



Young Women Empowered

Annual Report 2022-2023

Dear Y-WE Community,

This year, we crossed the threshold of Y-WE's adolescence as a nonprofit. Grounded in our purpose and guided by a new strategic plan, we've exceeded Y-WE's participation and programming goals while investing in Y-WE's organizational health in vital ways.

Together, we've aligned internal systems to support growth and sustainability – operational, financial, programmatic – while integrating rejuvenating professional and personal development to our growing team. We've attracted new funding partners who share our vision – among them the MJ Murdock Charitable Trust and King County's first-ever Racism as a Public Health Crisis grant – and raised a record \$2.6M to advance Y-WE's work.

Yet one of the surest signs of our success is the depth and longevity with which accompany our young women*. We are witnessing the first 13-year-olds we served in 2010 pursue careers and seek leadership opportunities both within and beyond Y-WE. Five of our 14 facilitators this year were alum. Twelve of our 15 paid Y-WE Grow Interns were program returners. Over 20% of Y-WE youth we served this year participated in more than one program. Anchored by a shared mission, vision, and values, Y-WE youth are helping to shape program priorities and guide the evolution of our work.

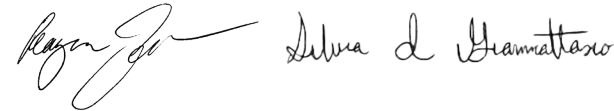
In teaching young women* the skills to find their voice and step into leadership roles, we recognize that Y-WE must likewise model sustainable, reciprocal ways to be of service that are in alignment with the future we hope to co-create. Just as our Black, Indigenous, People of Color (BIPOC) youth shouldn't bear the brunt of working against systemic oppression, our vision is one that shifts away from extractive work culture that perpetuates burnout for the greater good.

The internal power of our community holds us through the disparate impacts of global pandemic and environmental racism on BIPOC health and communities, school shootings, and the contestation of women's bodily autonomy and trans rights in concert with a systemic devaluing of Black life. We don't just witness the impact of these gaps in care and belief, we experience them together with the youth we serve. An abundance approach allows us to live into our values at a deeper level.

This represents Y-WE's legacy and the mandate from the youth and communities we serve: to expand circles of wellbeing in ways that fuel both individual agency and collective liberation.

We celebrate tremendous momentum as we head into a new fiscal year and are infinitely grateful for your support.

With Appreciation,



Co-Executive Directors
Reagan Jackson and Silvia Giannattasio



Vision & Mission



Y-WE envisions a society rooted in social justice where all young women live their truth, achieve their dreams, and change our world.*

Building towards collective liberation, we serve young women* ages 13-26 from all backgrounds while centering BIPOC, gender expansive, and LGBTQIA+ youth who are most impacted by systemic inequity.

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.*

Connecting youth to mentors who reflect their identities, our programs weave an ongoing web of mutual solidarity. We are changing systems by first changing each young person's experience and self-belief of what's possible.

** those who identify as women, girls, trans, non-binary, or gender expansive.*

Our Model

Y-WE creates conditions for young women* to claim their voices, and therefore, their power. **Y-WE programs are unified by five core approaches:**

- 1. Radical Welcome:** the open invitation to youth to come as they are and show up as their full selves.
- 2. Community of Belonging:** an intergenerational exchange of wisdom and experience, cultivating identity safety and solidarity.
- 3. Creative Risk:** opportunities to try something new, learn from failures, find their voice, and grow confident self-expression.
- 4. Healing in Community:** consistent, trustworthy, and social justice-oriented pathways to wellness and mental health care.
- 5. Leadership:** platforms to speak, contribute, act, and create positive change – in their own lives and in their world.

Collaborating with community partners, Y-WE delivers annual programs in the form of after school, summer camps, affinity, paid internships, and community events. To eliminate barriers to participation, all programs are free of charge, with transportation support, food, translation, disability access, and more.



Y-WE Tech

Y-WE Tech explores ways to use technology tools for learning, career development, financial success, self-expression, social change, and the history of women and femmes in technology. Youth get hands-on with hardware and software, practice different methods of project management, grow as leaders, and explore ways to keep growing creativity through technology.

"I really like how it's helpful - if there's anything you're struggling with, everyone is really supportive and down to help you. It's also HUGE that we get to keep our computers."
-Y-WE Tech Participant



This year, Tech youth learned about the women behind COVID-19 vaccine development, ins and outs of 3D printing, user experience design, coding and its creation, ethics in AI, and more. Importantly, Tech youth determined the themes for 2023 STEM Exploration Day, helped Y-WE staff to coordinate the event, and facilitated its Diverse Women in STEM Panel. Tech participants engaged in critical conversations within the tech industry, including gendered language and expectations within tech work culture, the consequences of racist and sexist algorithms, and creating a supportive community to thrive in the tech field.

Y-WE Write

Y-WE Write is a nine-month creative writing workshop led by award-winning writer and educator, Anastacia Reneé. This immersive experience explores how different types of writing can help realign us with our bodies, our dreams, our creation, and our joy. Write provides a creative outlet outside of students' typical classroom environment, where they can explore their voice, tell their stories, and create community.

Convened within a virtual space, this year's participants were prompted to imagine, co-curate, and explore a total of 10 writing genres in community and independently. Writing prompts become a stepping stone to larger projects, such as a poetry chapbook, 10-minute play, and an environmental and social manifesto for change. Youth learned to experiment, learn, and take creative risks while developing rituals that sustain their joy for writing. Drawing upon inspiration from past poets and contemporary writers, participants tapped their unique voices and shared from a place of vulnerability and courage.

"This program has helped me build confidence in my writing and storytelling." -Y-WE Write Participant



Y-WE Speak

Y-WE Speak provides a platform for youth to express their creativity and passions through performance. Exploring themes of identity, community, and social justice, participants write personal monologues, discuss community issues, and practice using theater for social change during class sessions. By learning performance techniques, students improve public speaking skills and feel empowered in their own voice. Throughout the year, participants discuss how they want to use their voices through theater to create positive change in their communities.

This year's program was facilitated by playwright and director Nabra Nelson and Y-WE Alum Fatema Metwally, in partnership with **Seattle Repertory Theatre**. Alongside adult mentors, youth attended live performances of plays including, *"I Am Not Your Perfect Mexican Daughter"* and *"What the Constitution Means to Me,"* going behind the scenes to meet with the cast and crew for an insider perspective. The year culminated with a showcase on the Seattle Rep stage, featuring solo and group performances written and directed by participants.

"I loved writing the play and my monologue and spending time with the amazing Y-WE community."
-Y-WE Speak Participant



Youth Leadership Council

"[What I love most about this program is] how everyone is there for each other and how the adults are supportive in our groups."
-YLC Youth

Our Youth Leadership Council (YLC) invites returning youth seeking to deepen their leadership to join a year round cohort, which kicks off with a weekend retreat and meets every other Wednesday through June. Beyond serving as the culture keepers of Y-WE, YLC youth support Y-WE staff as ambassadors to other youth, build their skill as facilitators, and apply their leadership in the greater community.

This year, YLC worked with the City of Seattle Race and Social Justice Initiative to create a series of Public Service Announcements (PSAs) focused on what youth need – in their voice and perspective – in this post-pandemic phase. Featuring five members of YLC, the PSAs were shared as part of the Central District Forum for Arts & Ideas 2023 MLK Unity Celebration and shared again in the City's Race & Social Justice Summit.



Environmental Justice

Environmental and food injustice are everyday realities for many of the youth we serve because of where they live. Across Y-WE's environmental justice programming, our goals are to:

- **Create space for young people to access joy, healing, and embodiment in reciprocal relationship with nature.**
- **Develop skills for interdependence and leadership.**
- **Learn about and participate in environmental and food justice movements past and present.**
- **Love on community in solidarity, sharing the food we grow within Y-WE and South Park neighborhood.**

Nature Connections

This year-round outdoor education program invites youth to experience the power of Nature as sanctuary and teacher while exploring the shores, trails, lakes, rivers, and mountains of our Pacific Northwest home. From hiking to bicycling to rock climbing in diverse regional locations, we practice connecting deeply with ourselves, each other, and our plant and animal neighbors. Activities include rock-climbing, backpacking, camping, snowshoeing, kayaking, and hands-on stewardship.

"I liked how it felt like a safe non-judgmental space to be comfortable while learning and connecting to nature and bonding with more BIPOC girls my age." -Nature Connections Youth Participant

"Experiencing Marra Farm not only taught me how to be a leader but also how to be intentional and kind to the land we occupy."

-Y-WE Grow Youth Participant

Y-WE Grow

Our farming and food justice program takes place in 6-7 week cycles in Fall and Spring, in addition to a paid Summer internship. Based on Marra Farm in South Park, participants grow culturally relevant produce, practice self-care and mutual aid, and increase healthy food access for local communities of color. Youth gain farming, leadership, and self-reliance skills, learning from BIPOC women and non-binary facilitators who are experts in their field.

This year, Grow participants practiced hands-on gardening and farming skills, learned about local environmental justice issues, organized a booth at El Mercadito Farmers Market to share our harvest, and engaged in reciprocal stewardship of land. In addition to skill-building and experiential learning activities, Grow youth participated in our multi-year soil remediation project with UW Bothell researchers, hosted farm visits for policymakers, met with Seattle Public Schools to advocate for district policies to integrate more food systems and garden education into classrooms, and gave input on Seattle's Food Action Plan.

We are grateful to connect with each other, community, and our environment on the ancestral lands of the Duwamish, Muckleshoot, Stillaguamish, Suquamish, and Coast Salish people in South Park, Seattle.



Impact Story

A Journey in Creative Risk Taking

ANDREA MARTINEZ

Y-WE Youth Participant Turned Facilitator

Andrea (Andi) Martinez joined her first Y-WE program in the height of the pandemic, without knowing anyone. Despite the initial awkwardness of social distancing, Andi made connections at camp that inspired her to keep coming back. Says Andi, "That [sense of] belonging just came with opening myself up, not denying myself the opportunity to participate... It's really cool with Y-WE because you make friends in one program, and then you sign up for something else, and you see them in the next program."

Andi didn't consider herself a creative person before joining Y-WE. "I think boxing myself in and being like, 'well, I'm not an artist' is what had been preventing me from trying stuff and feeling that sense of belonging with other people my age."

Like many of us, she struggled with picking up creative projects but not completing them. "I will overcommit and get really invested in something and then not follow through because of just not taking that risk, like I'm afraid to fail, afraid to waste material or waste money. I think **at Y-WE it's like, 'just do your best and if you don't get it perfect, that's not a problem, just try again, there's always more opportunity.'**"



As she deepened her participation in Y-WE, Andi opened up and stretched her creative boundaries. "I really started to see how welcoming people were and how the energy of Y-WE is so different than traditional spaces that you would be in. **Feeling welcomed in a space for maybe the first time ever, in a situation where I could be openly creative and openly myself was something that I wanted to keep coming back to.**"

Andi was among the 18-year-olds who graduated from Y-WE this year after serving on Y-WE's Youth Leadership Council. She also completed her first year of culinary school. Things came full-circle as Andi stepped up to lead the culinary track of Y-WE Create's summer camp. She guided participants in a weeklong exploration of cross-cultural indigenous foods while addressing the issue of food waste, and inspiring participants to take creative risks in the kitchen. Andi drew upon technical skills she gained at culinary school, creative and facilitation practices learned in Y-WE, and inspiration from her heritage. She crafted a successful program that fostered community, grew cultural appreciation, and celebrated culinary creativity.

"I'm leaving really fulfilled and [with] happy tears," says Andi. "It was an amazing growing experience and interesting feeling the shift of being a participant to being a facilitator. It's a weight but not a 'burden' weight, it's like stepping in the spotlight that is warm and you are being held in a different way."

Affinity Programs

*"The best part about this program was the authentic vulnerability everyone felt comfortable to share."
-Youth Participant*

Black Girls Matter Mentorship

BGM Mentorship facilitates community and connection for Black girls and women, including gender fluid, trans, non-binary, or gender expansive people. A creative, healing, and intergenerational space, youth are invited to show up as their authentic selves with other Black youth and adults. This year, pairs met one-on-one monthly to share activities based on their interests, while deepening conversations as a community on a variety of topics in monthly Sister Circles.

T-Parties

Playfully taking tea-time as a ritual and metaphor, T*Parties welcome youth who identify as queer, trans, and LGBTQIA+ to build community with other trans and queer youth and adults. This year, we had Friday afternoon tea where youth created a queer and trans manifesto, imagining lives and communities that support and nourish them as they step into adulthood.



Alum Programs

Y-WE accompanies young people along the ups and downs of adolescence into adulthood: their age range from 13 to 26 allows us to build deep relationships and nurture their participation and leadership over time. One alum coined the term "home organization" when referring to Y-WE because it is a place that invites return year over year to share joys and sorrows, and stretch into new roles as facilitators, staff, and board members. We do our best to show up like family for our alums and offer them consistent care, financial and mutual aid resources, professional development opportunities, internships, and ongoing mentorship to help them step confidently into their futures.

This year, we offered two six-week virtual cohorts for our alum. In the winter we came together for "Life Hacks," which was all about navigating the stressors of college, capitalism, and the constant pressures to figure everything out. Youth learned practices that support thriving amid the uncertainty, like identifying guiding values and sharing intergenerational knowledge. This spring we hosted a series called "All About Relationships," exploring what it means to have liberated relationships with ourselves and others centered in intimacy and joy.

*"I like the speakers that came in and told their stories, it was brave and amazing to be able to get some new perspective."
-Life Hacks Cohort Participant*



Summer Camps

Y-WE Create

Our weeklong creative arts day camp embodies joy, self-expression, and taking creative risks in community. Together, we generate a supportive and collaborative space to playfully express and develop our personal passions individually and in community. Experienced creative adults support youth in trying new things, expanding their skills, and building relationships.

Transforming the Y-WE office into a makerspace, this year's camp explored three tracks: **Cultural Kitchen** with Nacala Ayele and Y-WE alum Andrea Martinez, **Fashion & Sewing** with Jackie Amatucci, and **Ceramics** with Eroyn Franklin. Our expert facilitators inspired participants to find joy in the act of creation and self-expression while exploring underlying themes related to ancestral culture, sustainability, and liberatory expression and how to integrate these into creative practice. The week culminated in a grand showcase where participants presented their fashion, ceramic, and culinary creations alongside artist statements that spoke to what they created and why.



Y-WE Write

This weeklong day camp convenes at the Seattle Public Library, where youth work with professional writer teaching artists to deepen self discovery, creative expression, and produce new original pieces of writing. Camp culminates in an open mic shareback celebrating young people's unique voices, stories, creativity, and experiences.

This year's theme was **"The Great Escape,"** inviting youth to stretch their imaginations and co-create the future they'd like to see in the world. Based on youth identified interests, this year focused on three tracks with seasoned authors and teaching artists: **Poetry** with Jessica Rae Bergamino, **Songwriting** with Grace Love, and **Fantasy** with Karen Finneyfrock. Participants also met with and learned from inspiring local writers in daily afternoon "artist talks." At the end of the week, youth debuted original works at our open mic, including a co-written song performed as a group, individual poetry readings, and theatrical fantasy pieces.

*"Through Y-WE I've found myself."
-Youth Participant*

Summer Affinity Programs

*"I'm grateful to
have a space to try
new things and
have room to fail
and try again."
-BIPOC Horse Camp
Participant*

Black Girls/NB Bike

In partnership with **Bike Works**, this 5-day camp helped demystify the bicycle and empower youth to bike in the city, while centering activities in joy and community building. Youth learned the rules of the road, how to ride a bike, fix a flat tire, and more, and loved receiving a donated bicycle (with helmets, lights, and water bottles) to make it sustainable in their lives. The week culminated in a ride to the water taxi and across the water to Alki Beach.



BIPOC Horse Camp

BIPOC Horse Camp is a weekend of camping at the Legends Ranch, a Black owned horse boarding and training facility, specifically for youth who are Black, Indigenous, and People of Color. In partnership with the **Buffalo Soldiers of Seattle**, participants learn horseback riding, how to groom, saddle and feed horses along with a plethora of survival skills from building fires, pitching tents, changing flat tires, archery, and more. Participants also learned about the history of Black women during the western era.



Black Mermaids

In partnership with Chandrika Francis of the **Oshun Swim School**, Y-WE hosted a five-day exploration of Blackness and water. This program blended tangible swim skills, somatic breathwork, and masterful storytelling that connected Black folks' unique relationship to swimming with its origins in 1500s surfing along coastal West Africa.

*"Loved the magic of connecting to water
in a community of Black Women."
-Black Mermaids Participant*





Community Events

STEM Day

STEM Exploration Day is our annual community tradition that centers women of color professionals and focuses on STEM skills and learning through inspiring panels, interactive workshops, and engagement with diverse leaders in STEM. This year's STEM Day included:

Diverse Careers in STEM Panel

Curated by youth from Y-WE Tech

Hands-On Biomedical Engineering Workshop

With students from the University of Washington

Mock Business Development & Pitches

Led by Microsoft's software team

Day of Wellness

This year's Day of Wellness was focused on what it means to be in "right relationship" with ourselves and with others, radically transforming both our individual behavior and social structures. We offered a Sexuality and Healthy Relationships panel featuring a Queer Sex Educator and a Resident at Swedish Hospital. We also hosted workshops on relationship to food, relationship to death and grief, and relationship to self.

Career Day

Y-WE's annual Career Day creates unique opportunities for diverse youth to connect with leaders in various professions who reflect their identities. It includes a robust socio-emotional component, guiding youth to connect their identities and strengths to the inspiring stories and ambitions of the professionals who are there to share with them. This year's Career Day consisted of:

A keynote from Netflix's Director of Talent & Strategy

A workshop on writing and delivering your "elevator pitch"

Presentations and Q&As with professionals from companies such as Nike, Tableau, TomboyX, and more

Health Day

On Health Day we gather to address holistic health with our enrolled youth participants across all cohort programs. This year we focused on harm reduction strategies, self-care, boundaries, and mental health, along with an upbeat movement workshop.

Boundaries & Self-Defense Day

This year we provided an opportunity for our youth to practice tangible skills that can keep them safe. Special guest Haleema Bharoocha led a workshop on self-defense and bystander intervention strategies. We also facilitated a discussion on building and maintaining healthy boundaries with ourselves and others.



Healing Justice Collective

*"It helped me feel supported and heard when I felt like I had no one else to really talk to and process life things with."
-HJC Participant*

Y-WE's new Healing Justice Collective (HJC), launched in February 2023, is an exciting extension of our expansive wellness programming. It connects current and previous Y-WE participants to mission-aligned mental health and wellness practitioners, covering the cost of those resources. We are building a network of trusted providers for our young people, including:

Whole Valley Therapy
Girasol Counseling
Deconstructing the Mental Health System (DMHS)

The HJC was built in response to the increasing mental health challenges affecting our young people. We know that BIPOC and QT (queer, trans) youth in divested communities face both the highest rates of mental health challenges alongside the highest barriers to affirming mental health care. Over the years, Y-WE has demonstrated a commitment to centering & uplifting youth who live at the intersections of these identities. To support the emerging needs of Y-WE participants, the HJC centers the healing and advocacy needs of low-income QT/BIPOC youth.

Healing justice is a term that was coined by the Kindred Southern Healing Justice Collective.

The practitioners we partner with hold slots specifically for our youth and alumni so that we can offer direct referrals. This minimizes the run-around for youth, caregivers and staff and offers the confidence of knowing these practitioners share our values. This also lowers the limitations imposed by insurance companies/medicaid and, of course, out-of-pocket cost. This program requires low-barrier, minimal paperwork and responds to the needs/wants of young people seeking mental health support. In a field that is also highly inaccessible and expensive to work in, we also prioritize adequately paying BIPOC healers (who are often exhausted and overwhelmed) and uplifting their work.

This year, we covered the cost of a total of **71 sessions for 15 young people**, directly paying the provider. This, in addition to 67 one-on-one sessions provided by our full-time Community Wellness & Mental Health Specialist, who establishes a wellness space in every program.

*"Having a therapist with similar life experiences helped a lot with my healing and understanding that my problems are valid."
-Healing Justice Client*



Y-WE by the Numbers

September 1, 2022 - August 31, 2023

1,130

TOTAL YOUTH & ADULTS IMPACTED

9,382

TOTAL YOUTH CONTACT HOURS

791

YOUTH AND ADULTS SERVED THROUGH COMMUNITY EVENTS AND WORKSHOPS

165

YOUTH ENROLLED IN ONE OR MORE SCHOOL-YEAR OR SUMMER PROGRAM*

22

TOTAL PROGRAMS & EVENTS OFFERED

125

TOTAL YOUTH PROGRAM DAYS

**22% of youth participated in multiple Y-WE programs*

"At school, I always feel the need to not speak or I have to wear makeup and only girly clothes. Small things that take away from me being me and my authentic self. [At Y-WE] I learned that it is okay to show up as I am because I really am enough. I learned that life evolves and even if it feels like there aren't people who care about me, there are. Always." -Y-WE Youth

"Being able to put my guard down at Y-WE has helped me to build more authentic relationships in my life. Knowing there are people I can go to who care about me is pretty life changing." -Y-WE Alum

EXPENSES*

\$2,284,150

INCOME*

\$2,428,754

76% (\$1,737,080)

Program Operations

Supplies, youth transportation, healthy meals, facility costs, wellness support, & more

15% (\$356,720)

Mission Advancement

Events, fundraising & communications

9% (\$190,350)

Administrative Support

57% (\$1,380,692)

Foundation Grants & Government Grants

34% (\$872,033)

Individual Contributions

7.5% (\$182,070)

Corporate Contributions

1.5% (\$33,600) **Partnership Funds**

**Actuals as of September 2023*

YOUNG WOMEN EMPOWERED

Y-WE

Fundraising

Stepping Into Our Fullness

Throughout the year, we showcased Y-WE's impact in inspiring young people to become their fullest selves and step into their power. Through online campaigns and in-person events we continued building a community of supporters who are deeply invested in Y-WE's mission and values. Our fall campaign, Y-WE Become, showcased the leadership journey of Y-WE alumni who are putting their learning into practice. In early spring we hosted Y-WE Rise, a celebration drawing over 200 donors, community partners, and champions who together raised upwards of \$200,000. Our summer campaign featured reflections from participants in Y-WE's summer camps and programs. Taken together, these campaigns raised \$1,006,160 in vital funds, which allow us to deepen our capacity and expand our community reach.

Looking Ahead

As we continue to grow into a mid-sized nonprofit, we are focusing on implementing thoughtful structures and best practices to make our organization sustainable for years to come. In the upcoming year we plan to offer exciting new benefits for all our staff, because we believe that in order to give our best to our young people, we must first take care of ourselves. We also will be launching the Y-WE Book, so that our approach can be brought to organizations around the globe. In the 2023-2024 fiscal year we plan to raise over \$2.7 million to sustain our programs and operating costs. We are excited to continue building new partnerships within the Seattle community and beyond as we expand our reach.

Ways to Give

We invite you to contribute a personally meaningful gift through:

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

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

y-we.org/donate



Community Champions,

Sponsors

Best Buy
Brides for a Cause
Central Co-op
Enterprise
Floyd | Snider
Lumen Field
Microsoft
Mox Boarding House
NH Consulting
Niantic
Paul Allen Family Foundation
Pokemon International
REI
Seattle Seahawks
Seattle Storm
Symetra
Tombox
Trial & Error Productions
UFCW

Grantors

Alex G Nason Family Foundation
Arts Fund
BECU
Boeing Global Engagement
City Fruit
City of Seattle Department of
Education & Early Learning

City of Seattle Department of
Neighborhoods
City of Seattle Department of
Sustainability & Environment
City of Seattle Office of Arts & Culture
City of Seattle Office of Civil Rights
Discuren Foundation
Grousemont Foundation
Jubilation Foundation
King County Best Starts for Kids
Magic Cabinet
Marguerite Casey Foundation
Marie Lamfrom Foundation
MJ Murdock Charitable Trust
NW Fund for the Environment
Panorama Global
PGA Family Foundation
Satterberg Foundation
Schmidt Family Foundation
Seattle Honors Project
Tides Foundation
Washington State Department of
Commerce
Washington State Recreation &
Conservation Office

Partners

A Sacred Passing
African American Health Board
Ayeko Farm
Basilica Bio

We Thank You!

Braided Seeds
Bike Works
Black Farmers Collective
Buffalo Soldiers of Seattle
City Fruit
Cultivate South Park
Deconstructing the Mental Health
System (DMHS)
Duwamish River Community Coalition
foundry10
Futures Rising: Restoration & Co-
Creation
Girasol Counseling
Golden Bricks Events - Refuge Outdoor
Festival
Green Seattle Partnerships
La Matriarca Woodworking
Legends Horse Ranch
Marra Farm Coalition
Na'ah Illahee Fund
Native Soul Cuisine
NH Consulting
Oshun Swim School
Phresh Eats
River Access Paddle Program
Salsa de la Vida / Villa Comunitaria
Seattle Girls School
Seattle Office for Civil Rights
Seattle Office of Sustainability &
Environment
Seattle Parks and Recreation

Seattle Public Library
Seattle Department of Neighborhoods
Solid Ground
South King County Outdoor Coalition
The Garden Hotline
The Heron's Nest
The Wilderness Society
Tilth Alliance
True Radical
Urban Fresh Food Collective
Urban League of Metropolitan Seattle
UW Bothell - Dr. Melanie Malone
UW Othello Commons
Wa Na Wari
Washington Nonprofits
Washington State Department of
Health
Washington Trails Association
Whole Valley Therapy

Connect with Y-WE Online!
@YoungWomenEmpowered

**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*



Mentoring at Y-WE

A deep bow of gratitude to our 2022-2023 mentors!

Akshita Vaidyanathan
Ami Njaoe
Amina Zouhri
Amy Edmonds
Anusha Rangaswamy
Ariam Tecle
Brinkley Holshouser
Candace Chambers
Chevon Powell
Dayzhonna King
Devon Little
Donny Brock
Drisana Malaambo
Elena Van Gaver
Ellen Roney
Helen Lee
Henrylyn Auwae
Genesis Garcia

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Jaime Conlan
Jamilah Fields
Jenna Hanchard
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Kayla Salisbury
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Lydia Atangcho
Malia Nakamura
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Mirna Mujacic
Nacala Ayele
Nancy Huizar

Nimco Bulale
Ri'Chara Mitchell
Sam Pak
Sebastian Robbins
Shea Fleming
Stacey Syme
Stanlie James
Tiffany Barber
Vanessa Angeles
Victoria Thaoxaochay
Ysabel Diaz
Zaria Ali

Y-WE's one-to-many mentorship model is unique, growing an intergenerational community of belonging that nurtures both individual and collective power. The adult-youth mentor relationship is dynamic and reciprocal: They accompany one-another in taking creative risks, learning new skills, and advocating for themselves and their communities. Showing up with authenticity and vulnerability, our mentors open access points, speak possibilities, model creative risk-taking, and act in mutual solidarity with Y-WE youth along the continuum of their adolescence.

2022-2023 Staff

Reagan Jackson *Co-Executive Director*
Silvia Giannattasio *Co-Executive Director*
Sophia Pingul *Director of Finance & Operations*
Cheryl Delostrinos *Development & Community Partnerships Manager*
Karisa Morikawa *Programs, Outreach, & Advocacy Manager*
Neli Jasuja *Environmental Justice Programs Manager*
Rae Parks *Program Operations Manager*
Shaena Spoor *Community Wellness & Mental Health Specialist*
Emma Miller *Marketing & Communications Associate*
Aya Zouhri *Program & Outreach Coordinator*
Beatriz Rojas Vazquez *Nature Connections Program Coordinator*
Mary Hall-Williams *Events & Programs Coordinator*
Tamarah Taylor *Development Coordinator*
Tayah Carlisle *Y-WE Grow Program Coordinator*
Yrede Valencia-Martinez *Program Operations Coordinator*
Jaydalen Blossom *Y-WE Grow Program Assistant*

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Annette Anderson
Nafasi Ferrell
Nasreen Mohamud
Rahwa Ghebremichael
Sally Goodwin
Sangeeta Gupte*
Susan Heikkala**
Karan Nigam
Manika Bhagra

*Board Chair

**Board Treasurer

Facilitators

Aisha Al-Amin
Anastacia-Renee
Meera Bhardwaj
Melanie Granger
Naa Akua
Nabra Nelson
Namaka Auwae Dekker





Empowered young women* exercise their confidence, authenticity, and freedom.

Young Women Empowered

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y-we.org