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# NEWSLETTER

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# WHY WE EXIST, WHY WE THRIVE



**WALK THE TALK**  
FOUNDATION

**CELEBRATING**  
*4 years*  
**ANNIVERSARY**  
of defending military whistleblowers



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## *Why We Exist, Why We Thrive*

### *Commemorating Four Years of the Walk the Talk Foundation*

Four years ago, the [Walk the Talk Foundation](#) did not begin with a ribbon-cutting, a boardroom, or a polished strategic plan. It began with something far more uncomfortable and far more powerful: firsthand exposure to a broken system, and a refusal to look away.

This anniversary is not just a milestone. It is a reckoning with why we exist, and a reflection on why — against long odds — we continue to thrive.

### **Why We Exist**

My career ended, in part, because of a horrendously botched Inspector General (IG) investigation.

What I witnessed during that process was not simply incompetence (which there was no dearth of), it was something more troubling. The investigation was amateur in execution, superficial in rigor, and almost laughably skewed to protect institutional management rather than uncover the truth. To boot, the conflicts of interest were not subtle — they were structural, as if by design.

At the time, I suspected my experience was not unique. Over time, that suspicion hardened into certainty.



Administrative systems of "justice" — particularly within large federal institutions — are rife with shortcomings. They lack independence. They lack accountability. They lack investigative rigor. And too often, they operate less as arbiters of truth and more as shields for the very entities they are meant to oversee.

From that realization, the Walk the Talk Foundation was born.

In its earliest form, it was an LLC of one: me. A website. Firsthand knowledge of Inspector General systems within the Department of Defense. No staff. No funding pipeline. No institutional backing. Just lived experience — and a conviction that if this had happened to me, it had happened to many others.

I was right.

### **Fast Forward to Today**

Four years later, the Foundation bears little resemblance to its humble origins—except in one critical way: its mission has not changed.

- ▶ A fully established 501(c)(3) nonprofit
- ▶ 480+ cases completed
- ▶ 50+ active cases
- ▶ A 99%+ satisfaction rating
- ▶ A growing network of advisors, clinical advisors, and dedicated staff

Behind each of these numbers is a human being: a whistleblower, a complainant, a victim, a service member, or a public servant who dared to speak up — and then found themselves navigating a system not designed to protect them. With each of the 480+ cases, there was a service member and/or family who risked their personal, professional, and psychological well-being to do what was right.



And with each case, that brave American found themselves in the crosshairs of an institution that did not take kindly to being called into question.

The Foundation did not scale because of advertising ploys or marketing gimmicks. It scaled because the demand was undeniable.

## Why We Thrive

### The People

The Walk the Talk Foundation thrives because of an extraordinary team of Americans. Seasoned professionals — patriots, clinicians, investigators, lawyers, and advocates — all who have served this country in uniform and out, and who now lend their expertise to those navigating the most opaque corners of administrative justice.

I invite you to look at their CVs: <https://walkthetalkfoundation.org/about-us/>

What you will find is not ideology. You will find credibility. Experience. Service. And a shared commitment to improving systems that too often fail the very people they claim to serve. Many were like me: people serving dutifully who went from top performers to "boat rockers" simply because they did the right, but unpopular things.

### The Reality of the System

We also thrive because the need has not diminished — despite years of promises to reform.

In four years, I have witnessed a modicum of substantive measures aimed at improving the administrative investigative process for whistleblowers, complainants, and victims within the Departments of Defense and Homeland Security.

One need not look past the [DoD Inspector General's](#) current **1.7% substantiation rate** to understand the deeper truth. A system with numbers like that is not merely flawed — it is signaling what it truly values.



Such a system is content to remain the institution's lapdog, despite superfluous touting to the contrary. Conversations and engagements with the Departments' Inspectors General have led me to one irrefutable conclusion: they are more than satisfied with their fiefdoms and how they afford an unsettlingly infinitesimal amount of rights and due process for the person who raises their hand.

Until that changes, our organization, unique in its history as well as mission, will not merely be relevant — we will be an essential counter to the pulverizing force the institution brings to bear against whistleblowers.

### **Walking the Talk**

In 2022, as I was retiring from my beloved [United States Air Force](#), I did not set out to build an organization. I set out to simply close a gap.

Four years later, that gap still exists — but it is no longer unchallenged.

To every person who trusted us with their story; to every advisor who raised the bar; and to every staff member who carried the weight of this work with integrity — this anniversary belongs to you.

We exist because the system failed. We thrive because you refused to let it win.

And we are just getting started.

*vincit omnia veritas*



If you would like to help us fight these issues, please consider donating to the Walk the Talk Foundation [HERE](#). We greatly appreciate your support. As a 501(c)(3) nonprofit, your donation is 100% tax deductible.



Send this newsletter to your elected officials if you believe they need to correct the issues discussed.

- ▶ Find your Representative here: <https://www.house.gov/representatives/find-your-representative>
- ▶ Find your Senator here: <https://www.senate.gov/senators/senators-contact.htm>

Feel free to reach out privately at [francescagraham@walkthetalkfoundation.org](mailto:francescagraham@walkthetalkfoundation.org) or in the comments.

**PETITIONS:** [SIGN THIS PETITION](#) demanding that our leaders in Congress change the DoD's unjust administrative investigatory system.

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