There is More to Minnesota when every young woman thrives.

September 2019
The Young Women’s Initiative (YWI MN) was launched by the Women’s Foundation of Minnesota in 2016. At the invitation from the Foundation to co-lead, the Governor’s Office became a partner in this multi-year, multi-million-dollar investment that centers the leadership and solutions of young women of color, American Indian young women, young women from Greater Minnesota, LGBTQ+ youth, and young women with disabilities.

After the launch of My Brother’s Keeper, a White House initiative focused on men and boys of color, the White House Council of Women and Girls invited the Women’s Foundation of Minnesota and a handful of gender equity organizations to meet at the White House and develop a parallel program in support of young women of color. Inspired by the first Young Women’s Initiative launched by New York City, the New York Women’s Foundation, and Girls for Gender Equity, this YWI model was adapted across eight women’s foundations and announced at the first United States of Women Summit in June 2016.

The Women’s Foundation of Minnesota is a founding member and host of the National Philanthropic Collaborative of Young Women’s Initiatives, comprising the eight women’s foundations across the country who are committed to leading initiatives that ensure young women of color can thrive. As the first statewide model, the development and implementation of YWI in Minnesota strategically builds upon the proven track records of youth- and systems-level interventions funded by the Foundation (e.g., girlsBEST and Minnesota Girls Are Not For Sale) and lessons learned from the community-based action research process.

From November 2015 to December 2016, the Women’s Foundation convened nine listening sessions featuring young women and advocates from communities facing the greatest disparities.

The information gathered from the sessions informed the Foundation’s statewide agenda for gender and racial equity, and increase resources for girls and women across Minnesota with the greatest disparities in outcomes.

To further ground the Initiative in the lived experiences of young women and the community-specific challenges and solutions identified, the Foundation engaged a community action research process over 12 months to develop recommendations for all young women in the state to thrive. The iterative research process, facilitated by the University of Minnesota Robert J. Jones Urban Research and Outreach-Engagement Center (UROC), engaged over 800 young women and community members from eight culturally-specific communities across Minnesota: African American, African Immigrant, American Indian, Asian American and Pacific Islander, Latina, LGBTQ, young women with disabilities, and young women from Greater Minnesota.

The result of this work is the statewide Blueprint for Action, released in November 2017, that includes 20 data-driven and actionable recommendations across the following action areas:

- Financial Stability & Prosperity
- Safety & Violence Prevention
- Health & Wellness
- Family & Caregiving
- Education & Lifelong Learning
- Cultural & Self Identity
- STEM Mentorship

1 The YWI MN definition of “woman” and “girl” is inclusive of transgender women, gender nonconforming people and anyone else who experiences the world identifying as a woman.
Blueprint Recommendations & Theory of Change

This report summarizes early progress towards implementing the following Blueprint recommendations under the four key goals:

**1 Build pathways to economic opportunities**

**Blueprint Recommendation 5:**
Ensure young women have opportunities and pathways to high-skill, high-wage careers and jobs; increase participation in stem field and technical careers; and increase opportunities and pay for young women in female-dominated employment sectors.

**2 Improve safety and well-being**

**Blueprint Recommendation 17:**
Educate young women and men about healthy relationships, harmful narratives and norms, and promoting positive self-identities to reduce violence.

**3 Promote leadership with and for young women**

**Blueprint Recommendation 3:**
Promote messages that ensure young women can experience the world without limitations.

**Blueprint Recommendation 9:**
Develop the capacity of young women for political and civic leadership.

**4 Strengthen and build the ecosystem**

**Move Forward All Recommendations:**
The Foundation convenes the corporate, public, and nonprofit sectors for learning and action. Through partnerships with the Office of the Governor, the National Philanthropic Collaborative of Young Women’s Initiatives, and corporations and institutions, the Women’s Foundation strengthens the movement and advances policy and practice that increases pathways for youth and young women.

YWI MN’s Theory of Change

When we center and invest in young women of color’s leadership and solutions, families and communities thrive.

This theory of change assumes the following interrelated, systems change outcomes are met:

**INDIVIDUAL:** Pipelines, leadership development, mentoring, and coaching are created for young women to serve as architects of YWI recommendations and drivers of solutions.

**CROSS-SECTOR PARTNERSHIPS:** Strong and effective cross-sector partnerships are established to resource, sequence and implement young women’s recommendations.

**ORGANIZATIONS:** Investment in organizations led by and/or serving young women of color, American Indian young women, young women from Greater Minnesota, LGBTQ youth, and young women with disabilities that can have substantive impacts on communities.

**COMMUNITY:** Family and community members are listened to and engaged in multi-generational strategies that create conditions in which young women live safe, healthy and economically prosperous lives in a world with gender and racial equity.

**CULTURE CHANGE:** There is a cultural shift in community members’ attitudes and support of gender and racial equity for young women of color, American Indian young women, young women from greater Minnesota, LGBTQ youth, and young women with disabilities.

**POLICY CONTEXT:** Policy advocacy and legislation are informed by young women to improve the lives of young women.

**INSTITUTIONAL:** A sustainable infrastructure is built within and across institutions to create conditions in which young women live safe, healthy and economically prosperous lives in a world with gender and racial equity.

**SCALE:** Efforts are scaled to create conditions in which young women live safe, healthy and economically prosperous lives in a world with gender and racial equity.
Approach & Strategies

As a driving force for equity, the Women’s Foundation has launched initiatives over the past 36 years that start by going statewide to listen and learn directly from the community. Recognizing that problems and solutions are found in the same place, the Foundation knows that hearing directly from the community is an important way of finding equitable solutions. YWI is a result of listening deeply to girls and young women.

Built upon learnings from MN Girls Are Not For Sale, the Foundation’s strategic campaign to combat sex trafficking, they are incorporating the best practices of systems change in championing gender and racial equity for young women. Knowing that social change takes a minimum of 10 years to occur, the YWI MN theory of change includes strategies that are happening at different levels and encompasses different aspects. The Foundation recognizes that intervention is needed at all of these levels to achieve the outcomes they seek. The YWI Blueprint for Action works on all of these levels and the Foundation has begun the sequential implementation of this Blueprint.

In its first three years, YWI MN has implemented the following 6 Initiative Strategies to achieve outcomes across different levels of the theory of change systems framework:

1. **Young Women’s Cabinet:** Co-appointed with the Governor, and comprised of up to 32 young women and youth leaders (ages 16-24) from eight communities across Minnesota, is charged with ensuring that the work of the YWI Council stays grounded in the lived experiences of the young women and youth from each community and the community-specific challenges and solutions they identified.

2. **YWI MN Innovators Program:** The Foundation makes direct investments of $2,500 directly to 22 young women (ages 16-24) to support their leadership and to drive their ideas and solutions that advance recommendations in the Blueprint for Action.

3. **YWI MN Cross-Sector Council:** Co-appointed with the Governor, and comprised of cross-sector leaders from elected office, higher education, business, philanthropy, nonprofits, the community, and representatives from the Young Women’s Cabinet, the Council’s role is to sequence the statewide Blueprint for Action and inspire and catalyze resources to move the recommendations forward.

4. **Investment in Front-Line Organizations:** The Foundation directly invests in organizations working in the intersecting areas of economic opportunity, safety, and leadership with and on behalf of young women and girls. As part of their grant, partner organizations are invited to participate in a year-long learning cohort that aims to foster collaboration and learning to strengthen the infrastructure of the field of nonprofit organizations directly working with and for young women and girls.

5. **Culture Change Efforts:** With YWI partners, the Foundation is changing the culture surrounding young women by promoting statewide policies that create access to economic opportunity, safety, and leadership; shifting the narrative about young women through strategic communication; and strengthening the movement and cross-sector ecosystem that enables young women to thrive.

6. **Mobilizing partnerships across the state and nation:** The Foundation convenes the corporate, public, and nonprofit sectors for learning and action. Through partnerships with the Office of the Governor, the National Philanthropic Collaborative of Young Women’s Initiatives, and corporations and institutions, the Women’s Foundation strengthens the movement and advances policy and practice that increases pathways for youth and young women.
GOAL 1: Build pathways to economic opportunity

Data show that unequal wages start early. In Minnesota, some young women endure a disproportionate share of economic hardships resulting from multiple intersecting forms of inequity, including gender, race, place, poverty, ability, and sexuality. As a result, many young women are unable to reach their fullest potential and Minnesota loses a vital source of talent, creativity, economic activity, and leaders of the future. The first goal of YWI MN to build pathways to economic opportunity directly relates to:

272 young women placed in internships or apprenticeships.

515 young women enrolled in post-secondary education, 89% of whom attended post-secondary education.

On a scale of 1-5, cabinet members report increased ability to make informed decisions about their careers and increased understanding of economic barriers and opportunities impacting young women’s economic security.

3.15 4.70

Before YWC 4.50

After YWC

All Cabinet alumnae surveyed are employed part- or full-time, pursuing higher education, or are participating in a fellowship, apprenticeship, or internship.

Organizational Investments resulted in:

- 272 young women placed in internships or apprenticeships.
- 515 young women enrolled in post-secondary education, 89% of whom attended post-secondary education.

Economic Opportunities for Innovators

Innovators increased their entrepreneurial skills by founding or co-founding businesses and projects:

- Innovator Kayla Davis used the grant to open a bakery
- Innovator At’lese Robinson started a theater company
- Innovator Rochelle Vincent incorporated her doula business

Others used the grants to obtain certifications or skills needed to advance professionally.

- Innovator Maya Tackaberry used the microgrant to travel to China with STEM students to study renowned engineering structures.

CROSS-SECTOR PARTNERSHIP OUTCOMES

Through the Cabinet and WFMN Innovators, young women joined the philanthropic, corporate, and public sectors:

- 3 joined WFMN’s team — one as Reatha Clark King fellow, one as the Wenda Weekes Moore intern, and one as the Community Impact Manager
- 2 worked as an intern for the Mayor of St. Paul
- 3 landed positions in the Governor’s office (two as interns and one as Aide to his Chief of Staff)
- 1 landed an internship with Best Buy CEO
- Best Buy internships in STEM fields co-funded by 2 Teen Tech Center programs

ORGANIZATIONAL OUTCOMES

Front-line organizations:

- Prepared young women for careers in STEM by teaching them applicable skills.
- Provided services and resources to help young women learn about career opportunities, develop professional skills, and increase their interest in high-skill careers.
- Supported young women to achieve academic outcomes and learn how to prepare for college.
- Exposed young women to financial literacy skills and provided them with financial resources, such as matching through IDA savings accounts and stipends for paid internships.

CULTURE CHANGE OUTCOMES

4,348 young women increased their understanding of key barriers and opportunities that impact young women’s economic security.

Of those, 90% increased their understanding of strategies to eliminate barriers and increase opportunities.

INSTITUTIONAL OUTCOMES

Engagement in YWI grew young women’s social capital through their access to policymakers, business leaders, peers, and others — a key support to building economic well-being. The integration of young women into the public policy realm will have a long-term impact on who is shaping policies and the policies arising from the voice and leadership of young women of color. Further, the integration of young women into different industries through STEM internships and apprenticeships creates economic conditions for young women to live prosperous lives with gender and racial equity.
The YWI Blueprint for Action process surfaced violence against women as a major concern and impediment to young women thriving. In addition to safety, young women need access to female-centered knowledge and healthcare, mental health and socio-emotional support, positive relationships with themselves and others, and reduced vulnerability to trafficking. The second goal of YWI MN to improve safety and well-being directly relates to:

**Blueprint Recommendation 17** - Educate young women and men about healthy relationships, harmful narratives and norms, and promoting positive self-identities to reduce violence.

**COMMUNITY OUTCOMES**

Innovators strengthened their networks and cultivated meaningful personal and professional relationships through YWI’s Community of Practice.

Several innovators used their micro-grants to develop programs or services that foster safety and well-being among individuals and communities.

- Innovator Anissa Ahmed received a grant to provide resources and education to her community about mental health, harassment, and culture.
- Innovator Khadijah Lamah received a grant for her organization which creates safe spaces to talk about sexual violence in the community.

**INDIVIDUAL OUTCOMES**

Young Women’s Cabinet

On a scale of 1-5, Cabinet members reported increased confidence in their ability to manage time, maintain relationships, communicate effectively, collaborate with different people, express thoughts & feelings, and understand their strengths & weaknesses.

**CULTURE CHANGE OUTCOMES**

Cabinet members note that sharing the YWI journey with young women of similar and different cultures has created tremendous connection and safety that has had a lasting impact on their well-being.

Innovators used microgrants to reshape narratives in their community. For example, Innovator Tamika-Jo Andy attended a conference on how to shift the narrative of domestic violence in her Native community.

**INSTITUTIONAL OUTCOMES**

Investments in front-line organizations created conditions to improve safety and well-being:

- Built safe learning communities for young women to make connections and build shared capacity.
- Established safe spaces by prioritizing authenticity and transparency in their work, focusing on healing, providing gender-specific programming, anticipating accessibility needs, and providing wraparound supports, such as meals and transportation.

"I witnessed YWI impact the lives of (myself and) other young women with disabilities on the Cabinet. It’s given us a support system of not only each other, but the other young women on the Cabinet from different walks of life."

—YWI Cabinet Member

**Organizational Investments resulted in:**

- 3,181 young women increasing their understanding of strategies to reduce exploitation, bullying, and violence.
- 3,606 young women increasing their understanding of and intention to be in healthy relationships built on mutual respect.
- Of those, 79% engaged in healthy relationships. Young women built relationships with positive adult mentors and developed social connections with each other.
- 2,683 young women increasing their understanding of how to set healthy boundaries in relationships with peers, partners, and others.
GOAL 3: Promote leadership for and with young women

YWI MN was designed by the Women’s Foundation with young women at the center and as key drivers of the work. Not only did young women play a key role in the research, mapping, and implementation of YWI MN, but in strategies aim to change the culture and narrative surrounding young women and their contributions to positive social and economic change. The third goal of YWI MN to promote respect and leadership with and for young women directly relates to:

Blueprint Recommendation 3 - Promote messages that ensure young women can experience the world without limitations.

Blueprint Recommendation 9 - Develop the capacity of young women for political and civic leadership.

INDIVIDUAL OUTCOMES

Young Women’s Cabinet

On a scale of 1-5, Cabinet members report increased self-agency. They have learned to present effectively, identify opportunities to lead, collaborate with leaders, take action to work on social issues that inspire them, and effectively engage in policy advocacy efforts.

Even after their Cabinet participation, alumnae attributed the following changes to their YWI Cabinet experience:

↑ Increased understanding of intersectionality, systemic oppression, and the policy process
↑ Increased social capital
↑ Increased capacity to lead or contribute to change

Organizational Investments resulted in...

- 3,644 young women increased their leadership skills, social capital, and civic engagement.
- 3,637 young women increased their voice, sense of agency, and power.
- 2,948 young women reported increased access to opportunities.

Leadership Development for Innovators

Innovators increased their leadership capacity by participating in the YWI MN community of practice, a best practice, which included quarterly-cohort convenings and individual leadership development coaching sessions. The young women also expanded their skills and framework by reflecting on their leadership style and developing a deeper understanding of grassroots community models.

“ I appreciated professional networking because it allowed me to interact with professionals who look like me and hold leadership positions. This encourages me to be fearless and persistent in my endeavors, knowing that I can also attain the same positions in my future.  
—YWI Cabinet Member

Front-line organizations...

- Developed programs in response to young women’s feedback and engaged young women in meaningful leadership roles.
- Provided opportunities for young women to gain leadership and advocacy skills by leading campaigns, workshops, trainings, rallies, and research projects.

Microgrants catalyzed young women of color’s leadership within organizations:

- WFMN Innovators Felicia Phillibert and Aurin Chowdhury used their grant award to support their leadership in the emerging organization Women for Political Change.

Cabinet members create a ripple effect.

Cabinet members said they are inspired to create positive change in their communities and serve as good role models for younger girls.

Alumnae shared examples of how they have expanded their network of young women advocates, are serving as positive role models/mentors in their community, and are mobilizing community members to advocate on behalf of systems change.

“I have advocated more for the rights of young women as well as their perseverance and power.  
—YWI Cabinet Member

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GOAL 4: Strengthen the movement and ecosystem

The fourth goal of YWI MN is essential to making progress towards Goals 1-3. In order to build pathways to economic opportunity, improve safety and well-being, and promote respect and leadership with and for young women, the Foundation must strengthen and build the broader movement and ecosystem with cross-sector and national partners.

We are the first state in the nation to partner with our Governor’s office and it has been significant to place the success and well-being of young women of color and communities in our state as a priority on their agenda. Their co-leadership accelerates our impact.

—WFMN Staff

The Young Women’s Initiative MN Council is made up of 70 appointed cross-sector leaders from government, business, higher education, philanthropy, and the community. Three co-chairs from the Young Women’s Cabinet sit on the Council. The purpose of the Council is to sequence the statewide Blueprint for Action and to inspire and catalyze resources to move it forward. The Council convened three times in Saint Paul, MN, across a seven-month period to lay the groundwork for future systems-change efforts.

Council members indicate that participation on the Council has changed their understanding and beliefs about young women of color and has motivated them to get more involved in increasing opportunities for young women in Minnesota.

More than half (54%) directly attributed their current involvement in projects impacting young women to their participation in the Council.

For example, Best Buy is now using programming that includes a gender lens in their Teen Tech Centers nationwide.

The Young Women’s Initiative MN Council is the first statewide public-private partnership between the government and a philanthropy centering on young women of color, Indigenous women, and other communities experiencing the greatest disparities. Since the inception of the Initiative, the Women’s Foundation of Minnesota demonstrated bold leadership to form and maintain a close relationship with the Governor’s office that has continued through two administrations.

YWI MN is both grounded in and led by the wisdom of young women of color. As one WFMN staff member noted, “YWI was not just built on equity and design, it runs on equity and design.”

As such, YWI MN strategies were designed and implemented based on the extensive listening, dialogue, and inclusion of the community action research process. One fundamental element of the YWI MN infrastructure was the cohort model for the Cabinet, Innovators, and front-line organizations as an avenue for exchanging ideas, reciprocity, a culture of abundance, and sustained philanthropic commitments through a collective impact approach.

Collective Impact

YWI MN follows the five criteria of a collective impact model, in which the Women’s Foundation, Governor’s office, the National Philanthropic of Young Women’s Initiatives, corporations, and institutions are committed to:

1. A common agenda
2. Shared measurement systems
3. Mutually reinforcing activities
4. Continuous communication
5. Ongoing support and thought leadership by the Foundation as a backbone organization

As the host of the National Philanthropic Collaborative of Young Women’s Initiatives, the Foundation also leverages relationships with other women’s foundations. While the YWI model itself was originally developed by the New York Women’s Foundation, the Women’s Foundation of Minnesota was a critical leader in launching a statewide initiative, introducing the Innovators’ strategy, partnering with a Governor’s office, and bringing together foundations from across the country to learn from one another and scale their impact.

INSTITUTIONAL OUTCOMES

YWI MN is the first statewide public-private partnership between the government and a philanthropy centering on young women of color, Indigenous women, and other communities experiencing the greatest disparities. Since the inception of the Initiative, the Women’s Foundation of Minnesota demonstrated bold leadership to form and maintain a close relationship with the Governor’s office that has continued through two administrations.

CROSS-SECTOR PARTNERSHIP OUTCOMES

The Foundation convenes leaders from the corporate, public, and nonprofit sectors for learning and action. Through partnerships with the Office of the Governor, the National Philanthropic Collaborative of Young Women’s Initiatives, and corporations and institutions, the Women’s Foundation strengthens the movement and advances policy and practice that increases pathways for youth and young women.

SCALE OUTCOMES

We are the first state in the nation to partner with our Governor’s office and it has been significant to place the success and well-being of young women of color and communities in our state as a priority on their agenda. Their co-leadership accelerates our impact.

—WFMN Staff
GOAL 4: Strengthen the movement and ecosystem

The Foundation carried a YWI MN legislative agenda built in partnership with the Young Women’s Cabinet. The Cabinet held a full-day retreat in December 2018 to create a comprehensive agenda that included short-term and long-term policy recommendations and received ongoing policy training by Wilder’s Community Equity Pipeline Program (CEP).

The centerpiece bill was the Women of Color Opportunity Act (SF 1123, HF 841) to increase opportunities for young women of color as envisioned in the Blueprint for Action. The bill included increasing career pathways, STEM education, opportunities for entrepreneurship, and academic success for young women of color. The bill ran into a roadblock due to budget constraints and was not signed into law. WFMN is working closely with legislators of both parties to coordinate efforts around the Women’s of Color Opportunity Act in anticipation of the 2020 legislative session.

In addition to being involved in policy development, Cabinet members also met with legislators and testified in front of legislative committees. This exposure gave them firsthand insights into the policy process and increased their sense of self-efficacy and agency to engage with public officials and participate in policy-making.

I was inspired by the Young Women’s Cabinet and their leadership at the Capitol. It was incredible to see how young women interacted with legislators—they were both learners and teachers. I think the work of the Young Women’s Initiative is needed at our state legislature to advance policies by and for young women across the state of Minnesota.

— WFMN Lobbyist

We can change the system, but that does not necessarily mean people’s hearts and minds are changed. Strategic communication is an important element of the work that we’re rolling out through a media campaign, More to Minnesota.

— WFMN Staff Member

Additional legislation supported by YWI MN:

- **HF 70**: Cabinet members were involved in passing a bill to create a taskforce on missing and murdered indigenous women.
- **HF 1500**: Cabinet members were very active in advancing a bill to permit driver’s licenses for undocumented immigrants. Unfortunately, it was stopped in the Senate.
- **HF12**: Cabinet members were very active in advancing a bill to prohibit mental health professionals from providing conversion therapy to vulnerable adults and children. Unfortunately, it was stopped in the Senate.

The Foundation seeks to reframe harmful narratives about young women to promote messages that ensure young women can experience the world without limitations. YWI MN amplifies positive messages and provided a voice for young women of color and all marginalized communities. Young women contributed to narrative shifting through social media, op-eds, website blogs, press releases, earned media, and special events.

In September 2018, the Foundation released a groundbreaking report on YWI MN’s influence on the state labor market as a strategy to raise awareness about the important role young women can play in the state’s economic well-being. This report, and all strategic communication efforts, contributed to YWI MN’s increased investment, leverage, learning, influence, and scale.
Young Women’s Initiative: Signature Practices

1. Young women’s solutions mean more to Minnesota.
   By centering young women’s leadership and vision in the creation and implementation of strategy, equity in design becomes equity in action.

2. Strategic and democratized grantmaking is most impactful.
   Grantmaking is most effective when supplemented with shared learning and capacity building, amplified visibility through strategic communication, and measurement of key indicators related to community driven recommendations.

3. Lasting change occurs in systems.
   Ensuring that all young women can thrive requires a systems change approach deploying strategies at the individual, family, organizational, community, and societal levels.

   Governments and businesses need infrastructure to collaborate. Cross-sector partnership requires bold leadership from a back-bone organization, data-driven recommendations, and sustained commitment from all stakeholders.

5. Investment in young women yields results for families and communities.
   Donors and philanthropic leaders prioritize girls and young women and are vital to alleviating the barriers young women face to economic opportunity, safety and leadership.

6. Young women thrive together.
   Initiatives developed with and for young women facing the greatest barriers must be mindful of creating a safe environment that uplifts individual strengths, celebrates diversity, and fosters connection among young women and their communities because when young women come to the table, they do not come alone. They bring their families and communities with them.

7. Mobilize partnerships across the state and nation.
   The Foundation convenes the corporate, public, and nonprofit sectors for learning and action. Through partnerships with the Office of the Governor, the National Philanthropic Collaborative of Young Women’s Initiatives, and corporations and institutions, the Women’s Foundation strengthens the movement and advances policy and practice that increases pathways for youth and young women.
Acknowledgements

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The content of this report draws upon documents provided by the Foundation, analysis conducted by Korwin Consulting as well as in-depth interviews conducted with key stakeholders.

Resource documents included:

- Blueprint for Action — Urban Research and Outreach-Engagement Center (UROC) Research Team, University of Minnesota
- Organizational Grantee Partners Report — Imagine Deliver
- YWI MN Council Report — Imagine Deliver
- YWI MN Innovators Pilot Cohort Report — Kandace Montgomery & WFMN staff
- YWI MN Media Coverage
- YWI MN Young Women’s Cabinet, Cross-Sector Council, Innovators, and Front-line Grantee Partner Organizations’ Survey findings

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- Deena Zubulake, Director of Programs — YWCA St. Paul
- La’Shante Grigsby, Youth Support Specialist — YWCA St.
- Kalisha Dessources, Director — The National Philanthropic Collaborative of Young Women’s Initiatives
- Sarah Erickson, Lobbyist — United Strategies LLC

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- Cynthia J. Zapata, Community Impact Manager
- Brook LaFloe, Reatha Clark King Fellow | Young Women’s Initiative Program Manager

For more information about the Young Women’s Initiative of Minnesota, please visit: https://www.wfmn.org/ywi-mn/