

Identity **25**

Annual Report

FY2023

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 the social and emotional, academic, workforce and life skills youth and families need to thrive. No-cost programs and services are provided at school, in the community and on playing fields and are complemented by family case management, non-clinical emotional support, mental health and substance use counseling 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 services and community engagement. 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. This year we served over 11,000 youth and families. Identity youth report real improvements in their ability to resolve conflict; manage difficult emotions; speak up for themselves; connect to school, the workforce and the community; and avoid substance abuse and other harmful behavior. Identity youth show improved school attendance and achievement, and their families report improved trust and communication and more involvement in their children's lives and in civic life 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. The personal perseverance of our youth and families and their ability to push beyond obstacles related to trauma, poverty, language isolation and fear inspires us every day.

Our Core Values

- Young people come first.
- Every child has potential.
- Youth deserve more than one chance.
- Society is enhanced by cultural diversity.
- Community members are full and direct partners.
- To serve others is a privilege and requires excellence.



Dear friends and supporters,

Heading into our 25th year, we celebrate! Together, we laid Identity's foundation and built it into a trusted anchor institution changing the lives of Latino and other historically underserved youth and families across Montgomery County, MD.

Together, we have acknowledged challenges, found innovative solutions and grown in unprecedented ways to keep a record number of young people engaged in education, older youth engaged in work skills development and parents equipped to help with both, while also providing life-saving case management and mental health support. All of these efforts have been designed and implemented with and for our client community in partnership with outstanding staff who know that it is a privilege to serve and requires nothing less than excellence.

When we reflect on the past 25 years and envision the next, we focus on one of our core values: community members are full and direct partners in planning and carrying out Identity's programs and services.

Put another way, we continue to serve a community whose trust we earn every day by empowering them to voice what is most important to their well-being and future and to (co)create and deliver solutions. For example,

- *Encuentros* is empowering the community to heal itself. In the face of a national mental health crisis that is especially devastating for young people, Identity Community Mental Health Workers and Youth Peer Leaders co-facilitated emotional support groups that helped 1,739 youth, parents and friends this past year to cope with stress, anxiety and despair.
- Expanded Workforce Development programming is empowering unemployed and underemployed community members with more sustainable opportunities to care for themselves and their

families. 371 older youth and parents enrolled in workforce development programs, 60% more than last year. This included 15 budding entrepreneurs who completed an intensive year-long program and pitched their businesses at Identity's first Entrepreneurship Expo.

- *Padres Latinos Conectados* is empowering parents to be champions for their children's success. More than 200 recent graduates and active alumni with children in 29 different schools are encouraging their peers to advocate for educational equity and be active in civic life. Together, they made sure the Montgomery County Public Schools Board of Education and the Montgomery County Council acted on their request for math and literacy tutors to address record low scores.
- Immigrant teens were empowered to design and deliver special programming to welcome and help acclimate more recently arrived newcomers and introduce them to organizations committed to helping them realize their dreams. Together, we served 1,301 new immigrants.
- And, Identity's Board of Directors and staff continued to be empowered and inspired by the resilience and determination of our clients, who have shown time and again that the right support at the right time allows people facing unimaginable challenges to lead the way.

Like family, you, our treasured allies and donors, embraced our community's vision of a just and equitable society that nurtures all youth and is enriched by their contributions. Together, we celebrated victories, offered help when something extra was needed and imagined a more equitable future.

Together, we will continue to build a better society over the next quarter century and beyond.

Un abrazo fuerte,



Diego Uriburu
Executive Director



Sarah Whitesell
Chair of the Board of Directors

Adverse Childhood Experiences (ACEs)

are potentially traumatic events suffered in childhood that can have negative, long-lasting effects on health and wellbeing. These experiences can range from economic hardship to emotional, physical and sexual abuse. Identity youth are exposed to ACEs at higher rates compared to U.S. and Maryland youth, and their parents were exposed as children with similarly high rates.

89%
of youth had at least one ACE.

67%
of youth had 3 or more ACEs.

60%
of parents had at least one ACE before the age of 18.

40%
of parents had 3 or more ACEs before the age of 18.

Immigration-specific ACEs

Who We Served

FROM JULY 1, 2022 TO JUNE 30, 2023

11,055 Clients
Benefiting over 45,000 residents

Hard-working, resilient youth and their families pressed on with optimism, especially working their way out of the disruption and isolation of the pandemic.

Socioeconomics

30%
of youth lacked health insurance.

60%
of students received Free and Reduced Meals (FARMs).

12%
of youth lived in precarious housing (rented a room, lived in a shelter or a group home).

86%
of families had an annual income of \$47,000 or less.

Family Cohesion

29%
of youth lived in a single parent home; 14% lived in a restructured family (with stepparents); and 21% lived without either parent.

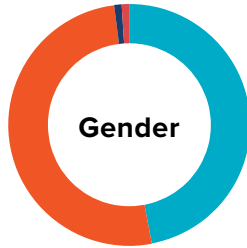
59%
of youth had been separated from one or both of their parents, mainly due to immigration or divorce.

7
was the average number of years of separation from a parent because of an immigration issue.

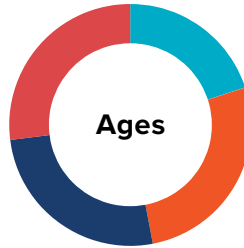
Many of our youth and parents who arrived in the U.S. as minors have immigration-specific childhood traumas. Our 2023 survey found 64% of youth and 60% of parents reported immigration-specific ACEs such as being afraid of dying, being lost, lacking food and water during their journey to the U.S., and/or having to leave their home country because of gang or political violence.

Demographics

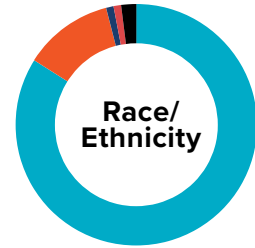
Youth 25 and under



Male	48%
Female	51.7%
Non Binary	0.2%
Transgender	0.1%

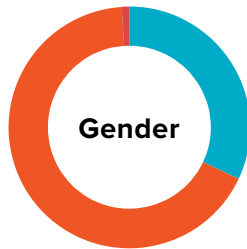


13 and under	20%
14-16	27%
17-18	26%
19-25	27%

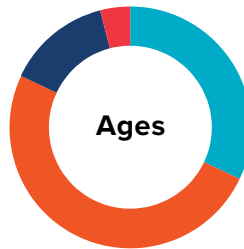


Latino	84%
Black/ African American/ African Origin	12%
White (Non-Hispanic)	1%
Asian/ Pacific Islander	1%
Other	2%

Adults 26 and over



Male	31.89%
Female	67.99%
Transgender	0.12%

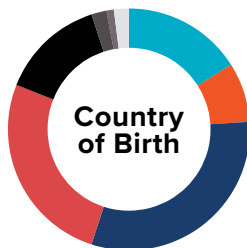


26-35	32%
36-50	50%
51-65	14%
Over 65	4%

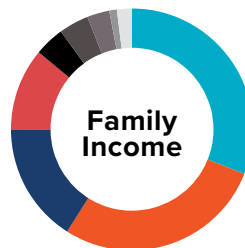


Latino	97.5%
Black/ African American/ African Origin	1.8%
White (Non-Hispanic)	0.4%
Asian/ Pacific Islander	0.1%
Other	0.2%

All



US (with Latino heritage)	16%
US (without Latino heritage)	8%
El Salvador	31%
Other Central American and Caribbean Countries	26%
South American Countries	14%
Mexico	2%
African Countries	1%
Other	2%



Less than \$23,000	31.2%
\$23,001-\$30,000	28.2%
\$30,001-\$39,000	15.8%
\$39,001-\$47,000	10.6%
\$47,001-\$55,000	4.4%
\$55,001-\$63,000	3.5%
\$63,001-\$71,000	2.6%
\$71,001-\$79,000	1.4%
Over \$79,000	2.3%





Social and Emotional Learning

Social and emotional learning is vital for the young people and families we work with because it teaches crucial life skills including understanding themselves, developing a healthy self-image, taking responsibility for their actions and forging positive relationships. It is critical to building confidence and self-esteem. Social and emotional learning can be thought of as the process of teaching the skills and abilities that are most essential to school, work and life.

76%

of elementary students reported greater self-management (the ability to manage their emotions, thoughts and behaviors to achieve their goals) after participating in our programs.

66%

of middle school students who reported some level of depression symptoms reported a decrease in their depression symptoms after participating in our programs.

62%

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

Strengthening protective characteristics reduces young people's likelihood of engaging in risky and negative behaviors, and continues to show positive benefits for years, including increased academic achievement (Review of Meta-Analyses, *Psychological Bulletin* 148, 2022). Identity's trauma-informed social and emotional skill-building programs are delivered at school, in the community and on playing fields across Montgomery County.

Elementary and Middle School Out-of-School-Time

245 youth served

Identity's curriculum-based programs build upon youths' strengths and provide them with social and emotional support and tools to grow into healthy, successful adults. The programs address goal-setting, cultural pride, resiliency, emotional wellbeing, physical activity and parent-child relationships, and, for older youth, reproductive health and substance abuse prevention.

High School Wellness Centers

2,228 youth served

Identity managed four of the county's high school-based Wellness Centers that integrate social and emotional programs and supports with health care services at Gaithersburg, Seneca Valley, Watkins Mill and Wheaton High Schools. The goal of programs, clinical and non-clinical mental health supports, mentoring and therapeutic recreation and enrichment activities is to promote healthy adolescent development, build upon youths' strengths and help them stay connected to school leading to better economic and

New Wellness Center

Identity was honored to announce the opening in July 2023 of a new Wellness Center at John F. Kennedy High School, operating in partnership with Montgomery County Department of Health and Human Services, 480 Club, Emerging Triumphantly and True Connection Counseling.



life outcomes. We assist diverse youth and families in partnership with Montgomery County Department of Health and Human Services, 480 Club, Emerging Triumphantly, EveryMind and True Connection Counseling.

The Centers added evening and weekend hours to offer greater access to the programs and services to accommodate new immigrants.

High School Bridge to Wellness Centers

371 youth served

Identity began offering social and emotional skill building programs, activities and mentoring for youth who need extra support to thrive at eight high schools through a Montgomery County initiative called Bridge to Wellness. The goal is to increase access to Positive Youth Development programs and services that help students connect to their peers, school and education. The high schools are Albert Einstein, Bethesda Chevy Chase, Clarksburg, Magruder, Quince Orchard, Rockville, Richard Montgomery and Springbrook. The programs are run in partnership with the YMCA, EveryMind, Sheppard Pratt and Street Outreach Network.

93

Bridge to Wellness youth completed PYD programs including *Encuentros*, *Joven Noble*, *AMEN* and BTW Leadership Development.

Youth Opportunity Centers

605 youth served

The YOCs, located in Gaithersburg and Takoma Park, emphasize building social and emotional and job readiness skills to help vulnerable older youth (re)connect to the education system, the workforce, their families and the community. Individually and in groups, all services are complemented by intensive case management and mental health therapy. With our multicultural partners, Pride Youth Services and Maryland Treatment Centers, the YOC staff is helping diverse young adults move toward a more positive future.

81%

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



The Healing Power of Nature

Youth Opportunity Center and Bridge to Wellness youth came together for a retreat at NorthBay Adventure in Elk Neck State Park. Over three days, 48 young people participated in activities that helped them explore their values and goals while forming friendships. A mask-making exercise was particularly poignant, with youth decorating the outside of the mask with the traits they show the world, while revealing brutally honest inner thoughts and emotions on the inside.



58%

of youth in the Rec Program who initially reported poor conflict resolution skills reported an increase after involvement in the program.

53%

of youth in the Rec Program who initially reported poor school connectedness reported an increase after involvement in the program.

Recreation

211 youth served

Identity's bilingual coaches not only provide youth access to healthy recreational activities and team sports without fees, but also model leadership and teamwork 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. In addition to soccer, youth took advantage of free tennis and swimming lessons, and our coaches organized scenic hikes on nearby trails and helped families participate in outdoor events like RioPalooza in the George Washington National Forest.

Community Mental Health

For the growing numbers of community members who need emotional support – but not necessarily clinical therapy – Identity's non-clinical support groups help youth and families manage difficult emotions and the impacts of trauma, including family separation. These programs give participants greater access to a trained, empathetic ear and practical tools to cope with stress, anxiety and despair.

Family Reunification and Strengthening

209 participants

Multi-session healing programs help reconnect youth and their families after experiencing long periods of separation due to immigration. Some of the painful challenges youth face include poor or no communication during separation and adapting to new family dynamics while grieving family they left behind. Group sessions, individual coaching and home-based exercises offer opportunities to forge new parent-child relationships.

Encuentros

1,295 adult participants, 443 youth participants

Since the program was established in 2021, 2,348 members of the community have participated.

Inspired by Latino cultural traditions of family and friends helping each other in times of emotional distress, Identity's *Encuentros* emotional support groups help community members manage the mental health impacts of their own and their families' trauma. *Encuentros* was designed with and for the Latino community. The adult groups are co-facilitated by trained Latino Community Mental Health Workers with support from Identity staff. Community Mental Health Workers are natural connectors and trusted leaders in their community.

This year, we expanded to help high school youth who are experiencing increasing mental health struggles. Youth Peer Leaders were trained to co-facilitate teen *Encuentros* groups with Identity staff. The curriculum is evaluated and continuously improved through a partnership with the University of Maryland School of Public Health.

100%

of parents/guardians and 94% of youth who initially reported poor relationships with their children/parents, reported improved relationships after the Family Reunification program.

84%

of adult *Encuentros* participants reported feeling better able to help their friends and families handle difficult emotions after the program.

65%

of adult *Encuentros* participants reported a decrease in anxiety.

92%

of youth *Encuentros* participants reported increased ability to handle or cope with their painful feelings after the program.

"The advice they give has helped me a lot. Now I can better express my feelings, my emotions, and family life at home has also improved."

Jasmine C.
Youth *Encuentros* participant

"It is a great opportunity to be able to participate in this group. Neighbors helping each other. Because it benefits me, my family, my children and my community."

Maria M.
Adult *Encuentros* participant





Academic Support

Identity offers engaging and culturally appropriate academic support for students who have interrupted education, a fragile connection to school and/or are falling behind. Math and reading scores plummeted nationally and locally following the pandemic. Our Out-of-School-Time, Wellness Center and GED programs offered academic support and activities to accelerate learning and school connectedness, which research shows can improve academic achievement (American Psychological Association).

62%

of youth who had dropped out of school before joining the YOCs, re-enrolled in school or enrolled in our GED program.

Youth Opportunity Centers

141 GED and ESOL participants served

For clients who are no longer in school, Identity offered English and Spanish GED classes as an alternative path to a high school diploma, ESOL classes and tutoring. Clients passed 43 GED tests, and 11 clients earned their high school diploma. In addition, we offered industry-recognized certification and career pathway courses, in collaboration with Montgomery College. Whenever possible, we advocated to re-enroll school-age students in Montgomery County Public Schools.

59%

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

High School Wellness Centers

2,228 youth served

Wellness Center programs strengthened school connectedness and other protective factors that have been shown to lead to better attendance, grades and graduation rates. We continued our 21st Century Community Learning Center partnership with Montgomery County Public Schools to offer academic support integrated with social and emotional learning, arts and recreation for 136 ESOL students at Watkins Mill High School and 92 ESOL students at Wheaton High School who need extra help to thrive in school.

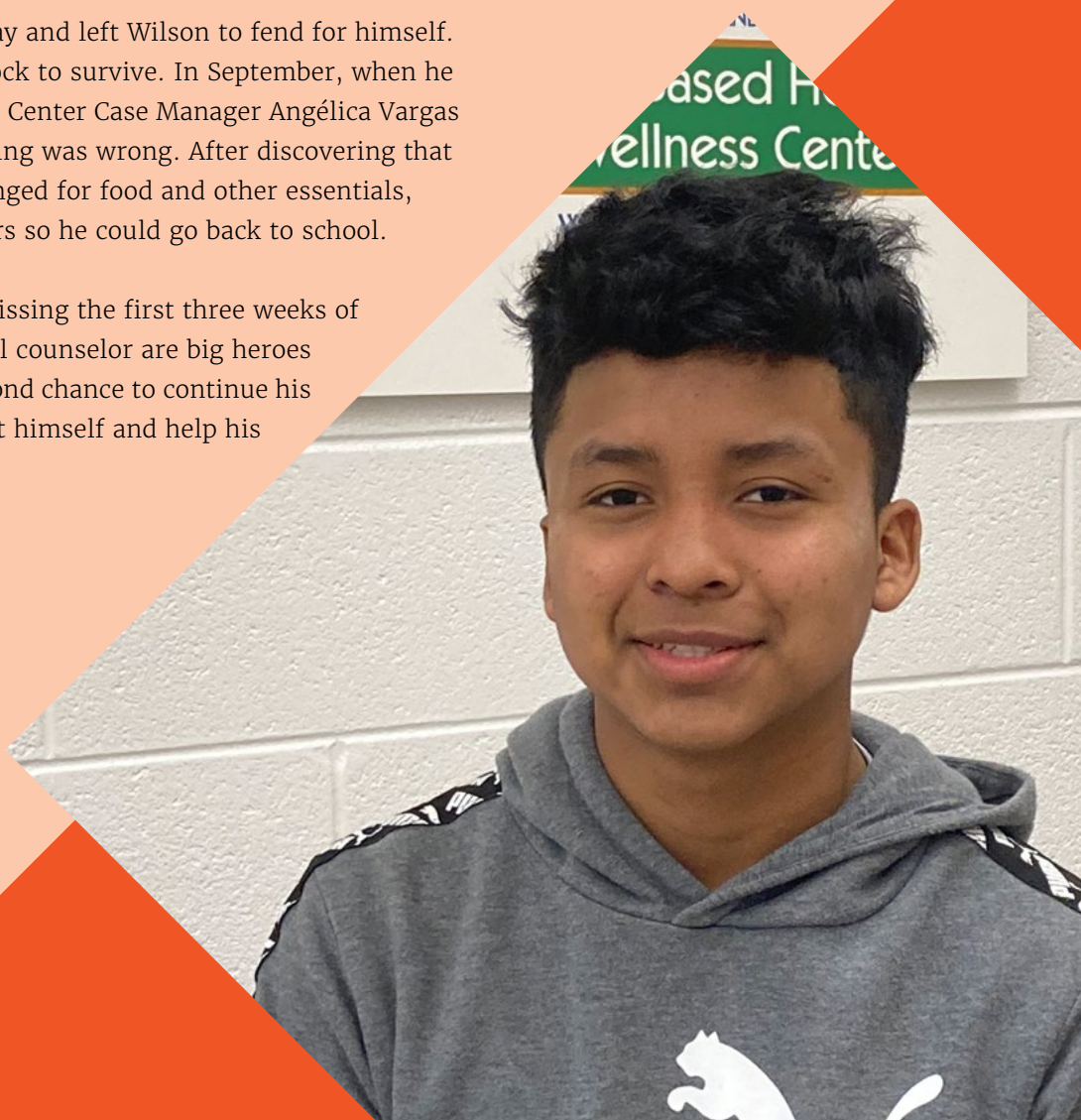
WILSON'S STORY

Stabilizing a student's living situation is often the best way to help them thrive academically. For Wilson, it was life changing.

At 16, Wilson risked his life to travel 1,800 miles from Guatemala to Maryland to live with an uncle he'd never met. He says it was the only way he could keep his sister and grandparents from starvation and still finish school. He enrolled at Wheaton High School and the WHS Wellness Center where he joined the afterschool Knight Time program. He heard it offered academic help plus fun. He wanted to be a kid sometimes, not always an adult. His grueling days began at 6:00 am with homework, then school and the Knight Time program. Then he worked in a restaurant until 11:00 pm, riding the bus home late at night to sleep for a few hours before doing it all over again.

Over the summer, his uncle moved away and left Wilson to fend for himself. Now 17, he was working around the clock to survive. In September, when he didn't show up for school, his Wellness Center Case Manager Angélica Vargas and his school counselor knew something was wrong. After discovering that Wilson had been abandoned, they arranged for food and other essentials, allowing him to cut back his work hours so he could go back to school.

Wilson passed all his classes despite missing the first three weeks of school and says Angélica and his school counselor are big heroes in his life – giving him that crucial second chance to continue his education by ensuring he could support himself and help his loved ones.



89%

of youth reported they were more confident about what they can achieve, better at solving problems, and more interested in STEM after participating in the program.

98%

of students reported increased or sustained levels on at least four learning skills such as problem solving, team-work and leadership.

106

hours of Identity parent education and engagement programming.

Líderes de Mañana, Middle Schools

177 youth served

Identity offered academic enrichment programs during the school year in four middle schools: Forest Oak, Gaithersburg, Montgomery Village and Neelsville. During Spring Break, students participated in activities designed to give their science and math brains a workout while also exposing them to future education and career activities, through a partnership with Montgomery College.

Jóvenes de Mañana, Elementary Schools

68 youth served

Jóvenes de Mañana provides academic support to struggling second- and third-grade Latino students. Our program combines literacy lessons, STEM enrichment, social and emotional skill building and family engagement to promote success in school. It was delivered at three high-need elementary schools: Gaithersburg, Stedwick and Whetstone. Small group instruction with plenty of hands-on literacy activities and special STEM enrichment through a partnership with KID Museum helped young students stay engaged and resilient in their learning journey, while creating connection with each other and trusted adults. Field trips to Imagination Stage, the Kennedy Center and other theaters reinforced literacy.

Parent/Guardian Engagement

1,001 parents served (duplicated attendance)

We offered parents workshops as a roadmap to deeper involvement in their children's school and education. Workshop topics included navigation of the school system, use of ParentVUE, report cards, effective communication with school staff, preventing bullying and cyberbullying, recognizing and preventing substance use, and child and adolescent development. Bilingual Parent Outreach Workers help parents navigate the school system and provide referrals to social services. Building the ability of parents to engage with the school and their children's education has been shown to directly impact long-term success in school and in life.

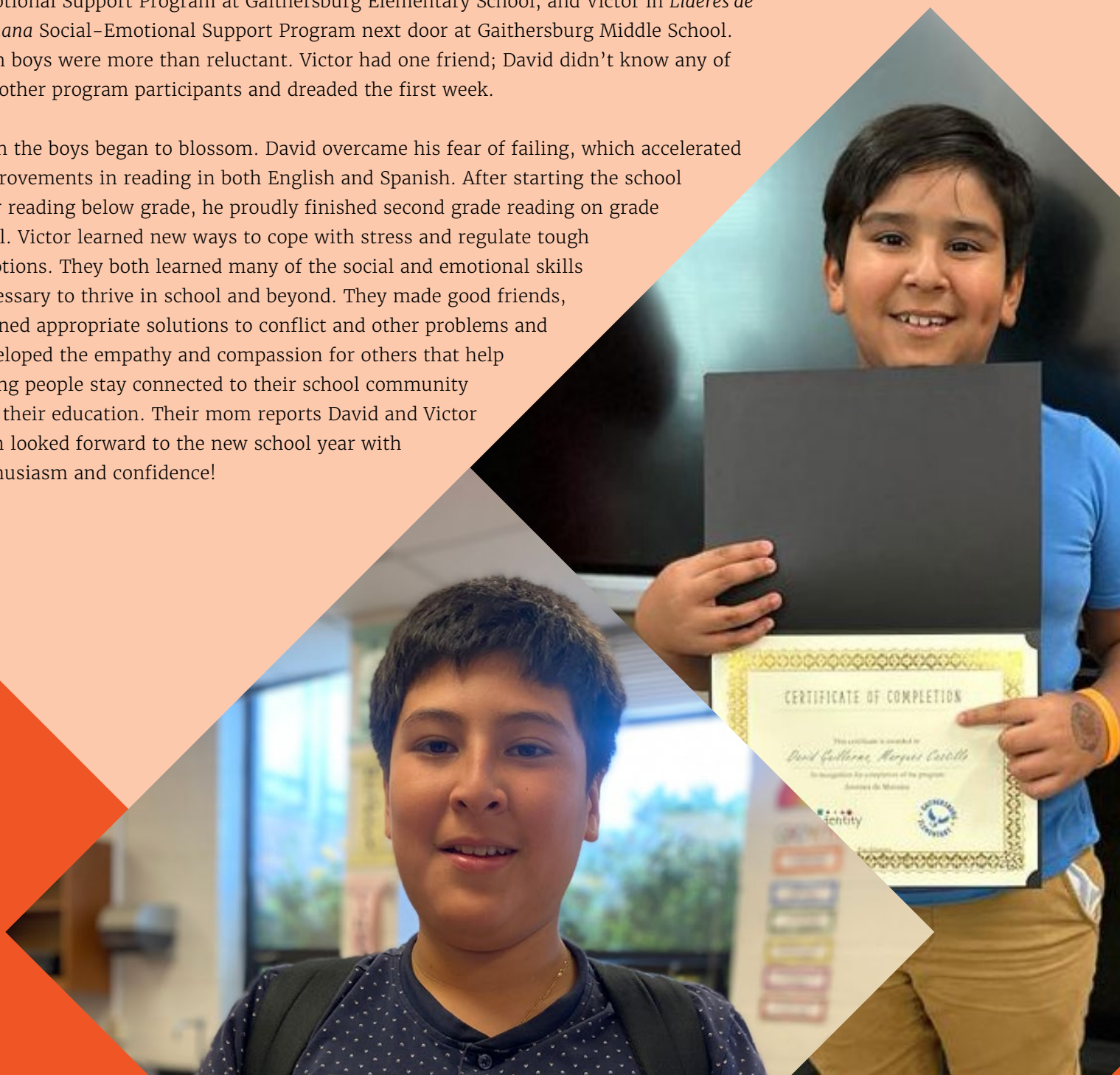


VICTOR AND DAVID

David (2nd grade) and Victor (6th grade) and their parents were really struggling. Struggling to feel comfortable and competent at school. Struggling financially. But their mother trusted that Identity Out-of-School Time programs would be good for them because she was already getting help with sorely needed basics, like food and clothing.

So she enrolled both of them, David in *Jóvenes de Mañana* Academic and Social-Emotional Support Program at Gaithersburg Elementary School, and Victor in *Líderes de Mañana* Social-Emotional Support Program next door at Gaithersburg Middle School. Both boys were more than reluctant. Victor had one friend; David didn't know any of the other program participants and dreaded the first week.

Soon the boys began to blossom. David overcame his fear of failing, which accelerated improvements in reading in both English and Spanish. After starting the school year reading below grade, he proudly finished second grade reading on grade level. Victor learned new ways to cope with stress and regulate tough emotions. They both learned many of the social and emotional skills necessary to thrive in school and beyond. They made good friends, learned appropriate solutions to conflict and other problems and developed the empathy and compassion for others that help young people stay connected to their school community and their education. Their mom reports David and Victor both looked forward to the new school year with enthusiasm and confidence!



EDRAS' STORY

By the time Edras was 15, he had been suspended from school twice and was suffering such extreme anxiety and depression that he barely went to school anyway. And yet, his grades were good and he knew his future depended on having a high school diploma. So, he gathered the strength to enroll in Identity's Crossroads Youth Opportunity Center (CYOC) GED program. At first, CYOC Manager Kyle Broadnax advocated with the school to provide accommodations for Edras because of his age and the social support a high school can offer. But back at school his anxiety and depression worsened, and Edras asked to be hospitalized.

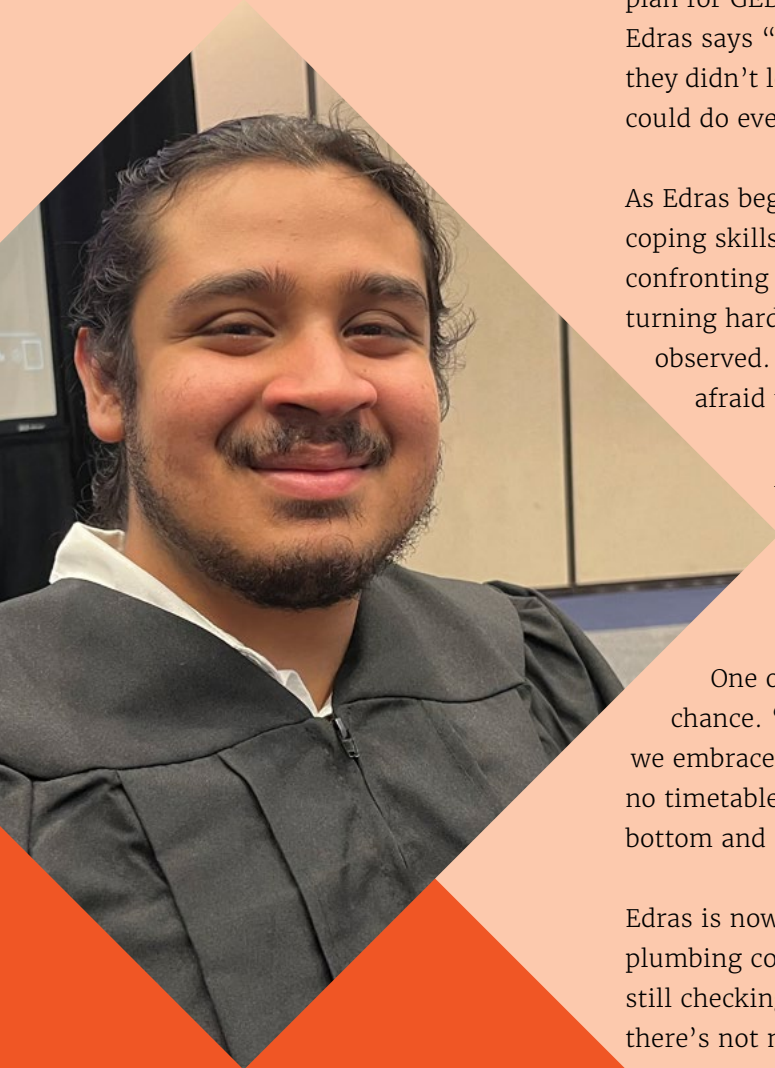
When he was released from the hospital, Edras returned to the CYOC with even greater urgency despite a severe depression. Kyle and Edras devised a plan for GED home-schooling, therapy and college and career counseling. Edras says "they gave me a lot of confidence, with that came hard work. But they didn't look down on me or focus on what I couldn't do; they knew what I could do even if I didn't."

As Edras began to come out of his shell, he also began to heal by using new coping skills and by simply showing up and working hard. Kyle believes confronting his traumatic experiences made Edras a very resilient person, turning hardship into a strength. "He has this self-awareness," Kyle observed. "He is introspective. He recognized he needed help and wasn't afraid to ask."

At only 16, Edras passed all four GED tests and earned his Maryland High School Diploma in just two months— an accomplishment that usually takes one to two years. His unusually high scores also converted to college credit.

One of Identity's core values is that all youth deserve more than one chance. "The fact that Edras felt comfortable enough to come back—, we embraced him and gave him the support he needed. Zero judgment, no timetable, at his own pace. From my perspective, he came back at rock bottom and soared."

Edras is now 19, working in the administrative office of a large commercial plumbing corporation, saving money to go to college. He says Identity is still checking up on him. "You become a part of something like Identity and there's not much stopping you from feeling the confidence."



Workforce Development

Identity's Workforce Development programs help unemployed or underemployed older youth and parents establish a path to economic stability and mobility. The program continued to grow and offered a comprehensive range of services to support clients in gaining industry-recognized certifications, obtaining scholarships and work experience, and finding a job in their chosen field. In addition to training, bilingual Case Managers help address issues that frequently derail efforts to find and keep gainful employment by resolving basic impediments such as transportation and business clothing or uniforms, while also stabilizing their living circumstances.

Our clients this year earned certifications such as Electrical Technician, PC Technician, IT Specialist, Early Childhood Educator, Certified Medical Assistant, Certified Nursing Assistant, Paraeducator and Cosmetologist.

371

clients (youth and adults) enrolled in workforce development programs, 60% more than in FY22.

94

clients obtained jobs or participated in work experience and internships.

116

clients earned career pathway certifications or industry-recognized certifications.

Entrepreneurship Expo

Budding entrepreneurs pitched their small business start-ups, from personalized piñatas and pet grooming to catering and financial coaching at Identity's first Entrepreneurship Expo. The 15 participant entrepreneurs are not an anomaly: nationally, Latino-owned businesses are the fastest growing segment of the U.S. business sector (Stanford Graduate School of Business).



26,435

referrals for safety-net and health needs.

95%

of referrals completed successfully.

Wraparound Services

The whole person – the whole family. From Program Facilitators to Parent Outreach Workers, frontline Identity staff are trained to identify the safety-net, health or mental health support community members need and connect them to resources inside and outside of Identity to stabilize and strengthen their ultimate support system – the family.

Case Management Program

7,247 clients served

Identity's Case Managers worked with thousands of people in distress across Montgomery County to access life-saving food, clothing, health care, and other essentials and benefits to stabilize and strengthen the capacity of their home support systems. We continued to focus on empowering those who are experiencing a slower pandemic recovery and those who are new to the country, to stave off hunger, homelessness, illness and despair.

Case Management supported nearly 900 newcomers from Latin America who arrived in Montgomery County this year. The county is a primary destination for immigrant and asylum-seeking children, youth and families, especially for those seeking to reunite with relatives after long separations or to find safety from mortal danger in their home countries. It is especially difficult for new immigrants who arrive in the area with no relatives, connection or support system here. Case Managers are essential to helping newcomers acclimate to life in the U.S.



DENIS' STORY

Denis V. came to Identity just weeks after being forced to flee her home country. Despite having experienced extreme trauma, she was enthusiastic about learning and doing everything possible to acclimate to her new home and find work. She was joyful when she saw the computer her Case Manager was able to provide through KindWorks and immediately asked how she could use an online translator and connect to Zoom to attend training. With great enthusiasm, she learned how to make a resume, conduct herself in an interview, transfer her old skills to her new reality.

But there was another roadblock. Denis couldn't afford to pay her phone bill and prospective employers could not reach her to schedule an interview or even offer her a position. So, Identity helped her pay the phone bill and she got the call offering a job as a kitchen assistant in a local restaurant. Denis is now not only able to afford a one-bedroom rental, she is also relieved to be able to send money to support family back home.



Mental Health

395 clients served

Clinical mental health services are open to all program participants. Because of the prevalence of trauma among our client population, all non-clinical frontline staff are trained to recognize the early warning signs that clients may benefit from clinical therapy individually or in groups.

Substance Use Prevention and Intervention

In response to a spike in substance use and abuse among students, Identity hosted a series of bilingual conversations to empower parents with information about risky behavior, prevention strategies and treatment resources. Staff were trained on how to recognize drug use in youth, and on substance abuse emergency aid. In addition to the prevention skill-building woven into our curricula across programs, Identity offers individual and group substance abuse counseling at the Youth Opportunity Centers.

395

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

200+

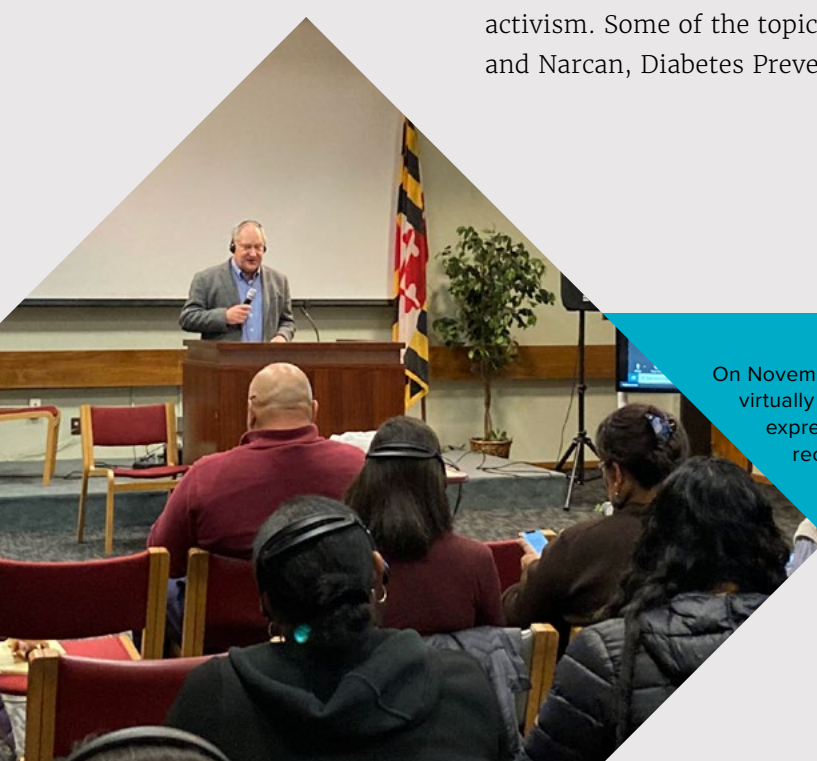
people attended youth substance use workshops and forums run by Identity.

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. Identity co-founded the Black and Brown Coalition for Educational Equity and Excellence with the NAACP Parents Council in Montgomery County, which works to leverage our combined influence as 56% of the MCPS student body to undo the impacts of systemic inequity on the education of Black, Brown and low-income students.

Identity's *Padres Latinos Conectados*/Parent Leadership Academy

Identity parents are active leaders in 29 schools, as Identity's *Padres Latinos Conectados* trained 67 new parent leaders and mobilized 158 active alumni to advocate for positive change in their communities and schools. 100 parent leaders met with the County Executive to discuss the issue of bullying in schools, leading to the County's increased investment in student harm reduction programs. 123 parent leaders attended the MCPS Board of Education meeting for the release of the Anti-Racist Audit Report. We continued to engage the alumni network with monthly events to inform and encourage community activism. Some of the topics this year were Bullying and Cyberbullying, Substance Abuse and Narcan, Diabetes Prevention and Understanding FAFSA.



On November 9th, 100 parent leaders attended a hearing either virtually or in-person with County Executive Marc Elrich to express their concerns about bullying in schools. Parents recommended actions county and school leaders could take to keep their students safer.

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

**FOUNDATIONS,
BUSINESSES,
NON-GOVERNMENT**

Adventist HealthCare
Amazon Smile Foundation
Anonymous
AstraZeneca
Bender Foundation
Business Leaders
Fighting Hunger
CareFirst BlueCross
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Annie E. Casey Foundation
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A new backpack full of new supplies, a handwritten note of encouragement and an in-person "welcome" from caring adults are especially meaningful for students whose connection to school is insecure or fragile, including youth who are new to the country and its system of education. In 2022, 40 volunteers and over 50 donors supplied, packed and distributed 700 backpacks to elementary school, middle school, high school, GED and workforce students. In 2023, 50 volunteers and 50 donors and sponsors filled and distributed 950 backpacks! Together we are investing in their success.

BACKPACK DRIVE

1,650

students started the school year with new backpacks and school supplies in 2022 and 2023.



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What an amazing feeling to know that Identity has been recognized by the next generation of philanthropists. Thanks to **The Giving Square's Kids for Kids Fund Program**, 4th graders at Summit Hall Elementary chose to donate \$1,000 to Identity so more kids can participate in recreation programs. We were heartened to see young people getting involved in their community. Thank you, Summit Hall Elementary students, for your generosity, and Giving Square for teaching the joys of generosity.



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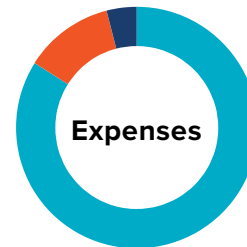
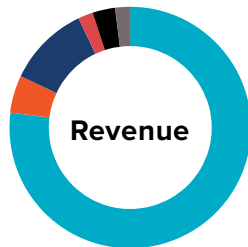
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Financials

Local Government Grants and Contracts	
\$10,324,352	62%
Federal Grants and Contracts	
\$189,530	1%
Foundation Grants	
\$1,239,242	7%
In-Kind Donations	
\$201,673	1%
Individual Contributions	
\$4,617,579	28%
Other Revenue	
\$86,654	1%
Total Revenue	\$16,659,031

Support of Youth and Families	
\$10,137,684	82%
Management and General	
\$1,588,212	13%
Fundraising	
\$652,408	5%
Total Expenses	\$12,378,304

Revenue includes 1) funds paid or promised in FY23 that are restricted to spending in FY24 or beyond and 2) Transformational Campaign pledges to give made in FY23 to be fulfilled in future years.

Revenue and expenses do not include an additional \$37,500 of in-kind donations due to GAAP restrictions.

Financial statements are pending final audit review.

Where We Served

After school. In the community. On playing fields.

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

Youth Opportunity Centers

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

High School Wellness Centers

- Gaithersburg High School
- Seneca Valley High School
- Watkins Mill High School
- Wheaton High School

Bridge to Wellness High Schools

- Bethesda Chevy Chase High School
- Clarksburg High School
- Albert Einstein High School
- Col. Zadok Magruder High School
- Quince Orchard High School
- Richard Montgomery High School
- Rockville High School
- Springbrook High School

Out-of-School-Time Programs and Family Programs

- Gaithersburg Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Forest Oak Middle School
- Gaithersburg Middle School
- Montgomery Village Middle School
- Neelsville Middle School

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A Mosaic Celebrating the Watkins Mill High School Wellness Center

Unity. Acceptance. Teamwork. Trustworthiness. Kindness. Watkins Mill High School teens created this mosaic to express in their own words what their Wellness Center means to them. Under the guidance of teaching artist Carien Quiroga, the students conceived of, designed and constructed the mosaic, placing every piece of glass by hand – including the blue wind that swirls through it to show growth, change and transformation. The students, all English Language Learners, believe that without the Wellness Center they wouldn't be able to access the education they know will lead to a better future for them.

“The creative process is a mirror of the immigrant experience,” says Quiroga. “The very nature of mosaic-making is reconstructing and creating new imagery out of broken shards of glass and serves as a reminder of the immigrant experience, of rebuilding lives in a new country while holding on to the pieces of their own cultural heritage.”

This mosaic was made possible through Identity's partnership with Wolverine Time, MCPS' 21st Century Community Learning Center at Watkins Mill High School.



IDENTITY
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Report designed pro bono by Burness. Special thanks and appreciation to Todd Hilgert and Maria Goodrick.

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