



Young

Women

Empowered

Annual Report 2020–2021

Dear Y-WE Community,

We write this annual report letter to you, our beloved Y-WE community, in bittersweet recognition of one of the most challenging times of our collective lives. This is a period of great paradox for our organization. We have experienced a tremendous outpouring of support and financial donations from individuals, corporate sponsors, and grantors at record-breaking levels of generosity. Thanks to this support, we have had the joy of hosting educational programs, camps, & events for **378 young women* and 1,924 community members**. These programs and events have kept us connected; working in solidarity toward racial, gender & social justice; and fueling each other's creativity & resilience as we continue to weather the storms. *This is the sweet.*

We have had the honor to provide vital support to youth and families through resources such as college & dream-fund scholarships; meals & grocery gift cards; a technology lending library; care packages for the unhoused; and emergency funding to help pay medical, utility, & other bills of community members most impacted by the intersectional pandemics of racism, sexism, classism, xenophobia...and Covid. It has been powerful to witness our community's passionate commitment to mutual aid.

For over 12 years, Y-WE has been an organization rooted in honest sharing about the complexities of leadership. And this year, the social isolation of this pandemic combined with the challenges of systemic oppression, social media pressure, and climate grief...often feel like too much to bear for our young leaders. As we write this letter to you, youth we care for deeply are recovering from suicide attempts in hospital beds. We receive calls every day from young women* who are desperately seeking mental and emotional health support. Many Y-WE community members are caring for elders who are suffering significant health challenges; and others are mourning the passing of parents, aunts, uncles, cousins, friends...and even Y-WE alums. Y-WE family members are being denied jobs, medical care, housing, and other resources that they need because of racial and gender injustice. *This is the bitter.*

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

Y-WE believes that girls of color can change the world, but they need access to the resources, mentorship, education, and communities of belonging that support their changemaking leadership. The work of transforming our cultures, workplaces, schools and families into equitable and inclusive spaces where youth of color will thrive is our collective responsibility.

As part of our beloved community, you are imagining a just and healed world alongside us, and we are grateful. You are reflecting deeply, making powerful choices, and taking action to advance equity. We thank you for continuing to dedicate your time, resources, and support to our Y-WE family. It takes all of us to do this work.

Toward our collective liberation,

The Y-WE Board and Staff



**YOUNG WOMEN
EMPOWERED**

Pictured: Co-Executive Directors
Reagan Jackson and Rose Edwards



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 social justice, 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*

Working Toward our Collective Liberation

Recognizing that our liberation is interconnected, we are a collaborative organization rooted in intersectional and intergenerational partnership. Alongside our incredible supporters, we continue to do the work of building a loving and supportive community. Our programming supports young women from different cultures, races, religions, socio-economic and family backgrounds. Across different LGBTQIA+ identities, places of origin, needs and abilities, interests and visions, Y-WE is a place for all of us to be ourselves, learn together, grow together, and thrive together.

This year we have thought and felt deeply into what a commitment to collective well-being looks like and asks of us. We have continued to direct our energy and passion toward dismantling and reshaping oppressive systems. We apply our collective strength to advocating and supporting the work of justice and changemaking. Together, we are using our POWER to take a stand for the survival of the planet and the healing of our humanity.

RESPONSIVE PROGRAMMING

For over 12 years, Y-WE has been providing programs that respond to the needs of the communities we serve. We build our programs directly around the feedback and ideas of our young people. After a year of mostly virtual programming, we met with a group of Y-WE youth and alums last Spring to hear their feedback around how we could best structure our future programs to better meet their needs. Many young people were longing for new ways to connect in person. **This year, we responded and expanded our focus in these ways:**

- Due to having smaller cohorts, Y-WE is providing a wider variety of content options for our youth. Each season of Y-WE Lead, we offer four unique cohorts that explore a range of topics that are directly relevant to young people's lives.
- Our Nature Connections program has expanded into several, smaller offerings. We host small groups in person at Marra Farm, take small groups on hikes, and are now offering nature-related content in our Y-WE Lead cohorts.
- Alongside generous sponsors, Y-WE created a scholarship fund & mentorship program called Y-WE Dream to support our alum as they pursue college degrees, begin new businesses, and more. So far, we have provided 20 scholarships, amounting to over \$45,000 to our alum.
- We are providing increased social work, coaching, and mental health 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 continue to 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 am taking away] that I am a powerful, strong young woman and I can literally do whatever I set my heart to."
-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 and leaders
- Becoming ambassadors of Y-WE in their own communities

This year, our YLC focused on self-care and community care. Among other activities, YLC leaders: hosted a workshop for Health Day, facilitated a live streamed Leadership Panel, read *The Self Love Revolution: Radical Body Positivity for Girls of Color* by Virgie Tovar and interviewed the author at the Day of Wellness event, and offered creative shares. They also created and engaged in leadership projects: one youth supported with mutual aid for unhoused folks on Queen Anne. Another youth helped facilitate Cultural Kitchen, a cohort of Y-WE Lead. Another collected feminine hygiene supplies for H.E.R.

In 2020-2021,
100% of YLC participants
reported Y-WE increased their:
sense of self-confidence about who they
are in the world
commitment to being a community
changemaker



Y-WE Tech

"I'm more confident in myself and more determined to go into STEM." -Tech Youth Participant

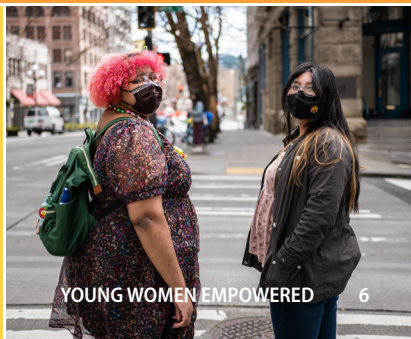
In Y-WE Tech, youth explore ways to use technology tools for learning, career success, self-expression, social change and the history of women in technology. Youth get hands-on with coding and digital technology, practice different methods of project management, and explore ways that they can keep growing creativity through technology. In Y-WE Tech, youth grow as leaders and discover ways they can use technology to make a difference in our world.

This year in Y-WE Tech, youth explored a new way of meeting virtually on a site called gather.town. Youth also learned how to navigate a new piece of technology: Wally, the 3D printer. As a hands-on leadership experience, the youth also helped our staff to coordinate STEM Day, which is a public event featuring career professionals in the fields of Science, Technology, Engineering and Math.

"I enjoyed learning more about how technology can increase accessibility, and ways that technology still has room to grow in providing more of it." -Tech Youth Participant

In 2020-2021,
100% of Tech participants
reported that they:
**learned about creative and useful ways to
engage with technology**

**please note: all data in this report reflects the
percentage of survey respondents*



YOUNG WOMEN EMPOWERED

Nature Connections

Nature Connections is Y-WE's umbrella program that includes activities related to food justice, environmental justice, exploring the natural world, engaging in healthy outdoor activities, environmental racism and outdoor education. All of our programs include some element of connecting with the earth, learning from nature, and taking action as environmental stewards. We believe that young people need, and deserve to have, a joyful relationship with natural spaces and a healthy planet to grow up in. We create pathways to green careers for young women* of color by offering internships along with environmental workshops featuring women of color farmers, environmental advocates, and professionals.

Recent Y-WE programs that are a core part of Y-WE Nature Connections include:

- Y-WE Grow at Marra Farm
- Ocean's Healing Hands, in partnership with Sea Potential
- Water Justice Leadership Camp, in partnership with Sea Potential
- Nature Art & Journaling, as part of Y-WE Lead cohorts
- Summer Internships at Marra Farm
- Various hikes, trips to the zoo, and farming days that are accessible to all

"I loved the diverse community I was able to meet with different backgrounds and perspectives. Meeting in person was awesome because we got to interact and bonded together with different amazing activities."

-Water Justice Leadership Program Participant



In 2020–2021,

**100% of Y-WE Grow participants
reported Y-WE increased their:**

**sense of care and personal connection with the natural environment
intention to take action for environmental and food justice**

Y-WE GROW

In Y-WE Grow at Marra Farm, we connect with the Earth in a reciprocal relationship, gain practical gardening skills, and grow fresh, culturally-relevant produce. We also learn how to disrupt the racist and unjust food system dominant in the U.S. through investing in food sovereignty and access locally.

This year in Y-WE Grow, youth:

- Connected with, cared for, and learned from the environment and each other
- Developed technical skills such as gardening, woodworking, plant medicine, food preservation, chicken-care, creek restoration, and facilitation
- Learned about and disrupted environmental racism and injustice in our dominant food systems
- Engaged in mutual aid by growing fresh, culturally-relevant food for and sharing gardening resources with community
- Hosted a Farm Party and Container Garden Giveaway for the entire Y-WE community

**We are grateful to meet in person at Marra Farm on
Duwamish and Coast Salish land, in South Park, Seattle.**

"I loved getting to plant and harvest vegetables, learning about plants, and getting to take home food from the garden and starts!"

-Y-WE Grow Youth Participant



Y-WE Lead

"Y-WE has been a place where I can bring my fullest, most authentic, imperfect, goofy, serious, sad, happy self and be greeted with love and warmth and acceptance from every angle, and encouraged to grow and sit in all of who I am."

-Winter Lead Youth Participant

Y-WE Lead offers young women* ages 13-18 the opportunity to explore their leadership through various workshops on art, skill-building, health, and wellness. Together we co-create an intergenerational community of diverse youth and mentors committed to supporting one another and healing our communities.

This year in Y-WE Lead, we split our programs into Fall, Winter, and Spring sessions. Each season, we offered multiple cohorts on a variety of subjects for youth to choose from. This way, young people and mentors were able to connect in smaller groups and dive into the topics most interesting to them.

FALL COHORTS

- My Boundaries My Life
- Nature Art & Journaling
- DIY Healing



WINTER COHORTS

- Winter & Chill
- Nature Art & Journaling
- Tarot & Creative Process



In 2020-2021,

100% of Y-WE Lead participants
reported Y-WE increased their:

sense of belonging in a diverse community
confidence in speaking to new people and sharing ideas

SPRING COHORTS

- Ocean's Healing Hands
(in partnership with
Sea Potential)
- Career Camp
- Cultural Kitchen
- Visioning Through Art



*"The best part was feeling a part of
a community again."
-Spring Lead Youth Participant*



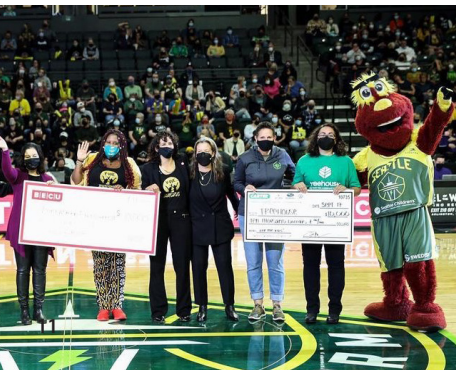
Alum Programs

Y-WE's alum programs are for young adults over 18 who previously participated in any of Y-WE programs during their middle and high school years. Y-WE's alum community continues to grow each year and there are currently 450 young adults in this network. Alums often refer to Y-WE as their "home organization" and they return to Y-WE as mentors, staff members, board members, public speakers, and advocates for the next generation of Y-WE youth. We do our best to show up like family for our alums and offer them the consistent care, financial and mutual aid resources, professional development opportunities, internships, and ongoing mentorship that they need as they transition into adulthood.

Our alums are navigating the unprecedented challenges of the pandemic, the fight for racial justice, and other social, emotional, and financial issues while going through tremendous personal changes such as starting college or joining the job market. Through monthly online check-ins and one-on-one coaching, Y-WE works to provide relevant tools to support the diverse needs of alums. 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.

This year, we piloted a new scholarship program called Y-WE Dream, in partnership with the Figone Foundation, Seattle Storm, BECU, and the Swedish Foundation.

We were able to give over 20 scholarships and a total of \$45,000 to our alums and graduating seniors in order to support them as they pursue college degrees, start businesses, care for their families, and cultivate their dreams. We are so grateful to be able to offer these resources and ongoing mentorship. The Y-WE alum community knows that we have their backs as they transition to adulthood during these challenging times.



"Y-WE has meant the world to me. It has served as a pivotal program both in my teenage years as well as my adulthood. It has been my refuge and a second home. It has played a major role in all of my success and accomplishments through the years."

-Y-WE Alum

LUCIA SANTOS

Y-WE Dream Scholarship Recipient Class of 2021

"Y-WE provided a warm, supportive, engaging community when I needed one most. I joined Y-WE in 2017, as I transitioned from an all-girls middle school I loved to a faraway high school where I knew no one. I was seeking an engaging, women-centered community, and at the very least, an extracurricular activity where I could make more valuable connections than I was making at school. One day, an older student at my school invited me to sign up for Y-WE. I am so grateful I did.

I have participated in various Y-WE programs since then, from Y-WE Lead to Y-WE Write to Environmental Leadership Council. I have learned so much about myself and the world around me in Y-WE.

The Dream Fund scholarship has already helped me move forward with my future plans. This spring, I was admitted to Barnard College of Columbia University. Barnard appealed to me for some of the same reasons Y-WE did, especially the fact that it's an environment dedicated to uplifting women in fields they are underrepresented in. Both are communities where women lead the way. I am so excited for my first year of college which I know will be an engaging, learning-filled experience.

I hope to use my college education to empower my community by bringing the lessons I have learned in Y-WE about community and leadership to my college, and the lessons I learn in college to the world. I want to encourage everyone around me to speak their truth and explore the things that truly interest and excite them. I plan to balance the lessons I learn in school with the lessons I learn in my daily life and community, because thanks to Y-WE, I know both are valuable. **The positive impact my Y-WE experience has had on me will carry on throughout my life."**



Y-WE Create

"This camp helped me reimagine talking to people in person again, and it made me feel more confident in making new friends."

-Y-WE Create Participant

This year, we shifted to a day camp model and were able to meet in-person for a week. Our theme was **Artful Survival**. Youth explored these central questions through creativity: What are the tools, skills, and communities we need to develop in order to survive during this time of social, political and environmental change? How do the arts help us imagine futures in which we are healing and thriving? What creative human and earthly technologies are irreplaceable by the digital world?

Youth chose to focus within one of two cohorts:

Fashion and Sewing
Hands on the Land

In 2020-2021,

93% of Y-WE Create participants
reported that they learned:

to trust in themselves and what they believe in
ideas for building a healthier/better world

**data for Y-WE Create and Write is graciously
provided by our partners at Foundry10*



Y-WE Write

Y-WE Write focused on the theme, **Writing our Liberation**. With facilitated workshops in partnership with talented Hedgebrook authors, youth processed the year and dreamed into the futures they want to live in while sharpening their writing skills.

Cohorts included:

Speculative Fiction/BIPOC Futurism: Change the Story, Change the World

Facilitated by Michelle Ruiz Keil

Poetry [as] Memoir: All Your Brave and Beautiful Parts

Facilitated by Jessica Bergamino

Electrified and Glittery Sound: Songwriting through Experimental Noise and Melodies

Facilitated by Katherine Paul

"I wanted to say thank you for a truly wonderful experience you created. She loved the mentors and her fellow writers. Whatever magic you've done to create such a caring community and get the girls bonded so quickly is something to behold."

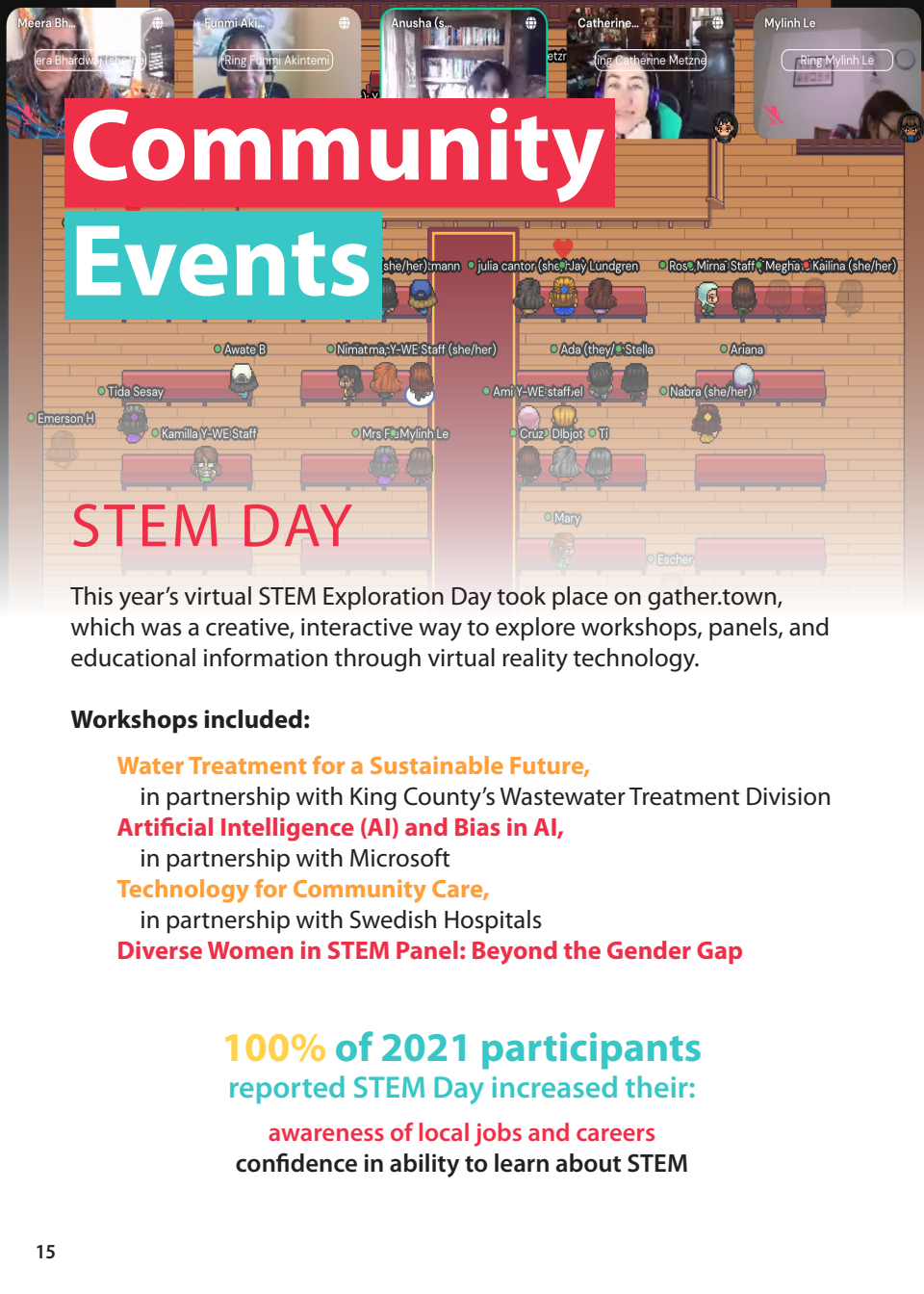
-Parent of a Y-WE Write Participant

In 2020-2021,

**97% of Y-WE Write participants
agreed that:**

they felt safe and felt that they belonged





Community Events

STEM DAY

This year's virtual STEM Exploration Day took place on gather.town, which was a creative, interactive way to explore workshops, panels, and educational information through virtual reality technology.

Workshops included:

Water Treatment for a Sustainable Future,

in partnership with King County's Wastewater Treatment Division

Artificial Intelligence (AI) and Bias in AI,

in partnership with Microsoft

Technology for Community Care,

in partnership with Swedish Hospitals

Diverse Women in STEM Panel: Beyond the Gender Gap

100% of 2021 participants
reported STEM Day increased their:

awareness of local jobs and careers

confidence in ability to learn about STEM

HEALTH DAY

Health Day 2020 consisted of a live streamed panel open to the public as well as an intimate Zoom session specifically for Y-WE youth. Our panel brought together five diverse guests from different health professions, and they offered valuable insight around the theme “When Systems ‘Fail’ – Community Care in the Age of COVID.” We also took time for meditation and self-care practice. We then met with youth in the afternoon to learn more about personal health and wellness, sexuality, and more.

The recorded panel can be viewed on our Facebook page, @youngwomenempowered

**92% of 2021 participants
reported Health Day increased their:**

**confidence in own capacity for self-care
sense of connection to resources that support well-being**

CAREER DAY

Y-WE's annual Career Day creates unique opportunities for girls, young women, and adults to connect with leaders in various professions. Our virtual Career Day 2021 consisted of two live streamed panels open to the public. Our theme was “Thriving & Surviving Through Changing times,” focusing on the empowering career stories of diverse women as well as pandemic pivots in work and survival. Youth and adults who attended heard from our inspirational panelists from a wide variety of backgrounds including a CEO, a Farm Manager, a Career Coach, and a Dancer/Actor/Activist.

The recorded panels can be viewed on our Facebook page, @youngwomenempowered



BLACKOUT HEALING

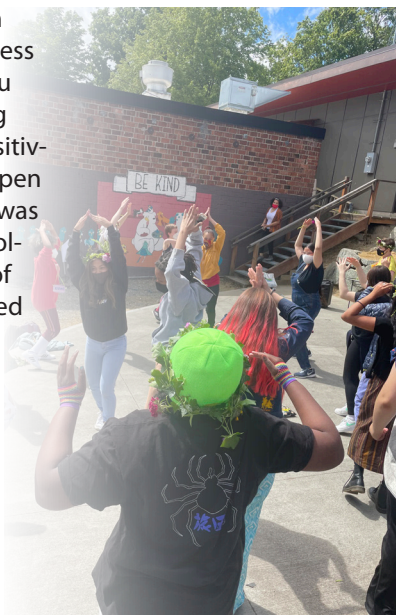
Blackout Healing was co-created by two Y-WE staff members as a way for Black people to come together in community to grieve, rest, heal, laugh, find joy, and restoration. There was and is a deep need in the community for a Black-only healing space, without the presence of non-Black folx. To that end, the work evolves and continues in person and online. This year, Blackout Healing hosted a series called “Rest as Resistance,” a meditation series including intention setting, breathing exercises, meditation, and singing bowls. We also hosted an end-of-year ritual called “Release & Restore,” to release what no longer serves and call in that which we need in the new year. Lastly, Blackout Healing hosted a Juneteenth kick back and healing ritual, consisting of art, an opportunity to connect with the land at YES Farm, and time to rest and renew in community.

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

DAY OF WELLNESS

As a beginning-of-summer kickoff, our Youth Leadership Council co-hosted a Day of Wellness for all young women* in partnership with You Grow Girl. The day consisted of an art healing space, a conversation about radical body positivity with activist and author Virgie Tovar, an Open Mic, karaoke, and of course a dance party. It was a great way to celebrate the end of the school-year, which had been tumultuous for many of our youth, and look forward to a summer filled with more in-person opportunities, summer camps, and most importantly--rest and joy!

“This was one of the best Y-WE events I have ever been to!”
-Youth Participant





COMMUNITY HEALING

In response to anti-Asian violence and as part of the Stop Asian Hate movement, in March 2021 Y-WE organized a Community Healing day at Marra Farm to center Asian women in our community. It was a beautiful day of sunshine, painting, gardening, and lots of impromptu karaoke. Y-WE is always prioritizing the healing of our community, and we are grateful to come together in spaces that allow all folks to meet us where they are and express their full range of emotions.

BLACK VOICES IN CLIMATE JUSTICE

This live streamed panel highlighted and centered Black voices in Environmental Justice, specifically the leadership of Black women in the fight to dismantle the exploitation and extraction of land and people. We know environmental racism disproportionately affects BIPOC communities, making Climate Justice inseparable from Racial Justice. The Black Voices in Climate Justice panel aimed to honor the wisdom, resilience, power, and ecological knowledge of Black folks as they see their lives interconnected to Climate Justice and land sovereignty as it relates to Black Liberation.

The recorded panel can be viewed on our Facebook page, @youngwomenempowered

"Y-WE is what introduced me to climate activism. When you're in a certain financial range, you can't afford to go on big camping trips and afford programs that are usually marketed to upper class white kids. Y-WE is so special to me, and introduced me to my love of nature. Makes me want to fight for it." -Youth Panelist, Eridon Stewart

Y-WE by the Numbers

September 1, 2020 – August 31, 2021

Community Programs

1,596

YOUTH AND ADULTS ENGAGED
THROUGH WORKSHOPS, MUTUAL
AID, & PUBLIC EVENTS

42

TOTAL EVENTS OFFERED

27

FAMILIES RECEIVING SOCIAL
WORK SUPPORT

1,924

TOTAL YOUTH &
ADULTS IMPACTED

Youth & Alum Programs

159

YOUTH ENROLLED IN ONE OR
MORE Y-WE PROGRAMS

169

ADDITIONAL YOUTH SERVED
AT COMMUNITY EVENTS

50

ALUMS RECEIVING RESOURCES,
MENTORSHIP, & SUPPORT

378

TOTAL YOUTH &
ALUMS IMPACTED

"The decision I made at 15 to join Y-WE has easily been one of the most impactful and important decisions I've made in my life."

-Y-WE Alum

"It's such a good feeling to know that especially during times like this that there's always going to be people in your corner and people who just want to see young women empowered." -Y-WE Alum

EXPENSES

\$1,444,715

77% (\$1,108,800)

Program Operations

Supplies, youth transportation, healthy meals, mutual aid, facility rentals & more

16% (\$232,441)

Mission Advancement

Events, fundraising & communications

7% (\$103,475)

Administrative Support

INCOME

\$2,131,702

45% (\$951,081)

Foundation Grants & Government Grants

22% (\$475,199)

Individual Contributions

22% (\$465,298)

Corporate Contributions & Matching Gifts

7% (\$150,000)

Sustainability Fund

4% (\$90,061) Partnership Funds

Y-WE

Fundraising

IGNITE 2021



Ignite is Y-WE's annual fundraising gala. This year, due to the pandemic, we hosted a very successful virtual gala. With over 350 guests in attendance, we celebrated with keynote speeches from staff, youth, and alum, artistic performances, and more. Y-WE is incredibly grateful for a community that continues to show up, even on Zoom. Through Ignite 2021, **we raised \$201,215 in critical funds** that enable us to center young women of color, youth of immigrant backgrounds, LGBTQIA+ youth, and youth from low-income and other marginalized backgrounds in all of our programs.

SUSTAINABILITY FUND

Plant seeds for Y-WE's future by contributing to our growing Sustainability Fund! 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.

This year we successfully reached our minimum \$400,000 operating reserve goal thanks to the generosity of our community and matching donor Nancy Nordhoff! **In the coming fiscal year, we aim to add \$75,000 more to this fund** in order to assure that we have at least 3 months of our operating expenses safely in reserve. 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,

Sponsors

BECU
GoPro
Kaiser Foundation
Lil'Woody's, LLC
Nanostring Technologies, Inc.
Niantic
PCC
Portland Community College
Puget Sound Energy
Seattle Honors Project
Seattle Storm
Swedish Hospital
Symetra

Grantors

4Culture
Best Buy Foundation
Cedarmere Foundation
Charlotte Martin Foundation
City of Seattle - Department of Transportation
City of Seattle - Parks & Recreation - Teen Enhancement Grant
City of Seattle - Technology Matching Fund
City of Seattle Office of Economic Development
Clif Bar Family Foundation
Discuren Foundation
East Seattle Foundation

Enterprise Corporation
Grantmakers for Girls of Color
King Conservation District
King County - COVID-19 Community Response Fund
King County - Department of Natural Resources & Parks
King County Best Starts for Kids
King County Best Starts for Kids - Capacity Building Grant
King County Wastewater Treatment Division
Magic Cabinet
Mastro Foundation
NoVo Foundation
REI Co-Op
Russell Family Foundation
Satterberg Foundation
School's Out WA
Seattle Foundation
Seattle Foundation Resilience Fund
Starbucks Foundation: Neighborhood Grants Fund
Starfish Foundation via Seattle Foundation
Tides Foundation - Jubilation Foundation
Upswing Fund
WA State Recreation & Conservation Office - No Child Left Inside Grant
WEND II, Inc.

We Thank You!



Partners

African American Health Board
Ayeko Farm
Black Farmers Collective
City Fruit
Cultivate South Park
Coyote Central
Earth Pearl Collective
Flowers Sow Urban
Foundry10
Gathering Roots
Golden Bricks Events - Refuge Outdoor
Festival
Hedgebrook
Kamayan Farm
La Matriarca Woodworking
Marra Farm Coalition
Mountaineers
Na'ah Illahee Fund
Percussion Farms
Powerful Voices
PYE Global
Resistencia Coffee Shop
Salsa de la Vida / Villa Comunitaria
Sea Potential
Seattle Parks and Recreation
Seattle Public Library
Seattle Department of Neighborhoods
Solid Ground
The Garden Hotline

The Wilderness Society
Tilth Alliance
Urban Fresh Food Collective
Urban League of Metropolitan Seattle
UW Bothell
Wa Na Wari
Washington Nonprofits
Washington Trails Association
Yes Farm
You Grow Girl!

**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 of our 2020-2021 mentors!

Aisha Al-Amin
Amber Faur
Ana Avalos-Garcia
Ana Gamborena
Anna Cechony
Anusha Rangaswamy
Becky Leung
Candace Chin
Cheryl Delostrinos
Chevon Powell
Denise Cogger
Diana Kowalsky
Emiko Mintoya-Shields
Emilie Grant
Emma Miller
Isis Peguero
Jennifer Thames (JT)
Kailina Mastroianni
Keleigh Powers

Kiyomi Gohollo
Kowsar Abshir
Krista Marie
Kunteang Haskin
Lashanna Williams
Madeliene Hernández
Mary Williams
Maurianna Zingarelli
Mawiyah Fields
Melia Paguirigan
Mirna Mujacic
Nabra Nelson
Namaka Auwaee-Dekker
Nancy Huizar
Niela Hampton
PJ Bergstorm
Robin Hall
Samantha Pak
Sara Post

Sarah Domondon
Shavon Hayes
Sue Peiser
Sue Van Zante-Peiser
Tynishia Walker
Zaynab Abdelzaher

*"I participated as a youth for as long as I could, and now I have come back as a mentor. It's an honor to be able to continue giving and receiving from this organization."
-Y-WE Alum/Mentor*

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 who 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 career and college opportunities; 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 develop their passions and find their power.

2020-2021 Staff

Reagan Jackson *Co-Executive Director*

Rose Edwards *Co-Executive Director*

Silvia-Giannattasio-Lugo *Director of Development & Communications*

Victoria Santos *Senior Advisor*

Neli Jasuja *Program Manager*

Rae Parks *Program Manager*

Sophia Pingul *Operations Manager*

Peter Blaustein *Grants Manager & Organizational Writer*

Tayah Carlisle *Program Coordinator*

Kamilla Kafiyeva *Community Engagement & Wellness Specialist*

Emma Miller *Communications Coordinator*

Cheryl Delostrinos *Development Coordinator*

Mary Hall-Williams *Events Coordinator*

Devin Majkut *Social Worker in Residence*

Ami Njadoo *Communications Intern (Y-WE Alum)*

Zaria Ali *Programs Intern (Y-WE Alum)*



**YOUNG WOMEN
EMPOWERED**

Board of Directors

Annette Anderson

Rahwa Ghebremichael

Sally Goodwin

Sangeeta Gupta*

Susan Heikkala**

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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.

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