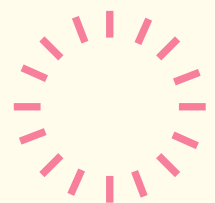


# VISION & IMPACT REPORT



FY 2022 - 2023



# LETTER FROM OUR CO-EXECUTIVE DIRECTORS



For the past two years, Youth Rise Texas has been transitioning from a single Founding Director to piloting a shared leadership model with Kymberlie Quong-Charles and Roxanne Lawson. We are delighted to embark on this new journey of youth-led shared leadership. This is a tremendous opportunity to realize our vision for youth leadership within our organization. Darriana and Bria bring a wealth of experience, knowledge, and commitment to the success of Youth Rise Texas.



We recognize that there may be some uncertainty due to this change in leadership; however, we want to assure all supporters of Youth Rise Texas that the organization is invested in maintaining Co-Executive Directors with established visions for youth-leadership and aligned roadmaps for the future. The commitment to promoting leaders from within demonstrates our dedication to creating an environment where young people are given the opportunity to grow and develop their skills.





# WHAT DO WE STRIVE FOR?

## ***Mission***

Youth Rise Texas works to support young Texans rising from systems of oppression. We develop generations of leaders that heal our communities and are at the center of organizing the next 10 years of transformative change in Texas. All of our leaders come from communities impacted by policing, incarceration, and/or immigration policy.

## ***Vision***

Youth Rise Texas works to end the systems that criminalize people of color and those who are undocumented. We do this by engaging in transformative organizing and addressing youth as whole people through our six programs. We have developed an organizing methodology, strategy and infrastructure to create a youth-centered agenda that prepares us for the next 10 years of transformative change in Texas.

## ***Strategic Objective***

Youth Rise Texas uses a Liberatory Strategy Framework to support our theory of change for Texas. Our theory of change for Texas will create the conditions that move Texas and Texans from our current reality to a new one rooted in a society and communities that care for, support and take leadership from youth of color. We are working to create the conditions for youth to be healed through leadership and organizing. They and we are transformed in the service of the work, leading to generations of healing and transformation across communities.

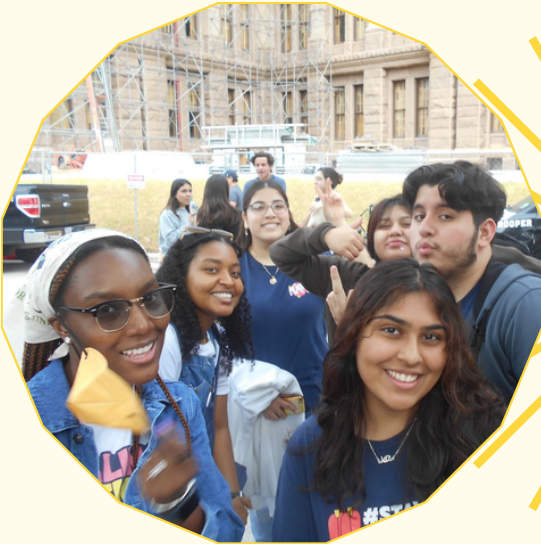




**"YOUTH RISE  
TEXAS IS MY  
SAFE SPACE—  
MY FOUND  
FAMILY."**

**NEAR RIVERA**

# AN UPDATED LEADERSHIP DEVELOPMENT PIPELINE



## ***About***

At the core of our work is our Leadership Development Pipeline. It operates in two pillars: Healing Justice and Youth Organizing. Our Healing Justice programs equip our youth with the tools to address and alleviate trauma.

Our Youth Organizing programs activate young Texans to construct and boost communities to take action in local, state-wide, and national campaigns around issues of migration, criminalization, and human rights.

## ***Mission***

In FY23 our Leadership Development Pipeline maintained the youth previously escalated. We promoted one member of our base to full-time program staff, retained 8 members of our base as part-time staff and escalated 2 previous #StayWoke participants to facilitators.

It also allowed us to plan for an additional 20 part-time youth hires in FY24.

# THE POWER PIPELINE

**P**

**PREPARE:**  
*By exploring our lived experience, we better understand how identity and oppressive systems impact our daily lives.*

**O**

**OVERCOME:**  
*Heal the trauma that systems of oppression inflict upon ourselves and our communities in the building of habits that allow us to grow.*

**W**

**WEAVE:**  
*Strengthen our communication and advocacy skills so that we can build a community-driven vision for equity and justice.*



**E**

**EXPAND:**  
*Widen our circle! Develop skills that allow us to organize & recruit to bring more members of our community into the movement.*

**R**

**RISE:**  
*Practice and implement our new skills by developing and leading programs that empower ourselves and others to rise.*

# ABOUT OUR PROGRAMS & LADDER OF ENGAGEMENT



## *Ladder of Engagement*

We are implementing a Ladder of Engagement for our Leadership Development Pipeline, which will be used for members to track their progress, skill development, and escalation through the organization into leadership roles. Youth members can collect badges in different areas, such as PREPARE, OVERCOME, and WEAVE. As members progress through the Ladder of Engagement, they will receive tangible rewards such as priority access to open roles, exclusive mentorship opportunities, and recognition from the organization. The ladder provides a framework for youth to assess their own strengths and weaknesses to create an individualized development plan that fits their needs.

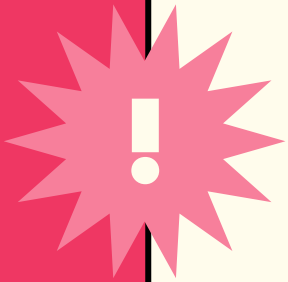
## *Programs & Overview*

Our Healing Justice programs equip our youth with the tools to address and alleviate trauma in schools and with community organizations that serve populations that have experienced deportation and incarceration.

They are peer led and curriculum driven, with a focus on addressing trauma through the acquisition of self-care skills and a deeper understanding of the root causes of trauma, as well as learning the theory and praxis of community care as a central aspect of community justice.

Our Youth Organizing programs activate young Texans to construct & boost communities to take action around issues of migration, criminalization, and human rights. Our Youth Organizing programs offer opportunities for Austin area youth to organize their communities around immigration, incarceration, detention and human rights in Austin, across the state and across the country. We recruit and train high school aged youth to explore the root causes of these issues in their communities. During election seasons, youth center their organizing efforts around nonpartisan voter registration, education and GOTV efforts throughout the Greater Austin area with a focus on high school youth of color.





# 2022 MIDTERM ELECTIONS

Through the 2022 Election season, our political climate causes conservative voices and power to be amplified, resulting in Youth disinvestment in the voting system, particularly in Texas, where discriminatory redistricting every so often reduces the sense that we're living in a representative democracy. Youth Rise Texas learned and is responding to this by investing in voter engagement work, providing staff and youth organizers with more intensive and consistent political education training, tabling at popular spots among young people to increase registrations, and going into public schools to meet teens directly.

In the past election season, YRTX worked with TYPA partners on 50 educational and outreach efforts at high schools, college campuses, and local communities through events, tabling, classroom presentations, training sessions, and digital organizing. This helped educate over 1000 young people of color about community organizing, electoral engagement, media/communications strategies, and issue advocacy.

YRTX's vision for the future includes creating a Youth Policy Agenda for 2025 focused on bodily autonomy, running their Liberate/¡Libérate! Campaign, and implementing restorative justice-based models in schools. They are also strengthening their Policy and Advocacy work by launching the Policy Shop, which will develop data and relationships to push for systemic change in policing and criminalization in Travis County, Texas





**"WE HEAL SO  
THAT WE CAN  
ACT AND  
ORGANIZE."**

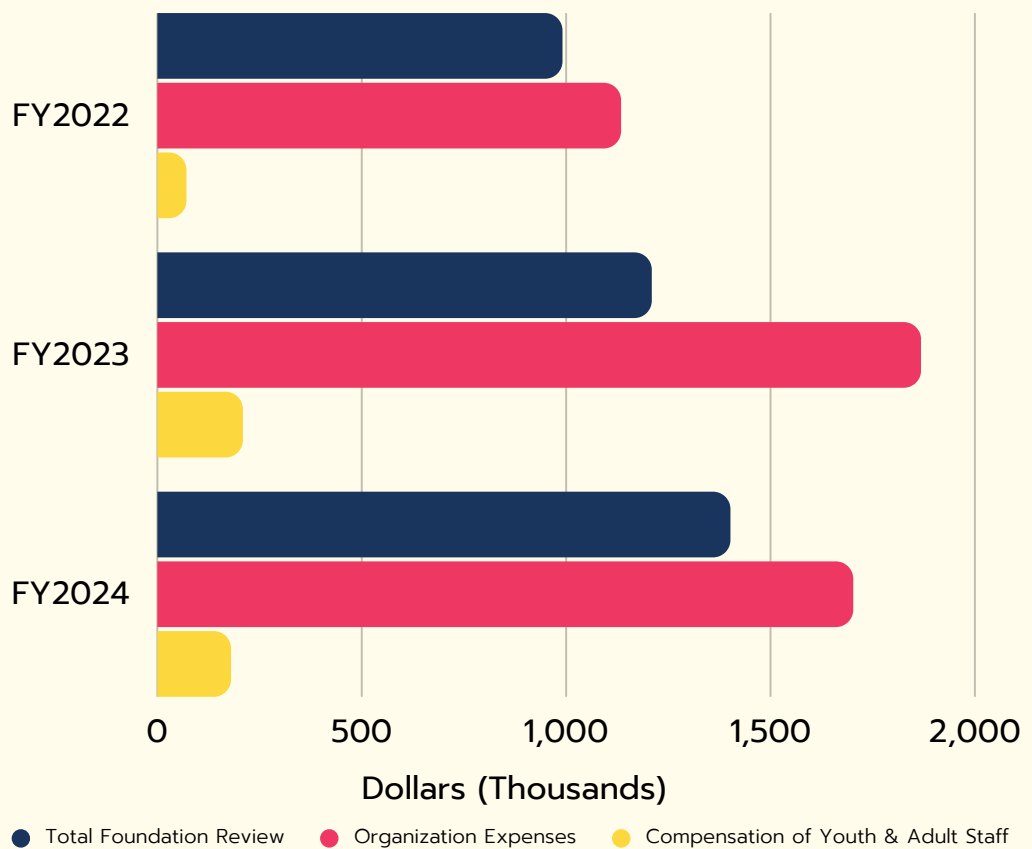
**PRENTIS HEMPHILL**

In FY2022, we built the infrastructure to support strong financial and operational controls, enabling us to expand our work fighting for equity and justice in Texas.

In FY2023, we continued to build upon this momentum by implementing an All Staff Home Office Stipend, strengthening our budgeting processes and management, and increasing our capacity in operations by hiring a Chief Finance and Operations Officer.

This has positioned us for even greater success in the coming years.

## REVENUE & EXPENSES



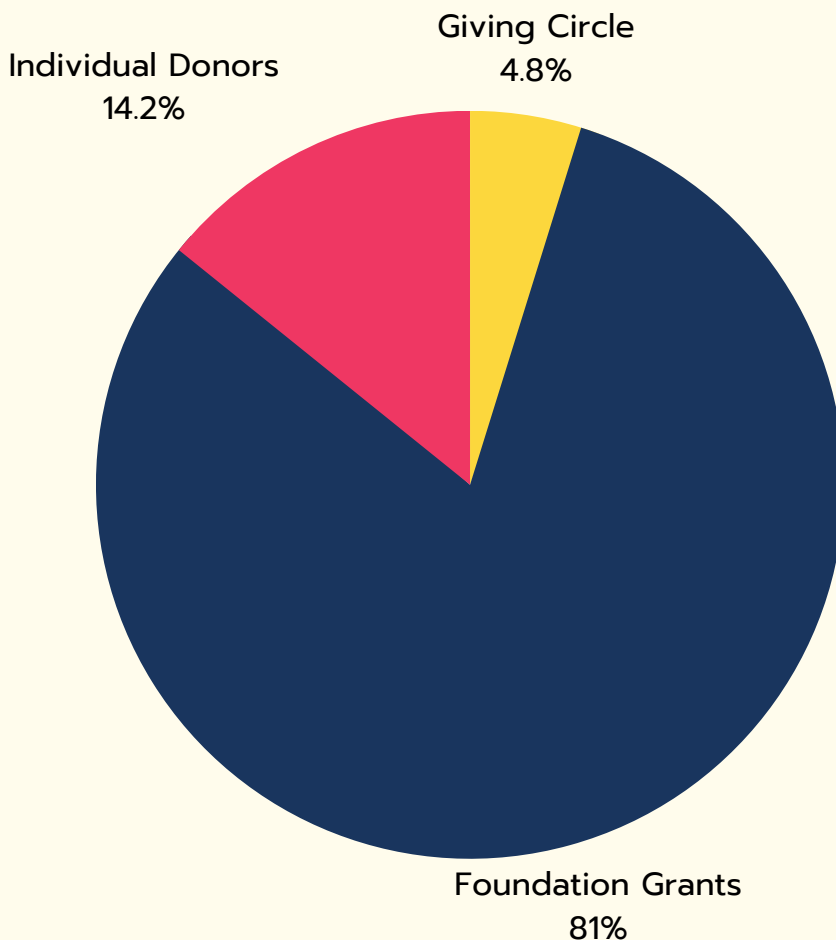
# FUNDRAISING



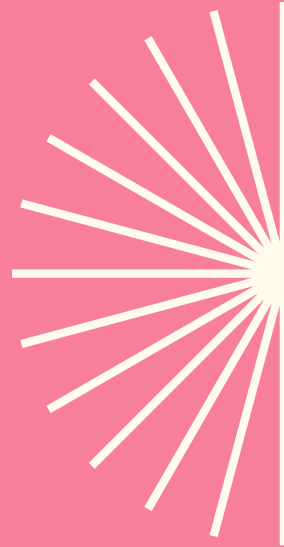
Youth Rise Texas is committed to diversifying its revenue streams to ensure the sustainability of its mission. To accomplish this, Youth Rise Texas strategically focuses on Individual donors and implementing a giving circle model.

The giving circle model allows us to engage new supporters, create sustainable donor pipelines, and provide meaningful engagement opportunities for each donor. Additionally, we have expanded our Development department.

## PROJECTED BREAKDOWN



# LOOKING AHEAD FY2024 PLANNED GROWTH



- We will also see the growth of our budget and expansion of our fundraising capacity and the launch of our first Major Donor Strategy.
- We will double the sizes of our Healing Justice and Youth Organizing programs hiring permanent full-time staff from our alumni and from the greater Austin area to support the expansion of existing programs
- Publish YAS!- Youth Above Systems the Black Paper, our research on the impacts of parental removal on mental and physical health of youth and their mental health
- We will continue to build our Policy Shop
- When We Vote will support youth workers and member leaders in registering thousands of their peers; young Austinites to vote
- We will develop a strategy for rural engagement that allows us to build relationships and offer resources to support local, rural communities in their change work
- Creating a Youth Policy Agenda for legislative session 2025 focused on bodily autonomy, our [Liberate/¡Libérate! Campaign](#), and utilizing restorative justice-based models in schools.



## WAYS TO SUPPORT

- Follow us!



- [Visit our website to learn more!](#)
- [Donate to support Texans rising from systems of oppression!](#)
- Join our base of 14-25 year olds!
  - Text 512-333-1406
- [Subscribe to our newsletter!](#)



*Compiled & Designed by Selasi Tagbor Morales; a young Black Latina*