



Young

Women

Empowered

Annual Report 2019-2020



Dear Y-WE Community,

“Y-WE gives me hope because the conversations that we have are the conversations that I think the country will be having in the coming years and the things that we think about at Y-WE are the things that collectively as a society need to be addressed.”—Lucia, Y-WE youth participant

The truth of Lucia’s words is so clear in this time. As we navigate the COVID-19 pandemic, take action for Black lives and speak out against climate catastrophe, we find hope in our connection and community. As we stand for racial, gender, environmental and other forms of justice, we find nourishment in pausing to take a deep breath together, to ask each other how we’re doing today, even if our conversation moves through masks or video screens.

We are heartened to see the wider culture galvanized into new, searching conversations about what equity and justice look like. The conversations about race and gender that we have been centering for the past 10 years at Y-WE are now taking place in our broader world. Over these 10 years, Y-WE’s intergenerational community has been supporting the well-being and leadership of women of color; engaging in mutual learning and education about our lived experiences of gender and race; and building relationships across difference so that we can work together toward justice and healing, and so that we can deeply enjoy our connection to each other.

Our young women* have been doing the work of community organizing, creating art for social justice, advocating for policy changes, leading critical conversations, nurturing our environment, and laying the groundwork for the world we all want to see. In support of the Black Lives Matter movement, they have created book clubs, formed antiracism education groups, led protests, and courageously spoken up about their own experiences through speeches, blogs, songs and poems.



Following their lead, Y-WE piloted a BIPOC (Black, Indigenous & People of Color) group to have safe and brave conversations about experiences of racism. Reagan Jackson and Mary Hall-Williams created Blackout Healing: an ongoing space for Black folks to come together for rest, healing and joy. Other staff members created an Asian and Pacific Islander affinity group to support their communities in working through anti-black racism. White staff members have convened a monthly anti-racism accountability and action group that currently has over 200 members. All of these groups include donors, board members, youth, parents and mentors. These spaces represent our mission in action.

The work of supporting the leadership of young women of color invites all of us to rise to the occasion of creating the conditions for equity, healing and justice. In order to truly uplift and champion our youth, we commit to holding ourselves accountable; responding to historical wounds; reforming unjust systems; and cultivating diverse communities of belonging that center those who have been most marginalized.

Angela Davis said, "you have to act as if it were possible to transform the world." She also said, "self-care and healing and attention to the body and the spiritual dimension—all of this is now a part of social justice struggles." Practicing the transformation of our world, with deep attention to self-care and healing, is at the heart of Y-WE's work. Thank you for practicing with us and supporting us.

Thank you for being part of our community of belonging.



Victoria Santos

Victoria Santos
Co-Executive Director

Rose E.

Rose Edwards
Co-Executive Director &
Co-Founder



Sangeeta

Sangeeta Gupta
Chair, Board of Directors



Who We Are:

Emerging Into the Next Decade

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**

COVID-19 Impact

This pandemic is highlighting what Y-WE has always known - the enormous value of community. For the past 10 years, Y-WE has been strengthening our capacity to reach across differences and build a community of belonging. Our programs emerge from and respond to the question: *what does it mean to be a whole person in relation to each other and to this planet?*

In this time of uncertainty, our community members have turned to each other for guidance and support. Y-WE has shifted and expanded our focus in order to meet this moment, in community:

- Y-WE is effectively delivering **virtual and small-cohort in-person programming** that provides youth with peer and mentor connections for physical and mental wellness.
- We have built a **tech equipment library** to make sure our community has the technology to stay connected.
- Volunteers and staff have so far delivered **859 meals** and about **\$3,000 worth of grocery gift cards** to assist families in our community...and we will continue to provide healthy meals and food resources.
- Y-WE is **supporting parents, guardians, and alums** with navigating applications for unemployment, housing assistance, education scholarships and other vital resources.
- We are providing **social work support** for Y-WE participants to develop tools to navigate the extreme stresses of this time and also to thrive in their daily lives.

We know that we will move through this global crisis using innovative ways to stay connected, provide mutual aid, and show up strongly for one another.



Youth Leadership Council

*"I've found more stability in myself and more confidence in my own voice."
-YLC Youth*

The Youth Leadership Council (YLC) is for participants who have completed a previous Y-WE program and would like to deepen their leadership in the Y-WE community.

Participants become stewards of the Y-WE culture by:

- Contributing ideas for the direction of the organization
- Building their skills as facilitators
- Becoming ambassadors of Y-WE in their own communities





"I've become more certain of my thoughts and ideas and certain that I know what I'm talking about, and that I deserve to have people listen to me, even if they have a position of power over me."
-YLC YOUTH



Each youth in YLC devoted the year to creating their own leadership project that highlighted their individual leadership style. YLC youth wrote books, facilitated workshops, created racial justice clubs at school, and implemented other amazing projects to showcase the knowledge, skills and creativity they developed in the past year. In addition to individual projects, there were collective all-YLC projects that participants completed together, culminating in leading a Youth Leadership Summit. The YLC hosted a self-care night where they practiced ways to tend to their own wellbeing and health. They attended a Krav Maga self-defense workshop which helped them practice setting clear boundaries. They attended facilitation and public speaking training. They read and reflected deeply about the book *The Body is not an Apology* and had the opportunity of interviewing Sonya Renee Taylor

In 2019-2020,

89% of YLC participants*
reported Y-WE increased their:

**sense of self-confidence about who they
are in the world**
**sense of belonging to a supportive
community**
**ability to work independently and on a
team.**

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

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, challenged the biases in Artificial Intelligence and Algorithms, and advocated for the importance of women and women of color being represented in this industry.

Y-WE Changemakers

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

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 Represent

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

Y-WE Lead

Through engaging in school-year program days and workshops, our Y-WE Lead youth dove deep into their growth as leaders - both as individuals and as part of a supportive community. Within a warm and diverse intergenerational community, girls and young women* were encouraged to envision what confident, creative, and compassionate leadership looks like and discover ways to express and embody leadership in their own communities. Youth explored and learned:

- Facilitation skills
- Self-care practices
- School and career readiness

Y-WE Lead this year was truly “a gift in this chaos” as we found creative and adaptive ways of being together no matter what.



In 2019–2020,

100% Y-WE Lead

participants reported Y-WE increased their:

feeling that their voice is strong and they are able to speak up for what matters to them
commitment to taking positive action to make a difference in their community

100% Y-WE Code

participants reported Y-WE increased their:

knowledge and understanding of the technologies they use every day
confidence in their ability to learn about STEM and pursue a STEM career if they want to

Academic and Career Explorations (ACE)

Y-WE would like to extend a sincere thank you to the Sheng-Yen Lu Foundation and Seattle's Office of Economic Development/Kandelina formally the Vietnamese Friendship Association for their generous support and funding of ACE. This program includes Career Day, STEM Exploration Day, school based career training and 1:1 mentorship supporting young people 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 has continually made me feel more confident in my leadership and creativity. I feel like I can embark on the coming years with a better sense of myself and what I value in community and experiences."

-Y-WE Youth





Y-WE

Nature

Connections

This program gave me a broader view of what the earth is. I am able to look at nature with a much more open heart in a new way.

-Y-WE Youth

Y-WE Nature Connections provides many young women* with their first immersive experience in the wilderness, and also teaches ways to be active in natural settings close to home.

In 2019-20, the Y-WE Nature Connections program included two cohorts: Main Cohort and Environmental Leadership Council (ELC).

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

Main Cohort

Side by side with adult women mentors, young women engaged in healthy outdoor activities, environmental learning and stewardship while having inspiring experiences of the natural world. Through activities like kayaking, camping, hiking and snowshoeing, participants gained a personal connection to the natural world. Young women also gained the knowledge and skills needed to be environmental advocates. Outdoor learning and stewardship addressed topics including Native perspectives on the environment, ecosystem/plant identification, tree planting and ethnobotany. Participants engaged in environmental justice workshops, learned about medicinal plant properties during urban foraging, gained understanding of the impact of native vs. invasive plants and got hands-on with stewardship activities.

Environmental Leadership Council

Environmental Leadership Council participants deepened their awareness of environmental justice issues and explored ways to create meaningful change. Through training, retreats, advocacy days, urban farming, sharing food with community and other community engagement, Environmental Leadership Council (ELC) youth expanded their leadership and advocate for environmental issues that affect their communities.

In 2019-2020,

100% of Nature Connections Youth
reported Y-WE increased their:

sense of personal connection to the natural environment

increased intention to engage in future healthy outdoor physical activities

Something giving me life right now has been able to go to parks. It's interesting to watch society become dependent on parks as one of the only places we can safely go and it makes me think more about how crucial public green spaces are. I feel lucky to live in a city with so much amazing nature.

-Y-WE Youth



Alum Programming

In the face of the COVID-19 pandemic, the primary goal of Y-WE's Alum program was to provide the alum community with consistent, flexible resources, support and opportunities for engagement. Our alums are navigating the unprecedented challenges of the coronavirus outbreak, the fight against racial injustice, and other social issues while going through tremendous personal changes such as starting college or joining the job market.

Through monthly check-ins, bi-weekly book clubs, and a six-week financial education series, Y-WE worked to provide relevant tools to support the varied needs of the community. The alum program becomes more vital each year, as new generations of Y-WE changemakers step into roles as leaders in their workplaces, homes, and communities.

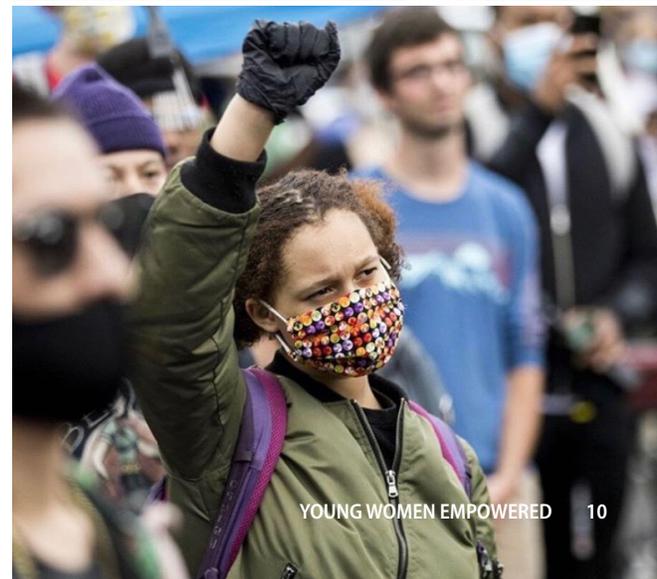
Y-WE alums are not only the leaders of tomorrow, they are the leaders of today and the work they're accomplishing throughout the world is creating a more just and equitable world for all.

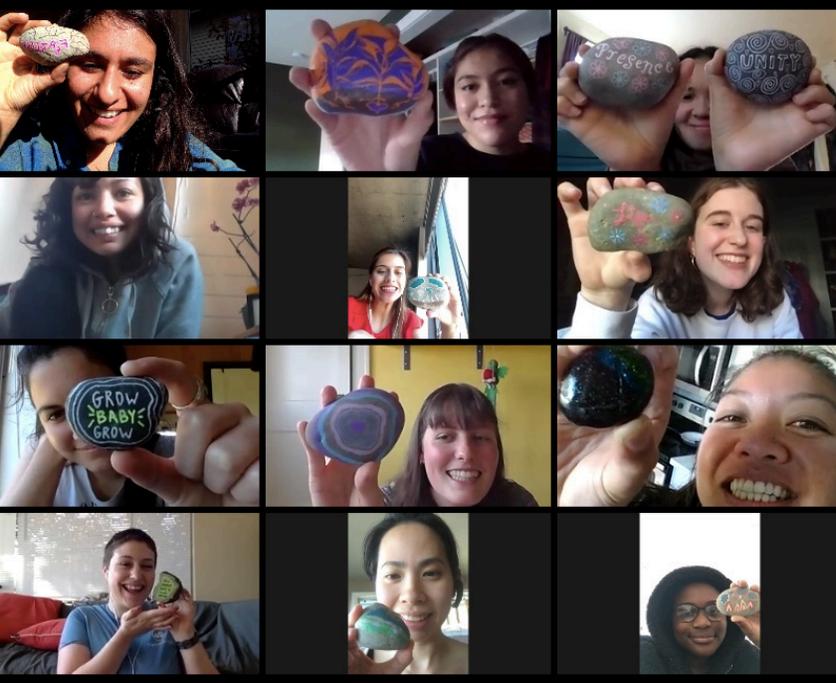


Leadership in Action

Y-WE centers the voices of young people, especially BIPOC (Black, Indigenous, & People of Color) youth. It is humbling and inspiring to witness the young people who have chosen to share their voices with the community every day as they reflect on the Black Lives Matter movement and its historically groundbreaking role in the fight against racial injustice in America. Here are highlights from youth and alum who have spoken up during this time:

- Y-WE Alum and Board-member, Rahwa Ghebremichael, led a protest at CHOP centering the Eritrean and Ethiopian communities in the Black Lives Matter movement.
- Two of our youth, Savannah Blackwell and Lucia Santos, organized a book club to discuss and reflect on the book "Are Prisons Obsolete?" by renowned scholar and revolutionary Angela Davis.
- Nikai Mackie and Fraol Debele spoke at the Black/Immigrants/Refugees Solidarity Rally in Tukwila.





Y-WE Create

(REIMAGINED)

Due to COVID-19, Y-WE Create shifted to an online workshop series called Create Re-imagined. We offered a four-week collection of programs that allowed young women* to choose their topic of engagement. The program included the opportunity for socially distant gatherings in small cohorts outside. Examples of learning tracks were:

Murals//Making//Mindfulness

The Avatars Guide to Surviving the Apocalypse

Jewelry as Embellishment

What's my STYLE?

Hands on the Land at Marra Farm

I've been struggling with feeling connected over the internet and Create helped me feel much more grounded in community love and support! Getting to reimagine what my relationship with the earth looks like as a young Black woman was one of the most valuable lessons.

-Y-WE Create Youth

100% of Y-WE Create Youth

reported that:

youth and adults learned a lot from working together

youth were encouraged to express their ideas and opinions



*I truly felt listened to, accepted, and welcomed into the community.
-Y-WE Create Youth*



Y-WE Write

This week-long online creative writing day camp focused on the theme of **Y-WE Dream**. During this time of so much change, participants explored how we can use writing as a tool to create a new vision for what our lives can be. With facilitated workshops in partnership with talented Hedgebrook authors, participants honed their creative writing skills, tapped into their bold imaginations and inspirations and built community through story creation.

Workshops Included:

Flash Fiction Fantasy with Karen Finneyfrock

My Dream is my Anthem with Amber Flame

I am my own Muse: Sourcing Inspiration from our Own Lives with Mayda del Valle

My perception of myself has definitely changed. This experience has given me the opportunity to realize I can be kinder and more patient with myself. Change is okay and mistakes are too.
-Y-WE Write Youth





100% of Y-WE Write Youth reported that:

they felt safe

they felt like they belonged

they felt proud to be a part of camp

youth and adults trusted each other

youth and adults respected each other

It has been much more difficult to feel connected to others during this time, especially because I spend a lot of time on Zoom for work...this camp helped me to imagine what community can look like in a remote environment.

-Y-WE Write Mentor



STEM EXPLORATION DAY

With over 300 attendees, STEM Exploration Day 2020 brought youth from all over King County to the Microsoft Campus to spend the day learning about STEM (Science, Technology, Engineering and Mathematics) careers and studies. The day offered a keynote 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. **The Y-WE community is very grateful to Anusha Rangaswamy, Nahil Sharkasi, and everyone else at Microsoft who helped to make this event possible.**

Community

Events



93% of youth reported an:
increased understanding of ways that science and technology can make the world a better place

92% of youth reported an:
increased understanding of the importance of women’s leadership in STEM fields.



YOUTH LEADERSHIP SUMMIT

The annual Youth Leadership Summit is a public forum for all the youth participants in Y-WE's school-year programs to share what they have learned in Y-WE programs with the broader community. Youth and facilitators led workshops which conveyed the skill education, life lessons, community building, and positive identity development that they've gained through the previous 8 months of programming (Oct 2019 – May 2020).

The online Youth Summit was one more manifestation of our foundational organizational commitment to responsive leadership. The community's need to come together in a public forum was heard and felt. The virtual Youth Summit was truly a demonstration of Y-WE's creative and collaborative leadership values in action.

"A big takeaway is that we can still work in teams and create things together even when we're not physically together. Something I've noticed in Y-WE is that a lot is being created out of this new change in how we communicate. We had this obstacle, and now we will find ways to connect even when we can't be together. That's the power of this program - that we're able to create things together even when we can't sit down and talk together."

-YLC Youth



Y-WE ALUM PANEL: EXPLORING THE IMPACT OF COVID-19



Alum from our community discussed the effects of COVID-19 and the inequities the pandemic highlights. Y-WE Board member, Madeliene Hernandez facilitated this panel. Participants shared how Y-WE has impacted their own lives and the lives of others, and what Y-WE is doing to serve our community during the pandemic. The Y-WE community is so grateful for **Iman Mohamed, Nasra Ali, Emnet Taffesse** for the reflections that they shared and the ways they have impacted our organization!



We are the agents of change. We are what will change systems and we're all doing really great work. Continue to support young women. Continue to be radical. Continue to build community.
-Emnet Taffesse



Y-WE CARE: EXPLORING HEALTHCARE INJUSTICE

COVID-19 is having a disproportionate impact on communities of color. Current research and media reports are making clear how significant this inequity is. Victoria Santos, Y-WE Co-Director facilitated this panel, guest speakers **Dr. Anisa Ibrahim, Elena Van Gaver, Rahwa Yehdego and Layla Mohamud**, discussed what this means for our BIPOC (Black, Indigenous, People of Color) communities and ways that we can respond to these inequities.

It's so important right now, especially as women of color, to take care of ourselves, because so often we're taking care of other people. It's ok to be a little bit selfish, and to take care of yourselves, but also to check in on one another. We will get through this.
-Layla Mohamud

View recordings of these panels on Y-WE's Youtube! @youngwomenempowered

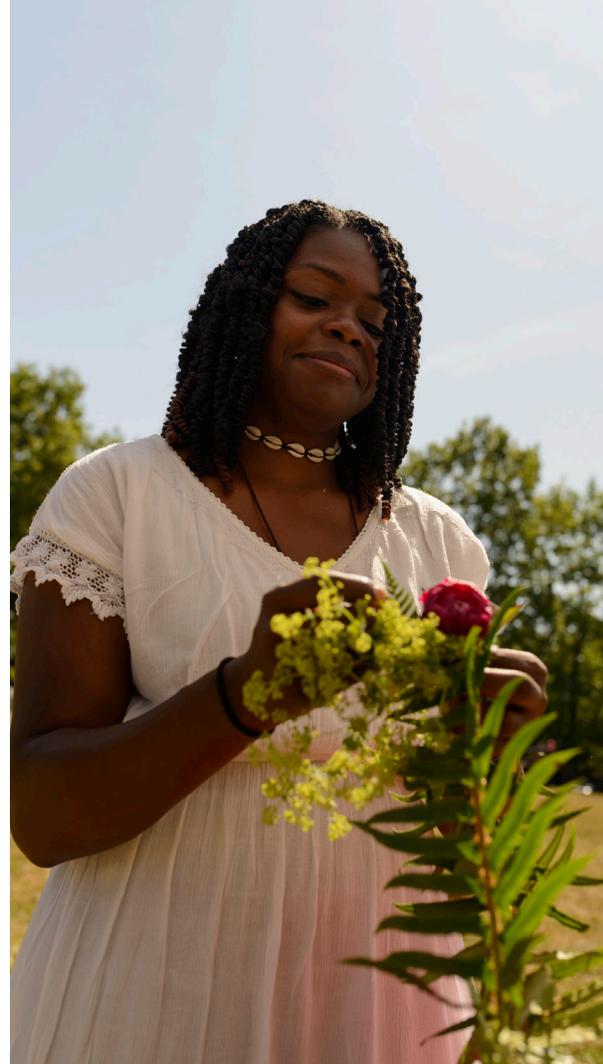
BLACKOUT HEALING

On Juneteenth, 2020, Y-WE's Program Director Reagan Jackson, and Event Coordinator Mary Williams curated the first Blackout Healing event as a grief ritual and Black-centered community space to shift the focus of the Capitol Hill Occupied Protest back to the needs of living Black folk. Reagan and Mary created the Blackouts as a way for Black people to come together in community to grieve, rest, heal, laugh, find joy, and restoration. There was and is a deep need in the community for a Black-only healing space, without the presence of non-black folk. To that end, the work evolves and continues in person and online. These events were a collaboration with many Black artists, healers, teachers, and speakers in our community. Non-Black allies supported by holding the perimeter, donating supplies and resources, and committing to their own anti-racist work through self-education and caucus spaces.

Visit blackouthealing.love for more information and ways to support.

When we look at all the pictures of Juneteenth events across the city, there are Black folks wearing flower crowns from our event. That was something beautiful to see, that Black people took their healing and carried that energy into protests throughout the city. We fortified our spirits to do this work.

-Reagan Jackson



Stories of Impact

AALIYAH KOIS JACOB

Programs: 2020 Create Reimagined,
2020 Fall Programs, 2020-2021 YLC

"I live on Whidbey Island, living as a BIPOC person in a predominantly white community. Y-WE fosters a different community and it is refreshing and feels supportive. In the spring, I wasn't very happy. There was lots of unjust stuff coming up with Covid and everything. I am interested in a career path in acting! I am in a theater tech class at school, focusing on backstage theater support without going backstage. The online platform has been challenging.

In Y-WE Programs, we were able to have real conversations about important and relevant topics. It was good to talk with people my age. No one said my point was not valid. The conversations we had and the way it was held made it feel like a safe space for me.

Y-WE holds their programs in a way where everyone feels valued. Everyone brings something to the community. I feel like I am valued."



ADANECH MUNO

Programs: Y-WE Lead 2016/2017, Y-WE Lead 2017/2018,
YLC 2018/2019, Y-WE Write 2019, Y-WE Code 2020/2021

"I started Y-WE as a freshman in high school. Before starting Y-WE I felt lost, saw myself out of place, and unable to express myself. I was afraid of putting myself in spaces where I was in the spotlight and couldn't see my worth. **Now I see myself as someone who has the tools to navigate the world and to navigate my identities. I know that I deserve to have space to be held and feel safe. I see myself as capable. I gained a space to inconsequentially be myself.**

I just started college and I am interested in international relations in the sense of creating large policies and law to support marginalized communities globally, so programs like Y-WE have policies and laws to fall back on when they are trying to make the changes that are needed. I want to support women in different communities globally and that has stemmed from being in Y-WE, my mom, and being an Ethiopian woman. Y-WE has been a special place for my family because it has been a place for me and all my sisters to find and to be around powerful women. We were met with strong people to support us and love us and give us opportunities. The best thing about Y-WE is that anywhere you go in the world there is judgement or boxing in of who you are; but **Y-WE allows you to be all of your identities not just only one.** The people and mentors are inspiring and allow you to see yourself as successful and worthy. You see and meet people to relate to. It is amazing to work with a powerful Black woman like Reagan."



AMI NJADOE

Programs: YLC 2015-2016, Y-WE Create 2015,
Y-WE Create 2017, Y-WE Lead 2014-2017

"I first got to know Y-WE when I was very young. My sister was in programming and I looked up to her. I saw how much Y-WE meant to my sister and I wanted that. When I first started I was quiet, shy, and would stand in the corner. Through Y-WE programming, I learned how to connect with nature, know who I am, and I learned that even if I am in an environment that I am not comfortable in, I have the ability to shift that environment, so that I can feel comfortable.

I am interested in a career path in Communications and Development. I want to work for an organization like Y-WE. It is important for me to be able to share my experience. I can talk about what it means to the girls in programming because I am one of those girls. If it wasn't for Y-WE, I don't think I would want to be in college, think about the future, and know what I want to do for a career. **Y-WE opened a lot of doors for me.** Within Y-WE, There are a lot of women that look like me and it was really empowering to see that. I created lifelong friendships with different women, including the girls I met when I first started. **I have the tools to be confident in my body, resourceful, and take charge."**



Y-WE by the Numbers

September 1, 2019 - August 31, 2020

Youth and Community Programs

1,519

YOUTH AND ADULTS SERVED THROUGH WORKSHOPS, PARTNERSHIPS, AND PUBLIC EVENTS

688

TOTAL YOUTH SERVED AT YOUTH-SPECIFIC PROGRAMS

197

VOLUNTEERS, WORKSHOP LEADERS AND ADULT MENTORS

Covid-Response Programs

4,556

MEALS DELIVERED TO HOUSEHOLDS AND DISTRIBUTED AT COMMUNITY CENTERS

782

YOUTH AND ADULTS ENGAGED IN VIRTUAL EVENTS

35

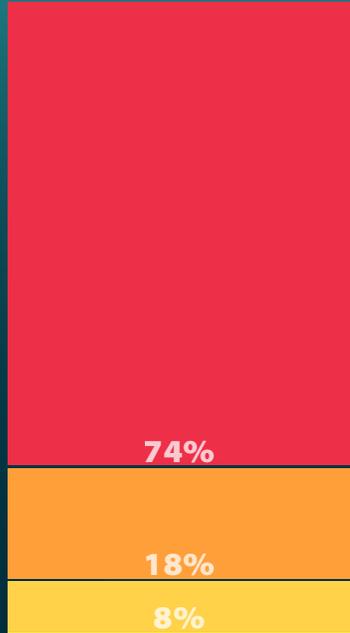
YOUTH AND FAMILY MEMBERS RECEIVING SOCIAL WORK SUPPORT

2,553

TOTAL YOUTH & ADULTS IMPACTED

The remarkable experiences that I have lived with my Y-WE family have inspired me. I want to accomplish great things in my life.
-Y-WE Alum

EXPENSES \$1,049,039



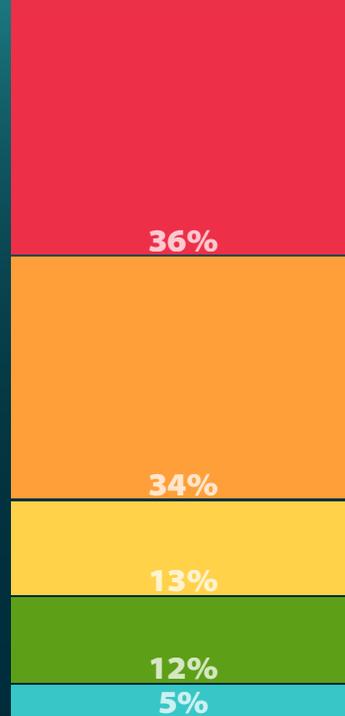
74% (\$782,646)
Program Operations
 Supplies, youth transportation,
 healthy meals, facility rentals & more

18% (\$185,510)
Mission Advancement
 Events, fundraising & communications

8% (\$80,883)
Administrative Support

I can count millions of ways that Y-WE has helped me transform and grow as a person.
 -Y-WE Alum

INCOME \$1,159,390



36% (\$415,141)
Foundation Grants & Government Grants

34% (\$388,427)
Individual Contributions

13% (\$150,000)
Sustainability Fund

12% (\$137,203)
Corporate Contributions & Matching Gifts

5% (\$68,175)
Partnership Funds

Thank you, Y-WE, for not only feeding my child, but also nourishing her soul!
 -Y-WE Parent

Y-WE

Fundraising

IGNITE: 10 YEARS OF Y-WE

Due to the developing Coronavirus situation and our concern for the well-being of the entire Y-WE community, the difficult decision was made to cancel our in-person March 7th gala. Ignite is Y-WE's largest public annual fundraiser, raising critical funds to assure that the programs remain accessible to young changemakers in our community.

Funds raised through Ignite online have enabled us to center young women of color, youth of immigrant backgrounds, LGBTQ youth, and youth from low-income and other marginalized backgrounds in all of our programs. While we were sad to miss the opportunity to celebrate Y-WE's 10th anniversary in person, Y-WE is incredibly grateful to our community for helping us raise **\$250,000** through our virtual fundraiser.



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 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.

Our goal is to add \$75,000 to the fund and get it to \$400,000 by the end of 2021. If you're ready to make your legacy gift or pledge to Y-WE's Sustainability Fund, please contact silvia@y-we.org to make arrangements.

WAYS TO GIVE

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

- Monthly donation
- Stock
- Planned giving
- One-time gift

Donate today and help raise vital funds to support young women's leadership!

y-we.org/donate



Community Champions, We Thank You!



Program Partnerships

API Chaya
Black Voices Collective at the CHOP
BSK
Cascadia College
City Fruit
Climate Justice for Black Lives Collective
CORE Academy
Coyote Central
Cultivate South Park
EarthCorps
El Centro de la Raza
Flowers Sow Urban
Foster High School
Foster School of Business
foundry10
Got Green
Hedgebrook
Kandelia
Marra Farm Coalition
Microsoft
Musang

Mountaineers
NatureBridge
Neighborcare Health
Niantic
One America
Powerful Voices
Puget Sound Sage
Rainier Valley Corps
Refuge Outdoor Festival
REI
Resistencia Coffee
Seattle Parks and Recreation – Urban
Food Systems Program
Seattle Repertory Theatre
Seattle Tilth
Seattle World School
Solid Ground
Teen Tix
United Way of King Country
University of Washington (UW) Seattle
UW Bothell
UW Department of Global Health

Villa Comunitaria
Washington Trails Association
Wasat
Whidbey Institute
World Affairs Council
Year Up Puget Sound
You Grow Girl
Young Executives of Color
Youth Arts Media Collective
Youth Force

Grantors

Beim Foundation
Best Buy Foundation
Casey Family Programs
City of Seattle
City of Seattle Parks and Recreation
D.V. & Ida McEachern Charitable Trust
Dean Witter Family Foundation
Grantmakers for Girls of Color

Impact 100 Seattle
King Conservation District
King County Best Starts for Kids
Kerri Kleven
McEachern Charitable Trust
Norcliffe Foundation
NoVo Foundation
Paul Glaser Foundation
Puget Consumers Co-op
REI
Robert Chinn Foundation
Seattle Foundation
Satterberg Foundation
Sheng-Yen Lu Foundation
Szekely Family Foundation
Tides Foundation
WA State Recreation and Conservation Office
Washington STEM



Sponsors

Brides for a Cause
Go Pro
Group Health Foundation
Emily Misleh
Niantic, Inc
Parker, Smith and Feek
Rebecca Saldaña
Lindsay Taplin Seattle Metropolitan
Credit Union
Seattle NOW
UFCW Local 21 General Fund

In-Kind Donors

3Sharp
Academy of Burlesque
Adrift Hotel + Pickled Fish
Alex Stonehill
Anna McCracken
Annie Graham
Athleta University Village

Brita Fisher
Cedarbrook Lodge
Christine Larsen
Corepower Yoga
Costco
Debbie Lynn
Diana Kowalsky
Einstein Bros. Bagels
Elizabeth Warren 2020 Campaign
Emily Wright
Fairmont Olympic Hotel
Ford Motor Company
Google
Hilary Wilson
Indeed.com
Jennifer Belle
Jenny's Boudoir
Joan Cainan
Julie Little
Karan Nigam
Kenneth Ouellette
Leslie Decker

Lexy Davis
Marjorie
Mayflower Park Hotel
Microsoft
Mystery
OOLA Distillery
Pam Silverstein
Penelope and the Beauty Bar
Puget Consumers Co-op (PCC)
Richard Duncan
Ryan Katai Photography
Salt Hotel & Pub
Seattle Theatre Group
Sheryl Harmer
Steve Andersen
Skyroom
Sound Credit Union
Theo Pauline Nestor
Total Wine & More
Uprising Seeds
Yes! Magazine

**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



Mentoring at Y-WE

A special thank you to all the 2019-2020 mentors!

Anna Cechony
Anusha Rangaswamy
Becky Leong
Cambrie Nelson
Cambrie Nelson
Chevon Powell
Christa Vadaro
Christa Vadaro
Corinne Pingul
Diana Kowalsky
Elena Van Gaver
Emilie Grant

Emily Leeton
Gerry Ebalaroza
Henrylyn Auwae Dekker
Iman Chatila
Isis Peguero
Jasmmine Ramgotra
Kailina Mailstrionni
Keilani Afalava
Kelly Powers
Kunteang Som
Lan Lum
Mauri Zingerelli

Mawiyah Fields
Melia Paguirigan
Melissa Banales Mejia
Nancy Huizar
Paia Bergstrom
Paroma Zaman
Rahwa Tsegay
Sara Post
Stephanie Ung
Tayah Carlisle
Tynishia Walker

Y-WE primarily uses a group mentorship model that allows women and girls* alike to get to know a wide range of positive role models that can offer personal and professional support. By participating in all the program activities alongside our youth, mentors help them develop their leadership abilities; define and achieve their personal goals; explore and acquire career and college skills; and more.

The Y-WE community extends immense gratitude to all the volunteer mentors for being present, authentic, listening and jumping right in. By volunteering their time, mentors create a space of belonging for Y-WE youth to find their leadership.





2019-2020 Board of Directors

Annette Anderson
Rahwa Ghebremichael
Sally Goodwin
Sangeeta Gupta**
Susan Heikkala*
Nahil Sharkasi
Karen Wong-Duncan
Nimco Abdirahman***
Manika Bhagra
Madeliene Hernandez
Karan Nigam

*Board Treasurer

**Board Chair

***Termed off the Board in August 2020

2019-2020 Staff

Victoria Santos *Co-Executive Director*
Rose Edwards *Co-Executive Director*
Reagan Jackson *Program Director*
Silvia Giannattasio-Lugo
Development Director
Neli Jasuja *Co-Program Manager*
Rae Parks *Co-Program Manager*
Sophia Pingul *Operations Manager*
Peter Blaustein *Grants Manager & Organizational Writer*
Tayah Carlisle *Program Coordinator*
Kamilla Kafiyeva *Outreach Coordinator*
Aisha Al-Amin *Development Coordinator*
Emma Miller *Development Coordinator*
Devin Majkut *Social Worker*
Gabriela Torres *Social Work Intern*

Special Thanks to Former Staff

We extend our heartfelt thanks to Y-WE alum **Aisha Al-Amin**, who served as a full time staff member of Y-WE for the last 3 years. Aisha brought tremendous commitment, humor, and integrity to her work. We are thrilled to support the next big step on her career journey and are so grateful to have her ongoing support as the coordinator of our alum programs.

2019-2020 Program Lead Facilitators

BJ Star
Cristina Orbe
Jackie Amatucci
Kamilla Kafiyeva
Mari Shibuya
Max Boenish
Meera Bhardwaj
Na'a Akua
Neli Jasuja
Rae Parks



YOUNG WOMEN EMPOWERED



Through centering the leadership of young women, Y-WE plants the seeds of equity, compassion, and courage. Together we cultivate a diverse intergenerational community of belonging.

