

The June Underground



Dear Friend,

June 2024

Thank you for joining us during HTE's Reparations Season. Reparations Season is an initiative that invites community members into a practice of receiving and reallocating wealth to impact the wellbeing of professionals in the workplace. For the past three years, Harriet Tubman Effect and D.E.I. Director, Nicole Johnson have sought to create the tools necessary for impactful equity work in the theater industry. Every week Harriet Tubman Effect receives 10-15 calls or inquiries about workplace trauma, mental health needs and systemic oppression challenges from marginalized leaders and DEIA minded professionals in the theater industry. We are often supporting professionals in between jobs and throughout their healing post wrongful termination, discrimination and burnout.

In addition to our workplace trauma resources, we directly support a growing list of BIPOC professionals by connecting them with needed social capital, direct financial aid, mental health resources and free professional coaching.

Those who contribute to Harriet Tubman Effect participate in a community that is dedicated to making American industries more equitable, diverse, accessible and inclusive. In order to continue this impact we believe industry professionals must stay in conversation with each other. Therefore, we have created this special Setting the Table Event to deepen our relationships in partnership with our dedicated partner and client, MCC Theater. We are so grateful for their contribution to Harriet Tubman Effect and deeply proud of the impact they are making in this industry.

Our work is rooted in a spirit of historical justice advocacy; Tubman and countless others have instilled within us the courage to not only run toward our due freedom, but to also liberate our communities along the way. We take our own first steps now - as researchers, practitioners, and leaders who collectively commit to resisting white supremacy, developing relevant work for our communities, and galvanizing empathy across cultures. We are thrilled that you have decided to join us on this journey.

Best wishes,

The Team at Harriet Tubman Effect

The Team at Harriet Tubman Effect

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GIVE TO HTE



Lantern Fund Initiatives

The lantern in LANTERN FUND represents our commitment to lighting pathways toward freedom. A lantern on a house during the early 1800s indicated that a safe house on the Underground Railroad was “all clear,” or ready to receive someone on their journey as they escaped to the north. We believe the lanterns of modern day show up in many ways: seats in our theatres, workplace support funding, and mental health resources. Your contribution is the first of many lanterns that we hope to light in our time as leaders in the movement.

GIVE NOW

Lantern Fund

Lantern Tix

Lantern POC Coaching

Lantern Orgs

Lantern Libraries

Lantern Guide

The Lantern Fund provides pathways for BIPOC professionals to receive wealth and resources from HTE community members and theater industry at large. The services listed above provide sustainable tools and resources to people of color who are challenged and quieted by institutions and systemic oppression. The Fund is one of HTE’s reallocation of wealth practices and is an opportunity for people with privilege to redistribute their wealth to these marginalized groups. Besides contributing financial wealth, HTE also uses the Lantern Fund to reallocate and share social, knowledge, health and time wealth to communities in need. In the past it has funded free networking events, educational seminars, affordable Broadway tickets, free mental health and executive coaching for BIPOC and marginalized individuals.



Reparations Season Testimonies

"It's funny, "reparations". Usually when we talk about reparations it's about a perpetrator giving something to the one who harmed. Although in a few instances, reparations have been given by perpetrators to certain groups of people based on the acts committed against them and their ancestors, it seems Black people in America are still waiting for theirs (ours) over 159 years later. Instead of waiting in hopes for things to change and for reparations to be given by the perpetrators of slavery in America, The Harriet Tubman Effect (HTE), started by Nicole Johnson, a Black woman, has led the charge towards radical reparations for Black people in America. I was introduced to Nicole by a mutual friend in the summer of 2022 and by the fall of 2022, I started helping black and brown individuals overcome mental health issues, mainly predicated on racial discrimination and prejudice. Those who were referred to me, directly from Nicole, received pro bono sessions and I received a fee. So although Reparations Season officially began at HTE in 2024, reparations were already happening by the organization in 2022. Dozens of people's lives have been affected positively, with their mental health improving from the services I have offered and I too have been affected positively from the financial support. And ultimately, this is what "reparations" is about -- the sharing of resources and beneficial fulfilment for all those involved." - Kadeem

Connecting BIPOC Mental Health Professionals with Clients



"I've been able to find my voice again through the coaching sessions with Josie. The sessions have been really uplifting and kind of like a sigh of relief...now I have some tools at my disposal to kind of lay down what I think I can accomplish and set my mind to."

Providing Health Grants and Resources



"It is an understatement to say that health insurance in the United States is an absolute mess and I am someone who is self-employed who is walking and battling multiple health things. To be able to get a grant from HTE for the first couple of weeks with an amazing chiropractor, who is also woman of color has done so much for the hope that I have for my body and has helped my journey. Repairing finding joy in my body is a big goal this year for me and I was able to receive this support from the generosity of reparation season."



Invest in HTE Impact

WHAT IS THE 1863 MEMBERSHIP:

Gain access to educational content on our new Lantern Online platform, free entry to all our yearly events, DEI progress trackings resources and year-long call center DEI support. The 1863 Membership also supports the administrative costs of HTE's ongoing social impact work.

Purchase a Reparations Season Membership

Reallocate Your Wealth

Yearly Business
Reparations Season

\$
1,863

Business Annual Membership

Valid for one year

Select

Monthly Business
Reparations Season

\$
160

Every month

Business Monthly Membership

Select

Monthly Individual
Reparations Season

\$
25

Every month

Individual Monthly Membership

Select

1863 Membership Testimony

"I feel like I've finally come to truly understand the different pillars of wealth through the work I've done thus far during Reparations Season. Realizing that an hour of my time can have a huge impact on a person, or the work they're trying to do. Stepping in with multi-faceted methods of community care. Not only does it serve others, but it feels great to share resources. It's also helped me be more realistic with my boundaries, recognizing what I'm capable of giving at specific times and take better care of myself in the process."



Bryetta Calloway

Utilizes the HTE Network to support her scholarship for creative freedom and her data visualization work about Black women and micro aggressions in the workplace.

Maria Porto

Is a non profit owner in residence at HTE who utilizes the network for resource development and fundraising as she builds access tools for disabled theater goers.



Carsyn Langhorn

Is supported by the HTE network with advocacy storytelling tools and executive coaching for her Autism Advocacy presentations and community organizing.



Kadeem Alston- Roman

Strengthens his mental health coaching business by servicing the HTE Network and refining his practice through HTE sustainability coaching and affinity groups.



Nagela Dales

Is an entrepreneur in residency at HTE that utilizes the network to build her business leadership and strengthen her equity design tools and workshops.



GROW WITH HTE



Creating Sustainable Solutions for DEIA Minded Professionals at Work

Get access to one-on-one coaching with HTE professionals and receive educational and sustainable social change resources to build your professional courage.

Receive affordable personalized sessions that support the work of BIPOC D.E.I.A. professionals

BOOK NOW

COACHING SERVICES

D.E.I. Support for
Workplace Trauma

Financial Wellness
Coaching

Resource Development &
Research Support

Business Strategy and
Career Coaching

Mental Wellness Coaching &
Therapist Matching



UPCOMING EVENTS



Reparations Season RETREAT Labor Day Weekend 8/29 - 9/1

Oak Bluffs, Martha's Vineyard

BOOK NOW



Join HTE on Labor Day weekend 2024 to celebrate our upcoming cycle of learning and participate in a 4-day/3 night bed and breakfast experience in Martha's Vineyard. Participants will navigate the following

- Dismantling systemic oppression learning courses
- Workplace trauma and wrongful job termination strategy
- Coalition building and allyship training
- Education resource and script development
- Organizational theory support for liberation in the workplace
- Coaching and facilitation techniques for motivation and sustainability
- Optional communal dining
- Personal time and artistry salons



The Lantern Fund Needs Your Support

Lantern Fund is an HTE initiative centered on lighting pathways for community members to reallocate their wealth in an effort to build more inclusive, sustainable, and diverse American workplaces.



Your contribution to the Lantern Fund provides mental health resources to BIPOC, affordable Broadway tickets for underrepresented communities, wellness support for POC, and funds HTE's development and implementation of dismantling systemic oppression tools across industries.

GIVE NOW