

# Annual Report



## Our Mission

To create opportunities for Latino youth to reach their highest potential.

## Our Vision

A just and equitable society that nurtures all youth and is enriched by their contributions.

## Where We Served

### After school. In the community.

### On the playing fields.

We help youth, and the families who love them, improve social and emotional learning skills, achieve academic success and prepare for work. All programs are supported by case management, recreation, parent engagement and education, and mental health and substance abuse counseling.

### High School Wellness Centers

- Gaithersburg High School
- Watkins Mill High School
- Wheaton High School

### Youth Opportunity Centers

- Crossroads Youth Opportunity Center
- Up-County Youth Opportunity Center

### Out-of-School-Time Programs

- Capt. James E. Daly Elementary School
- Clopper Mill Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Gaithersburg Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Redland Middle School
- Montgomery Blair High School
- Seneca Valley High School

### Correctional Facility Reentry Program

- Montgomery County Correctional Facility

## Board of Directors

- Shirley Brandman, Chair
- Steve Metz, Vice Chair
- Stewart Edelstein, Secretary
- Marianela del Pino-Rivera, Treasurer
- Aggie Alvez, Wanda Bautista, Yonis Benitez, Victor Del Pino, Bruce Haase, Michael Knapp, Don Mooers, Jorge Restrepo, Kevin Toruno, Sarah Whitesell, Teresa Wright, Linda Youngentob

## Staff Leadership

- Diego Uriburu, Co-Founder, Executive Director
- Candace Kattar, Co-Founder, Retired June 2019
- Carolyn Camacho, Program Director
- Carmen Estrada, Evaluation and Quality Assurance Manager
- Hope Gleicher, Chief Strategy Officer
- Fresia Guzman, Program Director
- Nora Morales, Program Director
- Tatiana Murillo, Director of Finance
- Amy Thrasher, Senior Manager, Development and Communications



## Dear friends and supporters,

This year, against a backdrop of heated anti-other rhetoric and increasing anti-immigrant policies, the young people and families we have the privilege of serving were tested in new and unexpected ways. And yet, they persevered and not only succeeded, but inspired.

Identity youth reported improvements in their social-emotional wellbeing, improved their school attendance and grades, passed GED tests in greater numbers, and trained for good jobs such as early care and education providers and medical assistants. At the same time, parents strengthened their advocacy skills and worked peer-to-peer to support their children's future. We honor their resilience and celebrate their achievements with all our hearts, while never losing sight of the challenges and injustices they face.

This year we celebrated Identity's 20th anniversary by focusing on the future—the progress, the success, the opportunities we want for our young people and families in the next 20 years. We released the benchmark *Promise of Latino Youth Report* with the University of Maryland School of Public Health, and *The Promise Challenge: A Call to Action* to hold ourselves and community institutions accountable to close the gaps between Latino youths' dreams of a bright future and reality. We ended this milestone year with *Celebración 20*—a community event to mark and fuel the next chapter.

We worked hard to find common ground and forge new partnerships to accelerate opportunities for youth this year and in the future, including co-founding the Black and Brown Coalition for Educational Equity and Excellence with the NAACP Parents' Council, partnering with Child Trends to test a new goal setting and anti-poverty curriculum,

and partnering with Montgomery College to offer workforce certification training to older youth. We surveyed our community to learn more about their child care needs and brought their concerns to the attention of county decision-makers committed to improved early care and education.

At the same time, we continue to ready our organizational infrastructure for future growth. We worked with Compass to enhance the potential of our Board of Directors and to rethink our use of technology. We also focused on the future by initiating a strategic planning process.

As we mark 20 years of creating opportunities for Latino youth to reach their highest potential, we honor Co-Founder Candace Kattar who retired in June 2019. A fierce and visionary advocate for the local Latino community for decades, Candace was a key driver and keeper of Identity's culture and commitment to excellence, and has made sure those high standards are baked into Identity today. We promise that her legendary heart and generosity as well as uncompromising commitment to quality and accountability remains part of our culture today and in the future.

We close the fiscal year ever more determined in our pursuit of a just and equitable society that nurtures all youth and is enriched by their contributions as well as with gratitude for the unwavering support that has enabled tens of thousands of youth to grow and thrive. We are moved by the outpouring of support for Identity youth and the belief that they are a cornerstone of Montgomery County's future.

Please, read ahead and see what our young people accomplished in the last year.

**Sincerely,**



Diego Uriburu,  
Executive Director



Shirley Brandman,  
Board Chair

# Identity in 2018–19



Our 20th year was one of great progress and change even as the challenges of anti-immigrant rhetoric and policies continued to stress our community. Our young people did better in school, built connection and social-emotional skills, walked away from bad influences, and obtained diplomas and certifications to build their futures. Their families advocated for them and all children in the halls of government, in schools and in the community. In 1998 when Identity was founded, this vibrant population was nearly invisible—but no longer. Latino youth now make up over 31% of the student population in the county's public schools, a generation whose success or failure will shape the future of the county itself. Many of them, and the other at-risk youth we work with, face tremendous challenges, but we see them, and know them, as an enriching and positive force in Montgomery County.

At our five youth centers, we serve all vulnerable youth and their families with culturally sensitive and inclusive programming. Here are some of our recent highlights:

**ELEMENTARY READING:** We expanded this successful program to a fourth high-need school, Whetstone Elementary. We served a total of 147 struggling students this year, and 90% of them ended the year with a C or higher in language arts.

**MIDDLE SCHOOL STEM:** Identity youth at Neelsville Middle School presented eight team projects at their school's science fair. Three teams were singled out for excellence, including one team winning both the Second Prize and Most Creative Project. That team made a non-Newtonian substance (quicksand) also known as neither a liquid nor a solid.

**HIGH SCHOOL WELLNESS CENTERS:** We expanded our collaboration with MCPS to run an academic and social-emotional development program for recently arrived teens, now running at Watkins Mill High School as well as Wheaton High School.

**GED GRADUATION:** Identity's GED program for older, opportunity youth continues to grow, with 37 students earning their high school diplomas since 2018. In June, 17 graduates celebrated with family and friends during our commencement ceremony.

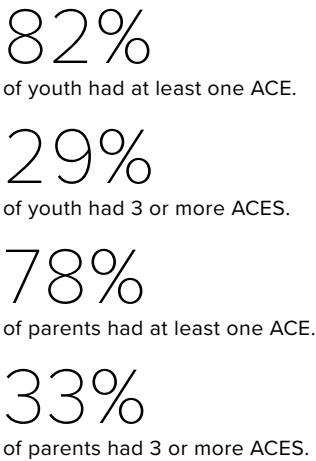
**COMMUNITY ENGAGEMENT:** Sixty-five parents have completed training with our Parent Leadership Academy since 2018, learning to use their voice for equity in education. They testified before the Board of Education, the County Council, at the School Superintendent's forums, and questioned the candidates for County Executive at the campaign's only simultaneously translated forum, hosted by Identity.

**FAMILY REUNIFICATION AND STRENGTHENING:** Fifty three families impacted by trauma, including long separations between parents and children, participated in Identity's expanded Family Strengthening program. Early outcome data is encouraging, with 80% of parents and 71% of youth reporting the program helped them improve their relationship and communication with each other.

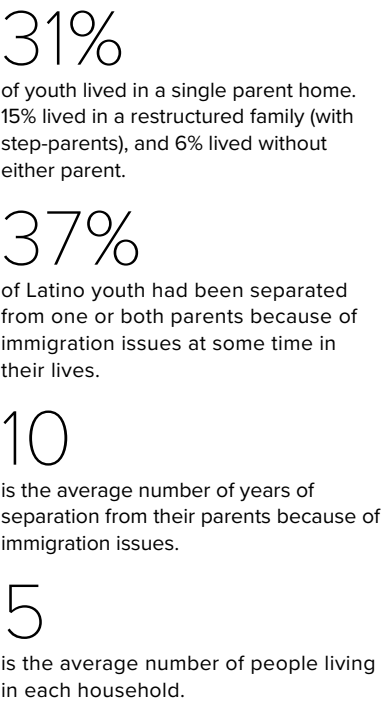
**THE PROMISE OF LATINO YOUTH:** Identity held a public forum to release a report and call to action challenging Montgomery County to close the gap between Latino youths' dreams of a bright future and the reality of their lost potential. University of Maryland researchers presented the report and Identity presented the Promise Challenge: Call to Action. The packed audience included local and state policy-makers, school officials, teachers, and community members.



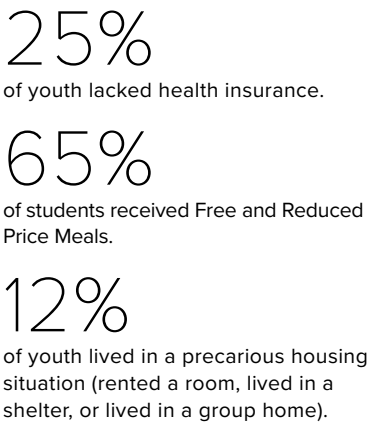
Adverse Childhood Experiences (ACES):



Family Cohesion:

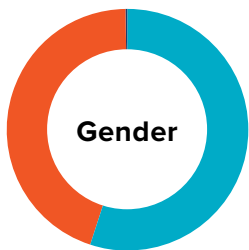


Socioeconomics

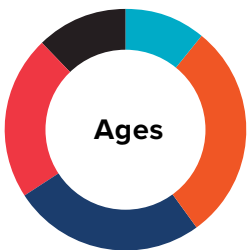


Who We Served

In FY19 Identity worked closely with over 3,000 youth and their families.



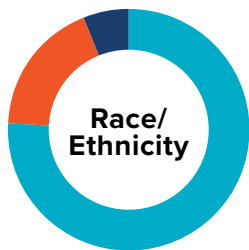
Male	55.2%
Female	44.6%
Transgender	0.2%



13 and under	11%
14-16	29%
17-18	26%
19-25	22%
Over 25	12%



US (with Latino heritage)	27%
US (without Latino heritage)	19%
El Salvador	28%
Other Central American and Caribbean Countries	14%
South American Countries	4%
Other	8%



Latino	76%
African-American/African Origin	18%
Other	6%

2,928 youth served

# Social and Emotional Learning

All Identity programs are grounded in the Positive Youth Development model and work to increase protective factors such as self-esteem, conflict resolution and anger management skills, and self-efficacy levels. Years of research have shown that strengthening these factors reduces young people's potential for engaging in risky and negative behaviors, and continues to show positive benefits for years, including outperforming their peers academically (Child Development, meta-analysis 2017). The approach builds on each young person's core abilities and works to increase their self-management, self-awareness, social awareness, healthy relationship skills and responsible decision-making. Recognizing the prevalence of disproportionate trauma among our client population, we bring a trauma-informed approach to all of our programs.

## Out-Of-School-Time Curricula

Our curriculum-based programs build upon youths' strengths, and provide them with the social-emotional support to grow into healthy, successful adults. We tailor each curriculum to the appropriate developmental age for students in elementary, middle and high school. The programs address parent-child relationships, goal-setting, mental health, nutrition and physical activity, and for older youth, reproductive health and substance abuse prevention.

70%

of the elementary students assessed by their teachers with low levels of persistence at intake improved this skill by program's end.

## Wellness Centers

Identity is the lead agency at three of the county's high school Wellness Centers. In partnership with the Department of Health and Human Services, Montgomery County Public Schools, and our multicultural partnerships, Identity manages integrated centers on campus with social-emotional supports as well as access to medical care. This year, 1,483 diverse youth joined a Wellness Center for social-emotional skill building, recreation and community service, as well as individual supports such as mentoring and mental health counseling. We utilize trauma-informed restorative practices to create opportunities for repairing and building relationships through dialogue, including an expanded Family Reunification and Strengthening program for parents, guardians and teens.

63%

of Wellness Center youth who reported poor expectations for a positive future believed in a more positive future for themselves after involvement in our programs.



### Youth Opportunity Centers

Since 2006, Identity has been the county's lead agency to engage disconnected youth. The YOC programs emphasize building social-emotional skills to better prepare older youth to reconnect to the educational system, prepare for work, and prevent gang involvement. These services are coupled with intensive case management and behavioral therapy, when needed. In addition, Identity works with the Montgomery County Police Department and Health and Human Services to arrange safety planning and relocation for high-risk youth and families facing crisis. With our multicultural partners, the YOC staff is showing young adults of all backgrounds the way to reach their own highest potential.

## 46%

of YOC youth who reported facing challenges with conflict resolution or anger management reported increased skills after involvement in our programs.

### Support and Reentry Services

We work with inmates at the Montgomery County Correctional Facility. They participate in bilingual programs including Book Club, Financial Literacy and Spanish Literacy. Identity offers pre-placement orientation, individual case management, interpretation services and reentry coordination.

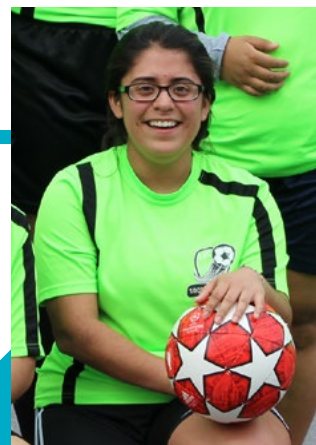
## 297

Inmates were served at the Montgomery County Correctional Facility.

**“When I joined Identity’s soccer program they helped me think outside the box to not just take soccer as a sport but see it more as a way you can develop more friendships with others and make connections. It has helped me become more of a leader and more of a risk-taker.”**

**JAHAYRA DEL CID MORALES**

Watkins Mill High School Wellness Center



# Academic Support

Identity offers engaging, culturally competent academic support to students who have interrupted education or who are falling behind grade level. From elementary school reading to middle school algebra, GED, ESOL and basic certification classes, all students also receive our signature wraparound services including case management and access to behavioral counseling.

## Elementary Schools

Identity is currently implementing its reading and social-emotional program in four elementary schools – Capt. James E. Daly, Clopper Mill, Stedwick, and Whetstone Elementary Schools. As part of the effort, their parents and families are supported with comprehensive case management and monthly parent workshops on topics such as child development, how to support learning at home, and navigating the school system.

99%

Finished the year with a C or higher in language arts.

88%

of students that began the program with poor social/life skills as evaluated by teachers, showed improvement in social competence at exit.

## Middle Schools

Identity began working with sixth grade students at Neelsville Middle School this year, focused on math and reading. The program aims to increase students' connection to school, leadership, and social emotional skills. Staff will be working with these students for the next two years as they progress to seventh and eighth grades.

75%

of regularly participating students achieved a final report card grade of C or higher in math.



**“You feel like you’re supported by a whole bunch of people that just care about you. I have improved on my reading skills all because of Identity. The fact that they will do anything in their power to help young Latinos become bright minds—those bright minds that they are destined to be is amazing. Honestly, I don’t know what people would do without Identity.”**

**STEPHANY SANTOYO**

Elementary Reading Program



## Wellness Centers

The Wellness Centers collaborate with school and health partners offering a comprehensive approach to supporting cognitive development. Wellness Center programming strengthens school connectedness and other protective factors that have been shown to lead to better academic outcomes. The Wellness Centers are partners in additional programs such as Wheaton High School's Knight Time, Watkins Mill High School's Wolverine Time and Youth Summit, and Gaithersburg High School's Trojan Experience for students who need extra social and/or academic supports to thrive in school.

# 69%

of Wellness Center youth who reported a negative perception of the school environment at intake, reported a positive perception of school at exit.

# 76%

who reported a poor academic outlook at intake, reported an increase at exit.

## Youth Opportunity Centers

Our Case Managers work closely with Montgomery County Public Schools to advocate for our clients. For clients who are no longer in school, Identity offers English and Spanish GED classes at our two Youth Opportunity Centers as an alternative pathway to a high school diploma. We also provide ESOL instructors and expanded tutoring hours. In addition, we offer basic certifications in Word and Excel. 70% of our clients who initially reported being disconnected from the school system were reconnected to high school or our GED program. Our one-stop model is showing great promise for Montgomery County's disconnected youth from all backgrounds.

# 131

clients attended GED classes at the Youth Opportunity Centers in FY19.

# 16

earned their diploma, and

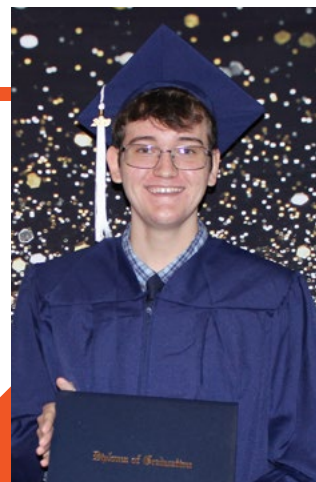
# 39

passed at least one of the four GED tests.

**"I felt like I would never be able to get my high school diploma, I felt like school just wasn't for me and before I heard about Identity I thought it was just over for me and that it wouldn't happen. But Identity has given me a whole lot of resources and an opportunity to get my diploma and get my life back on track where I thought it was over before it began. So I owe a lot to this place, a lot."**

### WILLIAM JONES

Identity GED program participant  
and high school graduate



# Workforce Development and Employment

We work with youth to help them gain sustainable, meaningful employment and a firm footing on a career pathway.

Our model includes rigorous curriculum-based job-readiness training; career navigation support; paid and unpaid work experience; mentoring and coaching; financial and computer literacy training. All of these services are complimented with intensive case management to ensure clients' basic needs are stabilized so they are ready to become successful in the workplace.

We are excited to share that this year we strengthened our relationship with Montgomery College, which resulted in more clients getting scholarships for professional certifications in Early Childhood Education and as Certified Medical Assistants and Automotive Technicians. We offer other basic certifications such as HIPAA, OSHA, CPR, SafeServ, and Flagger. In addition, our workforce development program is paired with other wraparound services including trauma-informed restorative practices and mental health and substance abuse counseling.

48

Youth Opportunity Center clients got a job.

118

youth enrolled in job readiness programs.

92

youth received individual job counseling.



**“I’m on my way to get a better job. Identity staff at the Youth Opportunity Center helped me get the scholarship and training that I always wanted, and now I am a medical assistant thanks to Identity. We need organizations like Identity to help the teenagers to get a better job, a better opportunity and help us make our dreams come true.”**

**ROSA BRIOSO**

Youth Opportunity Center participant  
and Certified Medical Assistant

# Wraparound Services

The whole person—the whole family. From our soccer coaches to youth development specialists to parent outreach workers, frontline Identity staff are all involved in identifying the wraparound services each youth and their family members need to transition youth into successful adulthood. This holistic approach has proven itself time and again to be crucial in helping vulnerable or disconnected youth by strengthening the capacity of their home support systems.

## Case Management

We connect youth and their families to health care, legal assistance, food, clothing, housing, emergency assistance, low-cost internet, refurbished computers and benefits to which they are entitled.

967

clients received 3,004 referrals for social services.

## Mental Health

Evidence-based, trauma-informed mental health services are available to all program participants. Identity recognizes the prevalence of trauma among our client population, and we routinely assess our clients' adverse childhood experiences, as well as their parents'. We provide ongoing training to staff to increase their understanding of the signs and symptoms of trauma, and their ability to create a safe environment for clients and avoid retraumatization.

388

individual clients were treated by Identity mental health counselors.

This year, we piloted new curricula for our Family Reunification and Strengthening programs, multi-session healing programs for youth and their families who have experienced extreme levels of intergenerational trauma and in many cases long periods of separation.

## Substance Abuse Prevention and Intervention

Identity offers substance abuse counseling in addition to the prevention and intervention skill building that is woven into our curricula across programs. We run group counseling as well as individual sessions.

65%

of youth who reported using drugs or alcohol at intake, reported a decrease in their drug or alcohol use after participating in Identity programs.



### Parent Engagement – A Family Centered Approach

For parents and guardians of the youth enrolled in Identity's school-based programs, we offer education and engagement workshops as a roadmap to deeper involvement in their child's school and education. Workshop topics include increasing parents' understanding of grade level proficiency standards, online homework systems, report cards, teacher conferences, and child and adolescent development. Bilingual parent outreach workers also serve as the parents' point of contact and school advocate. Building the ability of parents to engage with the school and their child's education has been shown to directly impact student success in school and in life.

# 183

hours of Identity parent education and engagement programming

### Recreation

Recreation is often the door a young person first opens when exploring Identity programs. Our bilingual Positive Youth Development Soccer plus Mentoring Program led by certified and trained coaches not only provides access to healthy team sports without fees, it also teaches at-risk Latino youth leadership, conflict resolution and social integration skills. This program may be the only option for our middle and high school players to be involved with competitive sports, as many don't qualify for school teams due to low grades or are struggling to adjust to a new home, culture and language, and are therefore especially vulnerable to disconnection. All Identity programs offer additional recreational options such as basketball, swimming, hiking, yoga and other healthy recreational activities.

# 83%

of youth in Identity's soccer program who initially reported lacking positive expectations for their future, reported an increase in their self-confidence to accomplish their life goals and/or their ability to deal with problems that they may face in their futures.



# Community Empowerment

Identity champions equitable and sufficient resources, supports and opportunities for Latino youth to succeed in school, at work, and in community life. Because helping one child at a time, one school at a time is simply not enough, we redoubled our efforts to bring about systemic changes that would interrupt patterns of underachievement, lost hope and disconnection.

Identity hosted the largest Candidate Forum for County Executive of the season and offered simultaneous translation to hundreds in the audience; co-hosted the first-ever Superintendent's Latino Community Forum; hosted a briefing for all elected officials representing Montgomery County; and supported parent testimony before the Board of Education; the County Executive's Budget Forum; and the County Executive and Council President's Community Conversations on Racial Equity and Social Justice. Recognizing the knowledge and power of Identity families, our dedicated leadership development program, Padres Conectados Academia de Liderazgo, trained and channeled the assets of 65 parent leaders, whose voices were heard loud and clear at these events and others.



In fact, we marked the beginning of our 20th Anniversary year with the release of the Promise of Latino Youth Report (UMD 2018) and Identity's Promise Challenge: A Call to Action at our public Promise Forum in November 2018. This kicked off a multi-year campaign to better understand and close the gaps in opportunity and achievement, coming at a time of unique transparency by Montgomery County Public Schools with the release of their equity and accountability data. Also growing from the Promise Challenge and the release of the equity data, was the beginning of a new partnership between Identity and the NAACP Parents' Council, the Black and Brown Coalition for Educational Equity and Excellence.

## Thank you

to each and every funder and donor on behalf of the youth and families whose lives you have touched. This list includes all donations in memory of Richard Wright (husband of Identity Board Member Teresa Wright) whose lifelong values of service and inclusivity continue to inspire Identity today.

### GOVERNMENT, STATE AND LOCAL AGENCIES

City of Gaithersburg  
Corporation for National and Community Service  
Maryland State Department of Education  
Montgomery County Council  
Montgomery County Department of Corrections  
Montgomery County Department of Health and Human Services  
Montgomery County Department of Recreation  
Montgomery County Office of the Executive  
Montgomery County Public Schools

### FOUNDATIONS, FUNDS AND NON-GOVERNMENT ENTITIES

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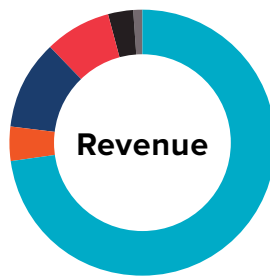
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Henry Montes  
Tatiana Murillo  
Edward and Patsy Murphree  
Sharon Natanblut  
Victoria C Nathan  
Douglas Jack Nyman  
Francis G. (Jerry) O'Brien and Dennis M. Powell  
Philomena Ojeda  
Susana Olague Trapani  
Aryani Ong  
Joe and Barbara Oppenheimer  
Hans Oser  
Thomas Pacosian  
Kevin Pan

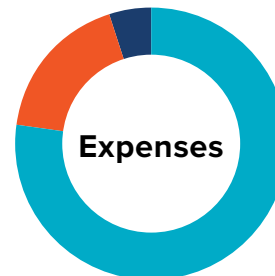
Marli and Art Pasternak  
Shawn and James Pelletier  
Ankita Perry  
Molly Peter  
Paul Poppen  
Bruce and Joan Porter  
Teresa and Jeffrey Poretz  
Susan and Scott Puritz  
Oscar Quiroa  
Lee Raesly  
Curt W Reimann  
Melissa Reitkopp  
Bruce L Reynolds  
Kirill Reznik  
Patricia Rivas  
Claudia and William Robinson  
Sandra C Rosengarden  
John Rumble  
William Rumble  
Sally Rudney and Scott Hoekman Family Fund  
Amy Saltzman  
Mathilde Sateri  
Susan Schreiber  
Roger Segalla  
Andrea and Salvatore Selvaggio  
Jana Sharp  
Pamela and Peter Sheridan  
Charles Short  
Stanley E. Shulman  
Sidney Schwarz and Sandra Perlstein  
Neal and Jennifer Simon Fund  
Jean Simons  
Jeffrey Singer  
Donna M. Skibbe  
Pete Smith and Marcia Marsh  
Edward L Snyder  
Dori Solomon  
Jeffrey I. Steger  
Kathy Stein  
David and Joanie Steinberg  
Margie Rob Stelzer  
Leslie Swartzwelder  
Liz Symonds  
C Marie Taylor  
Amy Green Thrasher  
Kevin Toruno  
Bill Treanor  
Susan Trebach  
Paul Trevino and Jim Alexander  
Diego Uriburu  
Jorge R. Urrutia  
Divina Vernigor  
Gabrielle Vetter-Taaffe  
Efrain Viana  
Michelle Ward-Brent  
Christine Weber  
Stuart Marc Weiser  
Ellen Wilson  
Carol Wolchok  
Alice J Wong  
Teresa and Richard Wright  
Louise Yale  
Bob and Linda Youngentob Family Foundation  
Barbara Zientek  
David Zwerdling



# Financials



<b>Local Government Grants and Contracts</b>	
\$4,528,427.00	73%
<b>Federal Grants and Contracts</b>	
\$239,595.00	4%
<b>Foundation Grants*</b>	
\$712,184.00	11%
<b>In-Kind Donations</b>	
\$478,603.00	8%
<b>Individual Contributions</b>	
\$170,077.00	3%
<b>Other Revenue</b>	
\$37,640.00	1%
<b>\$6,166,526.00</b>	



<b>Support of Youth and Families</b>	
\$4,677,409.00	78%
<b>Management and General</b>	
\$1,064,797.00	17%
<b>Fundraising</b>	
\$276,702.00	5%
<b>\$6,018,908.00</b>	

*\*(includes individual and family contributions made through donor advised funds)*



