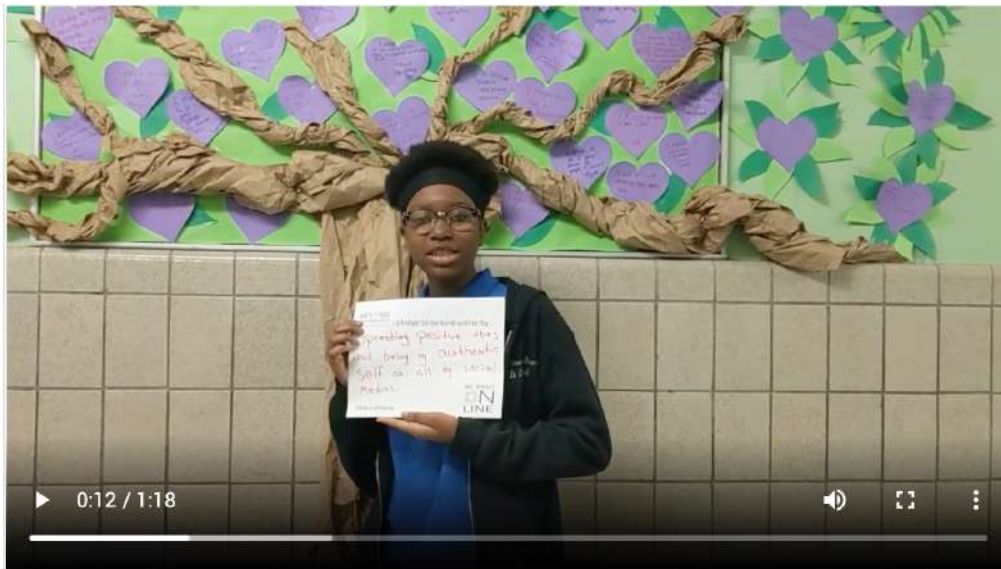


In the spirit of empowering students to become agents for cultural change, Be Kind Online® is an original school-based social-emotional learning program that reaches beyond the classroom walls into the digital space. The program equips youth with awareness and tools to create compassionate and inclusive virtual spaces to address the rising issue of social isolation online.

Be Kind Online® Day is held annually in May before summer break when the lack of daily classroom interaction means the primary social interaction and the continuation of friendships for many students may now take place online.

Be Kind





With the proliferation of digital technology in the classroom, social media outlets, and handheld technology, the amount of time youth spend in digital spaces increases each year. Add to that the physical isolation of the pandemic driving more education and interaction to take place online, the challenge of preventing social isolation in the online space has become ever present.

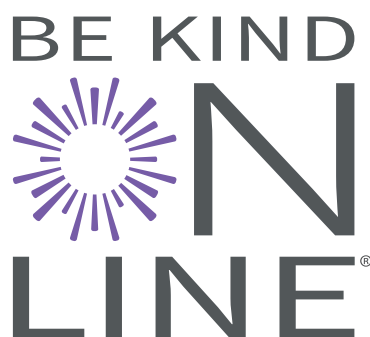
For the first time, the National Teen Board participated in writing the Be Kind Online® curriculum. They chose to address the steep rise in microaggressions on social media. The new student leadership unit helps students become online heroes and tap into their superpowers to create a culture of acceptance and belonging online.

Learn more

www.BeKindOnlineDay.org

Online®

Combating social isolation in digital spaces



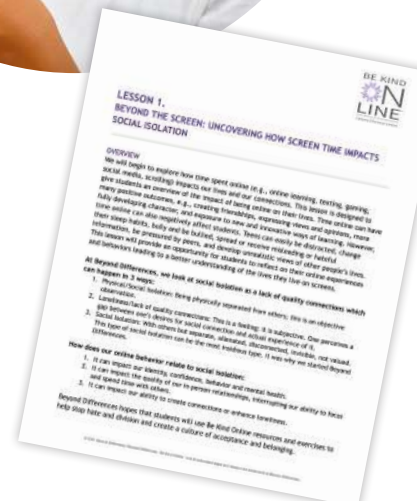
Activity Options

WATCH AND DISCUSS: (approximate time 60-75 minutes)
"We've Been Sneaking Into Your Brains"

Note to Teachers

- This video is about 45 minutes long and is probably best viewed in one sitting. However, if time is an issue, it can be shown in sections. Below are some questions to use for what could be a robust discussion following the video. It is possible to view one day and discuss the next if classes are short.
- The videos we have assigned have been curated by educators and youth leaders from Beyond Differences, a non-partisan, non-profit organization whose mission is to end social isolation and create a culture of belonging. They are not expressing an endorsement or opinion of Beyond Differences. Please use your own discretion when using or assigning these videos and resources.

For more resources and information: <https://www.humanetech.com/families-edu/cabars>



Youth Lead the Way

with our National Teen Board



As a student-led social justice movement, Beyond Differences® looks to the youth who are involved to guide and shape everything that we do. High school students who have just been through the challenging middle school years are well equipped to serve as subject matter experts. This approach ensures that the curriculum and programs we develop are relevant and engaging for the youth that we serve in today's classrooms.

The National Teen Board (NTB) expanded in 2021 from a local group of students to becoming truly national and beyond. The board now represents 8 states, is much more socioeconomically diverse, and includes all types of sexual orientation, cultural backgrounds, race, students with disabilities, non-English speaking students, and more.

The NTB strives to be as diverse as the schools that participate in our programs. These passion-

ate high school activists use their voices and grassroots organizing skills to create cultures of belonging in many ways, including the tools and curriculum that we develop.


Designed to expand the reach and diversity of Beyond Differences® youth leaders, the board's pilot year took place during the 2021-2022 school year where together they developed many goals and ultimately landed on 5 priority groups:

- Disability/Visibility
- Refugee/Immigrant Visibility
- Queer Visibility
- Stop Asian and Pacific Islander hate
- Allyship/Intersectional group*

*This last group will work on the intersectionality of the other groups and effective partnership, and most importantly ensures allyship.

Learn more

BeyondDifferences.org/national-teen-board

A photograph of two young men in a school hallway. The man on the left is Black, wearing a yellow shirt and a dark backpack, looking towards the right. The man on the right is white, wearing a blue and white plaid shirt, looking towards the left. They are both smiling. The background is a blurred school hallway with lockers and a red door.

"I support Beyond Differences® because as a queer and trans youth, I have had my own firsthand experiences with social isolation. I know how hard it is to feel alienated from your peers, and how valuable it is when you find a space where you feel like you belong.

Beyond Differences® has been that space for me, and I want to help work to build even more inclusive communities, especially in our schools, so that every other kid has the chance to feel supported, valued, and important."

MATTEO DIAZ

**San Francisco Bay Area
National Teen Board Member**



National Teen Board

Alondra

Art Activity Createentor
Immigrant & Refugee Team

Alysha

Art Activity Creator
Stop AAPI Hate Team

Angel

Curriculum Creator
Immigrant & Refugee Disability
Visibility Team

Avery

Art Activity Creator
Immigrant & Refugee Team

Azariah

Allyship & Inclusions
Representative
All Curricular Teams

Cesar

Historian
Immigrant & Refugee Team

Dash

Historian & Inclusion Coordinator
Stop AAPI Hate Team

Dominique

Historian
Immigrant & Refugee Team

Emily

Policy Researcher
Disability Visibility Team

Fayyaz

Historian & Social Media
Coordinator
Immigrant & Refugee Team

Geanette

Art Activity Creator
Disability Visibility Team

Gurnoor

Policy & Inclusion Researcher
Stop AAPI Hate Team

Harita

Policy Researcher & Social Media
Coordinator
Disability Visibility Team

India

Policy Researcher
Immigrant & Refugee Team

Inga

Social Media Coordinator
Immigrant & Refugee Team

Jack

Curriculum Coordinator
Immigrant & Refugee Team

Kailee

Policy & Inclusion Researcher
Disability Visibility Team

Lydia

Social Media Coordinator
Queer Visibility Team

Matteo

Art Activity Creator
Queer Visibility Team

Mikayla

Historian
Queer Visibility Team

Nitya

Policy Researcher
Stop AAPI Hate Team

Nury

Policy Researcher
Immigrant & Refugee Team

Qien

Art Activity Creator
Immigrant & Refugee Team

Ruth

Allyship and Inclusions
Representative
All Curricular Teams

Sahasra

Policy Researcher
Stop AAPI Hate Team

Sofie

Allyship and Inclusions
Representative
All Curricular Teams

Sophia

Policy Researcher
Queer Visibility Team

Tejvir

Policy Researcher
Immigrant & Refugee Team



"Beyond Differences® gave me the tools and community I needed to validate my authentic self and build the power I needed to deconstruct systems of hatred and build inclusive spaces across the nation."

FAYYAZ

**National Teen Board
Kalamazoo, MI**

A Sound Investment

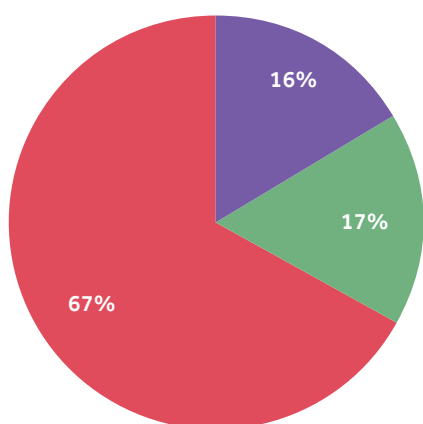
Beyond Differences® strives to make every dollar count as we empower youth on a path to building cultures of belonging and ending social isolation. We are especially grateful to our major donors who help make our programs happen.

As always, we are so grateful to Centene Charitable Foundation for sponsoring our annual program, No One Eats Alone®. Centene was our earliest major financial supporter and has allowed us to grow the program from a few hundred schools in a handful of states to over 2500 in all 50 states. This year the Koret Foundation, The Louis L. Borick Foundation, and the Cigna Foundation sponsored professional development for teachers. Our programs and curricula were also supported thanks to government contracts from Orange County's Department of Education, New York City's Department of Education, and Marin County Office of Education.

Truly showcasing its theme *Rising to the Moment*, our annual Spring Gala exceeded goals. We increased revenue from the prior year by 132%. We raised a total of \$620,000 thanks to a donor match for the fund-a-need.

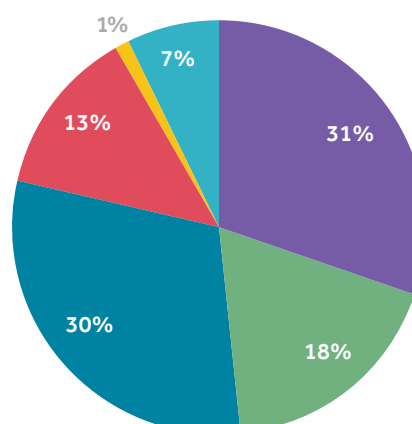
The organization was able to increase staffing this year to prepare for growth. We hired Sally Matsuishi to become Director of National Youth Programs. We also launched our National Teen Board, transitioning from four regional programs to one national board. We grew the staff to 12 including now hiring assistance for each director. We were able to accomplish all of this while holding down office expenses with all staff working remotely.

TOTAL EXPENSES
\$1,645,510



Admin/Management ● \$270,104
Fundraising ● \$278,237
Program ● \$1,097,757

TOTAL INCOME
\$1,981,214



Special Events ● \$604,139
Corp & Business (with and without donor restrictions) ● \$358,740
Individual Contributions ● \$598,804
Foundations & Trusts (with and without donor restrictions) ● \$257,416
Govt Grants & Contracts ● \$23,500
Other Income (PPP, Earned Revenue) ● \$138,615

Gold
Transparency
2022

Candid.

AWARD RECOGNITION

Millions of funders utilize the Candid Guidestar platform to review a nonprofit organization's profile. Earning the gold seal of transparency is a proud achievement, and we are pleased to again earn this recognition.

<https://www.guidestar.org>

Leadership

Our Board of Directors give generously of their time to guide Beyond Differences® with their expertise from various backgrounds. This amazing group of individuals also donates to the organization and this year there was 100% participation.

Board of Directors 2021-2022

Kerri Catalano
Vice Chair

Rahul Chandhok

Carolyn Hambleton

Alex Heckler

Larry Krause

Karen Kwetey

Ed Lehrman
Secretary

Alan Loving

Gale Mondry
Past Chair

Jacqueline Neuwirth Swire

Carly O'Connor Kawaja

Sheila Peluso

Wade Rakes
Chair

Michaela Simpson

Ace Smith

Evie Talmus, MFT

Jen Traeger
Treasurer

Marla Wiacek

Staff 2021-2022

Laura Talmus
Executive Director

Lisette Ostrander, Ph.D.
Director of Education Programs

Sally Matsuishi,
Director of National Youth Programs

Sally Kuhlman
Director of National Programs

Laurel Druke, Finance,
HR and Operations Manager

Karina Parada
Admin Comms and Database Manager

Nina Haggerty
Professional Development Manager

Mollye Fryday
Professional Development Manager

Reina Garay Solis
National Youth Programs Coordinator

Sebastian Perez
National Programs Coordinator

Jewel Frost
Administrative Coordinator

Anna Sanders
Portland Regional Program Manager

Louise Malandra, Ph.D.
East Bay Regional Program Manager

Kayla Tomizawa
Database & Administrative Assistant



"Thanks to Beyond Differences[®], we were able to provide training for our teachers and scale the wellness programs that serve our five schools. The equine session helps students develop social-emotional skills like emotional awareness, self-confidence, trust, and empathy."

KERRIE JACKSON

**Director of Network Culture
Gestalt Schools
Memphis, TN**

Empowering Teachers

with professional development

Knowledgeable and engaged teachers are key to implementing our youth-focused programming. Offering social-emotional learning (SEL) curricula that meets the demands of teachers and the needs of students is critical to our success. This is why we hold space in our programming for professional development for teachers.

Last year, thanks to the Healthier Kids for Our Future® grant from the Cigna Foundation, a research study tracked the efficacy of a Beyond Differences® professional development training to help develop participants' ability to support LGBTQ+ students in the classroom and the wider school community. The results showed that strategies and tools gained during Professional Development were tangible and immediately able to be implemented in schools.

- **94% of educators** implemented professional development strategies
- **3,700 students** were supported in classrooms
- **1,650 students** were supported individually
- **25% of the students** reached reported using strategies gained from professional development regularly
- **33%** used them several times

As a result of this grant, Beyond Differences® sought to reach teachers and students in areas where access to social-emotional learning may not be available locally. This led to the creation of the Beyond Differences® Learning Community online platform. In this online space, educators will come together regularly to learn, share and help each other with SEL, mental health, and Diversity, Equity, and Inclusion (DEI) knowledge. As a community, they will develop best practices for positioning students as thought leaders in SEL and equity work.

Learn more

BeyondDifferences.org/professional-development



Thank You!

We are grateful to the following individuals, companies, and foundations who have supported Beyond Differences®. They have invested \$250 or more in our student leaders and school programs.*

*The list reflects contributions received between July 1, 2021 and June 30, 2022.

Learn more

BeyondDifferences.org/funders-friends

Premier Partner

CENTENE
Charitable Foundation

Corporate Partners

Adobe, Inc.
Airbnb
Anonymous
AT&T California
Bank of America Foundation
Bloomberg LP
Comcast Financial Agency Corporation
Forty Niners Football Company, LLC - Rahul Chandhok
Google
Guardian
Lake Research Partners, Inc.
Montecito Market Place Associates
My Sisters and Me, LLC
PopSockets, Inc.
PricewaterhouseCoopers LLP
W. Bradley Electric, Inc.

Foundation Partners

California Endowment
Dobkin Family Foundation
Eric and Evelyn Newman Foundation
Fullerton Family Foundation
Gerson Bakar Foundation
Gruber Family Foundation
Harbor Point Charitable Foundation
Hope Share Care Foundation, Inc.
John & Marcia Goldman Foundation
Joseph E. Weston Public Foundation
Kaiser Permanente
Koret Foundation
Louis L. Borick Foundation
Marin Community Foundation
Milton and Ruth Berman Family Foundation
Ornest Family Foundation
Peleh Fund
The Walther Foundation

Public Partners

California Volunteers
Marin County Administrator's Office
Marin County Office of Education
New York City Department of Education
Orange County Department of Education
Vaccinate All 58 (VA58) Neighborhood Partnership Program

Spring Gala Champions

BottleRock Napa Valley
Golden State Warriors
Norwegian Cruise Line
Chef Dominique Crenn and Atelier Crenn

Individual Donors

Champions for Youth

Carol and Ed Lehrman
Gale Mondry and Bruce Cohen
Gisela Lake and Larry Krause
Jacqueline Neuwirth Swire and Stephen Swire
Janet and Clint Reilly
Keith Brackpool
Laura Talmus and Ace Smith
Paula Cassius

Changemakers for Youth

Arthur Wachtel
Barbara and Scott Waxman
Danielle and Gil Simon
Elizabeth Gard and Tom Furlong
Evie Talmus and Alan Pomerantz
Joan and Ken Gosliner
Joni and Russ Pratt
Joyce Aboussie
Kelly and Brent Layton
Marjorie and Marc McMorris
Marty Stone
Nancy and Tim Howes
Sheila Peluso
Tiffany and Alex Heckler
Wade Rakes and Nicholas Miller

Mentors for Youth

Alan Loving
Allison Cohen and
Eli Mondry-Cohen
Anne Ostholthoff
Anonymous
Carly O'Connor Kawaja
Cathy Dobbs Goldstein and
Phil Goldstein
Ellen and Bob Peck
Hali Croner and Eugene Palmer
Honorable Eleni and Markos Kounalakis
Karen Kwetey
Kathryn and Daniel Edelman
Kathy Fields-Rayant, MD and
Garry Rayant, MD
Keith Mason
Kerri Catalano
Lauren Lyon and Jacek Krawczyk
Lois and Don Attore
Marjorie A. Swig
Marvin and Carol Levy
Pam and Larry Baer
Sarah and Sean Clegg
Sarosi Kanter Charitable
Foundation
Todd Rechler
Wendy Coblentz and Jim Lowy

Advocates for Youth

Adrienne Torf
Alexis and Matthew C. Stauffer

Amy and Eric Sahn
Andy Hahn
Ann and Andy Mathieson
Anonymous
Barbara J. Meislin
Barbara Zamost and Alan Ryman
Barry Mondry-Cohen
Betsy and Alan Zimmerman
Brian Ternan
Carolyn and Jordan Hambleton
Cathy and Charles Wilmoth
Charles Breslin
Charlotte Phillips
Claudia Perez, PhD and
Danny Perez, MD
Collette Sell and Don Kline
Danielle and Abe Yokell
David Koenig
Donna and Ephraim Greenwall
Dr. Jasmine Gorton
Drs. Mary De May and
Thomas Neylan
Eileen and Ralph Battat
Elizabeth and Joel Hausman
Elizabeth Hely and Bruce Simon
Ellen and Rabbi Doug Kahn
Ellen Chaitin and V.Roy Lefcourt
Eric Somers

Erin and Rob Becker
Gary Rappaport
Gina Di Dimenico and Honorable
Miguel Espinoza
H. Marcia Smolens and
Richard Rubin
Hali Croner and Eugene Palmer
Heather Prime
Helene Roos, Ph.D.
Honorable Mark Leno
Honorable Mary Jane Burke and
Michael DeVoy
Iris and Henry Metz
Jacob Swiller
Jad Dunning
JaMel and Tom Perkins
James Westermeyer
Jane Howell and
Honorable Arlo Smith
Jeanie and Richard Schram
Jeff Greendorfer
Jen Traeger and Adam Hirschfelder
Jeremiah F. Hallisey
John Navolio
Kathy and Pete Sittnick
Kenneth A. Berg Living Trust
Kim Weiss
Kira Beer
Laura and William Goode
Lawrence Marshall
Lee and Honorable Stuart Pollak
Linda Kreitzman
Lisa and Matt Chanoff
Lisbet and Stuart Sunshine
Lucy McCoy
Margaret and Douglas Booth
Melanie Wolfe
Melissa and Andy Cohen
Meryl Meyer Friedman
Michael Kaliski

Michelle Lutz and Jonas Carlson
Miguel Bustos and Alex Rivera
Nancy and Joe Blum
Patrick O'Reilly
Paulette J. Meyer and
David Friedman
Peter Cohn
Rachel and David Metz
Raymond W. Kaliski
Rebecca and Tom Sylla
Rose and Chris Barlow
Ruth and Michael Chavez
Sarah Wilsey
Seymour Kaufman
Shannon Murphy
Sharon Lichtenfeld and Edward
Hurwitz
Sheri and Doug Mowbray
Stephanie and John Nirenstein
Sue and Dick Wollack
Susan and David Dossetter
Susan Kolb
Susan Winkler
Sydney and Allan Bortel
Valli Benesch and Bob Tandler
Wendy and Dr. Howard Kleckner
Zoe and Stephen Schwartz

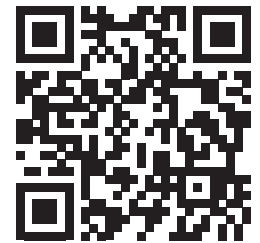
Friends for Youth

Adam Berman
Aislinn Cushing
Amy Grossman
Amy Hayes
Andrew McNaught
Angelo Paparella
Ann Coombs-Kenney and
Gary Kenney
Anne Eagan
Anonymous
Ben Sylvester
Betsy Snyder
Bob Giroux
Carol Goldberg
Carol Mondry Fine and
Howard F. Fine
Carol Nathan
Catherine Smith
Chris Abele
Chris Cunnie
Dena and John Selix
Diona Polito-Rubin and Zach Rubin
Dore Selix-Gabby
Doug Levy
Eli McClintock
Elizabeth Friedman and
Steve Branoff
Ellen Levin
Elyse Blatt
Fuad Jezzini
Gary Phillips
Geoffrey Smith
Geraldine Miller
Gilda Turitz and Carl Cox
Gregg Lynn
Gwendolyn Rakes
Honorable Tony Thurmond
Jadine and Chris Nielsen
James Hong

Jan and Robert Ginsberg
Jan Platt and Jeff Ross
Jeanne Rizzo and Pali Cooper
Jennifer and Wade McConnell
Jennifer Hatch
Jessica and Scott Gerber
Joan Karlin and Paul Resnick
Joanne and Fred Greene
Julie and Adam Young
Julie Jay
Junoh Kim
Karen Robbins
Kristin Swenson
Laura Spivy
Laurence Rosenberg
Laurie Hepler
Leslie Greenberg
Liam Mayclem
Linda and Bob Kranzke
Linsey Morrison
Liora Houtzager
Lisa and Jed Katz
Lisille Matheson
Lori and Mark Horne
Lori and Scott Cooper
Lori Frugoli
Lou Weller
Mack Hartwell
Madeline Leone
Marga Dusedau
Marsha and Ralph Guggenheim
Matthew Waxman
McKenna Becker
Michaela Simpson
Michele Crncich Hodge
Miguel Martinez-Saenz
Monica Martin Goble
Paula Robertshaw
Peggy Ackenberg
Rabbi Stacy Friedman
Raymond Johnson
Rhoda and Sheldon Wolfe
Robert Holgate
Ronn Tanel
Sahir and Natalie Surmeli
Samuel Mondry-Cohen
Sandee Blechman and
Steven Goldberg
Sandra Morris
Sandra Treacy and Robert Bunker
Sharon Hendricks
Sheila Sadighi
Shira Levine and Dan Halperin
Stephanie Breitbard
Steve Fox
Steven Nissen
Susan and Steve Van Liere
Susan Fishman
Suzy and David Puccini
Tim Hoekstra
Tom Nolan and Larry Friesen
Tricia and Thomas Theodores
Valerie and Kevin Erdman
Victoria Pollock
William Hill
William Roland



Join the Movement to End Social Isolation!



BEYOND DIFFERENCES®

Inspiring Youth to End Social Isolation

Beyond Differences® mission is to inspire students nationwide to end social isolation and create cultures of belonging for everyone. We envision a world where all youth are accepted, valued, and included no matter their differences.



P.O. Box 9070, San Rafael, CA 94912 • 415.256.9095 • www.BeyondDifferences.org

© 2022 Beyond Differences®. Beyond Differences®, No One Eats Alone®, Know Your Classmates®, Be Kind Online®, Let's Connect!™, and all associated logos and designs are trademarks of Beyond Differences®.