



MOVEMENT IN OMAHA FOR RACIAL EQUITY

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MORE

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MORE is an antiracist organization fighting for racial equity in communities through engagement, education, and advocacy.

*It isn't difficult to understand the frustrations, even anguish, that People of Color have regarding the institutions and organizations that ostensibly serve them. We only need to examine the faces of those who lead our public institutions, our government workforce, and are supposed to be responsible for dealing with issues of racial discrimination. **There is a real racial divide.***

December 2023

Dear Friend,

As we wind down another year, we are thankful for the continued support for Movement in Omaha for Racial Equity (MORE) from community members, folks representing local organizations, and the many others who believe in our antiracist and racial equity mission.

Thirteen years ago, MORE incorporated as a nonprofit dedicated to working on public policy issues, producing position papers, and bringing community members into the public square to discuss important issues of the day, and how they intersect with racism. To our knowledge, **we are still the only nonprofit in all of Nebraska whose mission clearly states our commitment to antiracism**, and our single-minded focus on eradicating racial disparities in Omaha and beyond.

We discovered from our efforts the deep hunger among our supporters for opportunities to exchange information and knowledge and participate in advocacy efforts. There is a strong civic urge to demand transparency and accountability from public institutions to the people they serve. And there is a fervent need among community members to be in dialog with the nonprofit organizations that provide services to Black people, Latino/Chicano people, Native American people, and other People of Color.

<https://givebutter.com/MORE-Donations>

As we at MORE have shared at so many of our events, the number of People of Color in Omaha's leadership, management, and director positions does not nearly represent the proportion of People of Color in our population, despite the "equal opportunity" creed these government, nonprofit, and educational institutions tout. The truth reveals that we are in serious trouble when it comes to racial inequity and racism. That's the reason that **MORE continues to make the choice every day to maintain a majority Black and Brown board of directors** (10 out of our 13 directors are People of Color).

At MORE, we engage you and all our supporters on a journey to share knowledge with one another and build local capacity to challenge disparities in our community. We are constantly in dialog with you, evaluating our own efforts, and seeking constructive critiques of the work we do to better serve our community. Our goal is to improve every day the way that we engage in discussions and activities that lead to racial healing and give communities the opportunity to speak the truth about past incidents or wrongs. **MORE provides constant openings for you to share and connect with others and build antiracist community to make change happen.**

In 2023, we accomplished a lot, considering our small budget (under \$20K for 13 years running, and with no paid staff). At MORE, we offer a unique nonprofit model with an incredibly dedicated volunteer board that does most of the work. As a result, we are largely independent from outside influences, and can speak frankly and with credibility about racial justice and inequity.

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Below is a list highlighting some of our top accomplishments from our 30 in-person and virtual events attended by more than 2,000 individuals in 2023:

1. In September, we are sure you saw MORE's [important scholarly study demonstrating the lack of racial equity among many University of Nebraska-Omaha outcomes](#), including enrollment, retention, and graduation. The principal investigator and primary author is MORE board member Patrick Velasquez, Ph.D., chair of MORE's Data/Research Committee, and a former director of Omaha's Chicano Awareness Center (now Latino Center of the Midlands). **We will use this report to springboard to new studies and analyses, working together with you and all our partners to demand transparency, accountability, and community engagement from our public institutions.**
2. So many of you attended our in-person and virtual community forums with the state Ombudsman, Nebraska Inspector General of Child Welfare, and Nebraska Inspector General of Corrections. This was MORE's third year bringing this group to meet with our Omaha community supporters interested in understanding and improving these public institutions.
3. Tom Riley, Douglas County Public Defender, spoke at a MORE event about the office and the various challenges they are facing helping defend low-income residents and People of Color, including the lack of staffing to deal with the increasing demands of their office.
4. We continued holding our well-loved book discussions on the intersection of racism with other social issues that impact the community:
 - Flatwater Free Press reporter Chris Bowling spoke about [Invisible Child: Poverty, Survival & Hope in an American City](#). This is a Pulitzer Prize-winning book about the racism of the child welfare and juvenile justice systems.
 - We conversed with academic scholars on historic books and the ongoing issues impacting Latinos and Chicanos in the United States and the educational system.
 - Best-selling authors Regina Jackson and Saira Rao talked about their book, [White Women: Everything You Already Know about Your Racism and How to Do Better](#), and how to have difficult conversations about racial issues with a particular focus on encouraging white women to acknowledge—and change—their role in the racial hierarchy.

5. Legal Aid of Nebraska staff attorneys and the Nebraska ACLU—two organizations serving Communities of Color and low-income folks—joined us to speak to MORE supporters.
6. MORE’s Southern African project, titled “Selalelo,” **continued apace in 2023, with events to help end racism and foster racial healing by creating a virtual transatlantic bridge between Nebraska and Southern Africa** that will facilitate the exchange of ideas and cultural best practices, create unity, and expand our common understanding of anti-racism. One of these “Selalelo” events was an international forum to discuss the many challenges Africans face in Nebraska as refugees and immigrants in the Sudanese community.
7. “Law Enforcement in Communities of Color” featured a community conversation with a retired female Omaha police officer, in which we discussed the Omaha Police Department’s continued inability to engage with many problematic community issues.

In 2024 we will continue to offer dozens of opportunities for you and other community members to engage in antiracist work. We will always raise up timely issues that require a public platform and civic engagement to impact positive change for People of Color.

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In our surveys of participants, our supporters always suggest innovative topics and activities, and we will address as many as possible in the coming year. **While we know that this struggle is long and hard, MORE will continue creating opportunities for you and other front-line community-based advocates to change the racist institutional thinking that continues to cruelly oppress individuals, families, groups within Communities of Color.**

As we move into the New Year of 2024, we welcome your feedback, criticism, and dialogue about how we can continue to join forces in this work to make our communities and our society better and healthier through policies and practices that eradicate racism.

Sincerely,



A'Jamal Byndon
Chair, MORE Board of Directors

PS: Your gift to MORE right now is your investment in ending racism. That’s because MORE transfers knowledge directly from human to human about antiracism, racial equity, and racial justice. MORE advocates, educates, and promotes movement building. When you attend MORE events, when you participate in antiracist activities, and when you give to MORE, you are taking direct action to end the racial divide.

THANK YOU for all you do!