



Texas  
Women's  
Foundation

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# Young Women's Initiative

## A Blueprint for Action

# Young Women of Color Imperative

Structural barriers for Gen X and Millennial young women have contributed to women's persistently high poverty rates, declining share of women in high-wage/high-tech jobs, dramatic rise in women's incarceration and increases in maternal mortality and suicide.

**These barriers and negative impacts are heightened for young women of color.**

# Young Women of Color Imperative

Young Women's Initiative was born out of a national collaborative movement to advance young women of color, ensuring that these economically and socially vulnerable women and girls can thrive.

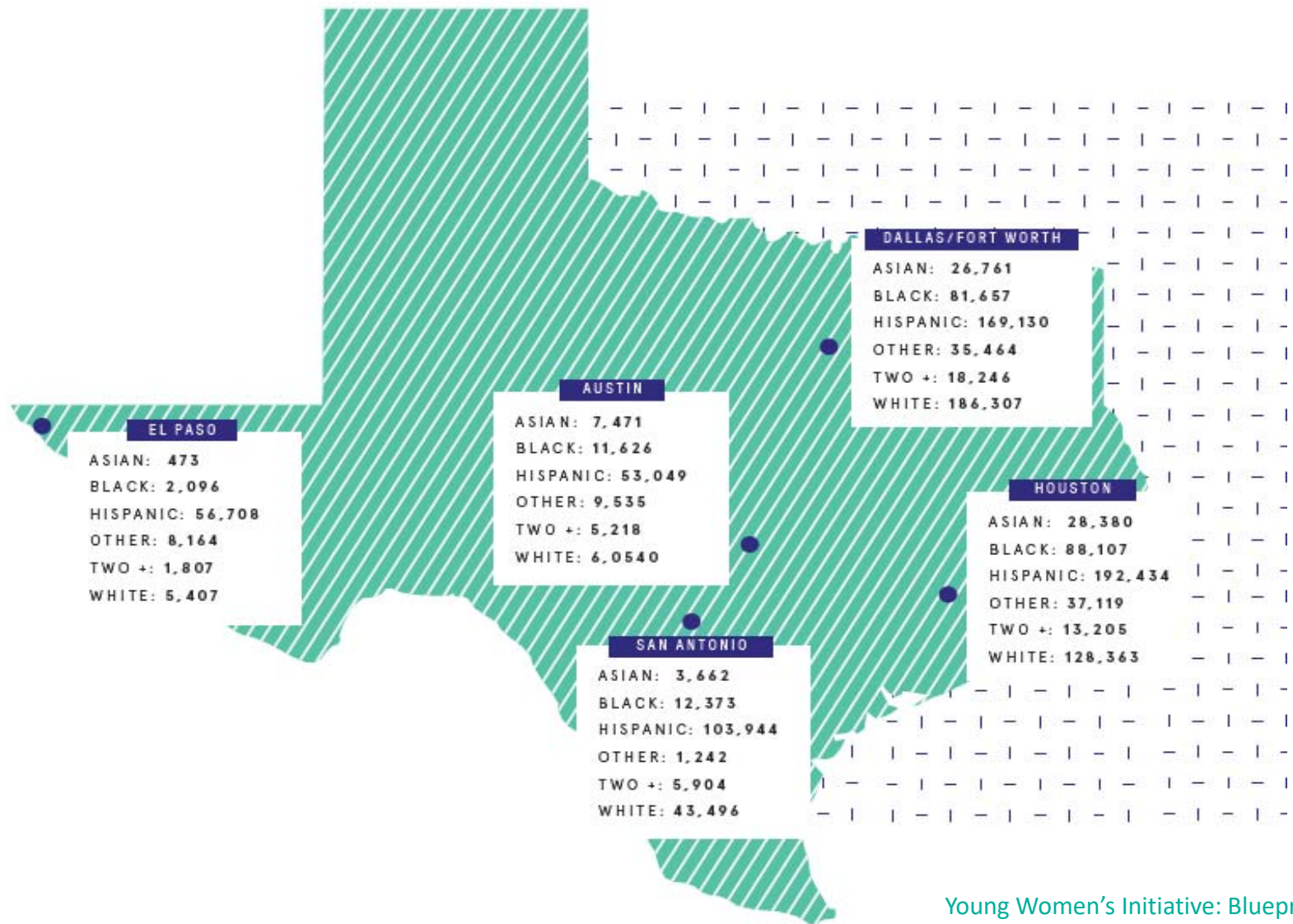
**The program provides meaningful leadership opportunities for young women of color and program funding to promote racial and gender equity.**

## Significance for Texas

**68% of young women in Texas  
between the ages of 15–24  
are young women of color**



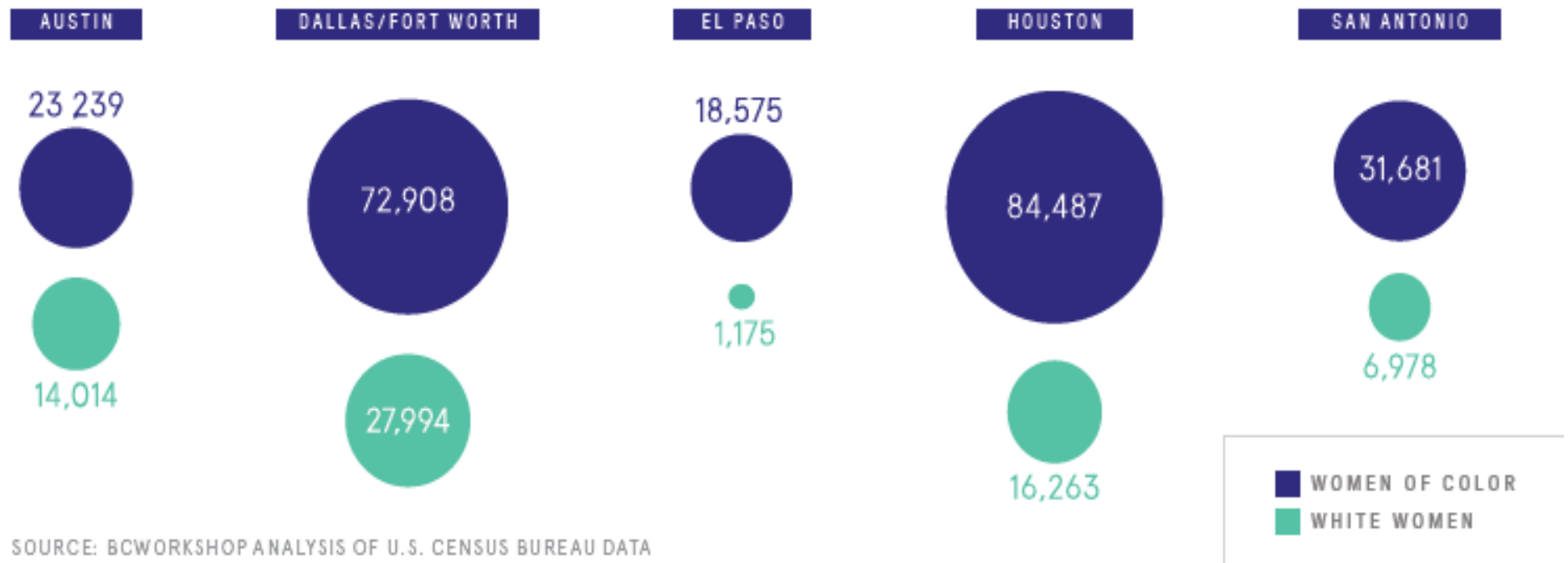
# Texas Young Women of Color (Estimated)





# Texas Females Ages 15-24 Living in Poverty

In Texas' largest metro areas, there are more young women of color living below the poverty threshold than young white women.



# Texas Women of Color Educational Attainment (Age 26 or older)

## AUSTIN

22% LESS THAN HS DIPLOMA  
25% HS DIPLOMA/GED  
25% SOME COLLEGE/ASSOCIATES  
29% BACHELORS DEGREE OR HIGHER

## DALLAS/FORT WORTH

26% LESS THAN HS DIPLOMA  
23% HS DIPLOMA/GED  
27% SOME COLLEGE/ASSOCIATES  
24% BACHELORS DEGREE OR HIGHER

## EL PASO

29% LESS THAN HS DIPLOMA  
23% HS DIPLOMA/GED  
29% SOME COLLEGE/ASSOCIATES  
19% BACHELORS DEGREE OR HIGHER

## HOUSTON

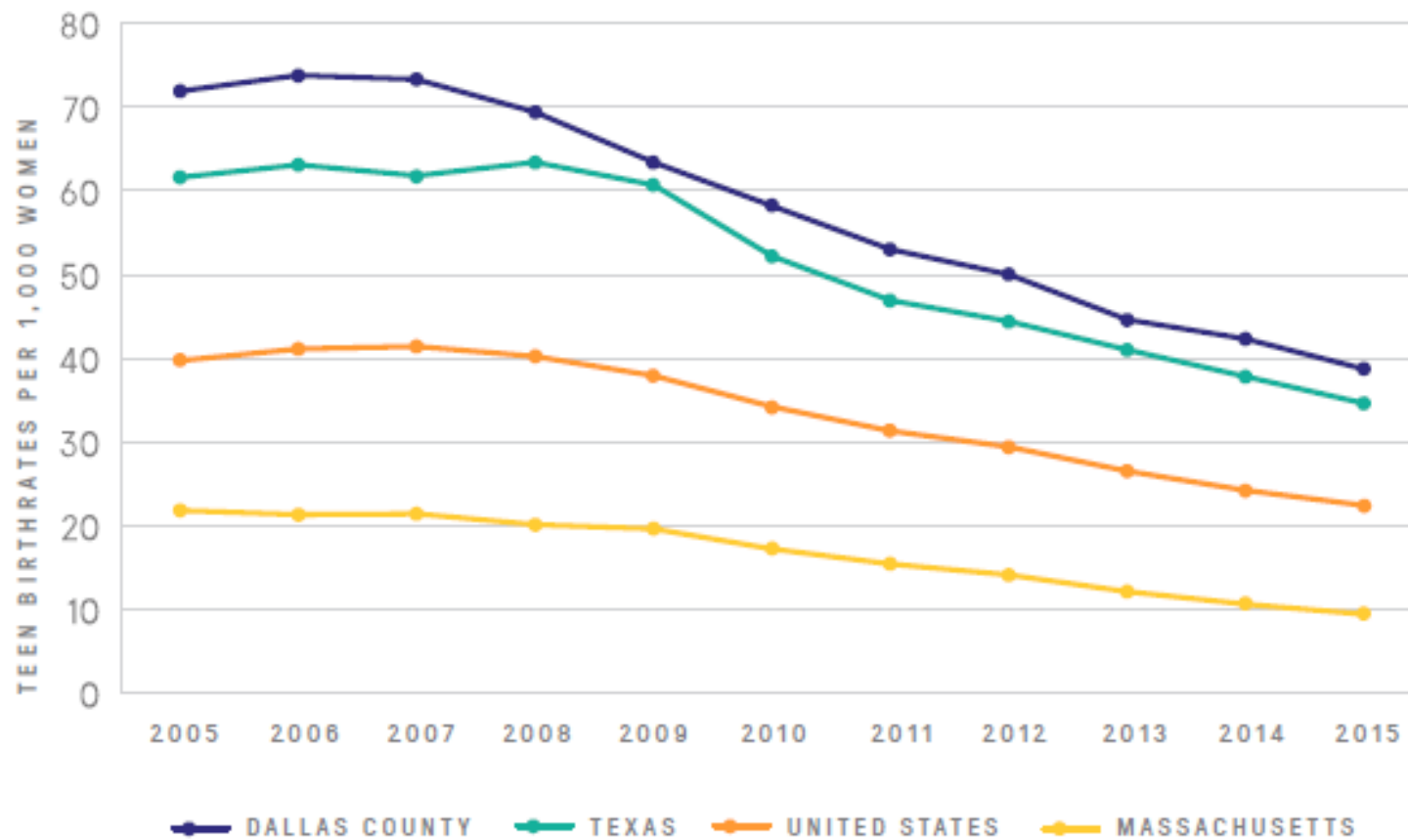
26% LESS THAN HS DIPLOMA  
24% HS DIPLOMA/GED  
26% SOME COLLEGE/ASSOCIATES  
24% BACHELORS DEGREE OR HIGHER

## SAN ANTONIO

22% LESS THAN HS DIPLOMA  
28% HS DIPLOMA/GED  
30% SOME COLLEGE/ASSOCIATES  
20% BACHELORS DEGREE OR HIGHER

# Teenage Girl Birthrate Comparison

Teen birth rates are at a 30-year low nationwide, but Texas lags in reducing teen birth rates. Dallas County continues to trend higher than other Texas counties and trends well above Massachusetts' teen birth rate, which is the lowest in the country.



SOURCE: NATIONAL CENTER FOR HEALTH STATISTICS



# Significance for Texas Economy

**If we don't act now, the poverty-related challenges, threats and inequities experienced by young women of color are guaranteed to be passed on to the next generation.**



# Young Women of Color Imperative

Texas Women's Foundation is committed to catalyzing significant funding and resources toward improving the lives of young women of color because it's imperative to our future.

We applaud the girls and young women of color across Texas who, despite the odds, approach their immense challenges with determination and resiliency.

This is our Blueprint for Action.



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# I. Young Women's Initiative: Overview, Goals and Structure

# National Philanthropic Collaborative



Texas Women's Foundation is a member of the National Philanthropic Collaborative of Young Women's Initiatives founded in 2016 during United State of Women gathering in Washington D. C.

The collaborative seeks to galvanize and invest resources around the collective power of young women to ensure that young women are safe, healthy and economically prosperous in a world with gender and racial equity. We are on a mission to shift the narrative about young women, particularly young women of color, and to improve their lives and outcomes while propelling their leadership across sectors.

Knowing that young women of color are experts in their own lives, the collaborative's founding belief is that young women of color are best positioned to propose solutions to the issues they face and challenges they identify.

# National Philanthropic Collaborative



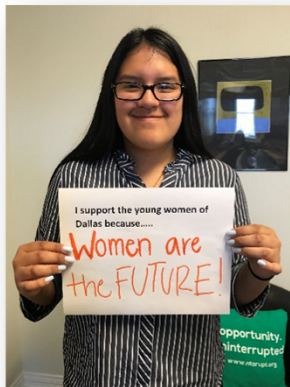


# National Philanthropic Collaborative Goals



(1) Catalyze significant funding and resources toward improving the lives of young women by engaging funders who share our commitments to young women and their future.

(2) Build cross sector coalitions and partnerships to advance equity for young women.



Ultimately, we will amplify the voices of young women in policy decisions, starting locally and moving nationally through a strong network of community partners and government officials driving toward these shared values.

# Overview of Young Women's Initiative – Dallas

Young Women's Initiative – Dallas (YWI-Dallas) was founded in 2016 by Texas Women's Foundation as a seven-year, cross-sector initiative to address the distinct challenges and core structural issues that prevent low-income, young women of color from becoming self-sufficient, thriving members of the community.

YWI-Dallas is dedicated to supporting girls and young women in overcoming systemic racial and gender inequity. Working with a Young Women's Advisory Council and multiple community stakeholders, we are addressing and improving life outcomes in the areas identified by Dallas young women of color as most pressing in their lives: economic security, education, health and safety and leadership.

# Overview of Young Women's Initiative – Dallas

YWI – Dallas scales the ability of young women of color to thrive and develops their leadership skills. Through coaching, leadership training and collaboration with a Cross-Sector Committee and community allies, young leaders participating on the Young Women's Advisory Council (YWAC) are examining barriers, exploring solutions and making recommendations for policy and other improvements.

Initial goals for YWI-Dallas were (1) for YWAC to produce a set of recommendations to improve outcomes for young women of color in Dallas; and, based on the agenda set by YWAC members, (2) acting on those recommendations with grants that drive resources into organizations impacting targeted communities.

# Young Women's Initiative – Dallas Structure

The Young Women's Advisory Council (YWAC) is comprised of young women of color ages 17-24 years old and leads the Young Women's Initiative- Dallas.

YWAC Fellows serve a one-year term, January thru December, and meet bi-monthly. Fellows for the inaugural YWAC were recruited from community listening sessions and by recommendations from local partners. Moving forward, Fellows who have not aged out are eligible to apply for the next year's YWAC.



As a leadership development program, Fellows self-nominate for the role of co-chairs to lead the YWAC. The co-chairs are responsible for scheduling and setting agendas for the YWAC meetings, recommending topics and speakers, encouraging and leading meeting discussions and are available as spokespersons for the YWAC.

# Young Women's Initiative – Dallas Structure

YWAC Fellows are recognized as subject matter experts on the issues that affect their lives and receive a stipend for each meeting they attend. Fellows receive a \$50 gift card for each meeting and the co-chairs receive a \$100 gift card per meeting.

During 2018, bi-monthly meetings were held on Thursday evenings from 6 p.m. until 8 p.m. with dinner served. A second meeting was held on a Saturday morning from 9 a.m. – 12 p.m. and with food provided. Transportation options were made available to Fellows including bus or train passes and LYFT rides.



# 2018 YWAC Fellows



Andrea Devora



Cimajie Best



Christal Melara



Edna Rojas



Amairani Gomez  
Hernandez



Yesli Sebastian



Kierra Boyd



Amy Alvarez

# 2018 YWAC Fellows



Luz Barron



Melanie Chaponan



Kazi Drew



Alejandra Villanueva



Zahria Thomas



Esmeralda Valadez



Alejandra Oliva

# YWI – Dallas Community Partners

Community partners play a critical role in Young Women's Initiative – Dallas, providing knowledge and expertise gained in working directly in the Dallas community. They are experienced in addressing the issues and challenges faced by young women of color and led the listening sessions that underpin the Blueprint for Action.

The **North Texas Alliance to Reduce Unintended Pregnancy in Teens (NTARUPT)** is Young Women's Initiative – Dallas' primary community partner, managing logistics for bi-monthly meetings such as guest speakers, communications with Fellows and transportation. They partner with Texas Women's Foundation staff on the YWAC nomination process and interact with local and national program evaluators.



**Ignite Texas**, is a national non-partisan nonprofit whose mission is to build a movement of young women who are ready to become the next generation of political leaders. Ignite Texas provides advocacy training for the YWAC Fellows.

**Girls for Gender Equity, Inc.** is a national nonprofit that developed the model upon which the Young Women's Initiative is based. The organization provides technical support to the national collaborative and local community partners like Texas Women's Foundation.

# YWI – Dallas Cross-Sector Committee

The Young Women's Initiative - Dallas is built on cross-sector partnerships to empower institutional shifts in the community. Partners include government, nonprofit, philanthropic, corporate, faith and educational institutions. The cross-sector model emphasizes participation of institutional leaders and their organizations.

Partners serve a one-year term on the Cross-Sector Committee which is charged with resourcing, guiding and implementing YWAC recommendations.

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# YWI – Dallas Cross-Sector Committee

YWI – Dallas Cross-Sector Committee was comprised of 14 members, 92% women of color, and included representatives from:

- City of Dallas Welcoming Communities and Immigrant Affairs
- The Concilio
- Dallas County
- Dallas County Community College District
- Dallas Independent School District
- Dallas Police Activities League
- Faith in Texas
- Harmony Community Development Corp.
- Neighbor Up/Grow South (City of Dallas)
- NTARUPT
- University of North Texas - Dallas







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## II. Young Women's Initiative – Dallas 2018: Methodology, Recommendations and Grants

# Methodology - Listening Sessions

The formative work of the Young Women's Initiative was asking what young women of color in Dallas actually wanted and needed. "We needed to hear from the young women of color in the community about the issues that they were faced with," said Mary Valadez, Associate Vice President at Texas Women's Foundation. "This set the foundation for the YWI-Dallas."

In 2018, Texas Women's Foundation partnered with Faith in Texas, The Concilio and North Texas Alliance to Reduce Unintended Pregnancy in Teens to conduct listening sessions with **219 young women of color between the ages of 16 and 24.**

# Methodology - Listening Sessions

Each community listening session partner was selected strategically for their strong and trusted community presence and understanding how the intersection of gender and race can amplify disparities. All of the organizations were led by women of color or had women of color in senior leadership positions.

Listening sessions facilitators were women of color who were experienced and trained in leading community conversations around complex social issues. Technical assistance was provided to the partners by Girls for Gender Equity, the national partner who developed the methodology adopted by the National Philanthropic Collaborative.

# Methodology - Listening Sessions

Listening session participants were recruited from the populations served by the community partners. Additional participants were recruited from other sites and organizations that were amenable to participating. These sites included Literacy Achieves West Dallas Campus, Lumin Education, Trinity River Mission, El Centro Community College, LULAC at Mountain View Community College, Dallas Police Athletic League, Pinkston High School and various faith communities.

The listening sessions uncovered the challenges faced by young women of color in Dallas. Issues ranged from negative media stereotypes to lack of educational opportunities to living in unsafe neighborhoods. Participants realized that a thread linked them despite experiencing different hardships. Many of the young women believed their paths were already determined and there were not many options to help them achieve their goals.

# Methodology - Working Groups



## REPRESENTATION

The young women don't see enough people in the media who come from similar backgrounds. It's not as much an issue of seeing people who look like them but seeing people who live like them.

YWAC Fellows self-selected into working groups to analyze the themes from the listening sessions and begin the task of developing recommendations for community change. Their research and discussions occurred during bi-monthly meetings and in the form of homework which they managed through Base Camp project management software.



## EDUCATION

Students don't feel like opportunities are spread equally across all schools and many of the young women said their families don't help or encourage their education. Families didn't often know how or where to begin to support their students.

In addition to working on their recommendations, Fellows welcomed local speakers to learn more about the issues impacting Dallas and what remedies were in place or in process. Cross-Sector Committee members also provided guidance. Speakers addressed poverty, immigration, homelessness, racial equity, and LGBTQ Inclusivity.



# Methodology - Working Groups



## SEXUAL HEALTH

The young women said they want to know more about sex and sexual health but don't know where to seek the information. Many said they wanted to learn from their mothers, who were uncomfortable with such conversations.



## RACE

Women of color reported feeling unwelcome in certain majority white places and feel like their voices are stifled by some people in positions of power. Some of the young women also reported feeling unsafe because of their race and gender.



## SELF-PRIDE

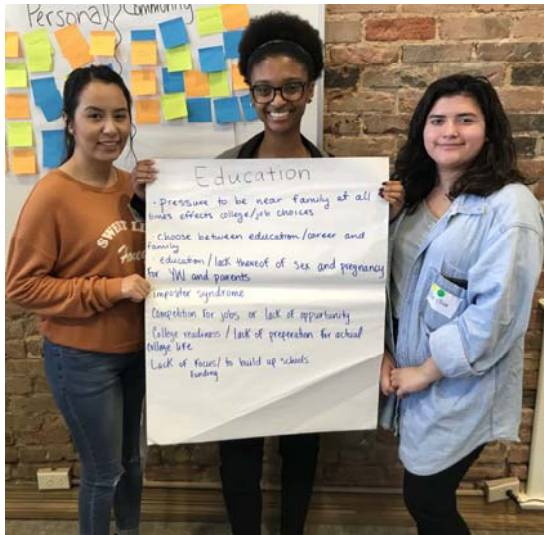
Many of the young women said they have been encouraged by having just one mentor or teacher who believes in them.

Texas Women's Foundation hosted a "Fast-pitch Presentation" in the summer of 2018 and invited Cross-Sector Committee members. The YWAC Fellows used this feedback to narrow down their issue areas and identify local opportunities for change.

Five issue areas were ultimately identified as priorities:

Education, Self Advocacy and Mental Health, Identity, Sexuality and Representation and Projection

# YWI – Dallas Education Recommendations



Young women of color in Dallas should be able to receive a quality and equitable education and choose the level of education they care to achieve, regardless of financial burdens and negative social norms. The Fellows will explore barriers and possible pathways to post-secondary success.

## Recommendations:

- Develop and implement a program that helps students prepare for college admission and host workshops on a variety of related topics throughout the year. Include parent workshops that allow parents to learn about the college admission process and hear from other parents who have gone through the process.
- Offer programming exposing young women of color to careers and education paths of their interests.
- Develop a needs assessment to identify the needs of young women of color throughout Dallas in their journey to a post secondary education and what resources would best close the gap.
- Create a network for young women of color to share their experiences in a support group setting, creating a safe space related to college and/or career while simultaneously creating a support group and workshops for parents.
- Maintain and gather data on the effectiveness of the YWAC education programs through routine evaluation led by women of color in post-secondary institutions.

# YWI – Dallas Self-Advocacy & Mental Health Recommendations

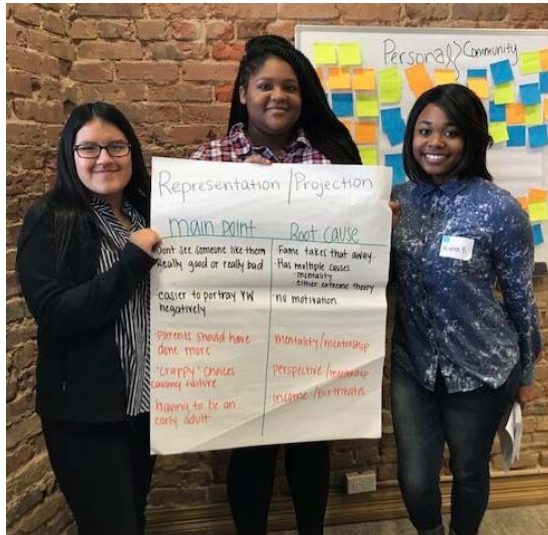


Based on research, the personal experiences of women of color and Cross-Sector Committee feedback, a priority need is being able to talk and share experiences. Women of color need people they can trust, people who believe in them, and who help them to advocate for themselves and seek help.

## Recommendations:

- Fund social media campaign to promote and help inform young women of color of the existing organizations in Dallas that provide services in order to bring awareness to this issue and make resources more known.
- Partner with Dallas County Community College District and implement a new student orientation protocol. As part of new student orientation, counselors can provide students with information and resources on self-advocacy and mental health.

# YWI – Dallas Representation & Projection Recommendations



Young women of color in Dallas report feelings of inadequacy at a much higher rate than their white counterparts. To shift the mindset of young women of color who deem themselves inferior, we must provide opportunities where they can re-define themselves while gaining instrumental skills and confidence. Rachel Simmons of Smith College asserted in a TIME magazine article, “when girls make mistakes, they are more likely to interpret the setback as a sign they lack ability.” Without the proper implementation of high-quality programs to aid in guiding young women of color, statistics will continue to rise.

## Recommendations:

- Support programs that actively promote positive self-esteem, and skills development for young women of color, specifically that of leadership and public speaking skills.
- Conduct research and increase awareness of the effects of traumatic experiences and how they play a pivotal role in the way young women view themselves and their capabilities.



# YWI-Dallas Identity Recommendations



Young women of color in Dallas County must safely exist within their communities without the fear that their background, image, status or gender/sex will limit their access to opportunities. The mental blocks formed in their minds through years of microaggressions from the outside world as well as family dynamics must be removed and actively worked against. Young women of color in Dallas of different backgrounds deal with different obstacles and they must all be seen.

## Recommendations:

- Proyecto Immigrante – Dallas provides efficient and dependable legal services for the immigrant community of Dallas including young women of color. This includes services involving deportation or legal status that some of our young women of color already face. Discuss adding a program that focuses on the mental health of young women of color who are dealing with fears of personal or family deportation.
- Support Girls Inc. program that focuses on young women of color and self-confidence. Traditionally, this organization deals with young ages to make girls bold and strong. YWI – Dallas wants the same for all ages. An ideal program would be run by professionals of different fields (women of color) who can discuss their experiences and difficulties and include a networking sessions where the young women and mentors exchange resumes, contact information, etc.



# YWI-Dallas Identity Recommendations



Black young women are disproportionately affected by homelessness. Young immigrant or first generation young women of color are constantly in limbo in regards to their residency in this country. Young women of color in general feel the weight of being different because of their color, gender and culture in social environments and especially in professional settings.

## Recommendations:

- Fund a tenant-based rental assistance high impact landlord initiative like the City of Dallas. Possibly partner with CitySquare, which has multiple programs to combat homelessness in Dallas County..

# YWI-Dallas Sexuality Recommendations



Young women of color should be able to communicate with supportive friends and family about sex and sexuality. Conversations and knowledge should be fluent and factual, encouraging confidence in relationships and sexual activity. This must be backed by access to resources and education to maintain a healthy lifestyle.

## Recommendations:

- Lead table discussion for young women to share their sexual narrative, hosted throughout Dallas. This will help connect young women of color and educate them about sexuality.
- Provide sexual harassment training for all new Dallas County Community College students – what it is and how to report. It can be offered either by watching a video, email, or a session during orientation.
- Gather more information on Dallas young women's feeling of shame. Host a focus group for young women to share a story related to sexuality.
- Have a seat at the Trust, Respect, Access coalition that is looking to reform Texas policy regarding abortion, health care, and other related issues.
- Identify obstacles in pregnancy facing young women of color in regards to advancing education.

# YWI-Dallas Advancing Equity Through Grants

Following the recommendations work, YWAC Fellows began learning about grant making in the summer of 2018. YWAC learned about philanthropy and the role it has in creating social change. The YWAC was coached to consider how their working groups would address the change they aspired to see through a grant to a community agency.

In Fall 2018, the YWAC Fellows narrowed their priorities on grant making to organizations that were aligned with their five issue areas and that benefitted young women of color. Priority was given to organizations led by women of color. A grants sub-committee was formed and charged with conducting site visits and allocating funds for the YWAC.

## **Grants Sub-Committee Fellows:**

Luz Barron, Andrea Devora, Amairani Gomez Hernandez, Alejandra Guzman, Alejandra Oliva

## **The YWAC Fellows awarded \$25,000 in grants to the following grantees:**

Hispanic Women's Network of Texas – Dallas	\$5,000
Kathlyn Joy Gilliam Museum	\$4,000
LULAC National Educational Service Centers Inc.	\$3,000
Promise House Inc.	\$5,000
Harmony Community Development Corporation	\$3,000
Parkland Foundation	\$5,000

# YWI-Dallas Grant Recipients

## Education

### Hispanic Women's Network of Texas – Dallas \$5,000

This grant supports the Latinas in Progress program, which has focused on first-generation Latina students since the 1980s. The program connects high school juniors and seniors with peer and professional mentors. The students attend up to five sessions at local colleges. Attendees are eligible to apply for scholarships. The grant funding will help provide lunches at the sessions and transportation. Many young women interested in the program say lack of transportation prevents them from participating.

## Representation & Projection

### Kathlyn Joy Gilliam Museum \$4,000

Kathlyn Joy Gilliam was a well-known civil rights leader in Dallas and served as the first African-American woman on the Dallas ISD Board of Trustees. Her house in South Dallas is now home to the Kathlyn Joy Gilliam Museum, which is recognized on the National Registry and is a Dallas Historical Landmark. The museum is a reading room, community meeting space and place for elementary students to learn and practice debate skills. Half of the debaters are girls, and the group regularly competes at the Atlanta Urban Debate Tournament. This grant supports the museum's mission to "preserve history, support education and revitalize communities."

# YWI-Dallas Grant Recipients

## Education

### **LULAC National Educational Service Centers Inc. \$3,000**

The League of United Latin American Citizens' National Educational Service Centers in Dallas recently hired a Latina to lead its STEM/STEAM program for 130 students at Pinkston, Sunset and Molina high schools in Dallas. This grant will fund mentoring, visits to museum and learning activities for young women interested in science, technology, engineering and math careers. The organization seeks to encourage leadership in the Hispanic community.

## Identity

### **Promise House Inc. \$5,000**

Destiny's House is a drop-in center for young survivors of child sex trafficking. The center, which is part of Promise House, is open from 3:30-11:30 p.m. every day. The program is open to men and women, but a majority of the survivors who visit the center are women under 24. The young women are referred to the center by the Dallas Police Department, Dallas County Juvenile Detention Services and other advocates. This grant will pay for hygiene products, snacks and supplies for crafts and activities at the center.



# YWI-Dallas Grant Recipients

## Self-Advocacy & Mental Health

### Harmony Community Development Corporation \$3,000

Harmony offers counseling services to South Oak Cliff residents, as well as residents in the southern sector of Dallas County. This grant will support the Peer Pressure, Conflict Resolution session of Harmony's Girls Kickback events in November 2019. The funding will also support counseling services for girls in 6<sup>th</sup> through 12<sup>th</sup> grades. The community development corporation currently provides up to 450 counseling sessions to girls and young women each year.

## Sexuality

### Parkland Foundation \$5,000

This grant will fund the development and design of a multicultural, multilingual brochure with medically-accurate information about physical development and menstrual hygiene. This brochure will be available at medical clinics, including women's centers, pediatric centers and community outreach meetings. Parkland Foundation aims to offer the informational brochure to girls and their caregivers, particularly young women of color.



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### III. Young Women's Initiative – Dallas 2019

# 2019 Goals and Actions

## Advance Leadership

- YWAC Fellows will participate as thought leaders in identifying key issues that impact young women of color across the United States and solutions that will create change within systems locally and nationally through the National Young Women's Advisory Council. Three representatives from Texas were selected to serve on the National Young Women's Advisory Council, a part of the National Philanthropic Collaborative of Young Women's Initiatives.
- YWAC Fellows will facilitate and moderate local panels and conversations to ensure the voices of young women of color are always heard.
- YWAC Fellows will actively participate in the evaluation of the local program with Southern Methodist University and a self-selected committee of YWAC Fellows will conduct micro-evaluations of their program outcomes.

# 2019 Goals and Actions

## Advance Advocacy

- YWAC Fellows will participate in advocacy training from experts in the field of developing future community leaders.
- YWAC Fellows advocate for their recommendations to create change in the community.
- YWAC Fellows and alumni will be recommended for placement on community boards that align with the mission of the initiative to further amplify their voice and provide the perspective of young women of color.

## Increase Grant Making

- The YWAC will make community grants to further the five issue areas and support their advocacy efforts to advance social change for young women of color.
- The YWAC will award micro-grants to support women of color in the community who are affecting social change.

# 2019 Young Women's Advisory Council



Mia Muric



Alejandra Oliva



Sommer Iqbal



Maria Lopez



Amairani Gomez  
Hernandez



Maria Katsulos



Kierra Byrd



Ivis Andrade



# 2019 Young Women's Advisory Council



Andrea Devora



Ashley Gallegos



Kiaya Johnson



Amy Alvarez



DayJus Hill



Gloria Okereke



Christin Jefferson



Victoria Morales

# 2019 Young Women's Advisory Council



Da'Shayla Foard



Aysha Khan



Esmeralda Valadez



Luz Barron

## **Not Pictured:**

Kimberly Martinez and Misaki Collins



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## IV. Young Women's Initiative: Evaluation

# YWI-Dallas Program Evaluation

Housed at Southern Methodist University's (SMU) Simmons School of Education and Human Development, the Center on Research and Evaluation (CORE) provides a variety of research, evaluation and consultation services. Texas Women's Foundation partnered with SMU to develop and implement the framework for evaluation of the YWI - Dallas program.

The evaluation team includes Dr. Anupama Shekar, Evaluation Consultant, and Dr. Annie Wright, Director of Evaluation. Texas Women's Foundation required a woman of color be assigned to the project.



# YWI-Dallas Program Evaluation

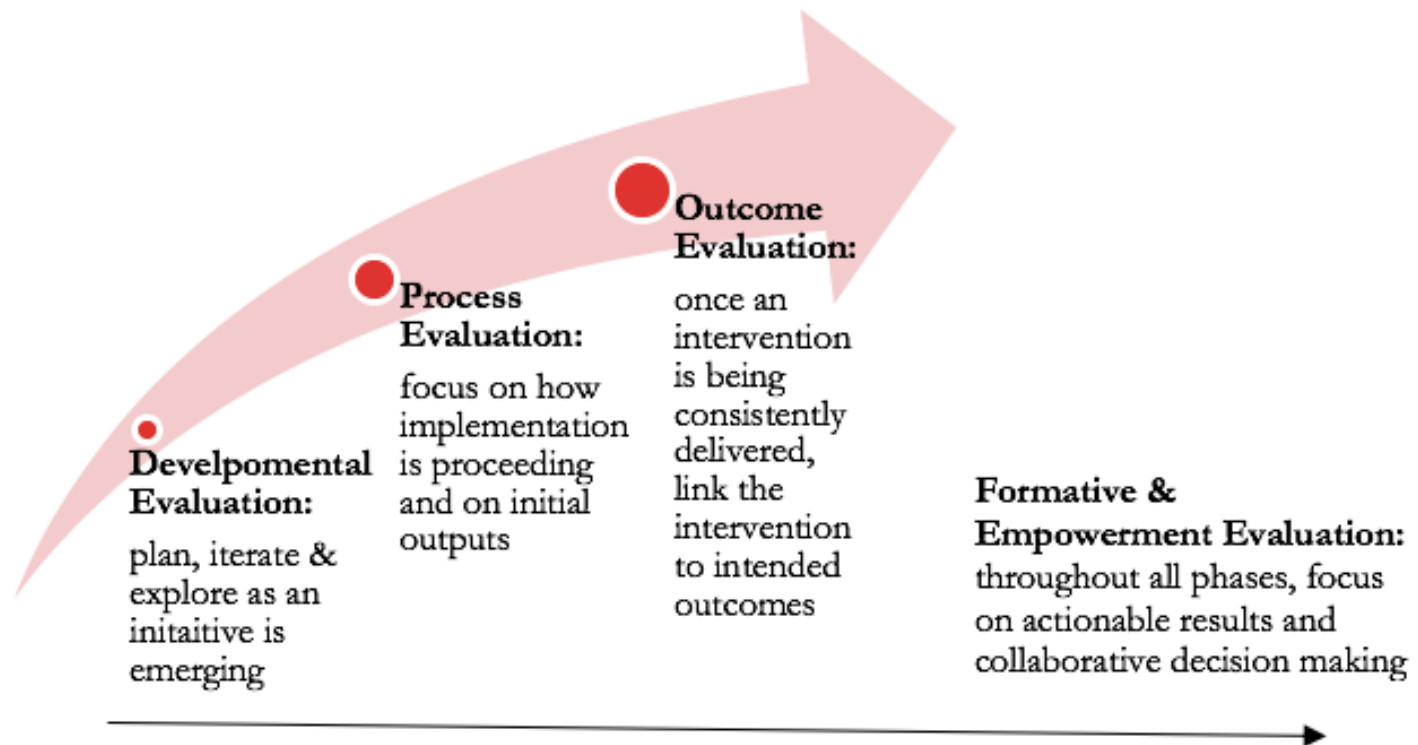
CORE focused the evaluation activities in Year One on understanding the features of the Young Women's Initiative- Dallas. Through a range of evaluation activities, CORE also sought to understand the intended and perceived benefits of participating in the program. These activities led to the development of the Year Two evaluation plan.

Going forward, Texas Women's Foundation and CORE will use evaluation and research (quantitative and qualitative) to critically examine the YWI program processes and outcomes, make mid-course corrections as appropriate and document the experience narratives of young women and impact they have locally and nationally.



# YWI-Dallas Program Evaluation Framework

## *Long-Term Evaluation Planning: Moving to Progressively More Rigorous Strategies*



(Source: adapted from FSG – evaluating social innovation)

# YWI-Dallas Participatory Action Framework

YWAC Fellows are active participants in the evaluation process which provides an additional level of equity to the YWI-Dallas model. YWAC participation was an additional requirement of the evaluation team. In addition, the Research and Evaluation subcommittee fellows are being placed by SMU-CORE as evaluators in-training on their own projects.

With the knowledge and skills gained through this shadowing opportunity, YWAC Fellows will then collaborate on the YWI-Dallas project to evaluate their own advocacy work.

# YWI-Dallas Program Evaluation Observations

Data gathered during evaluation Year One from YWAC Fellows “accentuate the value of human experiences in relationship to their individual motivations to make change. This has been a major finding in Year One as to how these young women of color have recalled their lived experiences and connected their present actions to those experiences. A critical part of the evaluation of the Dallas YWI is examining the intricacies that actually give shape and meaning to a specific practice or action. These include: the young women’s lived experiences, life contexts, their own role and beliefs.” (source: SMU Core, Young Women’s Initiative Year One Evaluation Report and supporting documents, February 2019)

During the Year One Evaluation, CORE identified more than 40 emerging individual and collective benefits to the Fellows from their participation in the program. The Year Two evaluation will continue to address the individual and collective benefits to young women of color participating in YWI-Dallas and address the micro-evaluation of the outcomes resulting from the YWAC’s advocacy efforts in their community.

Fellows are active participants in the evaluation process and will serve as evaluators-in-training on the micro-evaluation component.

# YWI-Dallas Program Evaluation Observations

Overarching learnings and areas for continuous improvement also emerged from CORE's evaluation report including formative feedback in terms of guiding questions:

- *Will the YWAC programming (training and sessions) and membership be defined differently for new and old members?*
- *Will the YWAC meeting times be adequate for working groups to complete their work?*
- *Will the new YWAC Fellows have an opportunity to tweak or provide inputs to strengthen the existing working group recommendations?*
- *Will the governance and bylaws documents be created? How/by whom?*
- *Will the role and responsibilities of the cross-sector committee (CSC) be reexamined to ensure improved participation and support to the YWAC in Year Two?*
- *What is the role of the YWAC Fellows who are not continuing next year?*

# YWI-Dallas Individual and Collective Benefits

## Collective Benefits

- Sharing experiences & building relationships
- Spaces for young women of color to feel safe and comfortable so they can be expressive and have courageous conversations
- Gaining Skills: Leadership/grant making/presenting/evaluation skills

## Individual Benefits

- Finding one's voice
  - Freedom to make one's voice known
  - Knowing the power of their voice
  - Sensitivity to different voices
- Embracing one's identity:
  - Embracing their identity – culture/language/speech/skin color
- Mindset Shift:
  - Attitudes/perspectives/decisions to act on an issue



# YWI-Dallas Individual and Collective Benefits

## Emerging Conceptual Framework





Texas Women's Foundation, formerly Dallas Women's Foundation, is investing to Transform Texas for Women and Girls, empowering them to build stronger, more equitable communities throughout Texas. One of the world's largest women's funds, it is a trusted leader in advocating for and advancing economic security for Texas women, girls and families, and ensuring women and girls are enabled and supported in taking leadership roles in every sector in the state. With more than \$35 million in assets, Texas Women's Foundation raises approximately \$9 million a year to underwrite groundbreaking statewide research on issues affecting women and girls – providing decision-makers and lawmakers with critical data to inform policies, practices and programs in the state. Funds also sustain the Foundation's \$6 million in annual grants, mission-focused gendered asset investments, and support for innovative programs and solutions to help Texas women and girls thrive.