



2022

Annual Report



flourishing for everyone



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about Brio

Brio advances global mental health and wellbeing through design and collaboration with local leaders and organizations. Through partnership, training, and resource creation, Brio co-creates effective initiatives that center local communities and scale through local systems.

Since 2018, Brio has worked with impact organizations in Latin America, Asia, and the United States, creating innovative programs promoting mental health and wellbeing in marginalized communities. Our work is characterized by human-centered and community-centered design, along with evidence-informed practice and liberation psychology.

To date, Brio's collaborative approach has generated contextualized and effective programs reaching more than 8,000 people directly. Together with our partners, we seek to create a world where marginalized communities lead our collective liberation.

since 2018

8

multi-year partnerships creating contextualized mental health initiatives in Ecuador, Mexico, Peru, India, Malaysia, and the United States.

60+

partner team members and local stakeholders collaborating with us to design programs with communities' perspectives at the center.

8000+

participants directly accessing programs that cultivate psychological skills for values-aligned living.

what we do



We Collaborate:
designing mental
health skill-building
programs with local
communities through
deep, multi-year
collaborations.



We Equip:
expanding effective
initiatives through
training and
consultation for social-
sector leaders to
advance well-being in
their systems, strategy,
and culture.



We Share:
creating scalable tools,
resources, and case
studies from the front
lines of mental health
and wellbeing
innovation.

how we work

Our approach to mental health promotion is contextualized, evidence-driven, and justice-oriented.

These are the elements that make it possible:



Human-Centered Design

centering participants' values and experiences
in the creation of locally-driven programs



Acceptance and Commitment Training:

a proven adaptable framework that helps individuals and
communities develop psychological flexibility

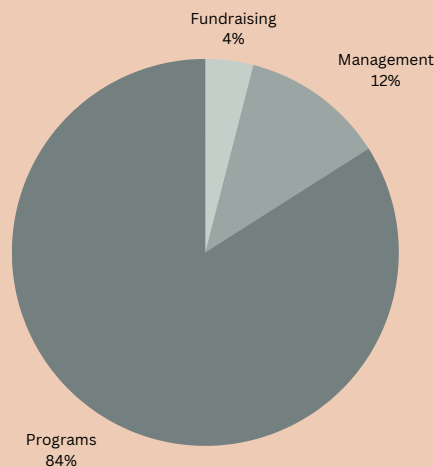


Liberation Psychology:

actively dismantling the legacy of internalized and external
oppression to experience healing, values-derived action, and
collective freedom

use of funds

Thanks to the generous and flexible support of individual donors and institutional funders, we are able to cultivate partnerships and programs that truly center local communities and contexts.



About our ratios: 84% of our 2022 budget covered the direct costs of designing, training and implementing programs. Meanwhile, we believe organizational well-being is critical to sustaining the much-needed work of the nonprofit sector— and reflects the true cost of important social change. Beyond traditional ratios and benchmarks, we seek to make a meaningful difference through both the leverage created in our collaborations, and shifting the narrative to truly support flourishing for everyone— including the people and organizations doing the work .

2022 Financial Overview

Total Revenue and Support: \$213,112

Total Expenses: \$171,424

Change in Net Assets: \$35,688



Letter from the executive director

Dear friends,

When we first pitched the idea of Brio at a Yale accelerator in 2019, we knew we wanted to do things differently. **Brio is founded on the belief that those with the least traditional power and access are also those who can, and must, lead our healing and collective liberation.** The belief that there is so much more to mental health than illness, and that the inner strengths we cultivate together can move us all in the direction of our biggest hopes. And that supportive collaboration, where our partners' local footprint is far bigger and bolder than our own, can more effectively advance flourishing within scores of communities.

In 2022, our second year with full-time operations, it became clear that doing things differently is not only possible but also deeply impactful. **Inspired by the listening processes we launched in 2021, we co-created programs featuring lessons, stories, and skills drawn from Acceptance and Commitment Training (ACT), and Liberation Psychology.**

We gathered with families of disappeared people and human rights defenders in Mexico to hear and tell their stories of healing after loss. We launched a new client engagement in the United States and a fellowship program for Indian social-sector professionals to learn to facilitate wellbeing with thousands of educators. Our partners in Malaysia implemented a pilot program with Rohingya refugee women, yielding an overwhelmingly positive response and outstanding community outcomes. Our partners in India began our multi-year collaboration with the Rajasthani government, to develop and implement a wellbeing curriculum that will reach millions of children and hundreds of thousands of teachers.

As I look back over the year, there are more moments of growth and delight than I can count. **I am overcome with gratitude for the support we have received from community members, partners, friends, and contributors, who make this vision of collective flourishing possible.**

Yet lest this read like a stereotypical “strength-to-strength” narrative, I’ll share one moment with you that stands out to me above the rest. On a particularly hot day during our first visit to partners in India, I started to wonder if I was going to collapse on the sand. One of our partner team members grabbed a futon, placed it on the floor in a dark room, and told me to lie down. I felt so foolish, embarrassed by my human fragility. “Don’t worry, just take a moment for yourself,” he said. Ten minutes later, I felt better.

I call this moment to mind because, while there’s nothing about it that would amount to any capital-i Impact, it deeply affected me. When people wonder why we work across multiple cultures and regions rather than just in one, I point to the globalized nature of our world, the interconnectedness we have experienced in the pandemic, the way my future is bound up with yours. I sometimes forget to say that it is also because I have been so deeply loved and cared for by people around the world, and in many ways Brio is our act of love in return.

Mother Teresa is quoted to have said, “Not all of us can do great things. But we can do small things with great love.” **These days I am not sure what qualifies as a “great thing”— but in 2022, I saw many people do things with great love.** And it has made all the difference.

Yours,

Daisy Rosales
Co-founder and Executive Director



A scenic landscape featuring a large body of water, rolling green hills, and a small building on a hillside. The text "highlights of 2022" is overlaid in a cursive font.

highlights of 2022

where we worked



In Mexico at Casa Xitla, families of disappeared people shared their new perspectives, skills, and connections coming out of a multi-year program supporting their personal wellbeing and community leadership. Many expressed a renewed sense of vitality and willingness to experience life, even in the midst of deep pain and trauma.

[Watch our video here.](#)



In the U.S., we partnered with City Year to create a well-being program to cultivate positive mental health amongst Americorps Members, staff, and the communities they serve. This pilot curriculum launches in January 2023.

In Spain, we gathered with the Mental Health Collaboration of Catalyst 2030 at the Wellbeing Summit in Bilbao. Together with global colleagues, we cultivated meaningful conversations about wellbeing and social impact work.





In India, we co-designed a state-wide wellbeing curriculum "Khud ki khoj" for teachers and children, which will be developed for the next several years with a full state implementation in 2025. Our partners at Kshamtalaya launched the first collaborative training with state dignitaries in December 2022.

Together with Kshamtalaya and the support of Pinterest, we launched our inaugural Wellbeing-preneur Fellowship, an opportunity for social-sector professionals to learn to facilitate well-being experiences. Through a partnership with Rajasthan government, our Fellows are leading 2000+ educators through our *Hausla* wellbeing program.



In Malaysia, our partners Humankind piloted the Resilience Program designed for and with Rohingya women refugees, facilitated by their own leaders with the guidance of Humankind. Participants demonstrated immense growth and outstanding community outcomes. This program will be shared with new leaders and community organizations in 2023.

[Read the report here.](#)



in their words

*In Malaysia, our partners Humankind collaborated with Rohingya refugee women to facilitate a program we designed with them. The program, which features metaphors, storytelling, art, and mindfulness practice, aims to cultivate psychological flexibility based on participants' experiences and the well-researched ACT framework. Below, HumanKind team member **Sue Lyn Lim** shares how the participants responded to some of these concepts.*

"Cognitive Defusion allows us to create a helpful distance between ourselves and our thoughts and feelings, first naming and noticing, followed by refocusing attention. The participants shared the various difficulties they face such as financial hardships, harassment from police and locals, and the lack of rights to work, study or drive that impedes their ability to support their families. The stabilising objects from session 3 were brought out for the participants to hold onto and to help refocus as they shared and listened to these difficult experiences.



"In *Self-as-Context*, participants were invited to make space for all thoughts and feelings. They wrote or drew out these thoughts and feelings onto pieces of paper and placed them into a box. They felt relieved and a sense of release as they poured everything, good and bad, into their individual boxes. **No matter what goes into the box, the box itself, representing their selves, remain unchanged.** They understood that they could revisit the content of their boxes whenever they feel ready."



our journey to impact

a bold claim



With more than a quarter of the global population likely to experience mental health conditions, there will not be enough therapists, professional or volunteer, to sufficiently stem the tide.

Mental health promotion, which includes the cultivation of effective psychological skills, builds the internal resources for individuals and communities to take meaningful action in the midst of hardship. Promotion programs can be helpful to everyone, including those living with a mental health condition.



To achieve impact at scale, we leverage community-driven partnerships to share and replicate contextualized mental health promotion initiatives to reach more people to cultivate skills between and within individuals. We must take this path in order to make flourishing possible for everyone.

context-driven approach to scale

from deep collaboration to broad accessibility



Brio partners with organizations & their communities to create a contextualized mental health promotion program.



Partners run pilots of the program, measuring pre/post outcomes to understand effectiveness and make adjustments.



Program, with adjustments, is solidified and prepared for sharing with additional stakeholders. Partners are equipped to package, train, and expand through appropriate channels.



Government or multilateral implementation

Fellowship model: training for local professionals

Ecosystem partnerships and replication

Large organization multi-year roll-out



*In 2022, we focused and increased the depth of our partnerships with collaborators who share our desire to see effective contextualized programs reach many more people in coming years. Each of our current projects has the potential to take one of these paths toward growth and accessibility.

Join us for 2023.

As our partnership projects mature and expand in communities and regions, we invite you to join our community of supporters and friends. This coming year, we anticipate the following highlights:

- Launching a new multi-stakeholder project in Medellín, Colombia, addressing the mental health and well-being of at-risk youth and families.
- Graduating our first cohort of Wellbeing-preneur Fellows in India, who will have reached 2000+ teachers in a 21-day well-being skills program.
- Expanding our support of vulnerable women and community leaders in Malaysia using our co-created ACT-based curriculum.
- Partnering with US-based nonprofits to integrate positive mental health and well-being into their daily work and strategy.

With deep gratitude and resilient hope, we look forward to another year of collaborating and learning with great love.



Co-Founders

Daisy Rosales, Executive Director

Aaron Rosales, Director of Mental Health

Board of Directors

Jennifer Guerra Aldana

Jihye Gyde

Jasmine Park

Every person is created to flourish

● सप्ताह के दिनों के नाम ●		
ENGLISH	अंग्रेजी	हिन्दी
MONDAY	मंडे	सोमवार
TUESDAY	ट्यूजडे	मंगलवार
WEDNESDAY	वेडनस्डे	बुधवार
THURSDAY	थर्सडे	गुरुवार
FRIDAY	फ्रायडे	शुक्रवार
SATURDAY	सैटर्सडे	शनिवार
SUNDAY	सन्डे	रविवार

But the burdens of violence and injustice fall heavily on the shoulders of marginalized communities. The vicious cycle of poverty and poor mental health threatens the wellbeing of us all.

Now is the time to catalyze community-owned mental health initiatives that break the cycle, scale through local systems, and empower the most vulnerable among us to thrive.



Brio advances global mental health and wellbeing through design and collaboration with local leaders and organizations.

Through partnership, training, and resource creation, we are building a world where marginalized communities lead our collective liberation.



startbrio.org

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