

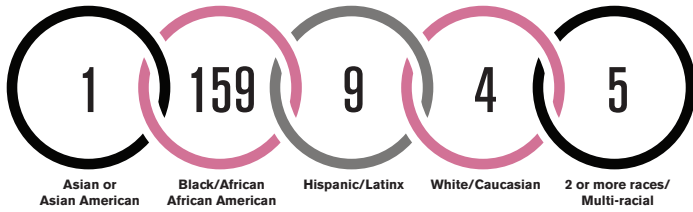


20
24

ANNUAL REPORT

DEMOGRAPHICS

Total Students Served: 178, 8 programs
100% Davidson County Participants



Total number of students served since 2012 - 1,954
Total Family and Community Impact - Over 4,500



WORDS FROM THE CEO

BRITTANY TYLER
CHIEF EXECUTIVE OFFICER

In the 2023-2024 fiscal year we celebrated 12 years of unwavering commitment and service to 6th-12th grade black and brown girls in Nashville and Middle Tennessee. It was an inspiring year of possibilities and opportunities. We made a measurably deep impact in the community and the individual lives of the girls and families we served, meanwhile making significant strides operationally towards our long-term goal of expanding our programs across the United States and becoming distinguished as the leader of youth development for black and brown girls.

In the second year of our 2022-2025 strategic plan, we demonstrated the resourcefulness required to succeed by maintaining strong youth programming, data, and community partnerships despite experiencing challenges that we optimistically viewed as opportunities. That optimism and a well executed plan resulted in expansion with new piloted youth programs, revenue streams, and notable strategic partnerships. Of course with expansion comes growing pains, in which the team took head-on with grit and gratitude. Our team is truly DYMON's superpower.

As we enter the last year of our three-year strategic plan, we will continue to focus on achieving our goals, scaling our operations and impact, and plan and prepare our next strategic cycle.

I wish to extend my deep gratitude to our staff, Board members, students, families, funders, community partners, and donors for your confidence and trust in DYMON that we have built together for over a decade. Your ongoing commitment to support our mission with your resources, financial contributions, and influence will continue to build a robust legacy for the organization, our community, and the girls and families we serve.

Sincerely,

IMPACT

Our programs address mental and physical health, social emotional learning, literacy, entrepreneurship, and career readiness. Students that participate 60 days or more have shown improvement in their academics, school attendance, and behavior in school and at home. 100% of our 8th and 12th grade students graduated to the next level.

DYMON in the Rough's mission is to provide a safe haven for inner city and minority youth as we refine, enrich, and empower them through scholarships, mentorship, and community outreach. Over the past 12 years, DYMON has impacted more than 1,900 black and brown girls and women ages 9-24 from underserved communities in Nashville as they pursue their dreams and realize their fullpotential. As an organization, our goal is to plant seeds that produce bold and confident leaders, wealth creators, and philanthropists that benefit their families and communities.

Offered 137 days, 658 hours of programming and mentoring

QUAD Summer Program – 104 hours

After School Program – 240 hours

Morning Tutoring Program – 100 hours

MNPS for HER Program (pilot) – 10 hours

Youth Justice Program (pilot) – 60 hours

POWER Youth Program – 144 hours

40% of students improved in GPA compared to the previous school year

PILOT PROGRAMS

MNPS FOR HER

Pilot program with Metro Nashville Public Schools and the Nashville Health Department



30 MNPS 6th-12th grade girls experienced an 8-week inneractive program that provided mentorship while expanding their social and emotional learning, and physical and mental wellness.



"This program helped me meet new people, and make new friends. It was very therapeutic."

- DYMOM Hillsboro HS Student

"This program helped me with my mental health by expressing my feelings, and saying them, and getting to know my feelings." - DYMOM Hillsboro HS Student

PROGRAM HIGHLIGHTS QUAD SUMMER PROGRAM

The youth engaged in 4-weeks of enriching and interactive workshops in the four areas of Entrepreneurship, Financial Literacy, Health & Wellness, and Communication. They developed their social and emotional skills, leadership skills, entrepreneurial skills, and expanded their growth mindset. - **80 hours**

BLACK GIRL DREAM CONF.

The youth also attended the 2-day Black Girl Dream Conference in Atlanta, GA.

The youth experienced self-

care, cultural, and skill building workshops that expanded their individual growth practices and helped cultivate their identity and self-awareness - **24 hours**



YOUTH JUSTICE PROGRAM

Pilot program partners with the Metro Student Attendance Center Division at the Juvenile Court of Davidson County and the Nashville After Zone Alliance.



(2) 8-week Cohorts of 1-on-1 mentorship, group SEL and Career Readiness sessions, and college tour

Highlight: 2 High school graduates

10 program graduates, and 100% improved their school day attendance and advanced to next grade level

"Thank you so much for the life changing opportunity that my baby girl experienced with Camp Dymom. It was greatly appreciated. With love, Joyce" - DYMOM Parent



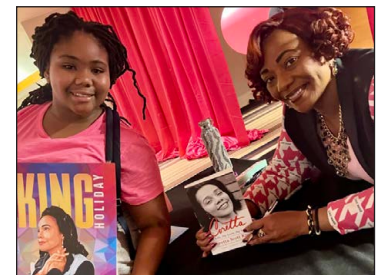
POWER YOUTH PROGRAM

Partnered with the Metropolitan Action Commission providing 4 high school students **144 hours** of valuable hands-on experience and mentorship in leadership and holistic youth development.

FIELD TRIPS

111 DYMOM students and their families attended enriching, educational, and life changing experiences through our four cultural field trips.

The students met Dr. Bernice King, the youngest child of civil rights leaders Martin Luther King Jr. and Coretta Scott King at the **Black Girls Dream Conference in Atlanta, GA.** They were inspired by all of the powerhouse speakers, leaders, and youth at the event.



The students attended engaging workshops with topics ranging from How To Braid & Cornrow, Robotics and AI, and Health (just to name a few) crafted with black girls in mind.

- **College Tour to Nashville State Community College** - One of our high school graduates was accepted into the college and plans to attend in 2025.

- **Tennessee Performing Arts Center - The Alvin Ailey Dance Company and Monell's.**

- **Cheekwood Estate**

STUDENT-LED COMMUNITY SERVICE PROJECTS

Program students embarked on a 6-week journey and invested 20 hours as they collaborated with their program peers and conducted research, created a timeline, assigned responsibilities, implemented their plan, and led on the event day. By creating a community

service project the students showed increased empathy, spread joy to 110+ community members, and built their leadership and planning skills. These projects were powered by Youth in Action and supported by DYMON staff and 2 alumni students.



"I have taught for over 20 years and I have never experienced this before!"

- Haynes Middle Teacher



- Both Madison Middle and Haynes Middle created and implemented a Teacher Appreciation Day at their schools, powered by Youth in Action, and supported by DYMON staff. They provided 50 school teachers, administrators, and their school principals with refreshments, self care treats, hand written gift cards, and hand

crafted student gifts.

- Haynes Middle 15 students lead Live Student Led Civic Engagements packing 50 donations packages for Vanderbilt Children's Hospital & Haynes Community Elders

- H.G.Hill Middle 10 teen moms

graduated from the Nashville Young Life program. Our students used their donated items and funds to provide the food for the event, prepared a presentation and thoughtful notes of encouragement, and created gift baskets full of fun and essential items for the babies and 10 moms-to-be spreading joy and love.

COMMUNITY FUNDERS

- Bonnaroo Works Fund of the Community Foundation of Middle Tennessee
- Bradan Lane Foundation
- The Community Foundation of Middle Tennessee
- The Dan & Margaret Maddox Fund
- The Frist Foundation
- The General Foundation
- The Healing Trust
- Holloway Family Foundation
- Joe C. Davis Foundation
- The Memorial Foundation
- Meharry Medical College
- Metropolitan Development and Housing Agency
- Nashville After Zone Alliance
- The Women's Fund of the Community Foundation of Middle Tennessee

COMMUNITY PARTNERS

- Metropolitan Action Commission POWER Youth Program
- Haynes Middle School
- H.G. Hill Middle School
- Juvenile Court Diversion Partners Program
- Juvenile Court Metropolitan Nashville & Davidson County
- Madison Middle School
- Metro Nashville Public Schools
- Nashville Village
- Nashville Public Library Foundation
- Nashville Children's Theatre
- The Parkwood Community Center
- PENCIL
- Secure the Bag
- Southern Black Girls and Women's Consortium
- TN Department of Education
- United Way of Greater Nashville
- Youth Achieving Success Mentoring Program
- Youth in Action!

HIGH SCHOOL GRADUATE SPOTLIGHT

Kennedy graduated from our Youth Justice Program Cohort, graduated early from high school, and was accepted to Nashville State Community College.

"My experience at DYMON was really fun. They helped me make the decision to graduate early from high school.

In DYMON they have really nice mentors like Ms. Khyesha, who is my mentor, came to my graduation. We still talk and catch up, they offer to go to lunch with you. I think the program is really good for younger girls and older girls."

- DYMON Youth Justice Program High School Student



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