



Young

Women

Empowered

Annual Report 2018–2019



Dear Y-WE Community,

We are celebrating 10 years of service in the Puget Sound Region. Ten years of mentorship-based programming, deep learning and creative expression. Ten years of young women speaking their truth, accessing their power and changing our culture. With your generous support, we have grown from serving 40 youth to over 700 young women and 1,800 community members per year.

We know the power of community to support individual and collective healing. In the face of great challenges — gender and racial inequity, environmental harm, cultural divisions and violence — our community has deepened its interconnectedness. Our 2018–2019 theme **Telling our Stories, Changing the Narrative** resonated in our 12 programs. Young women’s voices were amplified as they shared their authentic life experience — challenges, grief, joys, and triumphs.

In the words of one young woman in our Nature Connections program who has begun speaking up as a powerful environmental advocate: *“We need to provide all youth with access to our wild places, as well as opportunities to reflect on where we’re going. Our futures depend on how we prepare today’s youth to be the next great leaders.”*

This is a powerful time. It is a time of tremendous cultural challenge. It is also a time of affirming our deepest intentions as an organization that cultivates a community of belonging with room for all of our voices, inspirations and power. We question assumptions and expand our vision of what “success” and “leadership” can look like.

As we contemplate Y-WE’s next 10 years, we renew our commitment to honoring differences and transforming the systems that oppress us. Together we change the narrative as we work towards a world that is a true home for us all.

With appreciation and respect,

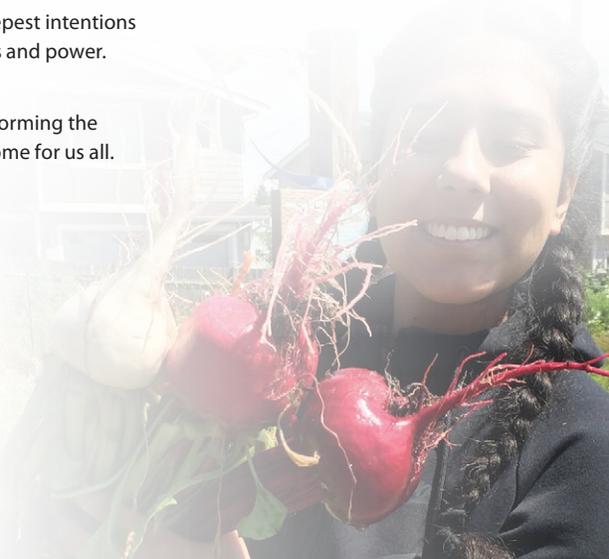


Handwritten signature of Victoria Santos in black ink.

Victoria Santos
Co-Executive Director

Handwritten signature of Rose Edwards in black ink.

Rose Edwards
Co-Executive Director & Co-Founder



To my fellow Y-WE champions,

In 2012, my professional mentor spoke at Y-WE's Career Day. When she reflected with me about that experience, it was clear how deeply moved she was by the young women and mission of the organization. Curious about Y-WE, I attended the fundraising dinner and quickly saw what my mentor had seen — the power of this community. I later became a mentor at Y-WE and then joined the Board of Directors.

My story is reflected in those of so many Y-WE Board members, mentors, donors and community members. Someone invites us to a Y-WE event, and immediately we feel the power of a community based in cultural respect and diversity. Y-WE's remarkable growth over the last 10 years is rooted in stories like this — stories of invitation, inspiration and connection.

Y-WE began as a seven-month pilot program in 2010. The effort was so successful — and the need so clear — that participating girls, mentors, teachers and youth workers banded together to form an organization that would offer year-round programs for girls and women. Growing from that community-driven initiative and vision, we now offer 12 programs and are staffed by nine full-time employees along with more than 14 part-time staff, interns and contractors. Thanks to the generosity of grantors, corporate supporters and individual donors, we have been able to sustain this growth.

As we celebrate 10 years of accomplishments and life-changing programs, we also reaffirm and renew our commitment. Y-WE will continue to center diverse young women and amplify their voices as they become leaders who effect positive change in their communities, schools and the world. We will continue to develop an intergenerational community of girls and women in which everyone learns from differences, advocates for social justice, and cultivates positive cultural transformation.

I am honored to serve as Board Chair. As we step forward into our second decade, I am grateful to you for continuing to build our community, inviting others to experience Y-WE, and making so much possible through your support and commitment.

With gratitude,



Sangeeta

Sangeeta Gupte
Chair, Board of Directors



Who We Are:

Planting Seeds for the Future

The seeds for Young Women Empowered (Y-WE) were first planted 10 years ago in 2010 with a single seven-month pilot program which served 40 participants. With the guidance and support of Partners for Youth Empowerment (PYE Global), Y-WE was able to offer a transformative program that deeply impacted those involved.

In order to raise the funds necessary to continue the organization, our inspiring youth leaders hosted an event called the Y-WE International Dinner where the participants cooked meals from their cultures, put on performances, and invited loved ones to attend. They were able to raise \$10,000 for Y-WE - enough to fund another year of programming - and we haven't stopped growing since.

Thanks to the visionary leadership of our participants and the generous support of donors, we have grown into an organization serving 700 participants across 12 core programs and other community events year-round. As we head into our 10th year, Y-WE continues to deepen our commitment to creating a community of belonging as we center young women of color and marginalized youth in all of our work.

We extend our heartfelt gratitude to supporters like you who make Y-WE possible.

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.

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



Board Legacy

We're honored to highlight two of Y-WE's champions, **Candace Chin** and **Suzanne Hayward**, whose Board terms came to an end in August 2019. Thank you both for your many years of service on the Y-WE Board of Directors!



Candace Chin was a founding member of the Y-WE community when it first began 10 years ago and since then she has been a dedicated mentor, supporter, donor, community champion and Board member. From driving youth home after long program days to helping to prepare food on camping trips, to offering countless hours of one-on-one support to Y-WE youth and adults alike, Candace has continuously modeled what it means to be a courageous and compassionate leader. Her commitment to supporting young women in finding and using their voices and stepping into their power is inspiring and we are incredibly grateful to have her as part of our community.



Suzanne Hayward served on the Y-WE Board for 5 years and we would like to express our deepest gratitude for her work with the Board. Suzanne began her Y-WE journey as a Career Day speaker, where she shared insight from her career in TV and video production. She then joined the Y-WE Board and served as Co-Chair of the Board for one term. She generously donated many hours of her time and expertise to create inspirational videos about Y-WE participants. She also mentored young women in public speaking, speech writing, storytelling and career development. We are grateful to Suzanne for bringing such passion, generosity, commitment and skill to the Y-WE community.

"Y-WE instilled in me a sense of belonging that I did not find before. It makes me think about the importance of bringing this program to the youth in my country.."
— Y-WE MENTOR

Youth Leadership Council

The Youth Leadership Council (YLC) is designed for participants who have completed at least one previous Y-WE program and would like to deepen their leadership in the Y-WE community. YLC participants become stewards of Y-WE culture. **By contributing ideas for the direction of the organization, building their skills as facilitators, and engaging as leaders with the wider community, YLC members contribute powerfully to culture change and shifting narratives.**

In 2018–19, supported by adult allies, YLC youth led workshops, made podcasts, and attended community events as Y-WE ambassadors. They also created their own leadership projects which included leading a “Body Positivity” workshop at Y-WE’s Health Day and a “For the People” Thanksgiving healing event. The YLC’s activities culminated in hosting and coordinating Y-WE’s first annual Youth Leadership Summit, which was attended by over 100 people. This multi-program community event showcased the knowledge, skills and creativity that Y-WE youth have cultivated in the past year.



In 2018–19, YLC had
15 youth participants, supported by **4 mentors**

100% of youth* increased:

Capacity to **plan** and **implement** a **leadership project**

Confidence in **public speaking**

Commitment to **being a community changemaker**

Commitment to **taking action for social change**

** All percentages in this report indicate the percentage of survey respondents.*



*"I am more confident with my voice, and
I can speak up for myself better."*

— Y-WE YOUTH

*"I want to continue being a part of the
social justice work and to remember that
I am enough." — Y-WE YOUTH*

Y-WE Represent

Youth explored the cultural role and power of representational media and grew their personal communications skills through multimedia content creation.

Y-WE Code

By engaging with science and technology through the creation of apps, virtual reality, website coding and more, young women explored the fast-paced world of technology within a supportive community.

Y-WE Express

Participants learned how to develop and share their vision, confidence and power through creative individual and group visual arts activities.

Y-WE Changemakers

Through activism and community engagement, youth learned what it means to be an activist and changemaker in today's world.

Y-WE LEAD

Our Y-WE Lead school-year leadership and empowerment program included interactive workshops, Career Day, Health Day, STEM Exploration Day, and more!

Through engaging program days, Lead youth gained facilitation skills, self-care practices, and school and career readiness support. Within a warm and diverse intergenerational community, girls and young women were encouraged to envision what confident, creative, and compassionate leadership looks like and how they can model it in their own communities. Youth were able to dive deep into their growth as leaders - both as individuals and as part of a supportive community.

Within Y-WE Lead, four small-cohort Learning Communities enabled focused skill-building and deeper bonding with peers and mentors. Youth explored and learned about topics in areas of interest while cultivating nourishing relationships in smaller groups.



100% said Y-WE LEAD

increased my awareness of how media representation **impacts personal perceptions** as well as the wider culture.

95% said Y-WE LEAD

increased my sense of self-confidence about who I am in this world.

90% said Y-WE LEAD

increased my knowledge, skills and access to resources that will help me achieve academic and career success.

"I learned more about myself, my peers, and my community. I feel as though my leadership and communication skills have been enriched." — Y-WE YOUTH

Academic and Career Explorations (ACE)

Y-WE would like to extend a sincere thank you to the Sheng-Yen Lu Foundation for their generous continued support and funding of 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 other life skills development. ACE is closely integrated with our other programs and provides critical support for our participants as they pursue their life goals.





Y-WE

Nature

Connections

"Participating in Y-WE Nature Connections has made me want to be outdoors more and connect with people." —Y-WE YOUTH

Y-WE Nature Connections offers year-round environmental learning, outdoor explorations and engagement with environmental justice and stewardship activities. Young women have a vital leadership role to play in protecting our environment.

Through skill-building, trainings, workshops, and developing a personal relationship with nature, youth learn how to build sustainable and resilient communities connected with the outdoors. Y-WE Nature Connections provides many young women with their first immersive experience in wilderness, and also teaches ways to be active in natural settings close to home. The Y-WE Nature Connections program includes two cohorts: Nature Connections Main Cohort (focused on outdoor exploration and environmental learning) and Nature Connections Environmental Leadership Council (focused on environmental justice and stewardship, environmental education, advocacy and more).

In 2018–19

100% Nature Connections

youth reported Y-WE increased their:

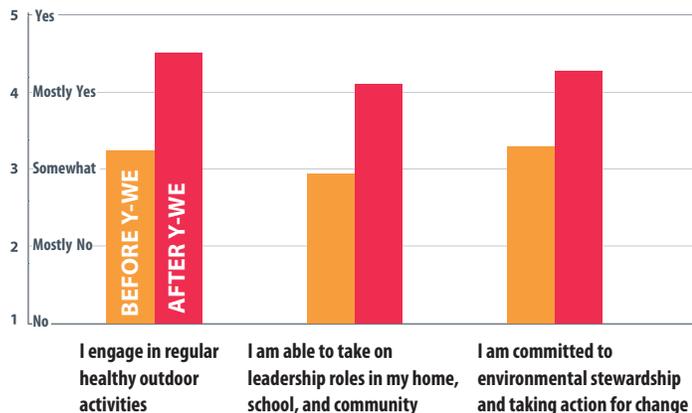
sense of care and personal connection with the natural environment,

knowledge and interest in environmental internships and careers.

96% Nature Connections

youth reported Y-WE increased their:

understanding of regional environmental issues.



Main Cohort

Participants directly experienced and learned about the natural world as they hiked, rock-climbed, backpacked, camped, snowshoed, kayaked, cross-country skied, foraged and engaged in hands-on stewardship. With the support of adult women mentors and guest facilitators, young women grew their leadership and stewardship skills in a supportive community.

Environmental Leadership Council

Participants deepened their awareness of environmental justice issues and explored ways to create meaningful change.

Through training, retreats, advocacy days, and community engagement, Environmental Leadership Council (ELC) youth were able to expand their leadership and advocate for environmental issues that affect their communities.

In 2019, ELC youth and mentors, along with Y-WE volunteers and staff, partnered with Seattle Parks and Recreation's Urban Food Systems Program, for activities focused on urban farming and community engagement at Marra Farm in South Park. Youth, interns and volunteers have been growing food in the Y-WE garden, exploring food justice and sustainability issues, hosting joyful community dinners and garden work parties, and sharing harvests (by October 2019, over 225 lbs of garden produce shared with South Park Senior Center and other community members). Marra Farm has quickly become one vital center for Nature Connections activities and community connections.



Community Celebration

On June 1st the Y-WE community commemorated the end of our 2018-2019 school-year programs with the Y-WE Community Celebration. Youth from all school-year programs along with mentors, participant families, and supporters were invited to attend the event and celebrate each other.

The Community Celebration is part of Y-WE's commitment to uplifting our communities as well as highlighting the dedicated support of our incredible mentors and volunteers. Along with celebrating the achievements from the program year, honoring volunteers and mentors, this event celebrates those participants who are transitioning from youth into our growing Alum community.

We are incredibly grateful to everyone who made this heartwarming event possible — especially to the Environmental Leadership Council for coordinating and hosting!

*"I understand more about meditation and how to calm down in stressful situations. I feel inspired as a woman of color to pursue my future dreams."
— Y-WE YOUTH*

*"I feel like I have a lot more faith in the potential for transformative change and healing in the world, as well as profound respect for the minds of young people."
— Y-WE MENTOR*

Alum Retreat

The 2019 Y-WE Alum Retreat brought 19 alums, 9 mentors, facilitators, and staff together for an intimate weekend of career and academic assistance, life-coaching, one-on-one support, and goal setting.

With workshops on financial literacy, personal branding, and health through movement—this was a fantastic weekend for alums to remain connected to and supported by the Y-WE community.



100% increased:

Feeling positive and confident about who I am in this world.

Ability to take care of my physical, emotional and mental health.

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





Y-WE Create

During this week-long residential camp, we built an intergenerational community of belonging by taking creative power into our own hands. Activities focused on making, building, and exploring, relying on our own ingenuity rather than being consumers.

Young women joined one of three Learning Communities:

Fashion (sewing, design, creating culture)

Natural Medicine (foraging, connecting with plants, making natural products)

Writing/Performance (theater, spoken word, Emcee skills)

Youth camped (some for the first time), and delighted in observing deer, rabbits and wildlife. At the culminating showcase, youth shared creations and performances developed over the week, including hand-crafted clothing, natural medicinal products, and more.

They performed and facilitated original poems, songs, theater pieces, stand-up comedy, fashion shows, dances and games for one another—developing self-confidence by practicing brave vulnerability in a supportive space. With the partnership of foundry10, Y-WE Create was a transformative and heartfelt program for all present.

"I really saw my own ability to be a force for change in this world. It also inspired me so much to be alongside the next generation. They are forces of nature."

—Y-WE CREATE MENTOR



Building a Community of Belonging:

Youth made, on average, **12 strong connections** (to 6 youth and 6 adults). This means that **each young person at Create walked away with 12 strong new relationships in the community.**

“Y-WE was the community I never knew I needed.” — Y-WE YOUTH



Y-WE Write

Y-WE Write is a week-long camp at which young women explore their voices, stories, and dreams through creative writing. With facilitated workshops in partnership with talented Hedgebrook authors, participants hone their creative writing skills, tap into their bold imaginations and inspirations, build community through story creation, and explore the forests and beaches of the Whidbey Island environment.

Workshops Included:

Songwriting with Amber Flame

Sci-Fi Writing with Shannon Humprey

Memoir Poetry with Anastacia Renee

Writing in Nature with Christina Roberts, PhD

Within a joyful and diverse intergenerational community, youth and mentors explored meditation, movement, Super Friends Group Time, nature foraging, plant identification, youth-led health education, author talks, the Questions that Liberate and an exhilarating Open Mic to round out the week.



"Just THANK YOU. I wish the whole world could be as RESPECTFUL as Y-WE. It's amazing to feel heard and loved and valid and smart and worthy 100% of the time here."

—Y-WE WRITE YOUTH



Youth said Y-WE Write:

increased their feelings of positivity and confidence about who they are in the world (93%)

increased their feeling that writing is a source of empowerment in their lives (97%)

increased their ability to engage with writing in a meaningful way (100%!)



"I wouldn't be the woman I am today without Y-WE Write. I will be forever blessed with the tools of empowerment given to me here." —Y-WE WRITE YOUTH

"The most satisfying aspect was the opportunity to be authentic and vulnerable with folks. To connect deeply."
—Y-WE WRITE MENTOR





Mentoring at Y-WE

Mentors are at the heart of Y-WE. We could not do what we do without this dedicated, creative, kind and courageous community.

Mentors generously volunteer many hours of heartfelt support, connecting with young women in a space that is both safe and authentic. Mentors bring a willingness to learn, discover and grow together with youth, in community. We extend our immense gratitude to everyone who has mentored with us throughout the years.

Thank You!

We would like to celebrate and acknowledge the contribution of Elena Van Gaver, a mentor for the past six years to the Y-WE community!

*Elena has been our volunteer nurse in many Y-WE programs. She has driven youth, cooked meals, organized health days, represented Y-WE at community meetings, and facilitated mentor meetings. **Elena, thank you for your service!***

A special thank you to our 2018-2019 mentors!

Adilia Watson	Chevon Powell	Jyoti Patel	Nafasi Ferrell
Ana Avalos-Garcia	Cristina Orbe	Kailina Mailstrom	Paia J Bergstrom (PJ)
Anastacia Greene	Diana Kowalsky	Kat Chen	Paulina Deschamps
Max Boenish	Elena Van Gaver	Kiyomi Go Hollo	Ramirez
Anna Cechony	Emilie Grant	Kunteang Som Haskins	Rachel Abbott
Anusha Rangaswamy	Emily Leeton	Laura Friedman	Rahwa Tsegay
Ashley Joie Evangelista	Emily Paine	Leah Haberman	Reid Kunnen
B. Ervin	Gabby Rosales	Leslie Cotter	Samantha Pak
B.Williams	Haley Shannon	Madeleine Kannan	Sandra Largaespada
Becky Leung	Henrylyn Auwae-Dekker	Manika Bhagra	Sara Post
Beloved1 (Amanda)	Jackie Amatucci	Martha Segovia	Sayvanna Sabian
Cumbow	Jae Eun Kim	Max Greenberg	Scarlett Prestigiacomo
Candace Chambers	Jamala Henderson	Meera Bhardwaj	Tricia Lazzar
Candace Chin	Jase Ramgotra	Naa Akua	Tynishia Walker
Carolyn McKinnon			

Community Events

HEALTH DAY

Our annual Y-WE Health Day provides an empowering and affirming space in which youth are able to ask pressing health questions of professionals, offer advice to their peers, reflect on healthy relationships, and seek resources from the community.

Workshops included:

- What is Health
- Body, Sex and Awkward Question Fishbowl with healthcare professionals
- Cardio Kickboxing
- Nutrition/Healthy Snacks
- Healthy Relationships
- Addiction and Prevention
- Self Love and “The Body is Not An Apology” (led by YLC youth)
- Stress Management/Time Management

91% of youth increased:

Confidence in my own capacity for self-care

Understanding of healthy relationships

Commitment to engage in healthy movement and healthy eating

100% of youth & mentors increased:

Knowledge about important health issues in my life or the lives of people I care about

Knowledge about good ways to access resources and support for health and self-care



Women can be successful
in STEM and there are
many paths to take.

— STEM DAY YOUTH

I realized that STEM
isn't just math & I could
be interested in pursuing
a field in it.

— STEM DAY YOUTH

STEM EXPLORATION DAY

With almost 150 attendees, STEM Exploration Day brought Y-WE participants together with women who work in STEM (Science, Technology, Engineering and Mathematics) fields in the Puget Sound region. The group explored a range of careers and studies in STEM 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 Virtual reality, Young engineers, How do scientists monitor the health of our local waters?, and a planetarium visit. We are very grateful to Anusha Rangaswamy, Nahil Sharkasi, Karen Wong-Duncan, and everyone else at Microsoft who helped to make this event possible.

90% of youth reported an:

**increased belief that I can succeed in a STEM career
if I choose to pursue one.**

94% of youth reported an:

**increase in understanding of the importance of
women's leadership in STEM fields.**

YOUTH LEADERSHIP SUMMIT

2019 marked the launch of our annual Youth Leadership Summit led by the Youth Leadership Council (YLC). At the Summit, young women in our school-year and full-year programs shared with the wider community what they've gained in Y-WE programs - leadership, knowledge, skills, creativity and commitment to making change. With over 110 attendees, the Youth Leadership Summit marked a phenomenal beginning to a new annual community event.

95% of youth community members increased:

Knowledge about an important community issue.

Awareness of the power of young women's leadership.

Commitment to taking positive action for change in my community.

93% of adult community members increased:

Awareness of the power of young women's leadership.

Commitment to taking positive action for change in my community.



CAREER DAY

With over 230 participants, mentors, volunteers, and presenters, Career Day 2019 was packed with community members committed to women's empowerment in educational and professional settings.

The theme was *Telling Our Stories, Changing the Narrative*. This annual Y-WE highlight featured panelists, workshops with women professionals from diverse fields, networking and career development activities.

The day included a panel discussion with panelists representing the fields of visual arts, journalism, medicine, and farming. Speakers explored topics such as women of color in the environmental movement, and the importance of telling your story to overcome adversity.

We are grateful to our amazing partners at Cascadia College and UW Bothell for hosting us. We also extend our gratitude to our incredible world-changer sponsor Niantic, and all of the Career Day sponsors including the Sheng-Yen Lu Foundation, King County Best Starts for Kids, PCC Community Markets, Sound Credit Union, and El Centro de la Raza.

Special thanks to all the speakers, presenters, and panelists who shared their insights and authenticity to help make Career Day 2019 a resounding success.

Featured speakers:

- Jyoti Patel, moderator
- Aramis Hamer, panelist
- Dr. Anisa Ibrahim, panelist
- Esmry Jimenez, panelist
- Nyema Clark, panelist
- Nikkita Oliver, closing keynote

Workshops Included:

- Financial Literacy by Jasmine Jones, Seattle Credit Union
- What Do Lawyers Do? by Natasha Hill
- Not Your Typical Engineer by Tameka McNair





Y-WE

Fundraising

"I have become a lot more confident because of Y-WE programs and a lot more open with myself and my leadership skills."

—Y-WE YOUTH

IGNITE: DEFY GRAVITY

With over 350 of our most dedicated champions in attendance, the 2019 Ignite: Defy Gravity event soared. **Thanks to the generous support of our community, we raised over \$226,000 in critical funds for young women's leadership.** Y-WE is especially grateful to our volunteers, mentors, Board members, and donors who made the night possible.

A special shout out to the night's performers:

Lucia Santos & Savannah Blackwell for their incredible emceeing of the event

Juliette Schofield, Hannah Frink, Lola Johnson, Mya Johnson, & Nikai Mackie for sharing their courageous original poem

Kadija Hussen who was our powerful keynote speaker

We hope you will continue to join us as champions of young women's leadership. **Save the date for the IGNITE 10th Anniversary Dinner on March 7th, 2020.**

SUSTAINABILITY FUND

Plant seeds for Y-WE's future by contributing to our growing Sustainability Fund! With a generous lead matching gift of \$250,000 over the next 3 years from Y-WE donor Nancy Nordhoff, Y-WE is building a reserve of funds which will be available to support our long-term goals and aid the organization in critical times of need. Contributing to this board-guided Sustainability Fund is a great way to assure that Y-WE will have a lasting financial foundation upon which to build programs for future generations of young women and community members.

The first \$50,000 donated to the Sustainability Fund in 2020 will be matched 3:1! That means every dollar you give this year becomes four dollars! If you're ready to make your legacy gift or pledge to Y-WE's Sustainability Fund, please contact **rose@y-we.org** to make arrangements.

WAYS TO GIVE

Are you ready to deepen your commitment to Y-WE? Support us in a way that is accessible to you whether you give through a:

- Monthly donation
- One-time gift
- Planned legacy gift

Give at:
y-we.org/donate

or return the attached donation envelope



PHOTO: Y-WE STEM DAY 2019

Y-WE IGNITE 2020

March 7th

Doors open at 6:00 pm

Chihuly Garden and Glass

RSVP at www.y-we.org/ignite2020

Community Champions,

We Thank You!!

"Y-WE continues to open my eyes to a whole new world and stretch me in [the] deepest ways.." —Y-WE MENTOR

Program Partnerships

Cascadia College
Delridge Neighborhoods Development Association
El Centro de la Raza
Foster High School
Foster School of Business
foundry10
Front and Centered
Global Visionaries
Got Green
Hedgebrook
KUOW RadioActive
Marra Farm
Mountaineers
NatureBridge
Powerful Voices
Rain City Rock Camp
Rainier Valley Corps
Reel Grrls
REI
Renton Technical College

Resistencia Coffee
Scholarship Junkies
Seattle Parks and Recreation – Urban
Food Systems Program
Seattle Repertory Theatre
Seattle World School
South Park Information and Resource Center
Teen Tix
United Way of King Country
University of Washington (UW) Seattle
UW Bothell
UW Department of Global Health
Vietnamese Friendship Association
Washington Trails Association
World Affairs Council
Year Up Puget Sound
You Grow Girl
Young Executives of Color
Youth Arts Media Collective
Youth Force

Grantors

Ark and Winifred Chin Foundation
Best Buy
Cedarmere Foundation
City of Seattle
Clif Bar Family Foundation
Dean Witter Foundation
ERM Foundation
Jubilation Foundation
Kaiser Permanente
Keen Effect
King Conservation District
King County Best Starts for Kids
Moccasin Lake Foundation
Norcliffe Foundation
NoVo Foundation
Refugee Action Fund
REI
Russell Family Foundation
Satterberg Foundation
Seattle Foundation – Environmental

Justice Fund
Sheng-Yen Lu Foundation
Washington Recreation and Conservation Office (No Child Left Inside)
Youth Development Executives of King County (YDEKC)

Sponsors

Badgley Phelps
Brides for a Cause
Coca-Cola
Essential Yoga Therapy
Kaiser Permanente
Niantic
PCC Bothell
Reverb
Sound Credit Union
Starbucks
UFCW 21



In-Kind Donors

Ada's Technical Books & Cafe
Alaska Airlines
Amy Sherman-Palladino & Dan Palladino
Athleta
Bay Mercantile, Kari Pettibone
Beecher's Cheese
Big Dipper Wax Works
Blissful Balms & Bath
Candace Chin
Chef Francis Janes
City Sweats
Elliott Bay Book Company
Eltana
Empowerment Bottle
Ethan Stowell Restaurants
Fred Lundahl
Iggy's Kombucha
Ivar's & Kidd Valley
Jenny's Boudoir
Jessica Agi & Justen Van Dyke

Kari O'Driscoll
LARK
Leslie Decker
Macaluso's Italian Restaurant
Mayflower Park Hotel
MoPOP
Mose Auto
Neko: A Cat Cafe
Pacific Science Center
Pam Schell
Penelope and the Beauty Bar
Portage Bay
Rainier Beach Yoga
Robin DiAngelo
Rosellini's Fine Cakes & Baked Goods
Rosemary Przybylski
SANCA
Seaplane Kitchen and Bar
Seattle Boulderling Project
Seattle Seaplanes

Seattle Storm
Seattle's Child Magazine
Shelmina Abji
Smile Matters/Dr. Esi Quaidoo
STG Presents/Paramount Theatre
Stoup Brewing
Susan Heikkala
The Inn at Langley
Theo Chocolates
Trap Vinyasa Yoga
Trove/Relay Restaurant Group
Valtesse
Washington Trails Association
Woodland Park Zoo

PI Day Champions

Rose Hesse
Lesley Carmicheal
Steve Andersen
Cat Koehn
Carolyn Colon
Jen Moon

**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](#)



Y-WE by the Numbers

September 1, 2018 – August 31, 2019

"Y-WE's impact is felt across identities, communities, universes, galaxies. Thanks for making the impossible possible."

—Y-WE CREATE MENTOR

Community Programs

(Youth and Adults Impacted)

1,699

YOUTH AND ADULTS SERVED
THROUGH WORKSHOPS,
PARTNERSHIPS AND PUBLIC EVENTS

Youth Programs

(Youth Impacted)

346

YOUTH SERVED AT
EDUCATIONAL EVENTS

720

TOTAL YOUTH SERVED AT
YOUTH SPECIFIC PROGRAMS

105

ADULT MENTORS &
PROGRAM VOLUNTEERS

1,824

TOTAL YOUTH
& ADULTS IMPACTED

282

YOUTH SERVED AT
SCHOOL-YEAR PROGRAMS

22,624

TOTAL YOUTH
CONTACT-HOURS PROVIDED

20

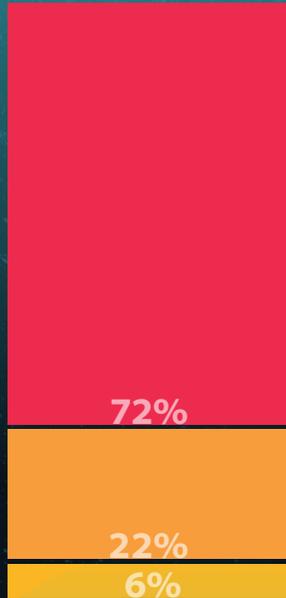
FAMILY MEMBERS RECEIVING
SOCIAL WORK SUPPORT

92

YOUTH SERVED AT
SUMMER CAMPS

EXPENSES

\$1,005,097



72% (\$725,501)
Direct Program Delivery
 Youth Transportation, Healthy Meals, Facilities Rental & More

CORE MISSION SUPPORT

22% (\$220,763) **Additional Mission Advancement:** Events, Fundraising & Communications

6% (\$58,833) **Administrative Support**

"We are very thankful for all of our generous donors!" —Y-WE

INCOME

\$1,218,955



1% (\$12,109) **Earned Revenue:**
Tuition & Workshops

3% (\$41,638) **Partnership Funds**

11% (\$133,804) **Corporate Contributions & Matching Gifts**

62% (\$745,715) **Foundation Grants & Government Grants**

23% (\$285,689) **Individual Contributions**

+ \$75,000 Sustainability Fund Investment - Restricted Funds

+ \$39,365 Net Income/Investment for 2019-20 operating budget

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

YOUTH PARTICIPANTS

YOUTH CONTACT-HOURS

COMMUNITY MEMBERS IMPACTED

MENTORS TRAINED

STAFF MEMBERS

BOARD MEMBERS

2010

40

3,200 HOURS

100

20



2015

400

13,420 HOURS

850

40



2020*

845

27,035 HOURS

2,550

65



*Statistics for 2020 are our projected expectations.

PROGRAMS

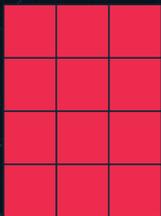
FUNDS RAISED TO SUPPORT PROGRAMS



\$30,000



\$325,000



\$1,500,000



YOUNG WOMEN
EMPOWERED

2018–19 Board of Directors

Annette Anderson
 Candace Chin***
 Leslie Cotter
 Rahwa Ghebremichael, Y-WE Alum
 Sally Goodwin
 Sangeeta Gupte**
 Suzanne Hayward***
 Susan Heikkala*
 Nahil Sharkasi
 Karen Wong-Duncan

We are excited to welcome these new members to our Board of Directors in 2019–20:

Nimco Abdirahman, Y-WE Alum
 Manika Bhagra
 Madeliene Hernandez
 Karan Nigam

*Board Treasurer

**Board Chair

***Termed off the Board in August 2019

2019–20 Staff

Victoria Santos *Co-Executive Director*
 Rose Edwards *Co-Executive Director*
 Reagan Jackson *Program Director*
 Silvia Giannattasio-Lugo *Donor Relations & Communications Manager*
 Peter Blaustein *Grant Writer and Evaluation Manager*
 Rae Parks *Program Co-Manager*
 Neli Jasuja *Program Co-Manager*
 Aisha Al-Amin *Development Coordinator*
 Dani Cardoza *Program Coordinator*
 Devin Majkut *Social Worker*
 Madeleine Kannan *Social Work Intern*

Thanks to our Washington Service Corps Program Coordinators

2018–2019 Coral Mercado
 2019–2020 Tayah Carlisle

Thanks to our 2018–19 Program Lead Facilitators

Meera Bhardwaj
 Barbara Jefferson
 Kamilla Kafiyeva
 Devon Little
 Samantha Pak
 Mari Shibuya
 Tracy Stewart
 Kat Vellos

Special Thanks to Former Staff

Thanks to **Anna McCracken** for her three years of service as Y-WE's outstanding Program Manager. Anna was the founding manager and designer of Y-WE's Nature Connections program; she built countless relationships with Y-WE youth, mentors and families, and partner organizations; and she truly embodies Y-WE's mission and vision.

Thanks to **Jessica Agi** for her two years of service as Y-WE's Development Director.

We are excited to celebrate both of these staff members as they pursue their next career steps. They will always be part of the Y-WE family.



Know Your Roots



Through centering the leadership of young women, Y-WE plants the seeds of equity, compassion, and courage as we work for a world that is a true home to all.



YOUNG WOMEN EMPOWERED