

identity

Annual Report

FY2021

Our Mission

In pursuit of a just, equitable and inclusive society, Identity creates opportunities for Latino and other historically underserved youth to realize their highest potential and thrive.

Our Vision

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

What We Do

Like an extended family, Identity teaches and models for young people, ages 7–25, the social-emotional, academic and workforce skills they need to thrive in the modern world. Programs and services are provided after school, in the community and on playing fields and are complimented by family case management, mental health and substance abuse counseling, non-clinical emotional support, and recreation. We also work to empower parents to engage in their children's education and be champions for their success and the success of the community. Our youth and parents are full partners in the planning and implementation of Identity's direct service and advocacy efforts. Like family, we celebrate their victories and offer help when something extra is needed.

What Difference We Make

Identity is honored to have supported the successful growth and development of tens of thousands of young people living in high poverty areas of Montgomery County since 1998. Identity youth report real improvements in their ability to resolve conflict; speak up for themselves; connect to school, the workforce and the community; and avoid substance abuse and delinquent behavior. Identity youth show improved school attendance and achievement, and their families report improved communication and more involvement in their children's lives after participating in our programs. Lifesaving safety-net support and caring human connections stave off hunger, homelessness and despair in families during times of extreme crisis.



Dear friends and supporters,

The extraordinary and steady show of care and support for suffering youth and their families was the single most moving aspect of the past year. The persistence and resilience of the Identity community to help each other move through fear, illness, grief and despair and push beyond obstacles was, to us, the most inspiring.

Like so many, the Identity community ended FY21 having been tested and supported in ways we never could have imagined. Community members brought to the brink, once stabilized, helped other vulnerable neighbors cope. Staff who worked tirelessly to deliver programs and services both in person and remotely took on multiple new roles at work and at home. Board members reimagined their role as ambassadors of our mission and found new ways to support our growth. Donors and local government and philanthropic partners entrusted us to direct \$2.1 million in emergency aid where it was needed the most. Altogether, community members, staff, Board members and supporters showed up in creative ways to weave together a safety net to catch nearly 47,000 neighbors whose health, mental health, work and schooling were threatened by the scourge of COVID-19 that disproportionately impacted low-income communities and communities of color.

The pandemic tested and validated our founding values and accelerated transformative growth to meet community needs, especially for lifesaving COVID-19 testing and vaccines, case management and emotional support. It also accelerated a transformation in the way we work. Many former clients—youth and parents—joined Identity's efforts and connected their peers to health and safety net resources, were a trusted source of information at a time when misinformation and fear overwhelmed many families, and shared non-clinical strategies

for coping with stress, isolation, and anxiety. We fast-tracked our evolution as a trauma-informed model organization; expanded summer programs and eligibility and options for Workforce Development programming; and built a team of case managers to help thousands of families keep the wolf from the door.

Where Identity had already been recognized as a critical asset, trusted for our tenacity and unwavering commitment to client services and community empowerment, the pandemic underscored Identity's essential role in the fabric of Montgomery County. We were honored to help shape and implement the response of local government and local philanthropy to COVID-19 and systemic inequities. We are especially grateful to leaders who recognized the urgent need to partner with culturally and linguistically appropriate groups with deep roots in the community to combat COVID-19 which resulted in a vaccinated Latino population that is one of the highest in the United States.

The same potential we saw in our community when founding Identity in 1998 still motivates us: our young neighbors are assets to be nourished, not problems to be fixed. So, in the end, we remained laser-focused on helping youth improve social-emotional skills, remain connected to school, and prepare for work, and on advocating for systemic changes that address disparities that leave Latino and other historically underserved youth and their families dangerously vulnerable.

In an exceptionally difficult year, as in better years, we thank you for trusting Identity with our most precious resource... our children. We are energized to not just help them regain their footing but to achieve their dreams.

**Un fuerte
abrazo,**



Diego Uriburu
Executive Director



Stephen Metz
Board Chair

Identity's Sustained Response to COVID-19

The fiscal year began with the frightening news that Latinos, who make up 20% of the Montgomery County population, bore 63% of the county's new COVID-19 cases. In response, Identity, with six other community groups, was on the ground floor helping to build the county's *Por Nuestra Salud y Bienestar* (For Our Health and Wellbeing) with the county's Latino Health Initiative and the County Council. Leveraging federal funds, Bienestar became central to turning the curve through a strategy of culturally competent testing, health information, vaccines, emergency assistance funds, and other safety-net services. The result: one of the highest vaccination rates among Latino communities in the nation.

Identity took on most of the Case Management work – providing lifesaving safety net services, emergency funds, and caring human connection for tens of thousands of youth and families across the county. The same strategy – respecting the community's norms and needs – will also define the plan to welcome the new high-potential immigrants and asylum-seeking youth and families coming to the county.

March 16, 2020 –
June 30, 2021

(since onset of the
pandemic)

Provided support and
case management
to over

8,900


households, impacting
almost 54,000 residents.

Emergency food
assistance was up

1,191% 

compared to the same
period pre-COVID.

Emergency housing
assistance was up

3,574% 

compared to the same
period pre-COVID.

Emergency financial
assistance was up

1,330% 

compared to the same
period pre-COVID.

The average emergency
financial assistance was

\$550

per family.

Referrals for health
services increased

1,118% 

compared to the same
period pre-COVID.

Special Projects

- **COMMUNITY PROMOTORAS:** 1,043 isolated neighbors accessed food thanks to Identity's Promotoras who work in partnership with Manna Food Center. They also conducted COVID-19 testing and vaccine outreach for Bienestar. Some Promotoras were trained to co-facilitate non-clinical emotional support groups, too.
- **SAFETY AMBASSADORS:** Combining workforce training and crucial public health outreach, teens and young adult Safety Ambassadors connected their peers and neighbors to COVID-19 information and testing, vaccines and safety net resources such as emergency food.
- **YOUTH VACCINE SURVEY:** Identity Safety Ambassadors surveyed 1,300 of their peers about their intentions and attitudes about getting vaccinated. This information continues to inform local government vaccine outreach to teens.
- **EQUITY REPORT:** Identity, with the Black and Brown Coalition for Educational Equity and Excellence, partnered with the University of Maryland School of Public Health to shed light on the extreme barriers Black, Brown and low-income students faced at home to connect to and sustain remote schooling. The report helped school staff better understand the difficult conditions their students faced and begin to find ways to overcome them.
- **INTERNSHIPS:** In partnership with the Montgomery County Food Council and Business Leaders Fighting Hunger, 6 Youth Opportunity Center clients completed internships focused on helping residents access SNAP. This internship program is continuing.
- **STUDY BUBBLES:** 30 high schoolers facing significant barriers to online learning attended Identity-run Wellness Center Study Bubbles with the City of Gaithersburg, where they benefited from stable internet and equipment, enrichment activities, opportunities for community service and a supportive community of peers and trusted adults.

Maria Magdalena

When you are the matriarch of the family, like Maria Magdalena, everyone looks to you for strength, especially in a crisis. But by the time Maria Magdalena called Identity she admitted being ashamed by how much she was struggling both financially and emotionally. The mother of four young children is battling cancer and had to stop working. She feared contracting COVID-19 would be fatal. Her husband's job alone barely covered the rent, and there was little left for food or warm winter clothing for the children. Her Identity Case Manager began working on multiple fronts to avert a crisis for the family. He was able to access county emergency assistance, food, clothing and even a holiday giving program for the children, and, most importantly, referrals for healthcare for Maria Magdalena and her husband.

Maria Magdalena was used to being the rock and it was hard for her to be so vulnerable and in such despair. Identity is honored to be able to take some of the load off her shoulders – thanks to our donors and supporters.

Who We Served

FROM JULY 1, 2020 TO JUNE 30, 2021

13,876 Clients

Benefiting 46,650 residents

(Based on 7,775 households with an average size of 6 people)

Socioeconomics

31%

of youth lacked health insurance.

65%

of students received Free and Reduced Meals (FARMS).

18%

of youth lived in precarious housing (rented a room, lived in a shelter or a group home).

78%

of families had an annual income of \$39,000 or less.

Family Cohesion

27%

of youth lived in a single parent home; 13% lived in a restructured family (with stepparents); and 21% lived without either parent.

43%

of youth had been separated from one or both of their parents, mainly due to immigration or divorce.

8

was the average number of years of separation from a parent because of an immigration issue.

6

was the average number of people living in each household.

Adverse Childhood Experiences (ACES)*

90%

of youth had at least one ACE.

37%

of youth had 3 or more ACES.

62%

of parents had at least one ACE.

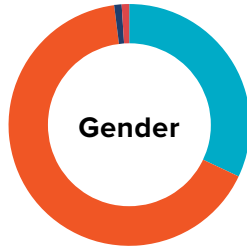
27%

of parents had 3 or more ACES.

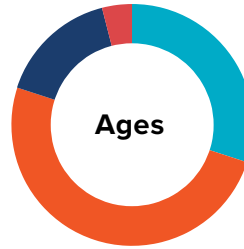
*Data is from pre-pandemic surveys. Because ACES surveys are sensitive, they are conducted individually and preferably in-person, which was not feasible in FY21.

Demographics

Adults 26 and over



Male	33.16%
Female	66.69%
Non Binary	0.02%
Transgender	0.13%

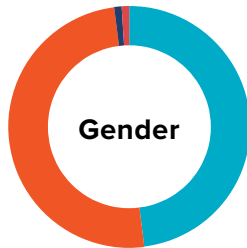


26-35	30%
36-50	50%
51-65	16%
over 65	4%

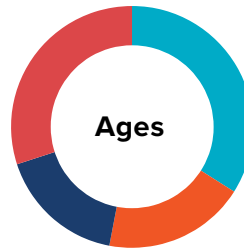


Latino	96.74%
Black/ African American/ African Origin	2.56%
White (Non-Hispanic)	0.10%
Asian/ Pacific Islander	0.21%
Other	0.40%

Youth 25 and under



Male	49.12%
Female	50.72%
Non Binary	0.04%
Transgender	0.12%

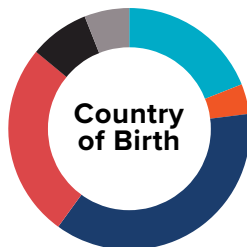


13 and under	33%
14-16	19%
17-18	17%
19-25	30%



Latino	91.11%
Black/ African American/ African Origin	6.86%
White (Non-Hispanic)	0.69%
Asian/ Pacific Islander	0.51%
Other	0.83%

All



US (with Latino heritage)	19%
US (without Latino heritage)	4%
El Salvador	37%
Other Central American and Caribbean Countries	26%
South American Countries	8%
Other	6%

Social and Emotional Learning

Identity programs are grounded in the Positive Youth Development model and work to increase protective factors such as self-esteem, self-efficacy, and conflict resolution skills. 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*). This approach builds on each young person's core abilities and works to improve their self-management, self-awareness, social awareness, healthy relationship skills and responsible decision-making. We bring a trauma-informed approach to all our programs.

59%

of elementary students reported strengthening or maintaining a high level of persistence after participating in our programs.

64%

of middle and high school students who reported poor expectations for their future at intake, reported more positive expectations at exit.

71%

of Wellness Center youth who reported low levels of self-esteem, reported an increase after involvement in our programs.

Out-Of-School-Time Curricula

Identity's curriculum-based programs build upon youths' strengths and provide them with social-emotional support and tools to grow into healthy, successful adults. The programs address goal setting, cultural pride, resiliency, emotional well-being, physical activity and parent-child relationships, and for older youth, reproductive health and substance abuse prevention. Curricula aligns with the CASEL Framework which fosters self-awareness, self-management, relationships, social awareness, and responsible decision making.

High School Wellness Centers

Identity is the lead agency at three of the county's high school-based Wellness Centers. In partnership with the Department of Health and Human Services, Montgomery County Public Schools, and our diverse partners (480 Club, Pride Youth Services, Emerging Triumphant, EveryMind, True Connection Counseling and Creative Ways), Identity manages on-campus centers that integrate social-emotional supports and programs with access to medical care at Gaithersburg, Wheaton and Watkins Mill High Schools. In addition, Identity is the implementation partner for evaluation of the Child Trends' El Camino sexual reproductive health curriculum at the Wellness Centers and five additional high schools. 179 youth participated in the pilot this year.



Watkins Mill High School Wellness Center

Spring Break 2021 was a turning point for these Wellness Center youth because it was the first time after quarantine that they were able to meet in person with staff and each other for recreational field trips. The students' laughter, joy and positive energy were palpable.

Youth Opportunity Centers

The YOCs, located in Gaithersburg and Takoma Park, emphasize building social-emotional skills and job readiness skills to prepare older youth to reconnect to the educational system and the workforce. Services are coupled with intensive case management and behavioral therapy, when needed. With our multicultural partners, Pride Youth Services and Maryland Treatment Centers, the YOC staff is helping diverse young adults reach their highest potential.

Recreation

Our bilingual coaches not only provide youth access to healthy recreational activities and team sports without fees, they teach 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, leaving them especially vulnerable to disconnection.

69%

of YOC youth who reported poor conflict resolution and anger management skills, reported increased skills after involvement in our programs.

71%

of youth in the Rec Program who reported poor conflict resolution skills at intake, reported an increase in those skills after involvement in the program.

57%

of youth in the Rec Program who reported poor school connectedness, reported better connection to school after involvement in the program.

Academic Support

Identity focused on engaging and culturally competent academic support for our youth who have interrupted education or who are falling behind grade level. The 2020-2021 academic year wasn't school as usual, but our program staff worked to create a vibrant, supportive online learning community. Staff personally delivered school and activity supplies regularly to students' homes. After-school enrichment programs continued virtually, often in small groups whether for reading together, working on STEM or general homework help. GED instruction for older youth focused on individual tutoring to keep them on a path to obtain their high school diplomas.

93%

received a grade C or higher in reading. 46% ended the year on or above grade level in reading.

50%

of participants demonstrated grade level proficiency or at least 3+ point growth on the MAP-M standardized test for math.

64%

of youth who initially reported low expectations for a positive future, reported increased confidence to accomplish life goals, deal with problems they may face, and felt more positive about their future.

Elementary Schools

Identity offered *Jóvenes de Mañana*, our Reading + Social-Emotional Skill-Building program in four high need elementary schools: Capt. James E. Daly, Clopper Mill, Stedwick, and Whetstone. Small group instruction with plenty of hands-on literacy activities helped these young students stay engaged and stave off learning loss, while creating connection with each other and trusted adults to counteract the inherent disconnection created by virtual school. We partnered with Adventure Theatre to expose students to the dramatic arts.

Middle Schools

Identity offered enrichment programs in three middle schools: Neelsville, Forest Oak and Gaithersburg where we worked to increase students' social-emotional skills including their connection to school, belief in a positive future and conflict resolution and anger management. We partnered with KID Museum to offer hands-on STEM enrichment. Our program at Neelsville was the most intensive and included math support, and our program at Gaithersburg included homework help and recreational activities.



Study Bubbles

Study Bubbles proved to be bright lights in an otherwise dim school year for teens with the toughest struggles with learning virtually. In partnership with the City of Gaithersburg and the Identity-run Wellness Centers at Gaithersburg and Watkins Mill High Schools, Study Bubbles provided 30 high schoolers with individualized online learning stations at Bohrer Park and the Casey Community Center, stable internet, enrichment activities, opportunities for community service and a supportive community of peers and trusted adults. Wellness Center partner 480 Club worked shoulder-to-shoulder with Identity to create a dynamic learning environment.

For some students, the Study Bubble offered much needed structure and motivation. “Coming to the Study Bubble everyday helps me start my school day. If I stayed home, I would play video games,” said one tenth grader. Others appreciated the extra emotional support plus the chance to practice English and make new friends.

High School Wellness Centers

Wellness Center programs strengthened school connectedness and other protective factors that have been shown to lead to better academic outcomes. During the pandemic we continued our partnership with the schools to offer a program of academic support integrated with social-emotional learning, arts and recreation for ESOL students who need extra help to thrive in school, through Wheaton High School’s Knight Time and Watkins Mill High School’s Wolverine Time.

Youth Opportunity Centers

For clients who are no longer in school, Identity offers English and Spanish GED classes as an alternative path to a high school diploma, ESOL classes and tutoring hours. Because of the pandemic, all GED instruction was provided remotely through individual tutoring. In addition, we offered industry-recognized certification classes in collaboration with Montgomery College. When possible, we advocated to re-enroll students in Montgomery County Public Schools.

67%

of youth who began the year with low connection to school, felt more connected, happy and safe at school after participating in Wellness Center programs.

75%

of youth who had dropped out of school before intake, re-enrolled in school or a GED program.



Ruth and Margarita

Ruth and Margarita knew absolutely no English when they joined Identity's after-school program at Gaithersburg Elementary School. The sisters, in second and third grade, were very shy and spoke only when spoken to in Spanish. But they were persistent and showed up for nearly every virtual session.

Meanwhile, things at home were tough during the pandemic. Their dad was raising them alone and had difficulty making ends meet. So, Identity's Case Managers connected the family with food, clothing and furniture, and at a particularly stressful time—emergency rent and utility assistance. They helped enroll the girls in Care for Kids health insurance, and their dad learned how to navigate the school's online systems and how to support virtual learning.

Little by little the sisters began to participate in activities and Identity staff could tell they were beginning to understand instructions without translation. They logged on with big smiles and grew more and more confident in their reading in English. By the end of the program, they were actually volunteering to read and participated in discussions with zest.

Their dad says he is thankful that Identity worked to strengthen not just his daughters' academics but their whole family, saying "You have been able to guide me and work with me as a team for the wellbeing of the girls."

105

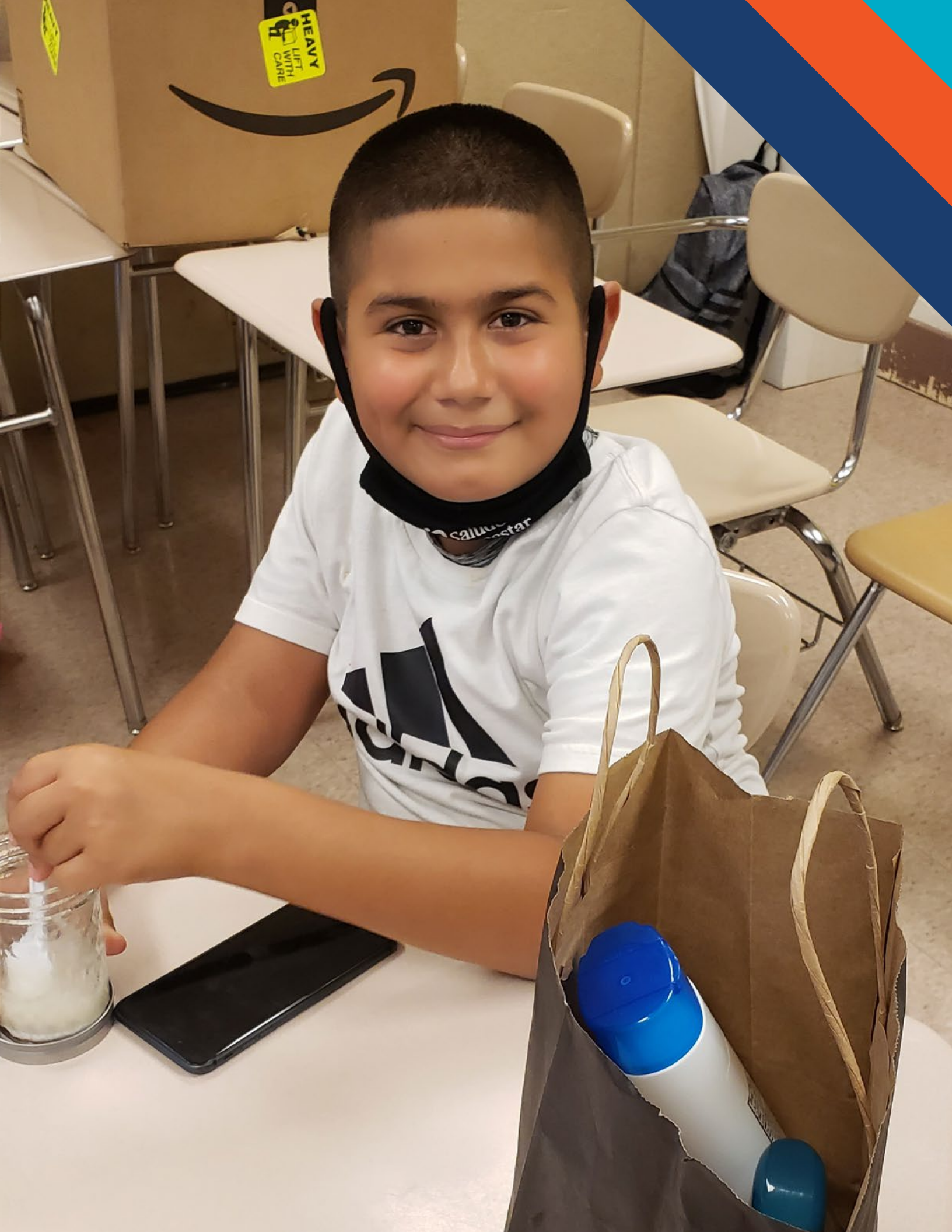
hours of Identity parent education and engagement programming, with attendance totaling 1,100 parents.

100%

of parents of elementary and middle school program participants attended education and engagement workshops.

Parent/Guardian Engagement

For all After-School program and Wellness Center participant families, we offer parent education and engagement workshops as a roadmap to deeper involvement in their children's school and education. Workshop topics included increasing parents' understanding of online class and homework systems, grade level proficiency standards, report cards, teacher conferences, and child and adolescent development. Bilingual Parent Outreach Workers also served as the parents' point of contact and school advocate. Building the ability of parents to engage with the school and their children's education has been shown to directly impact success in school and in life.



Workforce Development

Identity works with youth to prepare them for meaningful employment and firm footing on a career pathway. Our model includes rigorous curriculum-based job readiness training and industry-valued certification training; career navigation support; internships and paid work experience; mentoring and coaching; and financial and computer literacy training. We continued 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.

We reimagined what work experiences could look like when many internships and jobs were lost. One of the most innovative responses was the creation of the Safety Ambassador program. Young people helped the community while earning valuable work experience and stipends. They trained in contact tracing, HIPAA, OSHA, Trauma-informed Active Listening, and participated in a Community Leadership and Social Change Bootcamp offered in partnership with Montgomery College. Safety Ambassadors reached out to neighbors and friends with food and other safety net resources. They shared COVID-19 prevention information and encouraged their peers to get vaccinated. The youth said it opened their eyes to the need in their community and they felt proud because they were able to connect people to real help, becoming part of the solution.

107

youth worked on their GED studies despite significant barriers to remote learning. Though most testing centers were closed, 12 passed at least one GED test; 4 obtained their GED.

193

youth enrolled in Job Readiness Programs, a 24% increase over FY20.

30

youth acquired jobs.

44

youth completed paid internships.

60

youth (High School and YOC) worked as Safety Ambassadors.

171

industry-valued certifications were awarded.





Gianiree

Gianiree never imagined her Identity internship would lead to testifying in front of the Maryland General Assembly, but there she was confidently speaking out in favor of the Hunger-free Campus Grant Program. Her internship with the Montgomery County Food Council helped smaller nonprofits stay informed about food distribution schedules, and she signed up their eligible clients for SNAP benefits. She also was an ‘ear to the ground’ for the Food Council. “It’s amazing,” she says, “you talk to people who are in charge, and you get to tell them what you and the community need, and they work on solutions.”

Due to her valuable input, Gianiree was asked to join the Food Council’s Community Advisory Board, which led to the opportunity to testify in support of food assistance for low-income college and university students. She told lawmakers such a program could have helped her continue her college studies at a time when her family was particularly struggling to pay rent and buy food.

Gianiree is now back in school, with renewed confidence from an internship she says not only gave her real work experience but helped her be brave and realize her opinion is valued.

Wraparound Services

The whole person—the whole family. From our 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 never been more important to our youths' wellbeing than during the COVID-19 pandemic, when those hit hardest suffer a much slower recovery.

26,807

Referrals for safety-net and health needs, an increase of 792% from FY19.

240

individual clients were treated by Identity's bilingual mental health therapists.

80

residents participated in 8 CMH groups facilitated by staff and Promotoras.

Case Management

Beginning in March 2020 as COVID-19 spread, Identity began a sustained and unprecedented response to deliver lifesaving safety-net support and caring human connections to stave off hunger, homelessness, illness and despair in vulnerable families. In addition to expanding the team of full-time case managers from 12 to 35, all front line staff were cross trained in case management. Identity's efforts to help the community during the pandemic are detailed on page 3.

Mental Health

Clinical mental health services are available to all program participants. Because of the prevalence of trauma among our client population, all non-clinical frontline staff are trained to recognize the signs and symptoms of trauma and are trained in non-clinical techniques to help young people and families manage the tremendous emotional impacts of trauma, including COVID-19 and immigration-related traumas.

Community Mental Health (Encuentros)

CMH is an innovative non-clinical program that helps youth and families manage the emotional impacts of trauma with culturally appropriate trauma-informed support groups. Inspired by Latino cultural traditions of family and friends helping each other in times of emotional distress, staff and Promotoras (Latino community connectors) receive specialized training to play a similar healing role as facilitators of CMH Encuentros groups. All front line staff and community Promotoras receive training in non-clinical

mental health techniques so clients who need emotional support, but not necessarily clinical therapy, have greater access to a trained, empathetic ear and tools to help cope with stress and anxiety.

Family Reunification and Strengthening

These multi-session healing programs help reconnect youth and their families who have experienced extreme levels of intergenerational trauma and, in many cases, long periods of separation due to immigration. During the pandemic these sessions were provided virtually to each family and were designed around ordinary family routines that offered opportunities for rebuilding parent-child relationships. Many of these parents also participated in virtual non-clinical emotional support groups and in virtual parenting workshops offered in collaboration with the Parent Encouragement Program.

Substance Abuse Prevention and Intervention

In addition to the prevention skill-building woven into our curricula across programs, Identity offers individual and group substance abuse counseling.

100%

of youth and parents initially reporting poor connection to each other, reported improvement in their family relationships after the program.

68%

of youth who initially reported risky drug or alcohol behavior, reported improved ability to refuse drugs or alcohol at exit.



Café para Mamas

Parents whose children belong to the Wheaton Wellness Center met virtually throughout the year, creating new bonds and building resilience while facing the extreme stresses of the pandemic. A few Mamas display certificates from sessions on nutrition, mindfulness, community mental health and civic engagement.

Community Engagement

Identity champions equitable and sufficient resources, supports and opportunities for Latino and other historically underserved youth and their families as an organization, and in coalition, to bring about systemic changes that would interrupt patterns of underachievement, lost hope and disconnection.

Ensuring Critical Services Reach the Most Vulnerable

Drawing on deep relationships with the community, local elected officials and policymakers, Identity was at the table as a trusted advisor as schools and local government responded to the pandemic. Together we raced to break down barriers to virtual education and to safety-net, healthcare, and employment assistance. For example, Identity worked to ensure emergency rent assistance and eviction protection was available to people without a traditional lease. We advocated for culturally appropriate and equitable access to MCPS' online learning systems as well as food distribution. When new cases of COVID-19 climbed disproportionately in the Latino community, we worked with Montgomery County government to design and run Por Nuestra Salud y Bienestar, an aggressive and successful effort to contain and mitigate the impacts with increased testing, treatment and ultimately vaccines, health education, case management and emergency assistance. And Identity successfully advocated for new county workforce development programs for youth hit hardest by pandemic layoffs, in collaboration with the Latin American Youth Center.

Youth and Adult Leadership Academies

26 parents and 23 youth completed Identity's leadership development program, and we supported another 55 previously trained parent leaders, who shared their experiences with the Board of Education, provided critical information on vaccines to their networks, and gave input to DHHS for their health survey to better serve the Latino community.



Safety Ambassadors and Community Promotoras

Two new programs, conceived during the pandemic, engage and empower community members to be authentic partners in community outreach. Identity's Safety Ambassador program teaches young people, ages 14-24, to engage and inform their networks of health and safety net resources, make referrals for safety-net services, and help distribute food. Identity's community Promotoras are natural leaders who are trained to share information with their networks about health and safety-net services, including referrals for emergency food and to help facilitate non-clinical Community Mental Health groups.

The Black and Brown Coalition for Educational Equity and Excellence

On the one-year anniversary of its first forum, a remarkable 1,200 households tuned in to a virtual forum to hear the MCPS Superintendent and the Board of Education President answer where progress had been made and where urgent attention was needed to improve the education of students who face the most educational injustices. At the forum, the University of Maryland School of Public Health released a new report that detailed problems minority students and families experienced during virtual learning from firsthand accounts.

The Coalition, co-founded by Identity and the NAACP Parent's Council, continues to press forward with its Asks:

- All students, particularly Black and Brown students, must
 - ◆ have access to **effective teaching and diverse teachers**, and these educators must be supported to succeed;
 - ◆ attend schools led by **effective and diverse school leaders** and these leaders must be supported to succeed;
 - ◆ be engaged in and supported to master **rigorous coursework** to ensure success in college and careers.
- All students, particularly Black, Brown and low-income students whose communities have been ravaged by the COVID-19 pandemic, must
 - ◆ have access to **effective accelerated learning opportunities** that can reverse learning loss and redress pre-existing opportunity gaps widened by the crisis;
 - ◆ be provided with regular, proactive, **culturally and linguistically appropriate engagement** to: (1) overcome environmental barriers that impede student success and (2) elevate the voices of these most impacted communities that have previously been marginalized.

Thank you to each and every donor on behalf of the youth and families whose lives you have touched.

FOUNDATIONS, BUSINESSES, NON-GOVERNMENT

Adventist HealthCare Community Partnership Fund
Amazon Smile Foundation
America's Charities
Anonymous
Bender Foundation, Inc.
Bethesda Magazine
Burness
Business Leaders Fighting Hunger
Morris and Gwendolyn Cafritz Foundation
Call Your Mother Deli
Annie E. Casey Foundation
Charities Aide
Foundation of America
Children's Opportunity Fund, GWCF
A. James and Alice B. Clark Foundation
Comcast NBCUniversal Foundation
Community Science
Costco Wholesale
Covid-19 Emergency Response Fund, GWCF
Definitive Logic Corporation
Exelon
Facebook
Fund for Children Youth and Families, GWCF
Giant
The Giving Square
Philip L Graham Fund
Giving Together
Gosnell Foundation
The Greater Washington Community Foundation
Healthcare Initiative Foundation
Home Builders Care Foundation of Maryland
Inter-American Development Bank

The Invisible Hand Foundation
Leidos Biomedical Research, Inc.
Manna Food Center
J. Willard and Alice S. Marriott Foundation
The Richard E. and Nancy P. Marriott Foundation
Maryland Charity Campaign
Mead Family Foundation
Megamart
Meyer Foundation
MoCo Strong Relief and Recovery Fund, GWCF
Montgomery Coalition for Adult English Literacy
Montgomery County Education Association
Montgomery County Public Schools Educational Foundation
National Christian Foundation
Neighbors in Dire Need, GWCF
Nora Roberts Foundation
PepsiCo Foundation
Pew Charitable Trusts
Resilience Fund, GWCF
Seek Common Ground
Sharing Montgomery Fund, GWCF
Stein Sperling
SunTrust United Way Campaign
Jim and Carol Trawick Foundation
TisBest Philanthropy
UBS Matching Gifts Program
United Way of the National Capitol Area
Washington Area Women's Foundation
Washington Gas
Weissberg Foundation
WorkSource Montgomery
World Bank Group

GOVERNMENT, STATE AND LOCAL AGENCIES

City of Gaithersburg
Maryland State Department of Education
Maryland State Department of Planning
Montgomery County Council
Montgomery County Department of Health and Human Services
Montgomery County Department of Recreation
Montgomery County Office of the Executive
Montgomery County Public Schools

INDIVIDUAL DONORS

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Amy Peck Abraham
Bruce Adams
Jill Ahnen
David Airozo
Anita Albertson
Janis B. Alcorn
Jim Alexander
Aggie Alvez
Elaine A. Anderson
William Arnold and Elizabeth Wheaton
Leslie Aronson
Monique Ashton
Ayo Atterberry Winters
Stephen Austin
Patricia Ayres
Lucila Barabos
Linna M. Barnes and Christian Mixter
Susan Barr
Victor Basile
Emily Beckman and Andrew Ewalt
Dave and Becky Beeler Charitable Fund
James Belikove
John C. Bell, III
Yonis Benitez
Millard Bennett

Stephanie and David Bergman Fund
Carol and Gary Berman
Tobie Bernstein
Donna Berry
Fernanda Bianchi
David and Mikel Blair
Robert Blum
Alex Bogdanovsky
Joshua Bokee
Elaine and Martin Book
Dustin and Alvaro Borzet
James Bradley
Shirley Brandman and Howard Shapiro
Peter Braverman and Annice Cody
Emily Jo Green
Thrasher Braxton
Scott Brickman Family Fund
Alice Brooks
Peter Bross
Emilia Brown
Shawn K. Brown
Lawrence Buc and Leigh Houck
Bob Buchanan
Andy Burness
Stephen Cain
Carolyn and Rodolfo Camacho
Annie Canby
Lisa Cantor
Rachel Canty
Ruby Carmen
Alissa Casey
Olga Casillas
Beth Chai
Jessica Chapman
Fan-Li Chou
Jay Choudhary
Elizabeth Clark and Merrill M. Hessel
Patricia M. Clay
Eileen and Derek Coen
Claudia Comins and Bob Friedman
Kevin and Kayce Connelly
Kevin Conroy
Diana Conway
Evan and Rachel Croen
Amy Crowley

Fabiana Cuellar
Rita Cuellar
Patricia Cuff
Mary Jean Davidge
Del Pino Rivera Charitable Fund
Kim DeLaquil
Janice Derr
Ranjit Dhindsa
Alicia Ann DiPiazza
Virginia H. Dixon
Anita and Ryan Coupe Donlon
Carolyn Donovan
Mark Drury
Tom Dunne and Winanne Kreger
Mary Beth Durkin and Hugh Panero
Gabriela Dveksler
Nancy Ebb and Gary Ford
Stewart Edelstein
Yasmine A. Eleazar
Jeannie Engel
Clayton Englar and Liz Symonds
Monica Escalante
Carmen Elena Estrada
Alan Ezagui
Elizabeth Falloon
Julie Farkas and Seth Goldman
Norma and Steven Fennes
Janet Firshein
Nora Fitzpatrick and Robert Stephens
Nancy Foster
George Freeland
Emily Freeman
Gail Fribush
Patricia Friedman and Blair Levin
Linda C. Fuortes
Slavina Gardella
Harold and Janet Garman
Christopher Scott Gates
Barry Gause
Caroline Gelb
Bobby German and Allison McNally
Rob Ginsberg
Gleicher Burness Fund

Hope Gleicher
 Jeffrey and Georgette Godwin
 Janlori Goldman
 Amy Gordon
 Christine Graham
 Sandra Greenberg
 Eleanor Greene
 Vince B. Greenwood
 Gordon S. Groisser
 Grossman-Banks Charitable Fund
 Kai Hagen
 Neil Harris
 Jay Hatch
 Betty Lee Hawks
 Karen and Larry Heisler
 Eric Hershberg
 Scott Hoekman and Sally Rudney Family Fund
 Gillian Huebner
 Richard Humphries
 James Odiaga Iannone
 Ursula Odiaga Iannone
 Michael Jiménez
 Joel Family Charitable Fund
 Darryl Johnson
 Keren Joshi
 Janice Kaplan
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 Elizabeth Kaufman
 Jane Kearns
 Barbara Kammerman and Frido Van Kesteren
 Kim and Whitesell Charitable Fund
 Linda King
 Justin Kirby
 Rebecca Kiser
 Joan D Kleinman
 Virginia Kling
 Carolyn Klinger
 Mike Knapp and Cassie Redmond Knapp
 Kress Family Charitable Fund
 Tamara Lynne Laird
 Debra Langford
 Kathryn Laux
 Kaitlyn Leaf
 Benita and Andrew Lee

Nancy Leopold and Jeff Wagner
 Carolyn Lerner
 Cara Lesser
 Debra and Josh Fried Levin
 Jennifer Levin
 Amanda Lewis
 Carol A. Lewis
 Marcia Lim
 Ana Maria Linares and Richard Michaels
 Samuel Lopez
 Francis J. Lostumbo
 Stephanie Loughlin
 Elayne Lowe
 Wendy Mackie
 Asra Malikzay
 Monica Marquina
 Elisa Martin and Alejandro Yepes
 Gladys Martinez
 Rose Marie Martinez and Donald Shriber
 Kevin Maxwell
 Sabrina A. McCarthy
 Melissa McKenna
 Elizabeth McNichol
 Carol McNiff
 Rebecca and Hugo Medrano
 Stephen Metz
 Jennifer Meyer
 Neile Miller
 Laurie Minerbi
 Laura Mixer
 J. Henry Montes
 Marta Elena Montoro
 Don and Magda Mooers
 Nora Morales
 Judith B. Morenoff
 Duncan Mullis

Sally Murek
 Tatiana Murillo
 Hannah Nation
 Thomas Navratil
 Timo Newton
 Philomena Ojeda
 Adri O'Neil
 Cecilia Otero
 Ellen and Grant Ottenstein
 Norka Margarita Padilla
 Marli and Art Pasternak
 Viridiana Penaloza
 Marta Brito Perez
 Sandra Perlstein and Sidney Schwarz
 Robin S. Pollock
 Paul Poppen
 Joanna Pratt
 Myra Pressman
 Sandra Crouse Quinn
 Lauren Rechtman
 Solange Rego
 Melissa Reitkopp
 Victoria Roberts
 William Matthew Robinson
 Nancy V. Roche
 Barbara Rogers
 Elizabeth Rogers
 Nancy L. Rose
 Stuart Rosenberg
 Janice Rosenblatt
 Lawrence Rosenblum
 John Rumble
 William Rumble
 Sheryl Ruppel
 Allison Russell
 Shannon Ryan
 Himanso K. Sahni
 Amy Saltzman

The Samuel, Nadia, Sidney and Rachel Leah Fund
 Tali Sason
 Scott Michael Satterlund
 Jeff B. Schwaber
 Sarit Scott
 Leon Male Seemann
 Sara Sennett
 Jana Sharp
 Janice Shaw
 Meera Shekar
 Charlie Short Jr.
 Brandon P. Simes
 Jean Simons
 Jeffrey Singer
 Dori Solomon
 Amy Southerland
 Katie Spurlock
 Don Startt
 Kathy Stein
 Beth Mantz Steindecker
 Margot Liang Stiles
 Kelsey Sugrue
 Audrey Suskind
 Katherine Terlesky
 Amy Green Thrasher
 Carol and Bob Tyson
 Chukwudi Uraih
 Diego Uriburu
 Darrilyn Vassar-Jackson
 Divina Vernigor
 Efrain Viana
 Lenore B. Wadman
 Robert Wald
 Lyle Sinrod Walter
 Michele Walters
 Julia Waterman
 Ellen Weiser
 Howard and Susan Weiss

Kenneth and Beatrice Weiss
 James Wells
 Lucy C. Weymouth
 Erin Whaley
 Cliff and Deborah White Family Fund
 TaraDee Whitely
 Wendy Whittemore
 Widdes Family Charitable Fund
 Donna Wilder
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 Sara Winkelman
 Ellen Witman
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 Claire M. Wolfe
 Marta Woodward
 Teresa Wright
 Alesia Zagara
 David M. Zwerdling
IN-KIND DONATIONS
 Adventist HealthCare
 Adventure Theatre
 Aggie Alvez
 Anonymous
 Marta Bascom
 B'nai Israel Congregation
 Shirley Brandman
 Emily Jo Green
 Thrasher Braxton
 Burness
 Jordan Canales
 CareFirst
 Giselle and Lisbeth Carrillo
 Janine Carter
 Cindy Cha
 Maximilian Champine



NEIGHBORS RISING, a local group who describe themselves as neighbors helping neighbors, again supported Identity youth by donating hundreds of new books to young readers in the fall, and, with a twist on their usual Thanksgiving party for older youth, donated pies and grocery gift cards and wrote personal notes of encouragement that were delivered by staff to 60 YOC youth at home.

Sasha Champine
Elaine L. Chang-Baxter
Citizen Heights Church
Comcast
Comcast, Lift
Zone Program
Compass
Jeannie Engel
Sherry Fan
Debra Fried-Levin
Giving Together
Sally Greenberg
Todd Hilgert
Dr. Marijane Hynes
iSupportTheGirls
Dr. Dragana Jankovic
Jewish Community
Relations Council
Candace Kattar
Kid Museum
KindWorks
Lerch, Early & Brewer

Jenny Levin
Jennifer Lopez
Rick McUmbert and
Melanie Folstad
Montgomery College
Montgomery County
Department of Recreation
Montgomery County
Latino Health Initiative
Montgomery County
Public Schools
M&T Bank, Flower
Hill Branch
Amalia Navarro
Neighbors Rising
North Carolina
Outward Bound
Offit Kurman
Erika Portillo
Barbara Richard
Wendy Romero
St. Matthew's
Presbyterian Church

Sue Schreiber
Sandra Serrano
Larry Shulman
Shulman, Rogers, Gandal,
Pordy & Ecker P.A.
Emily Thrasher
Uber
University of Maryland
School of Public Health
Diego Uriburu
Baneli Velasquez
Jonathan Villatoro
Washington Gas
Donna Wilder

PARTNERS

480 Club
Adventure Theatre
Artivate
Black and Brown
Coalition for Educational
Equity and Excellence
Child Trends

Creative Ways Therapy
EveryMind
Emerging Triumphantlly
KID Museum
King Bryant
Latin American Youth
Center/MMYC
Latino Health Initiative
Manna Food Center
Maryland Treatment
Centers
Montgomery College
Montgomery County
Food Council
Montgomery County
Public Schools
Parent Encouragement
Program
Pride Youth Services
Por Nuestra
Salud y Bienestar
True Connection
Counseling

University of Maryland
School of Public Health
Universities at
Shady Grove

**BLACK & BROWN
COALITION**

David and Mikel Blair
Family Foundation
Burness
Children's
Opportunity Fund
Fax Richardson
Family Fund
Meyer Foundation
New Ventures Fund
Seek Common Ground
The Giving Square
Cliff and Deborah
White Family Fund



Financials

Local Government Grants and Contracts		
	\$9,153,347	75%
Federal Grants and Contracts		
	\$ 829,399	7%
Foundation Grants		
	\$1,649,158	13%
In-Kind Donations		
	\$207,744	2%
Individual Contributions		
	\$343,714	3%
Other Revenue		
	\$20,379	0%
		\$12,203,741

Support of Youth and Families		
	\$8,484,246	88%
Management and General		
	\$744,712	8%
Fundraising		
	\$454,740	4%
		\$9,683,698

Revenue includes funds promised in FY21 restricted to spending in FY22 or beyond.

Where We Served

After school. In the community. On playing fields.

We help youth, and the families who love them, improve social-emotional well-being, achieve academic success and prepare for work. All programs are supported by case management, recreation, parent engagement and education, mental health and substance abuse counseling, non-clinical community mental health and family strengthening and reunification.

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 and Family Programs

- Capt. James E. Daly Elementary School
- Clopper Mill Elementary School
- Gaithersburg Elementary School
- Redland Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Forest Oak Middle School
- Gaithersburg Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Clarksburg High School
- Albert Einstein High School
- John F. Kennedy High School
- Seneca Valley High School
- Springbrook High School

Board of Directors

- Stephen Metz, Chair
- Sarah Whitesell, Vice Chair
- Kevin Toruno, Treasurer
- Aggie Alvez, Secretary
- Wanda Bautista, Yonis Benitez, Shirley Brandman, Stewart Edelstein, Michael Knapp, Christian Mixter, Don Mooers, Jorge Restrepo, Tal Widdes, Teresa Wright**, Alejandro Yepes

**Board Emeritus

Staff Leadership

- Diego Uriburu, Co-Founder and Executive Director
- Carolyn Camacho, Program Director
- Carmen Estrada, Evaluation and Quality Assurance Director
- 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



IDENTITY
c/o Nonprofit Village
15800 Crabbs Branch Way, Suite #300
Rockville, MD 20855
TEL: 301-963-5900

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