

Daughters Beyond Incarceration

# 2024 Annual Report

Breaking Cycles, Building Futures



# Leading with Love and Purpose



## Dear DBI Family,

Daughters Beyond Incarceration was born from my own lived experience and from a deep understanding of what it means to grow up loving someone who is locked away. It was created for the girls who are often overlooked, misunderstood, or expected to be strong without ever being supported. It was created with love and with hope. Each year, I am humbled by the young people who walk through our doors. They come carrying stories that are heavy, complicated, and deeply human. And yet, they show up with curiosity, honesty, and a willingness to imagine something better for themselves and their communities. Watching them grow, finding their voices, trusting their instincts, and stepping into leadership continues to be the greatest honor of my life.

This year reminded me why this work matters so deeply. I saw girls learn that their experiences are not something to hide or apologize for, but something that gives them insight, compassion, and power. I saw them learn how systems work, how policies affect their families, and how they can speak back to those systems with confidence and care. I saw healing happen in quiet moments through laughter, reflection, and simply being seen.

At DBI, we believe prevention begins with presence. With listening. With creating spaces where girls feel safe enough to be themselves and brave enough to dream. We don't ask our girls to be perfect or to perform their pain. We ask them to be honest, and we promise to walk alongside them as they figure out who they want to become.

None of this would be possible without you. Your belief in our girls, your trust in our mission, and your continued support allow us to do this work with integrity and heart. You are part of every breakthrough, every milestone, and every moment of growth.

Thank you for standing with us. Thank you for loving our girls. And thank you for being part of a community that believes in healing, justice, and liberation together.

With love and gratitude,

**Dominique Johnson**

Founder & Executive Director

# About Daughters Beyond Incarceration

## Our Mission

Advocating for Black girls impacted by parental incarceration while strengthening father-daughter bonds and breaking generational cycles.

## Our Story

Founded in 2018 by Dominique Johnson, inspired by her personal journey navigating life with an incarcerated father in New Orleans.

## Our Impact

Over 100 girls mentored since inception across New Orleans and surrounding communities, creating lasting transformation.

Daughters Beyond Incarceration was born from a deeply personal place, the understanding that girls with incarcerated parents deserve a community where they can be seen, heard, and empowered. We create safe spaces where shame transforms into strength, where isolation gives way to sisterhood, and where young women discover their voices as advocates and changemakers.

Our programming prevents violence by addressing the root causes that place daughters of incarcerated parents at higher risk, including trauma, isolation, and disrupted education. Through mentorship, mental health support, academic tutoring, and policy advocacy training, we equip these girls with tools for healing, conflict resolution, and leadership. We don't just intervene in crisis—we invest in their resilience, amplify their brilliance, and walk alongside them as they rewrite their stories.



# The Problem We Solve

## Breaking the Cycle of Incarceration and Poverty

Louisiana carries the weight of being the world's incarceration capital, with Black communities bearing a disproportionate burden. The statistics paint a devastating picture: Black people represent 32% of Louisiana's population but constitute over two-thirds of the prison population. This mass incarceration doesn't just affect those behind bars, it reverberates through entire families and communities.

# 1 in 7

### Louisiana Children

Experience parental incarceration  
4X the national average

# 94,000+

### Affected Youth

Children across Louisiana living  
with the impact of a parent's  
incarceration

# 67%

### Black Incarcerated Persons

Of Louisiana's prison population  
despite being only 32% of  
residents

*"The emotional and social challenges are profound: isolation, stigma, academic struggles, and the constant weight of judgment. These girls often feel invisible, carrying burdens no child should bear."*

### Emotional Trauma

Shame, grief, and anxiety stemming from  
societal stigma and family separation

### Social Isolation

Fear of judgment leads many girls to hide their  
stories and withdraw from peers

### Academic Barriers

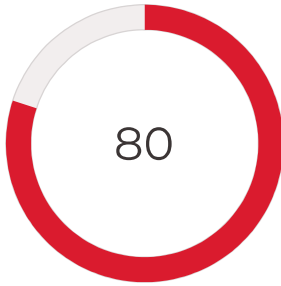
Concentration difficulties, behavioral  
challenges, and lower educational outcomes

### Economic Hardship

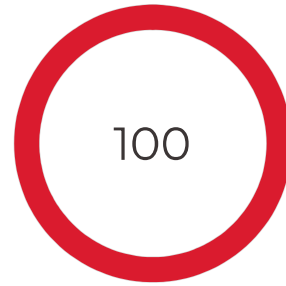
Single-parent households facing financial  
strain, housing instability, and limited  
resources

# Our Impact in 2024

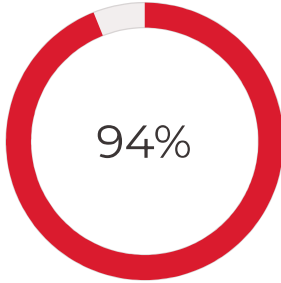
Turning Pain Into Purpose



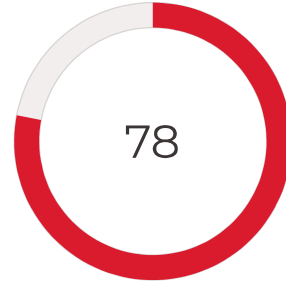
Girls Enrolled  
In Fall/Spring programming



High School  
Graduation Rate



Feel Safe  
Every day in our program



Sense of Belonging  
Report feeling they belong daily

## Meet Aubry



### **Aubry Washington**

Aubry believes that DBI helped frame her mindset on what support looks like despite her father's incarceration.

This year marked unprecedented growth and impact. We didn't just provide services, we created a movement of young advocates who are changing the narrative around parental incarceration. Our holistic approach addresses academic needs, emotional wellness, and civic engagement, transforming trauma into advocacy power.



**75+ Girls Served**

Total mentored since 2018, with 25+ new participants in 2024



**94,000+ Youth Reached**

Through advocacy and programming across Louisiana



**100% Program Safety**

All fellows report feeling safe and supported

# Policy Fellows Program

Empowering Youth Voices, Transforming Systems

The Policy Fellows Program represents the bold intersection of personal experience and systemic change. In 2024, our five fellows, three juniors and two seniors from both high-performing and under-resourced schools, evolved from students carrying shame to changemakers wielding power. All come from low-income, single-parent homes, with three having currently incarcerated parents. Two work full-time jobs while excelling in the program. Their determination is unstoppable.

01

## Personal Transformation

Fellows moved from shame to power, with 100% reporting significant increases in confidence and self-advocacy

02

## Policy Education

All fellows gained deep understanding of criminal justice systems and legislative processes

03

## Capitol Advocacy

100% participated in state and federal advocacy, testifying on 3 bills with 4 legislative wins

04

## Sustained Leadership

All 2024 fellows returning as 2025 ambassadors, demonstrating lasting impact and commitment

**"Before DBI I was just the average teenager with a parent incarcerated, however being in DBI has made me something more. My pain has turned into a purpose and a hunger for better in my society."**

— Policy Fellow, 2024 Cohort

## 100% Success Rates

- Increased confidence in public speaking
- Understanding of legislative processes
- Spoken at public events, rallies, and sessions
- Presented at national conferences
- 2 seniors graduated, enrolled in 4-year universities
- 3 juniors on track to graduate, applying to colleges

## Program Impact by the Numbers

- **\$15,000** in stipends distributed to fellows
- **3 bills** testified on before legislators
- **5 op-eds** and public statements produced
- **4 legislative wins** contributed to policy change
- **100%** feel safe and supported in program

*"The moment I stood on the state capitol in Baton Rouge I knew it was game time... the power was in my hands."*

*"I'm not that lost puppy anymore, I'm the one leading others to greatness."*

*"These girls are family now. We started off as strangers and became sisters."*

# Fall & Spring Programming

## Building Community, Fostering Growth

With 80 girls enrolled in our comprehensive Fall/Spring programming, we created a sanctuary where belonging isn't just encouraged, it's guaranteed. Our multi-faceted approach addresses academic needs, emotional wellness, and social connection, recognizing that healing happens in community. This holistic support yields powerful results: 100% of our high school seniors graduate, demonstrating that when girls feel truly seen and supported, they thrive.



### Safety & Belonging

**94%** feel safe every day, with an average safety rating of 4.7/5. **78%** report feeling they belong daily, a profound achievement for girls who often feel invisible.



### Academic Support

Tutoring in Math, ELA, and Social Studies with **93%** believing tutors will help them improve. Average academic confidence rating: 4/5.



### Mental Health

**61%** have accessed therapy before, with **22%** requesting counseling during the program. We're addressing trauma with compassion and professional support.

## What Our Girls Love Most



### Sisterhood

"Like a family"—the most common description of DBI's community



### Welcoming Staff

Ms. Jules, Ms. Reign, Ms. Dom, and Ms. Tanya trusted overwhelmingly



### Shared Experiences

Relief of connecting with others who truly understand their journey



### Safe Space

Freedom to be themselves without judgment or pretense

## Emotional Wellness Strategies

When upset, our girls report using:

- Music and healthy isolation
- Crying and emotional expression
- Deep breathing exercises
- Writing and journaling

We're actively addressing concerning responses like fighting or displaced anger through targeted interventions.

## Top Requests for Growth

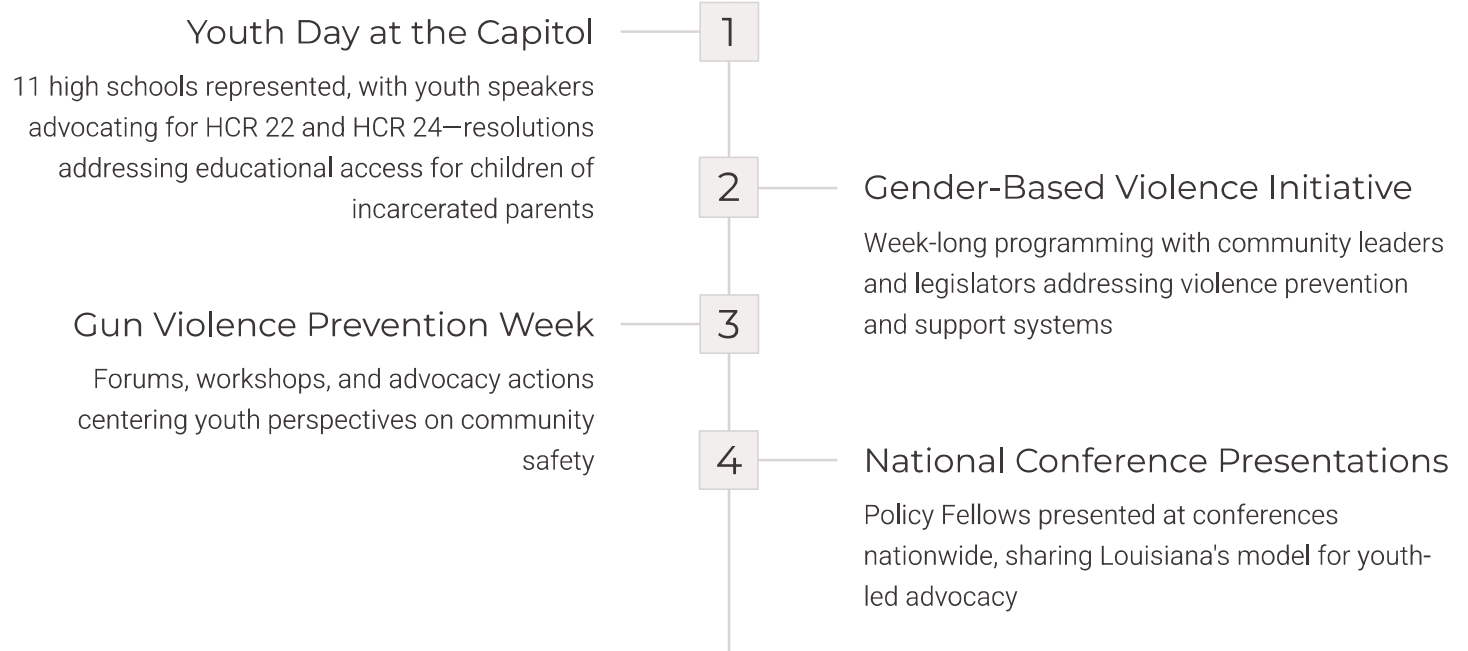
1. More field trips and activities
2. Cooking programs
3. Hair and nail care workshops
4. Help with social integration
5. Earlier meal times

**Referral likelihood: 4.3/5** demonstrating strong word-of-mouth potential and satisfaction.

# Community Engagement & Events

## Amplifying Youth Voices Across Louisiana

2024 was a year of unprecedented civic engagement. Our 2nd Annual Youth Day at the Capitol brought together 11 high schools, creating a powerful coalition of young advocates demanding change. Through strategic partnerships and bold organizing, we transformed the Capitol into a space where youth voices weren't just heard, they shaped policy.



**"I used to think my family problems were my fault, but actually learning about incarceration helped me see the bigger picture."**

— Policy Fellow reflecting on advocacy work

### Legislative Wins

4 major policy victories directly influenced by DBI fellows' testimony and advocacy

### Virtual Visitation

Landmark law passed allowing incarcerated parents to virtually attend graduations and school events

### Statewide Impact

5 op-eds published, expanding awareness and shifting public narrative

# Mentorship & Mental Health

## Healing Through Connection and Support

At the heart of DBI's work is our tailored mentorship model, a responsive, trauma-informed approach that meets girls ages 8-18 exactly where they are. We understand that healing isn't linear, and transformation requires more than programming. It requires relationships built on trust, consistency, and unconditional support.

Our mental health initiatives address the unique trauma of parental incarceration: the shame, the grief, the fear of judgment, and the weight of carrying adult responsibilities. Through workshops, individual counseling referrals, and group processing, we're helping girls develop healthy coping mechanisms and reclaim their narratives.



### One-on-One Mentorship

Personalized relationships with trained mentors who provide consistent guidance, advocacy, and emotional support



### Group Processing

Safe spaces for girls to share experiences, realize they're not alone, and build sisterhood bonds



### Workshops

Skills training in emotional regulation, self-esteem building, and trauma-informed coping strategies

## Understanding Their Biggest Fears

When asked about their deepest concerns regarding incarcerated parents, our girls revealed:

### Fear of Permanence

Worry that their parent won't get out or won't stay out after release

### Fear of Judgment

Constant anxiety about how peers, teachers, and community members perceive them

### Fear of Broken Bonds

Concern that relationships with incarcerated parents have been irreparably damaged

### Fear of Recidivism

Dread that their parent will return to prison, restarting the cycle of trauma

### Fear of Isolation

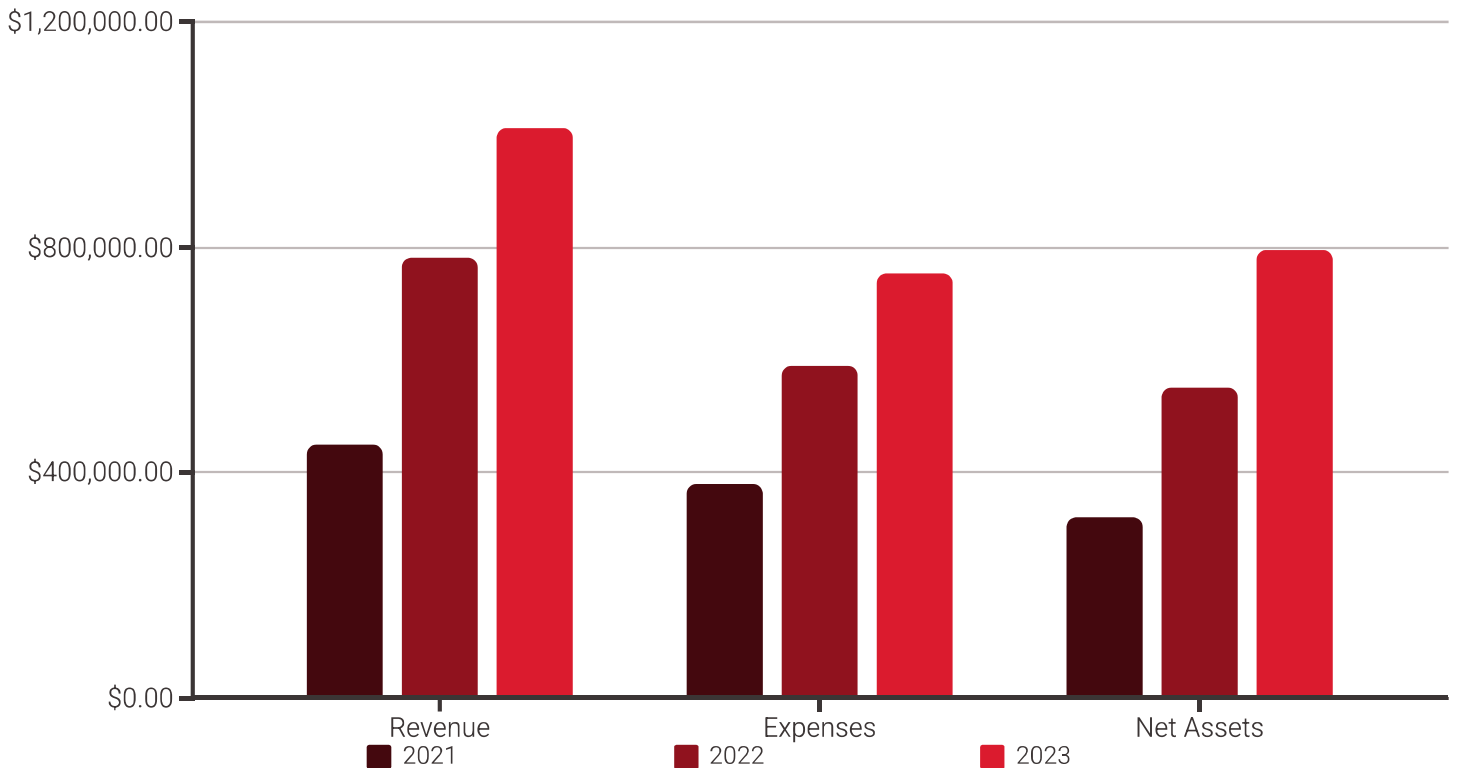
Belief that they will ultimately be alone without family support

### Key Partnership Highlight

Our collaboration with local mental health providers ensures girls receive professional counseling when needed. With 61% having accessed therapy previously and 22% requesting ongoing support, we're committed to comprehensive care that addresses both immediate and long-term emotional needs.

# Financial Strength & Sustainability

DBI's financial health reflects our organizational maturity and the trust our funders place in our model. With strategic investments in program expansion and staff development, we're building infrastructure that ensures long-term sustainability while maximizing impact for the girls we serve.



Our three-year trajectory demonstrates consistent growth and responsible financial management. Revenue increased by 124% from 2021 to 2023, while we maintained disciplined expense management and built a healthy reserve that positions us for expanded programming and increased community reach.

## \$1.01M

2023 Revenue

Funding from grants, donations, and events

## \$753K

2023 Expenses

Investment in programs, staff, and operations

## \$794K

Total Assets

Strong financial position with minimal liabilities (\$14.4K)

## Major Funding Sources (2024)

- **23 Major Grants** including Tides Foundation (\$225K), Kresge, ACLU Louisiana, MS Foundation
- **28 Individual Donors** contributing \$4,648.55 across 40 transactions
- **11 Partner Organizations** providing in-kind support and collaboration
- **4 Event Sponsors** including Power Coalition, Ed Trust, Just Trust

## Strategic Investments

As DBI has grown, we've invested deliberately in leadership and infrastructure:

- Executive Director compensation growth reflecting expanded responsibilities and organizational scale
- Program staff additions to support 80+ enrolled participants
- Technology and systems to improve service delivery
- Transportation ensuring safe, reliable access to programming

# Stories of Transformation

## Voices from Our Girls

Behind every statistic lives a story of profound transformation. These are the narratives that fuel our work, proof that with the right support, girls impacted by incarceration don't just survive, they thrive.

“

### Demiyah Empowered

"Stepping into the role of ambassador feels empowering knowing that I get to be the person I once needed. Before DBI, I was ashamed that I had a parent incarcerated and never wanted to talk about it. Now my confidence and voice have become who I am, and I'm ready to help the next generation of girls find theirs."

— Demiyah, 2024 Policy Fellow

“

### Kash's Purpose

"Before DBI I was just the average teenager with a parent incarcerated, but being in DBI has made me something more, my pain has turned into a purpose. The moment I stood on the state capitol in Baton Rouge, I knew the power was in my hands. Now I want the 2026 fellows to know: you can be anybody, from wherever, but you can do it, you have the power to do anything."

— Kash'shae, 2024 Policy Fellow

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### "I will be a changemaker."

This simple declaration, repeated by multiple fellows, represents the seismic shift in identity that happens when girls find their voices. They move from shame to power, from isolation to sisterhood, from victims to advocates. That transformation is the essence of our work.

### From Shame to Strength

"Before DBI, I was ashamed of my story. Now I share it proudly because I know it can help others. My pain has purpose."

### From Silence to Voice

"I testified at the Capitol. Me! The girl who used to hide in the back of every classroom. I spoke truth to power and they listened."

### From Alone to Belonging

"These aren't just friends. They're my sisters. We understand each other in ways no one else can. I'm never facing this alone again."

# Our Community of Support

## Partnerships & Collaborations That Power Our Mission

DBI's impact is amplified through strategic partnerships with organizations that share our commitment to justice, equity, and youth empowerment. Together, we're building an ecosystem of support that surrounds our girls with resources, opportunities, and advocacy.

## Major Funders

- Power Coalition for Equity and Justice
- ACLU of Louisiana
- Ford Foundation
- W.K. Kellogg Foundation
- Borealis Philanthropy
- The Kresge Foundation
- The California Endowment
- Charles and Lynn Schusterman Family Philanthropies
- Ed Trust
- Tides Foundation
- Open Society Foundations
- Annie E. Casey Foundation
- Rosenberg Foundation
- The Libra Foundation
- The Schusterman Family Philanthropies
- Just Trust Fund
- Ms. Foundation for Women
- MacArthur Foundation
- Conrad N. Hilton Foundation
- The Zellerbach Family Foundation
- Surdna Foundation
- The JPB Foundation
- National Juvenile Justice Network

## Partner Organizations

### Advocacy & Legal Support

- Louisiana Center for Children's Rights
- Families & Friends of Louisiana's Incarcerated Children (FFLCI)
- Justice & Accountability Center of Louisiana
- Youth Justice Coalition
- Southern Poverty Law Center
- Louisiana Advocates for Justice

### Schools & Educational Access

- Southern University Lab School
- Abramson High School
- Kennedy High School
- Easton High School
- Benjamin Franklin High School
- Karr High School
- STEAM Academy
- New Orleans Charter Science and Mathematics High School

### Mentorship & Youth Development

- Son of a Saint
- Cultivating Youth
- Alas Be Loud
- Puentes New Orleans
- Covenant House
- Helix Mentorship
- Educators for Quality Alternatives
- YouthForce NOLA
- Boys & Girls Clubs of America
- Big Brothers Big Sisters of America

### Community & Health Partners

- Planned Parenthood Gulf Coast
- Local YWCA Chapters
- UNITY of Greater New Orleans
- Louisiana Public Health Institute
- Family Service of Greater New Orleans

### Policy Impact Partnership

Our groundbreaking collaboration with the Louisiana Department of Public Safety and Corrections led to historic virtual visitation policies. This partnership demonstrates how lived experience combined with institutional access creates transformative change. Our fellows didn't just advocate for policy, they shaped it.

50+

Active Mentors

Volunteers supporting DBI's mission

70+

Partner Organizations

Collaborative relationships amplifying impact

23

Major Funders

Foundations investing in our work

# Looking Ahead: 2025 & Beyond

## Vision for Expanded Impact and Systemic Change

As we look toward 2025, we're not just planning programs, we're architecting a movement. Our vision is ambitious because the girls we serve deserve nothing less. Every goal is rooted in their voices, their needs, and their brilliance.



### Expand to 200+ Girls

Doubling our mentorship reach across Louisiana's parishes



### Launch Mental Health Initiatives

Trauma-specific programming with licensed professionals



### Strengthen Policy Fellows

Build statewide youth advocacy network



### Increase Fundraising

Sustainable funding for program scalability

## Program Expansion Goals

- Open satellite location in Baton Rouge
- Launch summer intensive program with college campus experience
- Develop alumni network for ongoing support
- Create father-daughter reconnection retreat
- Expand cooking and wellness workshops based on girl feedback
- Add college prep and SAT/ACT tutoring track

## Advocacy & Policy Priorities

- Expand virtual visitation access statewide
- Advocate for educational support mandates
- Youth testimony training for more fellows
- National conference circuit to share model
- Documentary project amplifying girls' voices
- Legislative scorecard on family-friendly policies

**"Our vision is a Louisiana where no girl carries shame for her parent's incarceration, where every daughter knows she is worthy, powerful, and destined for greatness regardless of her family's circumstances."**

— Dominique Johnson, Executive Director

## Join Us in Breaking Barriers



### Volunteer

Become a mentor, tutor, or event support volunteer. Your time transforms lives.



### Donate

Every dollar funds stipends, programming, and support services that change trajectories.



### Advocate

Amplify our girls' voices by sharing their stories and supporting policy change.

### Daughters Beyond Incarceration

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Thank you for believing in our girls and supporting their journeys from pain to purpose. Together, we're not just breaking cycles, we're building legacies.