Young Women Empowered
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.

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.

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

Each year we serve 700+ girls and women* and benefit 2,000+ community members.

OF CURRENT Y-WE YOUTH:

70% are first or second generation immigrants,
85% are of color, and
90% are from low-income backgrounds.
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

*Percentages in this booklet indicate the percentage of survey respondents.
"Participating in Y-WE Nature Connections has made me want to be outdoors more and connect with people." — Y-WE YOUTH

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.

I engage in regular healthy outdoor activities
I am able to take on leadership roles in my home, school, and community
I am committed to environmental stewardship and taking action for change
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%)

“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
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

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!
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
Mocassin 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

“Y-WE continues to open my eyes to a whole new world and stretch me in [the] deepest ways.”
—Y-WE MENTor
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 Bouldering Project
Seattle Seaplaines
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’s impact is felt across identities, communities, universes, galaxies. Thanks for making the impossible possible."
—Y-WE CREATE MENTOR

<table>
<thead>
<tr>
<th>Community Programs</th>
<th>Youth Programs</th>
<th>Y-WE by the Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Youth and Adults Impacted)</td>
<td>(Youth Impacted)</td>
<td>September 1, 2018 – August 31, 2019</td>
</tr>
<tr>
<td><strong>1,699</strong></td>
<td><strong>346</strong></td>
<td><strong>22,624</strong></td>
</tr>
<tr>
<td>Youth and Adults served through workshops, partnerships and public events</td>
<td>Youth served at educational events</td>
<td>Total youth served at youth specific programs</td>
</tr>
<tr>
<td><strong>1,824</strong></td>
<td><strong>282</strong></td>
<td><strong>720</strong></td>
</tr>
<tr>
<td>Total youth and adults impacted</td>
<td>Youth served at school-year programs</td>
<td>Total youth served at youth specific programs</td>
</tr>
<tr>
<td><strong>105</strong></td>
<td><strong>20</strong></td>
<td><strong>22,624</strong></td>
</tr>
<tr>
<td>Adult mentors &amp; Program volunteers</td>
<td>Family members receiving social work support</td>
<td>Total youth served at youth contact-hours provided</td>
</tr>
<tr>
<td><strong>92</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
We are very thankful for all of our generous donors!" — Y-WE

EXPENSES
$1,005,097

INCOME
$1,218,955

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

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

6% ($58,833)
Administrative Support

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.
2010
- Youth Participants: 40
- Hours: 3,200
- Community Members Impacted: 100
- Mentors Trained: 20

2015
- Youth Participants: 400
- Hours: 13,420
- Community Members Impacted: 850
- Mentors Trained: 40

2020*
- Youth Participants: 845
- Hours: 27,035
- Community Members Impacted: 2,550
- Mentors Trained: 65

*Statistics for 2020 are our projected expectations.
“Y-WE is the community I never knew I needed.”
— Y-WE YOUTH
Board of Directors
Nimco Abdirahman, Y-WE Alum
Annette Anderson
Manika Bhagra
Leslie Cotter
Rahwa Ghebremichael, Y-WE Alum
Sally Goodwin
Sangeeta Gupte**
Susan Heikkala*
Madeline Hernandez
Karan Nigam
Nahil Sharkasi
Karen Wong-Duncan
*Board Treasurer
**Board Chair

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Peter Blaustein Grants Manager and Organizational Manager
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Neli Jasuja Program Co-Manager
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Emma Miller Development Coordinator
Tayah Carlisle Program Coordinator
Kamilla Kafiyeva Outreach Coordinator
Devin Majkut Social Worker
Gabriela Torres Figueroa Social Work Intern

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Meera Bhardwaj
Barbara Jefferson
Kamilla Kafiyeva
Devon Little
Samantha Pak
Gladys Rodriguez
Mari Shibuuya
Tracy Stewart
Kat Vellos

Washington Service Corps Program Coordinators
2018–2019 Coral Mercado
2019–2020 Tayah Carlisle