The Women’s Diversity Network (WDN) aka WDN Resource Center connects and mobilizes women and gender-expansive people of different backgrounds to create positive change through unity and collective work.

The goals of the WDN are:

- Educating our communities around issues and policies that challenge our unity
- Advocating collectively to break down barriers for improved inclusion and advocacy for all
- Celebrating our diverse backgrounds

In order for us to realize these goals, the WDN engage in activities, create events, and promote actions that:

- Identify and provide services needed by women and their families
- Investigate and research issues of concern to women and their families
- Advocate for public policies at all levels of government that address women's issues
AFFIRMATIONS

- NOTHING CAN DIM THE LIGHT THAT SHINES FROM WITHIN.
- CELEBRATE YOUR SUCCESSES AND FAILURES - BOTH REQUIRE GREAT COURAGE.
- WE CAN DO THE IMPOSSIBLE AS LONG AS WE CAN CONVINCE OURSELVES THAT IT HAS BEEN DONE BEFORE.
- I'M LOVING, AND LOVABLE, AND DESERVE GOOD THINGS AND GOOD TREATMENT.
- I AM A PROBLEM SOLVER.
- I WILL BE AN UPSTANDER WHEN PEOPLE ARE BEING TREATED POORLY AROUND ME.
- I WILL GIVE MEMBERS THE BENEFIT OF THE DOUBT, KNOWING THEY ARE HERE BECAUSE THEY WANT TO BE.
- I TREAT PEOPLE EQUITABLY.
- TO BE AN INTERRUPTER OF HARMFUL SYSTEMS, EDUCATE THOSE WHO ARE NOT EDUCATED, AND EMPOWER THOSE WHO ARE POWERLESS.
- I WILL ASK FOR HELP KNOWING THERE'S ENDLESS TALENT AROUND ME AND PEOPLE WHO KNOW MY SUCCESS IS OUR SUCCESS.
- I CHOOSE MY WORDS CAREFULLY AND DELIVER WITH EASE.
- I WON'T COMPARE MY BEHIND-THE-SCENES REEL TO SOMEONE'S HIGHLIGHT REEL.
- I WILL LOOK AT OTHERS AS INSPIRATION, NOT COMPETITORS.
- I WILL KEEP MY EYE ON THE PRIZE NO MATTER HOW SWEATY I MIGHT GET OVER THE SMALL STUFF, KNOWING I SHOULDN'T SWEAT THE SMALL STUFF.
- MY PLAYING SMALL DOES NOT SERVE THE WORLD. I WILL ALLOW MY LIGHT TO SHINE AND, IN DOING SO, WILL GIVE PERMISSION FOR OTHERS TO SHINE TOO.
- I DON'T NEED TO BE THE LOUDEST PERSON IN THE ROOM TO MAKE AN IMPACT.
- I WILL BE A BETTER LISTENER.
- I HAVE A LOT OF VALUABLE CONTRIBUTIONS TO MAKE, EVEN IF I DON'T KNOW EXACTLY WHAT THEY ARE RIGHT NOW.
- I AM IN FULL EXPRESSION NOW. I EXPRESS ALL PARTS OF MY TRUE SELF INTO THE WORLD, INCLUDING MY KINDNESS FOR OTHERS AND MY EMPATHY FOR HUMANITY.
- AS MY SPIRIT FEELS INCREASINGLY SAFE AND LOVED, I AM SEEKING OUT NEW ROLES FOR MYSELF TO HELP OTHERS ALSO FEEL SAFER AND MORE LOVED THAN THEY USED TO.
This year has been our most successful year thus far. We piloted our Youth Justice Leadership program, expanded our Wealth Equity Fellowship, and partnered with Harmony Health of Long Island to do outreach for Maternal Health. This year, we received new funding that helped fortify our vision.

**Leadership Team**

Outside of creating the Diversity Summit and curating workshops for each other and the public, our leaders partnered with New Hour for Women and Girls, LI. This partnership resulted in both groups working together to educate the public about pressing issues. WDN Leader Stephanie Freese said, “I collaborate with diverse women, engage in crucial discussions on social justice, and support local college students in their civic engagement work. I am making an impact in my community.”

**Youth Justice Leadership Program**

Our youth leaders not only learned about justice, equity, and diversity through a historical lens, but they also completed 520 hours of community service. Youth from New York, Pennsylvania, Michigan, and Florida participated in this year's cohort. Youth Justice Leader Sage Wu said, “Being a Youth Justice Leader has opened up a new world of history and self-advocacy and has inspired me to take up various opportunities I wouldn’t have had before the program.”
Maternal Justice Program
WDN entered into a partnership with Harmony Healthcare LI and Hofstra University to form the PICHC, funded through a 5-year grant from the Department of Health to promote birth preparedness and postpartum continuity of care for positive birth outcomes for marginalized and vulnerable birthing populations in Nassau County. We created over 10 new partnerships, we facilitated 5 presentations to community and governmental groups, and held and participated in 7 community events. This program is working on Doula legislation and continues to urge Nassau County to create a county-based task force.

Although our programs are in their infancy, they are already making a big impact on Long Island and across the country. We tackle equity by addressing wealth, health, race, and gender. Our programs may be small but they are mighty and we have the vision, will, knowledge, and commitment to ensure that they make an impact. I thank everyone who has donated, volunteered, or participated in our work. Together we can do our part to ensure that we strengthen the path to equity.

Love You All!
Shanequa Levin

Wealth Equity Fellowship
This year, we included Latina women and gender-expansive people in the fellowship. We finished our second year of piloting this program with 36% of the fellows obtaining new jobs with raises, 12% enrolled in college, 100% were employed when they completed the fellowship, and 100% of the fellows increased their economic mobility. This program continues to increase the economic mobility for marginalized Long Islanders.
WDN’s Programs
Leadership Team

The WDN Leadership Team connects people together so that we can break down the barriers to inclusion. WDN Leaders value, respect, and celebrate their differences, as well as acknowledge our similar goals. Leaders work together to serve as curators of educational workshops, discussions, and trainings. They also help plan the yearly summit. To the left are titles for presentations they gave this fiscal year.
VIRTUAL YOUTH JUSTICE LEADERSHIP PROGRAM

LEARN. GROW. CONTRIBUTE.

- Make a positive change in the world
- Earn community service hours
- Meet and build friendships with other young people
- Program is attractive to colleges/universities
- Develop leadership skills in a fun, exciting way!

www.womensdiversitynetwork.org/youthjustice

APPLY NOW
Meet the Facilitators

Josie Hall

Andrea Wayne
# Virtual Youth Justice Leadership Program

## Curriculum

<table>
<thead>
<tr>
<th>Intro to the 1619 Project</th>
<th>Advocacy in the LGTBQIA+ community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Democracy</td>
<td>Gender, Reproductive rights</td>
</tr>
<tr>
<td>Analyzing how “Black Americans” fit into the history of the U.S.</td>
<td>Social justice Advocacy, Student Activism</td>
</tr>
<tr>
<td>Capitalism</td>
<td>Leadership Style Discovery</td>
</tr>
<tr>
<td>Exploring how slavery built Wall Street</td>
<td>Civic agency, Universe of Obligation, Common Good</td>
</tr>
<tr>
<td>Disruption of generational wealth</td>
<td>Community service</td>
</tr>
<tr>
<td>Financial Literacy</td>
<td></td>
</tr>
</tbody>
</table>
Congratulations to the
YOUTH JUSTICE LEADERSHIP PROGRAM
2023 INAUGURAL COHORT

Sahar Abassi
Dylan Hall
Brian Hall
Channing Hughston
Guanxin "Acey" Li
Jesse Porter Bell
Nafisa Rahman
Asher Rodgers
Julie Saint Hilaire

Charlotte Sampson
Raifah Sheikh
Kaitlan Thomas
Nathaniel Thomas
Ivy Wang
Elias Wayne
Nia Wilson
Aamyah Wilson
Sage Wu
Hate
We are hated, its debated they inflauated with this grime with this hate why cant they congratulate straight out the gate no break, real hate we deserve better they got the header

YOUTH JUSTICE LEADERSHIP PROGRAM
CERTIFICATE OF COMPLETION

Presented by Youth Justice Leaders

Channing Hugheston

In recognition of your commitment to making a positive change in the world through equity and justice

Channing Hugheston

October 20, 2021

Presented to Youth Justice Leader

Channing Hugheston

In recognition of your commitment to making a positive change in the world through equity and justice

Channing Hugheston

October 20, 2021

Presented to Youth Justice Leader

Channing Hugheston

In recognition of your commitment to making a positive change in the world through equity and justice

Channing Hugheston

October 20, 2021
VIRTUAL YOUTH JUSTICE LEADERSHIP PROGRAM

520 Total number of community service hours completed by the 2022-23 WDN Youth Justice Leaders

4 Number of states the 2022-23 Youth Justice Leaders spanned (NY, PA, MI, FL)

92% Percentage of 22-23 Youth Justice Leaders who recommend the program
This powerful piece of art was created by WDN's Youth Justice Leader Julie Saint-Hilaire.
FELLOWSHIP
WEALTH
EQUITY
fELLOWSHIP
Our Motto:
It’s not always what you know, it’s who you know.
Our Fellows

15 BLACK /LATINA WOMEN AND GENDER EXPANSIVE PEOPLE LIVE ON LONG ISLAND MAKING LESS THAN $35.00 AN HOUR.
Cohort 1
10 participants, 17 week fellowship. At the completion of the fellowship, fellows were linked with a mentor and received a year of mentoring. As well as a $1,000 stipend.

Cohort 2
15 participants. 20 week fellowship. At the completion of the fellowship, fellows are receiving a years worth of mentoring and the help of the newly created Wealth Equity Advisory board. As well as a $1,000 stipend.

Cohort 3
15 participants. 20 week fellowship. Fellows will enroll in and complete an online certification course. Paid for by WDN. At the end of the fellowship they will be supported with mentoring, and assistance from the advisory board and they will receive a stipend.
The Wealth Equity Advisory board is a group of experienced professionals who provide guidance and advice to our fellows. They will offer their expertise in their specific areas and act as a sponsor for our fellows for potential future opportunities.
Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more. It is mostly presented before an audience. It serves a variety of purposes, making presentations powerful tools for convincing and teaching.

It is mostly presented before an audience. It serves a variety of purposes, making presentations powerful tools for convincing and teaching.
SUCCESSES

36% have obtained new jobs with raises as high as $5.00 more an hour.

12% enrolled in college.

100% were employed when they completed the fellowship.

100% have increased their economic mobility.
MATERNAL JUSTICE COALITION

The Coalition is comprised of 4 committees:

- **Advocacy Committee Goals**: To identify a local/state or federal bill that addresses Maternal Mortality and amplify the existing campaign or create one.

- **Education Committee Goals**: To create a powerpoint presentation on Maternal Mortality & Morbidity and identify and book presentations.

- **Research Committee Goals**: To hold a focus group with doulas and identify preventative measures that doctors and patients can take to prevent maternal mortality.

- **Resource Committee Goals**: To identify items for a birth/postpartum kit that helps pregnant women have a healthier pregnancy.
WHAT: WDN entered into a partnership with Harmony Healthcare LI and Hofstra University to form the PICHC, funded through a 5-year grant from the Department of Health to work with 175 women in Nassau County.

HOW: Our shared goal is to promote birth preparedness and postpartum continuity of care for positive birth outcomes for marginalized and vulnerable birthing populations in Nassau County.

WHY: The US ranks 47th amongst developed countries for maternal death rates. In Nassau County, 3-4 times as many black women die related to childbirth as white women. These statistics are the same for back infants.
NEW PARTNERSHIPS

- NCPSN (Nassau County Perinatal Service Network)
- NYSBEP (New York State Birth Equity Project) at North Shore University Hospital
- Nassau University Medical Center Doctors
- LIJ Katz Women’s Hospital Doctors
- North Shore University Hospital Doctors
- Doula Ahna Cuffe Fox - Shinnecock Reservation
- BFREE Steering Committee- Breastfeeding, Resiliency, Engagement & Empowerment (Northwell Health)
- Town of N Hempstead
- 3 Harmony School Base Partnerships
PRESENTATIONS

- Huntington Anti-Bias Task Force Meeting
- Center for Cultural Power- Fathers supporting partners
- Town Board Meeting- Town of North Hempstead
- Panel discussion for 3rd year med students at Donald & Barbara Zucker Medical School at Hofstra University
- LI Fatherhood Initiative
EVENTS

- 2 Screenings of Aftershock with panel discussions following
- Sun Safety Presentation for women in PICHC program
- Tabled at MLK celebrations
- National Night Out Celebration
- Table at DSS monthly
- Attended celebrations, health fairs and community events this summer (Harmony Healthcare clinics at different locations, church health fairs, PACT, FCA-summer wellness fair
- Baby Diaper Drive/Amazon Wish List
THE WOMEN’S DIVERSITY NETWORK

2023 ANNUAL DIVERSITY SUMMIT

ADVOCATING. CELEBRATING. EDUCATING.
APRIL 29, 2023 | 8:00 AM - 5:00 PM

BROUGHT TO YOU BY:

CO-HOSTED BY:
2023 ANNUAL DIVERSITY SUMMIT

WORKSHOP:

MORNING LINEUP

- KEYNOTE PANEL: THE STATE OF SOCIAL JUSTICE ON LONG ISLAND
- WHAT HAPPENS WHEN...? (FOR YOUTH)
- STRATEGIES FOR KEEPING LAWMAKERS ACCOUNTABLE
- STOCKS FOR BEGINNERS
- LEGACY PLANNING IS FOR EVERYBODY
- SUPPORTING YOUNG CHILDREN’S MENTAL WELLNESS & ADDRESSING TRAUMA IN EARLY CHILDHOOD
- NAVIGATING BIAS, HARASSMENT, AND MICROAGGRESSIONS IN THE WORKSPACE
- FAMILIES OF LGBTQ+ COMMUNITY: CREATING A SUPPORTIVE AND AFFIRMING ENVIRONMENT
- TOXIC MASCULINITY

WORKSHOP:

AFTERNOON LINEUP

- IDENTIFYING YOUR LEADERSHIP STYLE
- HOW LOCAL COUNTY ELECTIONS IMPACT OUR LIVES, SPONSORED BY NATIONAL GRID
- BEYOND ROE: ABORTION STIGMA, POLICY, AND IMPACTS
- LIVING WITH COVID, THE NEW NORMAL AND YOUR CHILD
- THE TIME IS NOW - LEADING SOCIAL MOVEMENTS ON LONG ISLAND
- BUILD WEALTH EQUITY WITH DIVERSITY, EQUITY, & INCLUSION (DEI)
- MAINTAINING HEALTHY RELATIONSHIPS (FOR YOUTH)
MEET OUR WDN LEADERSHIP TEAM PARTNERS

DONORS

SUSTAINABILITY PARTNERS

Long Island Community Foundation's Racial Equity Donor Collaborative
Veatch Program of the Unitarian Universalist Congregation at Shelter Rock
Kaufman Klien Family Foundation
Unitarian Universalist Congregation at Shelter Rock Women's Group Board
National Grid
Nassau County Boost Program
Dana Lubin Garcia
Harmony Health PIHC Program
Li Social Justice Action Network
Kathryn Abbatiello
Emily Kaufman & Terryl Dozier
Hughette Clarke
Deon Retemeyer
Shawn Garrett

SPEAKERS

Planned Parenthood of Greater New York Action Fund
DIME
NJ Family Policy
DIME
Planned Parenthood Hudson Peconic
Girls Inc.
Planned Parenthood
Strong Schools
Premier Properties
Signature
Apple Bank
One Love Midwifery
Liberty
HCW
Jovie
Kam Consultants
## Budget vs. Actual for the Year Ended June 30, 2023

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
<th>over Budget</th>
<th>% of Budget</th>
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<tr>
<td><strong>Revenue &amp; Support</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations &amp; Grants</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations - General</td>
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<td>$25,000</td>
<td>$10,480</td>
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<td>Donations - Leadership</td>
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<td>10,756</td>
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<td>Donations - Board</td>
<td>100</td>
<td>450</td>
<td>(350)</td>
<td>22.22%</td>
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<tr>
<td>Grants - Foundations</td>
<td>328,000</td>
<td>220,000</td>
<td>108,000</td>
<td>149.09%</td>
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<tr>
<td>Total Donations &amp; Grants</td>
<td>363,760</td>
<td>256,206</td>
<td>107,554</td>
<td>141.98%</td>
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<tr>
<td><strong>Summit Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summit - Sponsorships</td>
<td>6,250</td>
<td>-</td>
<td>6,250</td>
<td>-</td>
</tr>
<tr>
<td>Summit - Ticket Sales</td>
<td>18,460</td>
<td>1,457</td>
<td>17,003</td>
<td>1266.99%</td>
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<tr>
<td>Total Summit Revenue</td>
<td>24,717</td>
<td>1,457</td>
<td>23,253</td>
<td>1266.99%</td>
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<tr>
<td><strong>Program Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Revenue - Individuals</td>
<td>7,000</td>
<td>1,498</td>
<td>5,502</td>
<td>514.02%</td>
</tr>
<tr>
<td>Program Revenue - Sponsors</td>
<td>200</td>
<td>5</td>
<td>195</td>
<td>500.00%</td>
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<tr>
<td>Total Program Revenue</td>
<td>7,200</td>
<td>1,708</td>
<td>5,492</td>
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<tr>
<td><strong>Fundraising Revenue</strong></td>
<td>170</td>
<td>5,056</td>
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<tr>
<td><strong>T-Shirt Sales</strong></td>
<td>224</td>
<td>-</td>
<td>(224)</td>
<td>0.00%</td>
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<tr>
<td><strong>Interest Income</strong></td>
<td>90</td>
<td>26</td>
<td>64</td>
<td>247.55%</td>
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<tr>
<td><strong>Total Revenue &amp; Support</strong></td>
<td>396,630</td>
<td>264,472</td>
<td>132,159</td>
<td>149.97%</td>
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<tr>
<td><strong>Expenditures</strong></td>
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<tr>
<td>Summit Expenditures</td>
<td>10,908</td>
<td>4,124</td>
<td>6,785</td>
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<tr>
<td>Program Expenditures</td>
<td>4,448</td>
<td>-</td>
<td>4,448</td>
<td>-</td>
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<tr>
<td>Fundraising Expenditures</td>
<td>(2,245)</td>
<td>4,245</td>
<td>(6,490)</td>
<td>-52.89%</td>
</tr>
<tr>
<td>Special Events</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td><strong>Total</strong></td>
<td>320,874</td>
<td>273,986</td>
<td>46,888</td>
<td>117.11%</td>
</tr>
<tr>
<td><strong>Net Revenue</strong></td>
<td>75,756</td>
<td>(9,515)</td>
<td>85,271</td>
<td>-796.22%</td>
</tr>
</tbody>
</table>
2022-2023 Board of Directors

Shanequa Levin
President

Kathryn Abbatiello
Secretary

Debbie Mercer-Miller
Treasurer

Carla Simpson

Christine Pellegrino

Farrah Mozawalla
ON LEAVE

Jasmine Johnson

Jazmyne Archer

Sandra Krebelj-Douglas

Pascale Jean-Noel