

2020 IMPACT

PERSONAL GROWTH & DEVELOPMENT

In terms of our Founder's personal WHY, Rachel got married to the love of her life, Lia Rosen

BOOK-WRITING DEVELOPMENTS

Rachel finished a manuscript and then after the pandemic hit, she pivoted significantly (learning the power of letting go) and started writing a book with her wife, Lia

GROWING OUR ONLINE COMMUNITY

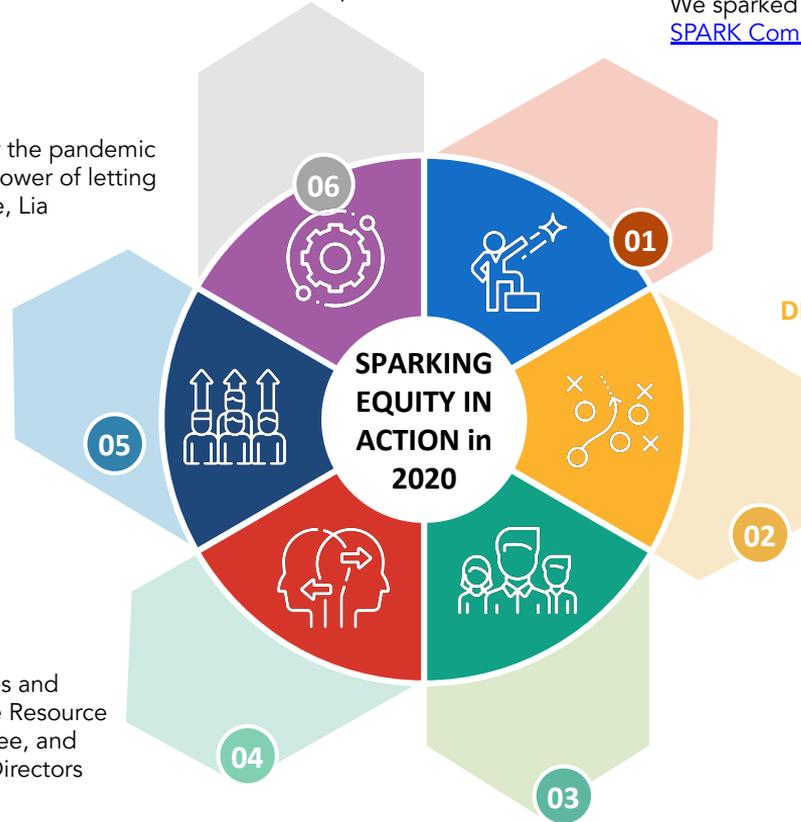
Our [Facebook group](#) continues to grow, and both our #thursdayfoodforthought videos and "Unwebinars" engaged hundreds of community members on timely 2020 topics, such as developing anti-racism habits, inclusive virtual facilitation skills, giving/receiving feedback on biases and blindspots

LGBT CHAMBER OF COMMERCE INVOLVEMENT & LEADERSHIP

Rachel moderated multiple round-tables and panels on developing ERGs, (Employee Resource Groups), Co-Chaired the ERG Committee, and she was invited to be on the Board of Directors

TEAM GROWTH & EXPANSION

We welcomed our first cohort of SPARK Certified Facilitators to the team, allowing us to expand our impact and doubled our team size and exponentially increased our impact



S.P.A.R.K. COMMUNITY GAME IMPACT

We sparked thousands of inclusive conversations at [SPARK Community](#) pop-ups and virtual events

S.P.A.R.K. APP LAUNCHED!

Our community asked, and answered. We've already reached hundreds of individuals with our [new digital platform](#), having a positive impact in dozens of classrooms and schools already

DEI CONSULTING & STRATEGY IMPACT

- We launched the [SPARK Equity In Action](#) Firm
- We partnered with 14+ consulting clients, helping them make progress on their DEI goals, ignite transformative change, and sustain momentum
- We completed several comprehensive DEI audits, 360 evaluations on DEI leadership, performance evaluation audits, allowing clients to see their current state and create realistic DEI goals grounded in data
- We helped multiple clients establish high functioning DEI committees/task-forces, catalyzing change internally for DEI impact
- We facilitated dozens of focus-groups and listening sessions to help clients better understand their community needs/gaps

