

WDN RESOURCE CENTER

2023 ANNUAL REPORT

aka Women's Diversity
Network

July 1, 2022 – June 30, 2023



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.

MESSAGE FROM OUR CEO & FOUNDER



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."

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.

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.

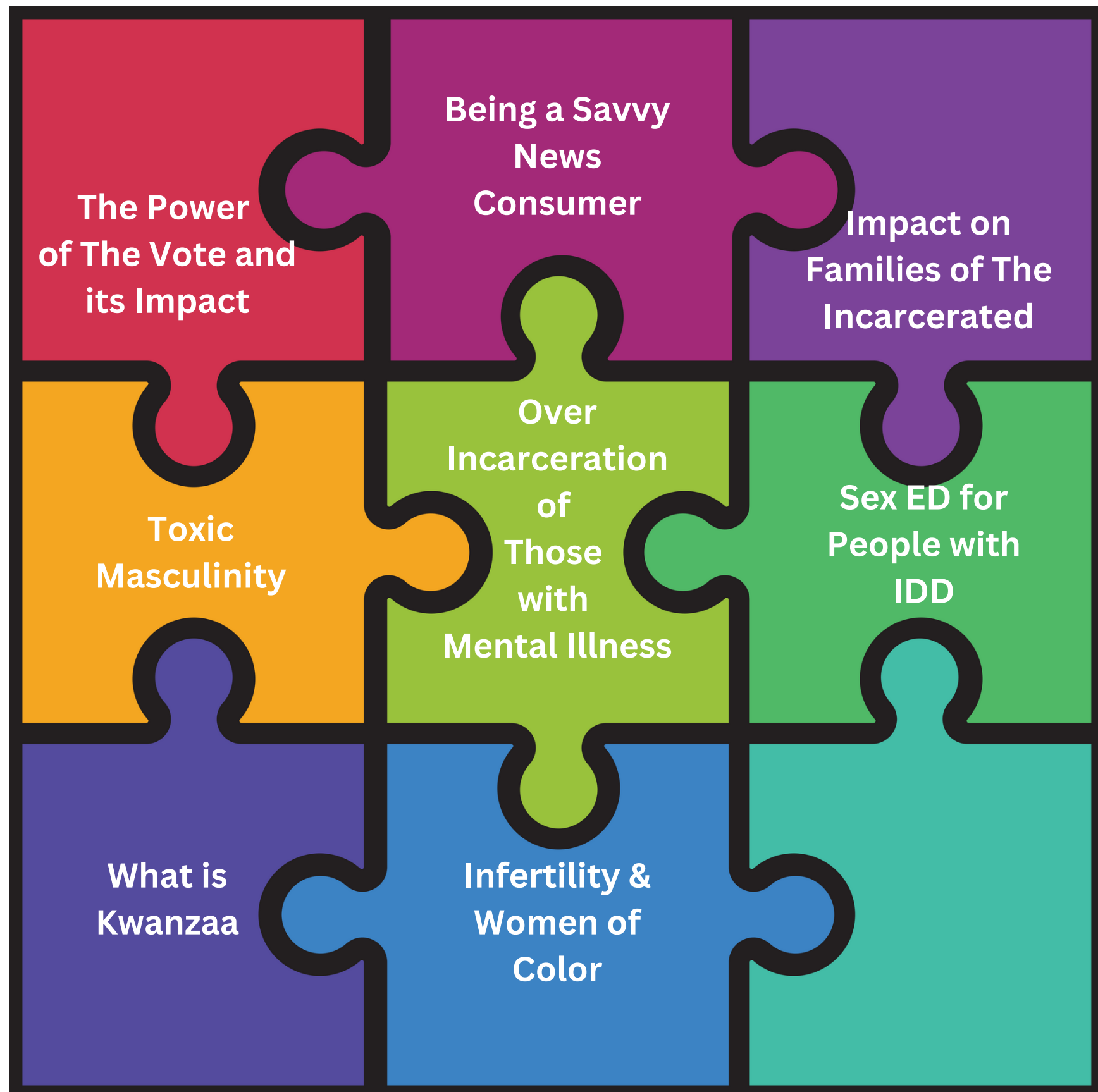
Although our programs are in their infancy, they are already making a big impact on Long Island and across the country. We tackle equity by addressing wealth, health, race, and gender. Our programs may be small but they are mighty and we have the vision, will, knowledge, and commitment to ensure that 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!

Shaniqua Levin

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.

justice

BE THE CHANGE

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





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Josie Hall

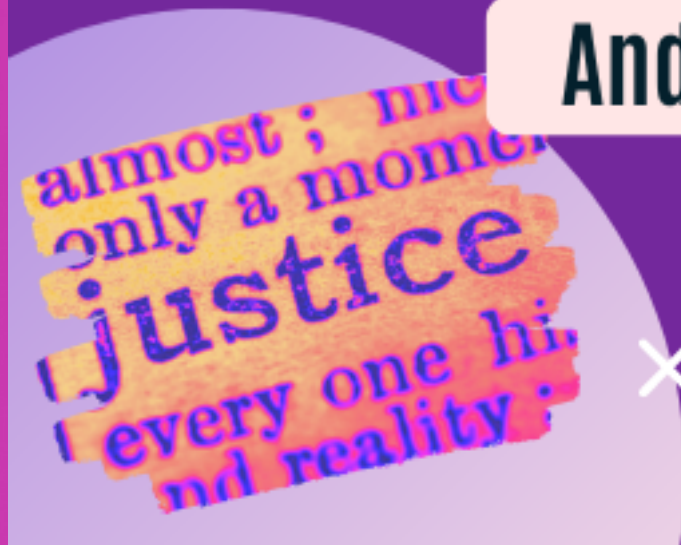
Meet the

FACILITATORS



Andrea Wayne

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VIRTUAL YOUTH JUSTICE LEADERSHIP PROGRAM

CURRICULUM

- Intro to the 1619 Project
- Democracy
- Analyzing how “Black Americans” fit into the history of the U.S.
- Capitalism
- Exploring how slavery built Wall Street
- Disruption of generational wealth
- Financial Literacy
- Advocacy in the LGBTQIA+ community
- Gender, Reproductive rights
- Social justice Advocacy, Student Activism
- Leadership Style Discovery
- Civic agency, Universe of Obligation, Common Good
- Community service



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





WOMEN'S DIVERSITY NETWORK
Educating. Celebrating. Advocating.

April 29, 2023
Re: Community Service Hours
Student Name: Channing Hughston

Board of Directors
Shanequa Levin
Interim Chair
CEO & Founder
Kathryn Abbateo
Secretary
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Farrah Mozawalla (on leave)
Jazmyne Archer
Pascale Jean-Noel
Carla Simpson
Christine Pellegrino
Jasmine Johnson
Sandra Kreebel-Douglas

I am writing this letter on behalf of Channing Hughston. I know Channing through the Women's Diversity Network's Youth Justice Leadership Program in which she is an active member during the 2022-23 school year. I am the Assistant Director of the program and organization and coordinator of the program.

The Youth Justice Leadership program is designed to help students become leaders and active changemakers through advocacy training, leadership development, and community service with a focus on diversity, equity, and inclusion. Youth Justice Leaders meet twice a month with other leaders and stakeholders to discuss and advocate for marginalized groups. Youth Justice Leaders also participate in community service projects.

Please accept this letter as confirmation of Channing Hughston's completed 28.5 hours of community service through the Women's Diversity Network's Youth Justice Leadership Program from October 2022 through April 2023.

Sincerely,
Kate Howlett
Kate Howlett
Assistant Director
WDN Resource Network aka
The Women's Diversity Network

WDN
WOMEN'S DIVERSITY NETWORK

Presented to Youth Justice Leader
CHANNING HUGHSTON

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

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." — Margaret Mead

April 29, 2023

WOMEN'S DIVERSITY NETWORK

YOUTH JUSTICE LEADERSHIP PROGRAM

CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PRESENTED TO
Channing Hughston

April 29, 2023
DATE

[Signature]
SIGNATURE

Hate
We are hated, its
debated
they infatuated 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.

CHANNING HUGHSTON '23

Thank you for your leadership and advocacy.

MERCY APOSTOLIS

Secretary
MERCY APOSTOLIS

VIRTUAL YOUTH JUSTICE LEADERSHIP PROGRAM

520

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

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

4

92%

Percentage of 22-23 Youth Justice Leaders who recommend the program



WDN
WOMEN'S DIVERSITY
NETWORK



FLORIDA'S LIBRARY



This powerful piece of art was created by
WDN's Youth Justice
Leader
Julie Saint-Hilaire



WEALTH
EQUITY

fELLOWSHIP

Our Motto:
It's not always
what you know,
it's who you
know.

TRAINING
MENTORING
SUPPORT





Wealth Equity

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.





OUR ADVISORY BOARD

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.



HIRING POOL

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.

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SUCCESSES



36%

HAVE OBTAINED NEW JOBS WITH RAISES AS HIGH AS \$5.00 MORE AN HOUR.

12%

ENROLLED IN COLLEGE.

100%

WERE EMPLOYEED WHEN THEY COMPLETED THE FELLOWSHIP.

100%

HAVE INCREASED THEIR ECONOMIC MOBILITY.



WWDN

WOMEN'S DIVERSITY
— NETWORK —

MATERNAL JUSTICE COALITION



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.



PERINATAL INFANT COMMUNITY HEALTH COLLABORATIVE (PICHC)

- **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 black 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:



of Long Island

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



INDIGENOUS SINGING & DRUMMING
JEFFREY PEGRAM



LITURGICAL DANCE
EUGENIA WOODS



PHYSICALLY INTEGRATED
HEIDI LATSKY DANCE



LATIN DANCING
SBU JUBILÉ LATINO



STEPPING
CHAPTER OF ALPHA PHI
ALPHA FRATERNITY, INC.



INDIAN DANCING
SATYA PRADEEP



2023 ANNUAL DIVERSITY SUMMIT

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 PICHC Program
 LI Social Justice Action Network
 Kathryn Abbatiello
 Emily Kaufman & Terryl Dozier
 Hughette Clarke
 Deon Retemeyer
 Shawn Garrett

SUMMIT SPONSORS



Budget vs. Actual

for the Year Ended June 30, 2023

	Total			
	Actual	Budget	over Budget	% of Budget
Revenue & Support				
Donations & Grants				
Donations - General	\$ 35,460	\$ 25,000	\$ 10,460	141.84%
Donations - Leadership	200	10,756	(10,556)	1.86%
Donations - Board	100	450	(350)	22.22%
Grants - Foundations	328,000	220,000	108,000	149.09%
Total Donations & Grants	363,760	256,206	107,554	141.98%
Summit Revenue				
Summit - Sponsorships	6,250	-	6,250	
Summit - Ticket Sales	18,460	1,457	17,003	1266.99%
Total Summit Revenue	24,710	1,457	23,253	1695.95%
Program Revenue				
Program Revenue - Individuals	7,700	1,498	6,202	514.02%
Program Revenue - Sponsors	200	5	195	4000.00%
Total Program Revenue	7,900	1,503	6,397	525.62%
Fundraising Revenue	170	5,056	(4,886)	
T-Shirt Sales	-	224	(224)	0.00%
Interest Income	90	26	64	347.55%
Total Revenue & Support	396,630	264,472	132,159	149.97%
Expenditures				
Summit Expenditures	10,908	4,124	6,785	264.53%
Program Expenditures	4,448	-	4,448	
Fundraising Expenditures	(2,245)	4,245	(6,490)	-52.89%
Special Events	-	-	-	

	Total			
	Actual	Budget	over Budget	% of Budget
Payroll Expenditures	208,616	223,370	(14,754)	93.39%
Occupancy Expenditures	6,494	3,897	2,596	166.62%
Advertising & Marketing	1,857	-	1,857	
Conferences & Meetings	7,590	-	7,590	
Insurance	2,243	-	2,243	
Licenses and Permits	135	95	40	142.06%
Merchant Account Fees	437	-	437	
Office Expense	8,340	-	8,340	
Professional Services	24,424	24,556	(132)	99.46%
Stipends - Fellows	15,108	-	15,108	
Technology Expenditures	2,460	-	2,460	
Training Expense	1,243	-	1,243	
Charitable Contributions	-	110	(110)	0.00%
Other General and Administrative Expenditures				
Local Travel	18,070	3,449	14,621	523.85%
Meeting Meals	5,883	-	5,883	
Fiscal Fees	1,800	10,000	(8,200)	18.00%
Miscellaneous Expense	3,062	140	2,922	2187.33%
Total General and Administrative Expenditures	28,815	13,589	15,226	212.04%
Total Expenses	320,874	273,986	46,888	117.11%
Net Revenue	75,756	(9,515)	85,271	-796.22%

2022-2023 Board of Directors



Shanequa Levin
President



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Secretary



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Carla Simpson



Christine Pellegrino



Farrah Mozawalla



Jasmine Johnson



Jazmyne Archer



Sandra Krebelj-Douglas



Pascale Jean-Noel