



CHANGE

ANNUAL REPORT
2021

AS WE REFLECT...

Upon 2021 and look ahead to 2022, our hearts are filled with gratitude and appreciation for the faith that you have had in Policy Pathways. It is through your support, collaborations, and partnerships that Policy Pathways has been able to capture the essence and embody its mission to train and educate youth and young adults who desire to be leaders in public policy and policy-related fields. The year 2021 proved to be an outstanding year for us!

We hit the ground running in our pursuit of preparing young people for policy degree programs and careers. Expanding upon our strong foundation of administering remote learning, we surpassed last year's achievements threefold. We introduced two new academic programs and launched a consulting initiative. The following lists our four signature programmatic activities:

POLICY AND SOCIETY YEAR-ROUND COLLEGE PREPARATORY PROGRAM

After two years of planning and organizational development, we launched the inaugural Spring session of the credit-bearing course, Shaping Our Future: Policy Pathways in partnership with Richmond Public Schools (RPS). The curriculum was delivered remotely to 22 students in coordination with RPS teachers Dr. Milondra Coleman (John Marshall High School) and Mr. Wayne Thomas (George Wythe High School). The semester culminated with the First Annual Virtual Capstone Showcase, an event coordinated in conjunction with the RPS REAL Richmond course, where Virginia Secretary of Education Atif Qarni served as Keynote Speaker.

SUMMER ACADEMY FOR POLICY LEADERSHIP AND PUBLIC SERVICE ONLINE (SAO)

We educated 18 outstanding students in the second year of the Summer Academy Online. Both the SAO and the RPS Shaping Our Future: Policy Pathways course benefited greatly from our myriad of dynamic guest speakers and lecturers and engaging Capstone projects that provided students with opportunities to reflect intellectually, practically, and personally on critical real-world policy issues. Partnerships with Richmond Public Schools; Hampton Redevelopment and Housing Authority (HRHA); Hampton Roads Community Action Program (HRCAP); Pathways-VA, Inc.; and

Petersburg Parks and Leisure Services were critical to providing participants with computer labs and access, complementary learning environments, and supportive services to ensure successful completion of the Summer Academy Online.

POLICY RESEARCH INTERNSHIP PROGRAM

After completing the SAO session, 8 interns remained with Policy Pathways for an additional five weeks to dive deeper into research methods, statistics, and data analysis from a public policy perspective. All course content was delivered remotely by college professors. We appreciate the commitment demonstrated by Dr. Derick L. Rivers, mathematical statistician, United States Food and Drug Administration & statistics instructor, Department of Statistical Sciences and Operations Research, Virginia Commonwealth University; and Dr. Suzanne Makarem, Associate Professor of Marketing, School of Business, Virginia Commonwealth University, to our interns. We also are grateful for the stipends provided by the Hampton Redevelopment and Housing Authority (HRHA) and City of Richmond's Mayor's Youth Academy for our interns.

POLICY PATHWAYS CONSULTING GROUP

Consulting contracts were secured with the City of Richmond's Office of Community Wealth Building and the Hampton Redevelopment and Housing Authority. We were able to fulfill the expectations of this project with the support of Dr. Amanda Wintersieck, Assistant Professor of Political Science, Virginia Commonwealth University; Jesse Thomas Graves, MPP, Congressional Lead Partnership Specialist, Philadelphia Regional Census Center - District of Columbia, U.S. Census Bureau; Joseph Quartullo, Data Dissemination Specialist, U.S. Census Bureau; and Mr. Wayne Thomas, Social Studies Teacher, Richmond Public Schools. The HRHA project was completed in collaboration with Veronica Fleming, Community Engagement Consultant; Dr. Suzanne Makarem, Associate Professor of Marketing, School of Business, Virginia Commonwealth University; and Dr. Jodie Ferguson, Associate Professor, School of Business, Virginia Commonwealth University, and Dr. Ferguson's students in her Fall 2021 Marketing Research (MKTG 673) course.

In February 2022, the Policy and Society College Prep Program will embark on its second year. This time, the Shaping Our Future: Policy Pathways course will be offered in four Richmond high schools where we will have an opportunity to utilize a blended learning instructional approach combining in-class teacher-led instruction with online lessons and guest speakers. The Policy Pathways team has been hard at work curating an exceptional roster of guest speakers and Capstone sites. We are excited to see what this next year will bring to our programs and the gifted young people we have the privilege of educating, developing, preparing, empowering, and celebrating.

The Policy Pathways Board of Directors, Administrative Staff, and I are deeply grateful for

each of you: our partners, supporters, donors, collaborators, and friends. We are sincerely humbled and honored by the gracious support and generous contributions that you shared with us this year. It is because of you that we were able to accomplish our goals. We thank you for the confidence and trust you have placed in us to develop the future policy leaders for which our communities and the world are clamoring. Policy Pathways is extremely appreciative for our good fortune in equipping young people with the tools to bring about positive change in a global context for this generation and beyond.

Sincerely,
D. Pulano Lucas
MBA, MTS, PhD
President and CEO

ACHIEVEMENTS

WELCOMED
2
NEW BOARD MEMBERS

EXPANDED
OUR TALENTED
STAFF

EMBRACED
MEMBERSHIP IN
ASPA & NASPAA

RECOGNIZED
6 YOUTH LEADERS
&
THE HONORABLE ELIHU HARRIS
AT OUR FALL CELEBRATION

EXCEEDED
OUR ANNUAL FUNDRAISING
GOAL

AS ALWAYS, WE WILL CONTINUE OUR COMMITMENT TO:

STRENGTHEN
equitable access to high-quality policy education

STRUCTURE
support systems to improve program completion rates

COLLABORATE
with our partners to expand participant and student enrollment

BUILD
trusting relationships with donors and community partners

ASSEMBLE
an esteemed group of instructors and guest speakers

ENHANCE
our social media presence and outreach efforts

DEVELOP
our financial and administrative capabilities

ESTABLISH
new and existing community partnerships and contracts

PROJECT iCAPSTONE

10
CAPSTONE
PROJECTS
ON KEY
ISSUES

67%
SAID THE
CAPSTONE PROJECT
ALLOWED THEM TO
BETTER UNDERSTAND
POLICY ISSUES

**UNDERSTANDING
THE NEEDS OF
HRHA RESIDENTS***

HELPING US SUCCEED:
Hampton Redevelopment
and Housing Authority

**CLIMATE CHANGE
AND THE
RESTORATION
OF DEPLETED FORESTS**

HELPING US SUCCEED:
The Center for Women and
Food Security- Ghana & The
Commonwealth (VA) Chapter
of The Links Incorporated

**CLIMATE INFORMATION
FOR DISASTER RISK
MANAGEMENT DURING
MONSOON SEASON IN
CENTRAL VIETNAM**

HELPING US SUCCEED:
Columbia University's
International Research
Institute for Climate and Society

**SEALING THE CRACKS
IN THE PIPELINE:
INCREASING THE
NUMBER OF BLACK
MALE DOCTORS IN
THE UNITED STATES**

HELPING US SUCCEED:
Create One: Your Life
Your Destiny Workforce

**SOLAR
ENERGY
FOR
EVERYBODY**

HELPING US SUCCEED:
Hampton University
Department of Architecture

**FOSTERING
COLLABORATIVE
GOVERNMENT
AND TRIBAL RELATIONS**

HELPING US SUCCEED:
Virginia Department of
Housing and Community
Development

**WATER, SANITATION,
AND SUSTAINABLE
COMMUNITIES
IN RURAL GHANA**

HELPING US SUCCEED:
Commonwealth (VA) Chapter
of The Links Incorporated

**U.S. CENSUS DATA:
THE IMPLICATIONS
OF PERSISTENT
UNDERCOUNTING
ON COMMUNITIES
OF COLOR***

HELPING US SUCCEED:
City of Richmond Office of
Community Wealth Building

*Offered both Spring and Summer 2021

BY THE NUMBERS

64

FEMALE 53% students 47% MALE

STUDENT TOTAL 2020-2021

67%
AFRICAN AMERICAN

27%
HISPANIC/LATINO

7%
CAUCASIAN

76% **LIKELY TO CHOOSE A DEGREE IN PUBLIC POLICY**
OF PARTICIPANTS

41% **INCREASED CONFIDENCE IN ABILITY TO IDENTIFY OPINION FACTORS**

10
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CREATING DIVERSITY IN DEMOCRACY

31 LECTURERS &
PROFESSORS

7 COUNTRIES
REPRESENTED



2021 TEACHING AND ADMINISTRATIVE STAFF

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MCQUINN

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ARRINGTON

VCU
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INTERN

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CHANGE STARTS WITH YOU THANK YOU!

\$5,000 +

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\$2K TO \$2,999K

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\$1K TO \$1,999K

LANGSTON & BEVERLY DAVIS
P. FREDERICKA LUCAS

\$500 TO \$999

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HOUSING AUTHORITY (HRHA)

HAMPTON ROADS COMMUNITY
ACTION PROGRAM (HRCAP)

CITY OF RICHMOND OFFICE OF
COMMUNITY WEALTH BUILDING

MAYOR'S YOUTH ACADEMY, CITY OF RICHMOND

PATHWAYS-VA, INC.

PETERSBURG PARKS AND LEISURE SERVICES

PETERSBURG CITY PUBLIC SCHOOLS

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FLATBUSH COPY CENTER

KIM EVANS (WESTERN WOMEN PRODUCTIONS)

DR. HAYWOOD SPANGLER (WORK AND THINK)

VIRGINIA DEPARTMENT OF HOUSING
AND COMMUNITY DEVELOPMENT

COLUMBIA UNIVERSITY INTERNATIONAL
RESEARCH INSTITUTE (FOR CLIMATE AND SOCIETY)

THE COMMONWEALTH (VA)
CHAPTER OF THE LINKS, INCORPORATED

CREATE ONE: YOUR LIFE YOUR DESTINY
WORKFORCE MEDIA PROJECT

THE CENTER FOR WOMEN AND
FOOD SECURITY- GHANA

HAMPTON UNIVERSITY
DEPARTMENT OF ARCHITECTURE

CHANGELAB SOLUTIONS

RICHMOND FAMILY MAGAZINE

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TAX-DEDUCTIBLE - THANK YOU**



LET'S CONNECT

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