

2022 YWCA National Program Inventory and Impact Summary

Impact Area - Girls and Teens Empowerment and Leadership Development

About

YWCA USA is a strong network nationwide of 196 local associations. Local associations are asked yearly to provide program-level data for collective impact evaluations. In 2022, 135 (68.9%) local associations reported on their programs and impact. Impact data provided throughout recognizes those who submitted and is not the collective 196.

Summary

These programs target girls and teens and focus on academics, financial literacy, healthy relationships, and more. Girls and Teens Empowerment and Leadership Development programs are designed to assist girls and teens in exploring various learning opportunities in science, technology, engineering, mathematics, and arts.

Collectively, the local associations reported:



In 2022 there were 48 fewer people served under Girls and Teens Empowerment and Leadership; 8% fewer people were People of Color compared to 2021. However, there was a 35% increase in people being women and girls in 2022.

In the 2021 YWCA National Program Inventory and Impact Survey, 19,628 People were served under Girls and Teens Empowerment and Leadership, 86.90% were people of color, and 67.25% were Women and

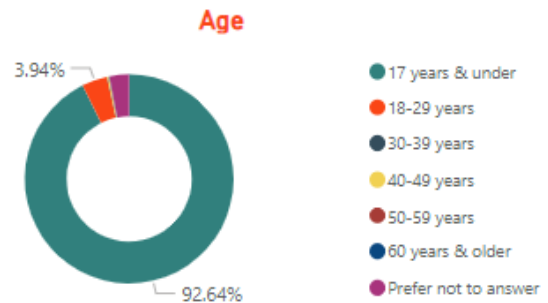
In 2022, the United States was still operating under pandemic guidelines like much of the world. As President and CEO of Boys & Girls Club of America, Jim Clark points out in an article, ¹Youth Right Now: The State of Kids in America, “In 2022, parents, caregivers, educators, and youth development professionals have worries that they didn’t have just a few years ago...” The Covid-19 pandemic was announced as officially over on May

¹ Jim Clark, “Youth Right Now: The State of Kids in America”, The Boys & Girls Clubs of America, accessed July 31, 2023, <https://www.bgca.org/news-stories/2022/August/youth-right-now-the-state-of-kids-in-america>

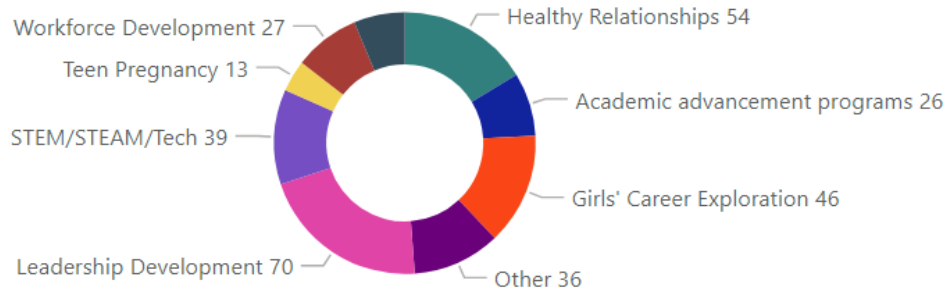
11, 2023, which could be why fewer people were served in programs. The reality of Covid-19 was that people were scared.

Many schools and programs continued online or in person with precautions or had to shut down; this was a barrier for some. However, there is a burden that needs to be talked about more, like how children started facing challenges they may have never had before, such as watching younger siblings, doing household chores, attending school

online, and much more! It is unrealistic to think that children would participate in programs after having so much on their plate. The overwhelming majority of girls and teens served throughout the network are under 17 years & under, standing strong at 93%.



Breakdown of Program Sub-Areas



The graph above showcases the YWCA local associations that reported 70 programs focusing on Leadership Development, 54 on Healthy Relationships, 46 on Girls' Career Exploration, and 39 on STEM/STEAM/Tech. AAUW states, ²"Women make up only 28% of the workforce in science, technology, engineering, and math (STEM), and men vastly outnumber women majoring in most STEM fields in college. The gender gaps are particularly high in some of the fastest-growing and highest-paid jobs of the future, like computer science and engineering. Local associations are working to provide opportunities to learn and develop skills in STEM/STEAM programs and develop future leaders. In an article titled, ³"Women leaders

² 1. "The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics-AAUW: Empowering Women Since 1881," AAUW, accessed July 24, 2023, <https://www.aauw.org/resources/research/the-stem-gap/>.

³ 1. Amy Novotney, "Women Leaders Make Work Better. Here's the Science behind How to Promote Them," American Psychological Association, March 23, 2023, <https://www.apa.org/topics/women-girls/female-leaders-make-work-better>.

make work better. Here's the science behind how to promote them" by Amy Novotney with American Psychological Association, the paper discusses how women have been leaders throughout history. Yet, women only lead 10% of Fortune 500 companies currently. "When more women are empowered to lead, everyone benefits. Decades of studies show women leaders help increase productivity, enhance collaboration, inspire organization dedication, and improve fairness."

Novotney identifies evidence-based strategies for closing the gender gap—one evidence-based strategy is the early identification of leadership potential. With 70 leadership programs being offered throughout the network, Local Associations are identifying and providing opportunities for girls and teens to hone in on the unique skills that could one day allow them to lead a company.

Girls and Teens Empowerment and Leadership Development Trends

Programs: The following programs/initiatives are consistently found throughout the survey submissions for Girls and Teens Empowerment and Leadership Development:

- Advocating/Empowerment/STEM/STEAM
- College Preparation/Career Exploration/Future Planning
- Dance
- Leadership
- Healthy Relationships

Challenges: To program delivery reported by the associations:

- Competition/Enrollment/Participants have other responsibilities such as working and/or caring for siblings
- Funding/Lack of space
- Marketing /Materials
- School administration barriers
- Staffing/Training Staff/ Volunteers to assist with the programming and to be guest speakers
- Transportation

Opportunities: Associations identified the following as ways to have a greater impact

- Meet with legislators about policies
- Bring the community together/Collaboration with other youth-serving organizations
- Expansion of the program/Outreach to rural schools
- Integrate with college-campaigns/Integrate with Racial Justice Curriculum
- Provide more scholarships and increase the amounts of scholarship awards
- Social Media support/Sponsorships