Dear Y-WE Community,

We are so grateful that you are part of Y-WE’s journey. Supporting diverse young women’s leadership is of critical importance for a humane, compassionate and sustainable world. You are cultivating a generation of creative leaders and courageous changemakers.

This year, the urgency of cultivating dialogue, compassion, and allyship across our differences was intensely highlighted. While racial hatred and misogyny speak cruelly from seats of power, our community has deepened its joy in bearing witness to each other’s journeys. We celebrate and accompany each other, share meals and stories, and find camaraderie and solace in witnessing how vulnerable communities are responding to systematic assaults with deep self-nurturing. It is from this foundation of self-care, self-advocacy, and community support, that our young women generate the skills they need to achieve their education, career, and social change goals.

Because of the support you provided for Y-WE’s 2017–18 programming, we saw young and adult women activate power, confidence, community and the courageous spirit of changemaking. Over 650 young women were directly served through our 10 programs and 2,000 community members were enriched by our educational events. As we enter our 2018–19 programming cycle, we are gearing up to offer amazing new programs and deepen the impact of our existing services. We hope you’ll join us for our community-wide events in 2019, including STEM Exploration Day, Career Day, Ignite, and our first ever Youth Leadership Summit. Stay tuned for details as the year unfolds.

Thank you for continuing to stand with us in 2018–19 as we build joyful community and work toward a more social just and equitable world.

With appreciation and respect,

Victoria Santos
Co-Executive Director

Rose Edwards
Co-Executive Director & Co-Founder
To my fellow Y-WE champions,

My journey with Y-WE began in 2012 when I was searching to give back in a way that aligned with my personal values and vision for a just society. I achieved a successful career and had a deep desire to pay it forward. As it happened, my professional mentor was a speaker at Y-WE’s Career Day and she was deeply moved by the young women and Y-WE’s mission. I decided to learn more about Y-WE and attended the fundraising dinner.

I immediately saw the transformative impact. Young women shared their stories of how Y-WE empowered them to find their voices, dream big, and pursue opportunities that would transform their lives and their communities. I was also struck by the cultural respect and diversity of the Y-WE community. I felt an instant connection as I saw myself in these young women. I had to be part of this amazing organization! Shortly after, I became a mentor and then ultimately joined the Board of Directors.

Y-WE has continued to grow and deepen its impact. Y-WE seeks to empower young women to become leaders who effect positive change in the world. They go on to achieve school and career success, benefit their families and communities, and become a force for cultural transformation. We want diverse young women to find their voices, gain knowledge and skills, develop self-confidence, express themselves creatively, explore academic and career pathways, and forge strong bonds with peers and mentors within a dynamic intercultural community of girls and women.

Today, I am honored to serve as the Board Chair as we continue this remarkable journey. I hope you will appreciate Y-WE’s first annual report: an important review of a significant year. We look forward to implementing the 3-year strategic plan developed this past year as a major milestone. As we embark on our most ambitious year yet, I invite you to deepen your commitment. It is the generosity from community members like you that makes this work possible. I am grateful for all that you do, and I am confident in Y-WE’s future with your continued support and dedication.

With gratitude,

Sangeeta Gupte
Chair, Board of Directors
Who We Are:

Our Mission

Y-WE cultivates the power of diverse young women* to be creative leaders and courageous changemakers through transformative programs within a collaborative community of belonging.

Our Vision

We envision a society rooted in equity, where all young women* live their truth, achieve their dreams, and change our world.

Our History

Y-WE is an organization born out of the enthusiasm and demand of the young women we serve.

Under the guidance and fiscal sponsorship of Partners for Youth Empowerment (PYE Global), we offered a pilot of our 7-month leadership program in 2010 to just 40 participants. True to their visionary ways, the young women dared to dream big and spoke up about how important it was for Y-WE to continue. In order to raise the necessary funds to launch the organization, the 1st year participants decided to put on a fundraising event called “Y-WE’s International Dinner. The participants cooked 30+ dishes from their cultures, put on performances, and invited friends. That night raised $10,000 for Y-WE — enough to fund another year of the program — and we haven’t stopped growing since.

In October 2015, we received our independent 501(c)(3) designation from the IRS. Y-WE now offers over 10 unique leadership programs, and impacted over 650 young women and thousands of community members throughout the Puget Sound region in 2017-18 alone. We are profoundly grateful to all who have supported our exponential growth along the way.

Thanks to dedicated supporters like YOU, Y-WE’s future has never looked brighter.

*those who identify as women or girls or were assigned female at birth.
Board Legacy

We’re honored to highlight the inspiring service of two of Y-WE’s co-founders: Leslie Cotter, who served as Board Chair for our first 7 years, and Peggy Taylor, whose 8-year board service ended in August 2018.

From hosting life-coaching sessions for young women in their own living rooms to doing all the dishes after major fundraisers; from guiding strategy conversations to building our board from the ground up; from training our facilitators and mentors in PYE Global’s Creative Empowerment Model to centering our young women’s voices every step of the way—these incredible women have modeled what service leadership truly means!

Thank you Peggy and Leslie for your big-hearted support, guidance, and advocacy. You will always be part of the Y-WE family!

“I am part of Youth Leadership Council because Y-WE has shaped my life to be more positive and has given me connections to people that I wouldn’t have known otherwise which I am thankful for”

— EMMA, Y-WE YOUTH LEADERSHIP COUNCIL
The Youth Leadership Council (YLC) is a program for returning youth who have made an additional commitment to become **stewards of Y-WE culture**, to **contribute their ideas** on the direction of the organization, and to **cultivate their skills as leaders within our Y-WE Lead program and in the greater community**.

YLC members cultivate public speaking and advocacy skills, lead workshops and engage in important community dialogue. This year’s YLC members helped to represent and guide Y-WE as they attended board meetings, engaged in community projects, performed at Seattle’s MLK Day Rally, MC’ed and performed at Ignite and Career Day, created and facilitated workshops in Y-WE Lead, at Health Day and the spring retreat, attended strategic planning meetings, and provided feedback on Y-WE programs.

“I want to extend the loving community energy of Y-WE to other spaces and use the leadership skills I’ve learned to make active social change with my club at school, Y-WE, and any opportunities I seize this year!”

— HA’AHEO, Y-WE YOUTH LEADERSHIP COUNCIL
In 2017–18, there were 18 youth participants, supported by 4 mentors

100% of participants increased their ability to...

- take on leadership roles in a community-building context
- apply critical thinking and social justice principles
- develop comfort and skill with facilitation and public speaking
- plan and deliver activities, individually and with a team

**Highlights**

**Workshops:** YLC members led workshops within Y-WE Lead on important and challenging topics such as Deconstructing Modern Colonization and The N-word. In the greater community, YLC members co-facilitated sessions of the Let’s Talk Race series, coordinated by Y-WE mentor Nafasi Ferrell of the Delridge Neighborhoods Development Association. Session topics included Migration and the World, the Creation of Whiteness, Understanding Islam, and more. The YLC’s leadership within this series exemplifies their transformative community engagement.

**MLK Day 2018:** For MLK Day 2018, Y-WE joined the city of Seattle by marching in support of “Take a Knee for Justice.” YLC members Namaka and Nasra wrote and performed a poem called *Memoirs from the Surviving* for an audience of thousands at the rally at Westlake Square.

“I became part of YLC because I believe in Y-WE and what it stands for. I want to grow as a leader and in doing so help Y-WE carry out its mission of helping girls grow as leaders in all aspects of their life.”

— ADANECH, Y-WE YOUTH LEADERSHIP COUNCIL
Y-WE Nature Connections offers year-round environmental learning, stewardship and outdoor explorations. Young women, especially young women of color, have a vital leadership role to play in protecting our environment. Forging a strong bond with nature can open a lifelong source of good health, enjoyment and inspiration, and spark an enduring commitment to environmental stewardship. In Y-WE Nature Connections, youth gain the knowledge, skills and confidence to be leaders with an authentic personal connection to the natural world and a commitment to protecting our shared home.

Highlights

In 2017–18, the program served over 100 young women, including an intensive cohort of 28 participants and 7 mentors. Young women explored the nature that we find in both urban and wilderness settings, through a robust blend of structured learning, healthy physical activity, thoughtful conversations and active stewardship.

“I feel relaxed. I like all the of the positive energy. That’s important to me... I consider everyone my friends.” –ANIAH, Y-WE YOUTH
Activities
Backpacking
Bouldering
Camping
Cross country skiing
Environmental justice workshops:
  meeting with Got Green,
  Duwamish River Clean-up Coalition, Makah Tribe
Environmental stewardship:
  tree planting and invasive species removal, and gardening
Hiking
Kayaking
Rock climbing
Snowshoeing
Wilderness first aid
Wilderness survival skills

Grants & Awards
REI Force of Nature Fund
Washington State Recreation and Conservation Office, No Child Left Inside
Clif Bar Foundation
Russell Family Foundation
Keen Effect

Partners
REI
The Mountaineers
Washington Trails Association
King County Parks
Seattle Bouldering Project
The Makah Tribe
Duwamish River Clean-up Coalition
Got Green
Beacon Food Forest
South Whidbey School District

“"I use Nature Connections as a way to refresh myself of the city and school and everything... Everyone is just so accepting; everyone encourages you to do stuff even if you feel like you can’t or are afraid.”  –LOLA, Y-WE YOUTH

Backpacking Trip
Y-WE Nature Connections ended the year with its biggest outdoor adventure yet! 13 youth and 9 adults embarked on a 4-day, 3-night backpacking trip to the Ozette Triangle. Located on Makah land, the Ozette Triangle is a 9-mile loop on the Washington coast in the Olympic National Park. The culminating experience of the year was all about putting our wilderness skills to practice, building community, reflecting on the year and setting intentions moving forward.
Y-WE Lead

Our flagship school-year leadership and empowerment program, Y-WE Lead included workshops, two weekend overnight retreats, Career Day, Health Day, STEM Exploration Day, creative arts, social justice, college and career readiness opportunities, and more.

Over the 8-month program, Y-WE Lead brought together more than 65 monthly youth participants, 25 mentors, and 400+ additional youth and community members in educational events. Our monthly day-long leadership programs explored a variety of themes, including Personal Power, Community Leadership, Connection to Nature, Connection to the World, and Finding Your Passion. Within Y-WE Lead were 3 learning communities that enabled focused skill-building and deeper bonding with peers and mentors:

Special thanks to King County’s Best Starts for Kids program for their generous grant funding of Y-WE Lead.

Y-WE Code

Development of college/career readiness through mentor-supported STEM learning using digital technology.

**Code participants created three custom digital apps** — a conference app with event information for Career Day, another for Y-WE community members to keep in touch, and a third youth-focused app that features inspiration, inclusive beauty, health tips, and creativity.

Y-WE Represent

Writing and storytelling using digital platforms for skill-building and media literacy.

**Represent participants created a high-quality print magazine with original poetry, graphic art, and articles covering topics from self-care to the opioid epidemic.**

Y-WE Changemakers

Activities for healing, self-care and resilience in the face of oppression; civic engagement and social justice advocacy.

**Changemakers participants went on educational field trips across our community exploring a variety of issues and causes.** Participants worked on personal projects, spanning everything from self-care to imperialism.

Academic and Career Explorations (ACE)

Special thanks to the Sheng-Yen Lu Foundation for funding ACE. This program includes Career Day, STEM Day, and 1:1 mentorship supporting young women in obtaining internships, interview prep, budgeting, college application and resume prep, academic success, career readiness, and life skills development. ACE is closely integrated with our other programs and provides critical support as young women set and meet goals for their futures.
Transformative Impact

100% said Y-WE LEAD increased my perception of girls, women and gender non-conforming people as my allies.

95% said Y-WE LEAD increased my...

feeling of empowerment to live my life the way I want.

commitment to taking positive action to make a difference in my community.

knowledge, skills (e.g. goal-setting and planning) and access to resources that will help me achieve personal and career success.

“I was part of a really beautiful, diverse, welcoming community. I can’t wait for next year and I feel so excited for Y-WE’s future!”

– Y-WE LEAD PARTICIPANT

A I am able to take on leadership roles in my home, school and community.

B I am able to communicate clearly and effectively with others from different ages and backgrounds.

C I know about good ways to take care of my physical and emotional health.

D I care about the natural environment and I feel a personal connection with it.

E I am able to effectively share my ideas with groups.
Held at Carnation Farms, this residential camp welcomed 34 youth and 17 adult mentors for a unique opportunity to “Design Your Life!” The camp was delivered in partnership with foundry10 teaching artists who guided participants through different tracks.

Youth were empowered to create anything they could imagine—from art and jewelry to choreography and animation—and explored issues like sustainable fashion and consumer supply chains, community organizing, and art as activism.

The week culminated in a showcase where participants debuted their two-minute podcasts, skits, poetic performances and walked the runway in a fashion show. Young women explored the empowerment of making their own clothing, challenging dominant societal narratives about body image, beauty, consumerism, and what women should or should not wear. It was a powerful week of learning to be creators.

“I take away that I am a good person who can trust myself to take social and creative risks without the fear of making mistakes.” —Y-WE CREATE YOUTH
Workshops

The camp included indoor and outdoor workshops, whole group plenary discussions, small group experiential activities, a nature walk, and art making.

Sustainable Fashion: Artist and seamstress Jackie Amatucci returned to lead Sustainable Fashion. Participants in this track learned the basics of sewing by making napkins and ironing. They then went on to all make bags and some even made whole outfits, once they mastered the concept.

Podcasting: Led by Eula Scott Bynoe (co-host of Hella Black Hella Seatle and KUOW’s Battle Tactics for Your Sexist Workplace) participants in this track learned how to create and produce audio stories.

Writing the Symphonies of Our Voices: Led by actor and spoken word artist Naa Akua, participants engaged in a mix of cross genre writing from poetry to prose and created performances.

Dance: Dancer and choreographer Maxie Jamal taught hip hop dance, and young people learned a dance routine while at camp.

Silk Dying: Fashion designer Chrissy WaiChing taught a hands-on silk dying workshop.

Anti-Racist Makeup: Saraa Majid led an Anti-Racist Make-up workshop, exploring topics including transmisogyny, anti-blackness, youtube sensations, Eurocentric beauty, and our concept of make-up as a whole.

Nature Walk: JT Hall led a nature walk where participants learned how to identify various trees and plants as well as how to access their healing properties.

“At this camp I learned that I can make things! People should listen and hear what I have to say. I am powerful in my own ways and I need to own it and stop doubting myself.”

—Y-WE CREATE YOUTH
Y-WE and Hedgebrook teamed up again for our annual Y-WE Write Camp at the Whidbey Institute. Four world-class Hedgebrook women of color writers came together with 33 amazing youth participants, 10 mentors, and Y-WE teaching artists for a week of reflection, expression, and creative writing within a powerful community.

Each day the Hedgebrook writers presented an author talk, followed by plenary sessions exploring themes of identity, leadership, voice and stories. Throughout the week, youth and mentors participated in creative activities such as touch drawing, writing original poetry, and performing at the powerful Open Mic (participant showcase). One highlight was the trip to Hedgebrook where the group toured a writer’s cabin and met with writers-in-residence. Many of the young women said they could see themselves in one of those cabins in the future.

“So much wow. We can tell our stories, and by telling our stories we can show the world that we ARE impactful. Women of color need to be heard!!! We can change mindsets!”

—Y-WE WRITE YOUTH

These world-changing young leaders showed us what Y-WE Write is all about: we write to empower ourselves, our communities, and the world.

**Workshops Included**

- Beyond the Margins: Writing for Social Change Nonfiction, Essays, Journalism with Joshunda Sanders
- Hook, Line, & Sinker with Amber Flame
- Small No More: Unleash Your EPIC Adventure Science Fiction with Shannon Humphrey
- Once Upon a Time There Was…Poetry, Prose and You with Anastacia Renée
“I came into this camp not really considering myself a writer because I didn’t write in the way I thought I should’ve. After being in this camp and learning so much and taking in so many incredible experiences and examples of all types of writing, I can see myself continuing to write and use it in a powerful and healing way.” —Y-WE WRITE YOUTH

94% of participants said Y-WE Write increased:

- my ability to engage with writing in a meaningful way.
- my feeling that my voice is strong and I am able to speak up for what matters to me.
- my feeling that writing is a source of empowerment in my life.
May marks our annual Y-WE Graduation Ceremony and Celebration!
As the culmination of our school-year programs — Y-WE Lead, Nature Connections, and the Youth Leadership Council — it was a powerful and inspiring day to celebrate Y-WE’s world-changing youth and community. Surrounded by friends, family, and community members, we extended our heartfelt gratitude to the Duwamish Longhouse and Cultural Center for their warm hospitality.

Members of the YLC kicked off the celebration with an inspiring invocation, followed by a deeply moving song from participants Sophie and Nasra. Youth from Y-WE Lead and Nature Connections shared exciting highlights from their respective programs — from a custom app made in Y-WE Code to a magazine in Y-WE Represent. We heard heartwarming reflections from a Y-WE parent, Henrylyn — then graduating youth Vivian delivered a powerful keynote reflecting on the transformative impact Y-WE has had on her life...and where her big dreams will take her next. Y-WE staff presented graduation certificates then co-directors Rose and Victoria offered a beautiful message of love and hope. Finally, participants Robin and Sonja closed the celebration with a melody that brought everyone together in song.

“I am more confident in both my leadership and facilitation skills and my ability to communicate to different people within the community.”
— ANONYMOUS, Y-WE YOUTH

“Y-WE has shaped me as a leader throughout the years and has provided a safe space where I and many other young women can be themselves without judgment.”
— GARO, Y-WE YOUTH
The Y-WE Alum retreat in July 2018 brought together 22 alum for a life-coaching and self-care retreat. Participants shared their personal stories; they worked to create action plans for their futures; and they helped to inspire one another.

This retreat marked a kick-off of year-round alum programming which will begin this fall. Program offerings will include career mentorship matching, internships, facilitation training and community building. After years of offering transformative leadership programming for young women, Y-WE now has a vibrant network of alumnae around the world.

**Universities and Colleges** Y-WE Alum attend include: University of WA Bothell, Howard University, Pomona College, The New School, Pitzer College, Berklee School of Music

**Careers chosen by Y-WE Alum include:**
Boeing Supply Chain Manager, Seattle Children’s Data Analysis, Microsoft Software Engineering, Political Campaign Intern for Congresswomen, Founder of Social Justice Arts Collective, Middle School Teacher

“Y-WE has helped me step out of my comfort zone and be true to myself. My dream is to become a member of Congress and to leave a legacy of political justice and wisdom, to pave the pathway for Black women, and to break boundaries of what leadership is.”

—KADIJA, Y-WE ALUM
Career Day

In partnership with Cascadia College and University of Washington - Bothell, our community came together in April to share stories and explore career opportunities at Y-WE’s annual Career Day. With over 300 girls and women from all walks of life, this transformative event featured keynote speakers, workshops with women professionals from diverse fields, networking opportunities, and career development activities. Our resource fair included over 40 organizations presenting opportunities and information to youth attendees.

After a powerful introduction from Bianca (Y-WE participant and future immigration lawyer) our keynote speaker Michele Storms, Deputy Director of ACLU- Washington, spoke on the theme “Never Give Up.” This was an unforgettable opportunity for youth to hear directly from an inspiring community leader in the middle of a day filled with exciting workshops.

Over 30 diverse professional women volunteered to share their authentic stories of career challenges and success. Workshops explored many fields including arts, engineering, medicine, midwifery, politics, social justice, finance, career readiness, law, digital technology/STEM, and more.

Workshops included:

• Anusha Rangaswamy, Director, Customer Experience Engineering, Microsoft
• Yasmin Trudeau, Legislative Director, Washington State Attorney General’s Office
• Shelmina Abji, Empowerment Speaker, Former IBM Vice President
• Chalia Stallings-Ala’ili, Assistant Attorney General, Washington Attorney General’s Wing Luke Civil Rights Unit
• Commissioner Bonnie Canada-Thurston, King County Superior Court Commissioner
• Jen Krohn, Aviation Engineer
**STEM Exploration Day**

Over 90 youth and 18 adults came together for STEM Exploration Day at Microsoft’s Redmond campus in March. This community event focused on women’s careers and studies in STEM (Science, Technology, Engineering and Mathematics) fields. The day offered a plenary panel with women who work in STEM fields sharing perspectives and inspiration about their careers and work.

**Workshops included**
- XBOT Robotics with Team XBot
- Social Virtual Reality with Altspace VR
- Inventing with littleBits: Electronic Building Blocks
- A youth-led Women’s Empowerment workshop

**Health Day**

At our annual Health Day we welcomed youth participants and adult allies to ask their most pressing health-related questions, offer their own tips and tricks, and seek resources from trained professionals in a variety of health related fields. From a plenary focused on relationship boundaries to delicious vegetable-based recipes, Y-WE Health Day had something for everyone.

**Workshops Included**
- Self Defense with Guest Facilitator Gailyn Perrin
- Hip Hop & Mental Health with YLC members Zaria and Nasra
- Disability Justice with YLC member Namaka and mentor Anna
- Social-Emotional Health Check-In with Y-WE MSW Intern

**What Youth Participants Said**

- **98%** increased knowledge about important health issues in my life or the lives of people I care about
- **95%** deepened understanding of healthy relationships and boundaries
- **93%** increased confidence in my ability to take action for healthy living and self-care
- **93%** increased commitment to engage in wellness practices and healthy eating
- **90%** increased knowledge about good ways to access health and self-care resources
Our mentors are the heart and soul of Y-WE. We proudly offer year-round mentorship programs which provide meaningful intergenerational experiences for our young leaders. Participants form relationships with a wide range of positive role models who represent diverse backgrounds and offer personal and professional support. There is a pressing need for mentor-based programs that center marginalized young women and offer deep learning and resources for resiliency.

**Mentor Contact Hours:**
- Each youth in Y-WE’s 8-month school year programs receive an average of 140 hours of direct mentorship
- Each youth in Y-WE’s summer camps receive an average of 72 hours of direct mentorship
- Mentors donate 100% of their time to support our young women leaders!

“Y-WE doesn’t put boundaries on you. You’re always welcome, and you can always be who you are. In Y-WE, I realized what I want for this world, for women. My dream is to join the Peace Corps and go to different countries and help women everywhere.”

—AYNURA, Y-WE ALUM & MENTOR

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**Plant the Seeds for our Future, Today**

Did you know you can leave Y-WE in your will and estate plans? Making a planned gift is a meaningful way to invest in women’s leadership for generations to come.

Learn more at: y-we.org/plannedgiving
Dreams took flight at Ignite, Y-WE’s 8th annual fundraising gala, at the Museum of Flight on March 17. We raised more than $250,000 in critical funds for Y-WE’s youth participants to access our transformative leadership programs. Over 400 of our most dedicated champions and friends came together under one roof to launch countless dreams for the future. We are grateful to our philanthropy committee and board members, event volunteers, and auction donors who helped us reach new heights with our biggest Ignite yet.

Some extra love to the brave young leaders who took center stage:
- **Adanech and Sonja** — who flawlessly emceed the entire event
- **Nikai and Suhur** — for their powerful original poem and debut performance
- **Aisha** — whose inspiring keynote brought the room to its feet
- **Beatriz, Carla, Miles, Prisca, and Sophie** — with a musical finale (India Arie’s “Strength, Courage and Wisdom”) that beautifully captured the heart of Y-WE

We’re humbled by how many generous supporters brought this event to life and continue to make so much possible for young women’s leadership.

We hope you’ll continue to dream with us and save the date for next year’s Ignite on March 2, 2019 — back at the Museum of Flight!
Community Champions, We Thank You!!

Program Partnerships

- Antioch University
- Beacon Food Forest Volunteers
- Bold and Gold
- Casa Latina
- Cascadia College
- Coding Dojo
- Congressman Adam Smith
- Congresswoman Pramila Jayapal
- Delridge Neighborhoods Development Association
- Duwamish River CleanUp Coalition
- Duwamish Tribe
- El Centro de la Raza
- foundry10
- Got Green
- Hedgebrook
- Hiawatha Art Lofts
- King County Parks
- King County Wastewater Treatment Division
- Leading from the Heart
- Microsoft
- MLK Day organizing committee
- Mountaineers Club
- My World Dance and Fitness
- North Cascades Institute
- Para Los Niños
- Planned Parenthood
- Powerful Voices
- PYE Global
- Rainier Valley Corps
- Reel Grrls
- Rei
- Remote Medical International
- Richard Hugo House
- Seattle Bouldering Project
- Seattle Parks and Recreation
- Seattle Repertory Theatre
- Senator Patty Murray
- School’s Out Washington
- Sound Salmon Solutions
- South Whidbey School District
- University of Washington-Bothell
- University of Washington Social Work Department
- University of Washington Environmental Studies Department
- Washington Environmental Council
- Washington STEM
- Washington State Parks
- Washington Trails Association
- Washington Wildlife and Recreation Coalition
- Whidbey Conservation District
- Whidbey Institute
- Women’s Funding Alliance GLOW cohort
- Woodland Park Zoo
- World Affairs Council
- Youth Development Executives of King County
- Youth Undoing Institutional Racism

Grantors

- Cedarmere Foundation
- Coca-Cola
- Charlotte Martin Foundation
- City of Seattle
- Clif Bar Foundation
- Eileen Fisher Community Foundation
- The ERM Foundation
- The Glaser Foundation
- Jubilation Foundation
- IBM
- The Janey Fund
- Keen Effect
- Kelly Foundation of Washington
- King County Best Starts for Kids
- M.J. Murdock Charitable Trust
- The Mountaineers
- The Norcliffe Foundation
- Nordstrom
- NoVo Foundation
- Oregon Community Foundation
- Peach Foundation
- Peck Family Foundation
- REI
- The Russell Family Foundation
- The Seattle Foundation
- Seattle Parks and Recreation
- Sheng-Yen Lu Foundation
- Umpqua Bank
- Washington State Recreation and Conservation Office
- Women’s Funding Alliance
- Washington Women’s Foundation
Sponsors
AT&T
Brides for A Cause
City of Seattle
Data2Insight
Dirtfish
DeForest Architects
Eileen Fisher Community Foundation
Enterprise Holdings
Essential Yoga Therapy
Foster Pepper
Moss Adams Wealth Advisors
New York Life
People for Patty Murray
Schwab Charitable Fund
Seattle Credit Union
Seattle Police
VMO

In-Kind Donors
Ada’s Technical Books
Alaska Airlines
Athleta
Bay Mercantile
Beach Bakery
Carnation Farms
Chukar Cherries
Cupcake Royale
Deborah Koff-Chapin
Dianne’s Delights
Die Cut Stickers
Eileen Fisher Renew
Elliott Bay Book Co.
Eltana Bagels
Empowerment Bottle
Essential Baking Company
Eterna Studios
Fort St. George
The Grinning Yogi
Hedgebrook
Humble Pie
Inn at Langley
Ivar’s and Kidd Valey Restaurants
Jemil’s Big Easy
JM Cellars
Kendra Scott Jewelry
Loulay Kitchen and Bar
Marjorie Restaurant
Miss Indigo Blue’s Academy of Burlesque
Mose Auto
Museum of Pop Culture (MoPOP)
Neighborhood Grills
Neko: A Cat Cafe
Nuflours
NW Peaks Brewery
Otterbox
Populuxe Brewing
Portage Bay Cafe
REI
Rosellini’s Fine Cakes and Baked Goods
Seattle Athletic Club Downtown
Seattle Globalist
Seattle Storm
Seattle Yoga Arts
Seven Star Women’s Kung Fu
Skillet Diner
Smile Matters/Dr. Esi Quaidoo
Studio Sixteen 22
Stumptown Coffee Roasters
Than Son Tofu

VMO
Whidbey Island Winery
The Wobbly Ranch
Yoga on Beacon
Yogasmith

*If we’ve inadvertently misspelled or left out your name, please accept our heartfelt apology and deep gratitude for your support. Send corrections to development@y-we.org*

Connect with Y-WE online!
@YoungWomenEmpowered

YOUNG WOMEN EMPOWERED
21
# Y-WE by the Numbers

**September 1, 2017 – August 31, 2018**

Facilitating high-quality, transformative programs for youth requires contact hours with incredible mentors and staff to deliver programming. As a direct service organization, trained and compassionate people are the most valuable asset we can offer our world-changing participants. We are excited to share how the people and pieces fit together to make up the full picture at Y-WE.

### Community Programs
(Youth and Adults Impacted)

- **65** at Mentor Training & Support
- **215** at Community Workshops
- **20** with Social Work for Family Members
- **1,700** at Partnership Programs & Public Events
- **2,000** Total Youth & Adults Impacted

### Youth Programs
(Youth Impacted)

- **417** Youth Served at Educational Events
- **173** Youth Served at School Year Programs
- **95** Youth Served at Summer Camps
- **685** Total Youth Served at Youth Specific Programs
- **33,806** Total Youth Contact Hours Provided
- **$578,000** Total Investment in Program Delivery

These numbers are from unaudited financial statements and may vary slightly due to year-end reconciliation.
Honor Roll

Y-WE’s pilot years in 2010–2012 were funded and supported by these generous foundations and companies:

AAUW
Eileen Fisher Community Fund & Eileen Fisher Stores
Jewish Women’s Funding Network
The Many Rivers Company
Partners for Youth Empowerment
Women’s Funding Alliance

Special thanks to these dedicated program volunteers and facilitators who have been donating countless hours of their time and talent to Y-WE over many years:

Megan Arnaud
Henrylyn Auwae
Janet Bacon
Trina Baker
Danielle Benavides
Meera Bhardwaj
Anna Boenish
Maggie Chumbley
Dani Cardoza
Arielle Grace Davis
Sarah Domondon
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Minu Kotha
Surya Kotha
Curry Knox
Christine Lessard
Devon Little
Devin Majkut
Michael Maine
Kjersti Malinsky
Arlene Martinez
Britt McCracken

EXPENSES

$803,182
72% ($578,286) Direct Program Delivery
Youth Transportation, Healthy Meals, Facilities Rental & More

22% ($179,188) Additional Mission Advancement: Events, Fundraising, & Communications
6% ($45,708) Administrative Support

INCOME

$820,273
3% ($22,150) Earned Revenue: Tuition & Workshops
11% ($91,145) Corporate Contributions & Matching Gifts
50% ($411,250) Foundation Grants & Government Grants
36% ($295,727) Individual Contributions

+ $17,000 Net Income/Investment

We are especially thankful for our generous individual donors who supported Y-WE’s mission in 2017–18!

These numbers are from unaudited financial statements and may vary slightly due to year-end reconciliation.
Deepest thanks to these early and most generous supporters who have invested in Y-WE for many years. Because of their support, and the generosity of so many other community members, we have now bloomed into a thriving organization that serves over 650+ young women and impacts over 2,000 community members each year!

Shelmina & Minaz Abji
Thomas, Susan, & Derek Arndt
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Nahil Sharkasi
Karen Wong-Duncan*

*2017–18 Board Co-Chairs

We are deeply grateful to Shelmina Abji and Peggy Taylor, whose terms have just ended, for their many years of service.

2017–18 Philanthropy Committee
Nimco Abdirahman
Janet Bacon
Leslie Decker
Suzanne Hayward
Christine Lessard
Kari O’Driscoll

*If we’ve inadvertently misspelled or left out your name, please accept our heartfelt apology and deep gratitude for your support. Send corrections to development@y-we.org*

2017–18 Staff
Victoria Santos  Co-Executive Director
Rose Edwards  Co-Executive Director
Jessica Agi  Development Director
Reagan Jackson  Program Manager
Anna McCracken  Program Manager
Peter Blaustein  Grant Writer and Evaluation Manager
Aisha Al-Amin  Program Coordinator
Dani Cardoza  Program Coordinator
Devin Majkut  Social Worker
Emily Paine  Social Work Intern
Gladys Rodriguez  Social Work Intern

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Aidan Vickers
Peter Vosshall
Brent Miles & Kali Wagner
Libby Wagner
Sara Waterman
Rick Duncan & Karen Wong-Duncan
Owen Yen

YOUNG WOMEN EMPOWERED

25
Community of Belonging

Y-WE cultivates the power of diverse young women to thrive as creative leaders and courageous changemakers.