

# DYMON

Dynamic Young Minorities of Nashville



## Annual Report

2022 – 2023

[www.dymom.org](http://www.dymom.org)

# Cheers to 10 years!

## From our Chief Executive Officer

Dear DYMON Family and Friends,

2022-2023 is not only the third/fourth year of the adverse effects from the coronavirus pandemic, but it was also a fiscal year of transition and rapid growth which produced growing pains for the organization. In addition to providing our stakeholders an uninterrupted level of service and dedication, we focused our efforts on restructuring and expanding our grassroots organization's infrastructure as we prepared for a significant expansion in services and impact in the community. The health and wellbeing of our staff are of utmost importance as the heartbeat and hands of the organization. We advocated for and were able to provide our entire team additional resources and support to maintain a positive work-life balance and inspire them to prioritize their wellbeing in their personal and professional lives. I'm genuinely motivated by our talented team that worked with grace, intentionality, integrity, and efficiency.

This fiscal year, we have accomplished significant achievements including celebrating 10 years of service on November 15, 2022. That is 10 years of unapologetically advocating for and providing resources and hands-on services to hundreds of black girls, girls of color, and our underserved communities. We will continue to cultivate EPIC (Educated, Philanthropic, Impactful, and Educated) girls and women ages 9-24, empowering them to live in authenticity, be the change that they want to see, and attain their full potential and purpose in life.

I want to thank every individual, group, and community partner for your unique contributions to where we stand today as an organization with a decade under our belt. As our team continues to meet the needs of our community and stakeholders, our future "shines bright like a diamond" thanks to your unwavering support.

With Gratitude,



Brittany Tyler  
Founder & CEO



DYMON in the Rough

## Our Mission

We are committed to providing a safe haven for inner city and minority youth as we refine, enrich, and empower them through scholarships, mentorship, and community outreach.

## Our Vision

To help individuals cultivate high self-esteem, achieve scholastic excellence, and attain fulfillment in life realizing their full potential and purpose. In addition to these ideas, we financially support individuals desiring elevated education all across the United States.



# Staff & Board Members



## Lead Team

Brittany Tyler - Chief Executive Officer  
Edwina Freeman - Director of Programs  
Eric Jackson - Media Marketing Manager  
Jasáda Dunbar - Executive Administrator  
MiKayla Lewis - Data Administrator

## Team Members

Alainna Toombs  
Aminata McClow  
Angelique Whitehead  
Carshell Green  
Chanel Chapman  
Derrick Leonard  
Diana Avila  
Dominique Moss  
Dr. Edwinna Carr  
Eiko Riley  
Jatu Barker  
Kyiara Jackson  
Nakia Lang  
Priscilena Shearon  
Shiqeia Ramey  
Tiara James  
Zion Ross

## Site Coordinators

Denise Ford  
Jessica Murry  
Kaleigh Ward  
Monyé Wilson  
Taylor Woodward

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## Board Members

Brandon Bowers – Chair  
Amber Dorsey – Vice-Chair  
Michael Oleis – Treasurer  
Brittany Tyler  
Jessica Dozier

Taylor Hill  
Adesuwa Greene  
Deborah Bowers  
Deirdre Orr  
Sydney Sturgis – Board Intern

# DYMON in the Rough

## Our Story + Purpose



Our organization was founded November 2012 by a then 24-year-old Nashville native, Brittany Tyler, who believed that exposure and access determines the ceiling of black girls' dreams and potential. As a young African American college graduate, Brittany recognized the necessity of tailored empowerment programs and resources for black girls and girls of color. She was raised in a single parent household in Northeast Nashville by a mom who experienced

economic challenges but was very intentional in providing her a sense of empowerment, self-esteem, and a village of other resilient and successful black women. Recognizing the role her mom and village played in cultivating her into a successful community leader and entrepreneur, Brittany founded DYMON in the Rough to codify that mentorship into a replicable model.

DYMON uplifts and celebrates the incredible power and

sisterhood of black women and women of color, and their ability to strengthen and encourage the younger generation through careful attention and investment. By creating a network of support that mirrored her own uplifting village, we envision a world in which black girls and women understand their innate power and potential to achieve their goals, and feel raised up and supported by their communities to succeed.

# DYMON in the Rough Annual Revenue

2013-2014 **\$10,000**

2014-2015 **\$15,000**

2015-2016 **\$20,000**

2016-2017 **\$40,000**

2017-2018 **\$98,000**

2018-2019 **\$156,735**

2019-2020 **\$180,833**

2020-2021 **\$430,784.11**

2021-2022 **\$423,313.28**

2022-2023

**\$566,570.78**



# Program Achievements

This year we had great partnerships with our enhancement partners and community investors. Over the 2 semesters, we had 5 enhancement partners over 4 different sites. These partners included AWAKE, Youth In Action!, Mr Bond’s Science Guys, Southern Word, and Corner to Corner.

With AWAKE, the girls were able to explore advocacy and learn how to advocate for themselves, and people like them. This was important because it taught our kids how to have a voice, and what that looks like as a student.

With Youth In Action!, the

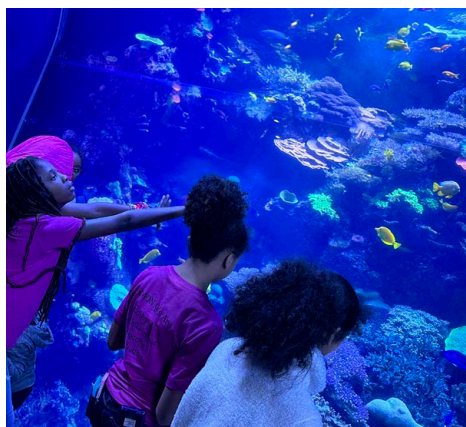
students were able to use their advocacy skills to think about issues in the community that are important to them. Some of these issues included homelessness, mental health, and college readiness. Over 2 semesters, 3 sites were able to complete civic action projects ranging from collection drives donating items to a local shelter, preparing for high school and researching colleges and advocating for art as an emotional release by creating and exhibiting their own works of art.

With Mr. Bond’s Science Guys, the students were able to strengthen their science and math skills learning about science in new

and engaging ways.

With Corner to Corner’s Script to Screen program, the students focused on increasing literary skills through writing and creating their own movies. By the end of the semester, 2 sites created and showcased at a premiere night, their 10-minute movies to the Community.

With Southern Word, the students also increased their literary skills by learning how words can help express feelings & ideas. This was important to help combat the fact that low-income students and communities often have lower literacy rates, and we wanted to ensure that our students had the tools they needed to be successful.



# DYMON Field Trips

This year DYMON took two significant field trips that provided our students meaningful out-of-school experiences. In order to determine student eligibility for their field trips, the students came up with a point system that allowed them to earn points

toward the trip. This held our students responsible for their own actions and realize that there are sometimes consequences to your actions. DYMON partnered with Southern Black Girls and Women’s Consortium to invite selected students on a one-day field trip

# DYMON YOUTH PRESENT AT NAZA NATIONAL CONFERENCE IN DC!

Top to Bottom:: Nadia and Edwina Freeman (DYMON);  
Allie Duke (NAZA) and Itzel; Jordan, Mary, and Itzel





to Atlanta, GA. Being a February field trip, we wanted to include aspects of Black History Month as an educational feature.

On this field trip, the girls explored the Martin Luther King Museum, where they learned about his life, legacy, and impact on Black people.

They also toured Spelman College and met their Royal Court. Through this experience,

they learned about college readiness, being a leader, and how important it is for Black students to consider HBCUs when thinking about college.

This trip was important for us to provide this year because 75% of our students had never left the state, so we wanted to give them an educational experience away from home.

Another field trip for our students

was to the Frist Art Museum, they were able to take some time to learn about local and global artists who showcased their work in the museum.

They also enjoyed the many interactive aspects of the exhibits and really showed an interest in art and how it can be used as an emotional and creative outlet.

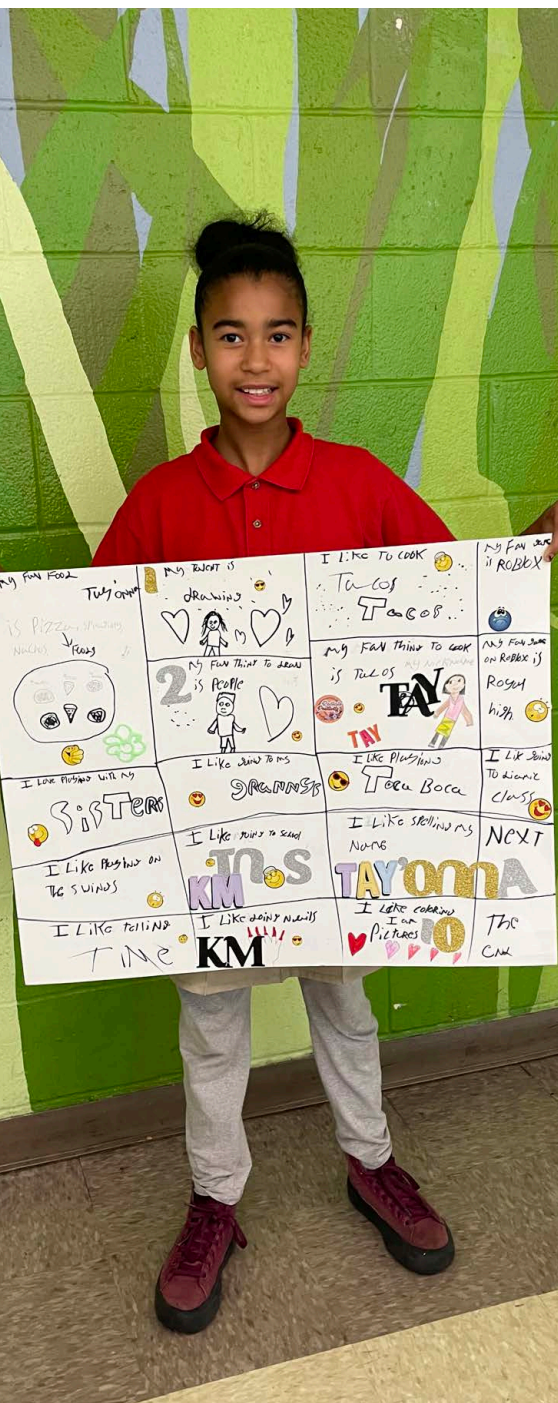
## DYMON Graduations

This year, we had a plethora of 8th-grade graduates, totaling about 15 students advancing to high school. Across our 3 Middle School sites (Madison, Haynes, and HG Hill), we were able to work with our students on improving their math and English skills, which reflected in their test score improvements. Because of this growth, we have received an influx of parent and caregiver appreciation that reflects a noticeable positive change in our student academics.

We also saw a positive change in our students' behavioral track record this year. We saw a decrease in classroom behavioral disruptions, and an overall good report from teachers

and admin that reflected the student's willingness to improve their behavior in and out of the classroom. A large part of this effort was implementing reward systems in DYMON that encouraged the students to want to change their behavior in order to continue to earn rewards.

Finally, we saw a strong connection with our youth and mentors this year. The relationships that were created between the youth and mentors showed that our students really enjoyed the program and their mentors. Because of this, it was very evident that students were more likely to come to the program if they loved who mentored them.



78 girls have graduated from I'M BOSSY Summer Camp since it began in 2021. A total of 39 girls registered for the Summer Camp in 2023.



## DYMON'S Scope of Offerings

During this academic year, we were able to provide a variety of afterschool programming outside of mentor programs.

Many of our programs included parent night, orientation night, and Lights on After School, which allowed our students and parents to learn about the importance of after-school programming, and why our students and caregivers would directly benefit from programs such as ours. These programs brought in community and helped us bridge the parent/mentor gap.

There was also Mental Health Awareness Nights with Bellevue Church of Christ, where we talked about the importance of knowing the signs of mental illness, and how to better

support ourselves and our students when in times of need.

We held numerous holiday and achievement parties this year to ensure that our students felt appreciated and knew that we'd recognized their hard work and efforts during the school year. We feel that such efforts raised students' academic self-esteem, and encouraged them to continue working hard in and out of school. Field trips allowed caregivers to come as chaperones

During Black History Month, we were able to help students learn about influential Black women, by having them choose a woman to formerly present while also addressing why their chosen subject was important and influential to their friends and

families.

The 11th Annual Beauty and Brains Fashion Show took place, which helped the girls gain and improve their self-esteem while practicing confidence in and out of the classroom.

This event allows us to showcase why our program is so important to the community, and allows the students to radiate their self-confidence through performances.

Lastly, we are intentional in implementing the Nashville Holistic Vision to be embedded in our daily operations. It comes natural because many of our core principles mirror the vision, mission, and outline.

# DYMON in the Rough

## Growth + Opportunities

# 652

participants in  
DYMON Programs since  
its existence.



# 3

programs were added  
to expand DYMON's  
operations within the  
past year

# 26

volunteers shared their  
knowledge and skillsets



# DYMON in the Rough

## Partners + Sponsors

### Community Partnerships

- AWAKE
- CenterStone Healthy You(th) Program
- The Community Foundation of Middle Tennessee
- Corner to Corner
- The Dan & Margaret Maddox Fund
- Deloitte
- Emergency Food & Shelter Program
- The F.I.N.D Design
- Giving Matters
- The Healing Trust
- Haynes Middle
- Holloway Family Foundation
- H.G. Hill Middle
- Joe C. Davis Foundation
- Juvenile Court Metropolitan Nashville & Davidson County
- Madison Middle
- Major's Village
- The Memorial Foundation
- Metro Nashville Public Schools
- Nashville After Zone Alliance
- Nashville Public Library Foundation
- Robert Churchwell Elementary
- Southern Black Girls and Women's Consortium
- TN Department of Education
- United Way of Greater Nashville
- Young Leaders Council
- Youth Achieving Success Mentoring Program
- Youth in Action



### Community Sponsors

- A Mother's Touch Cleaning Services
- Apparel That Speaks Volumes
- Administrative Momma Virtual Assistant Services
- Bonefish Grill (Murfreesboro, TN)
- ChampionSPIN Fitness & Cycle Studio
- ChampionTone Fitness
- The Content House
- The Crown Hair Studio
- Kenneth Chun/Watkins Productions
- Kroger
- MBORO360 Party Rentals
- Secure The Bag
- SITI Productions, LLC

# 176

**DYMON YOUTH  
WERE SERVED  
DURING THE  
2022 – 2023  
SCHOOL YEAR.**

# 119

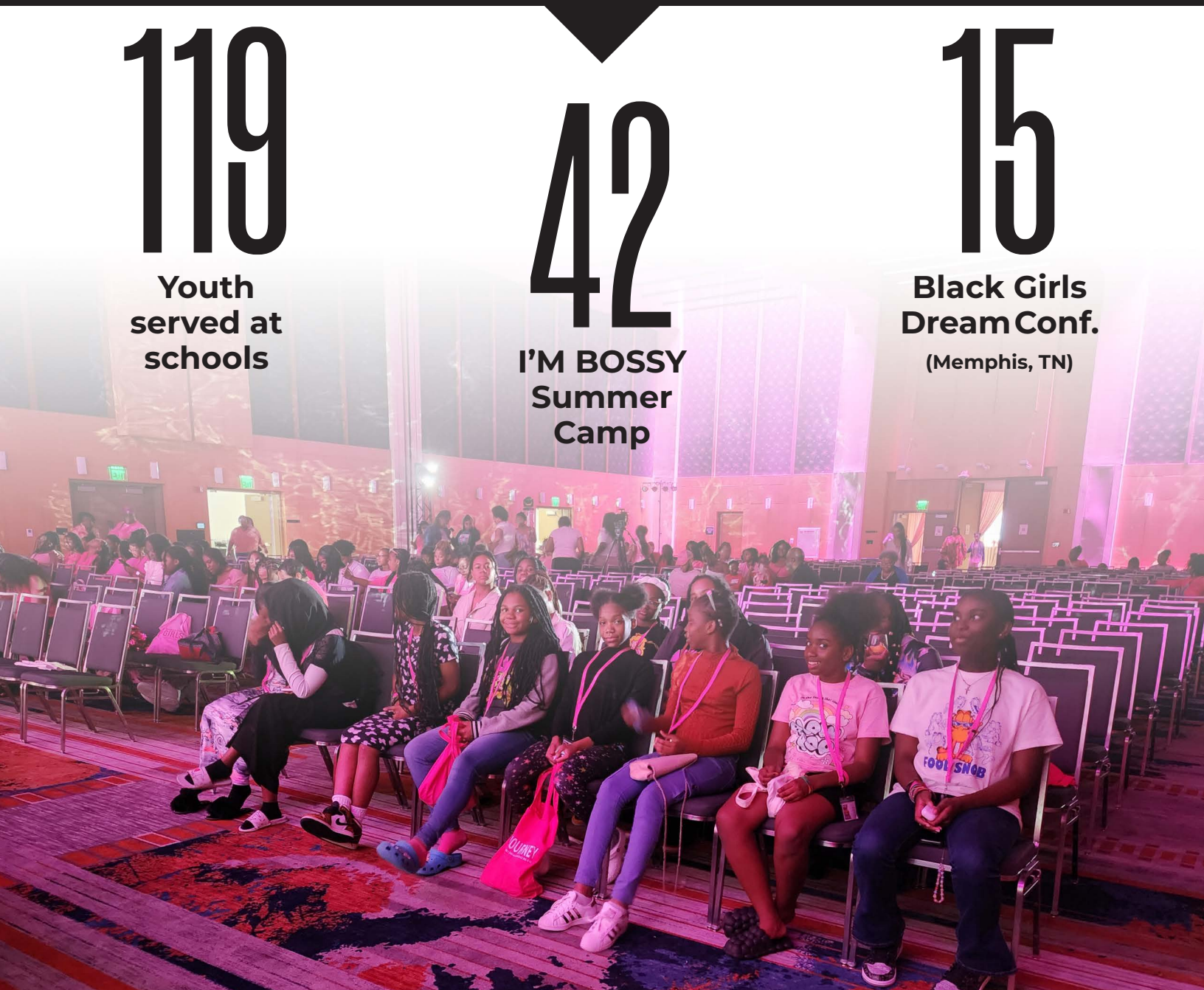
**Youth  
served at  
schools**

# 42

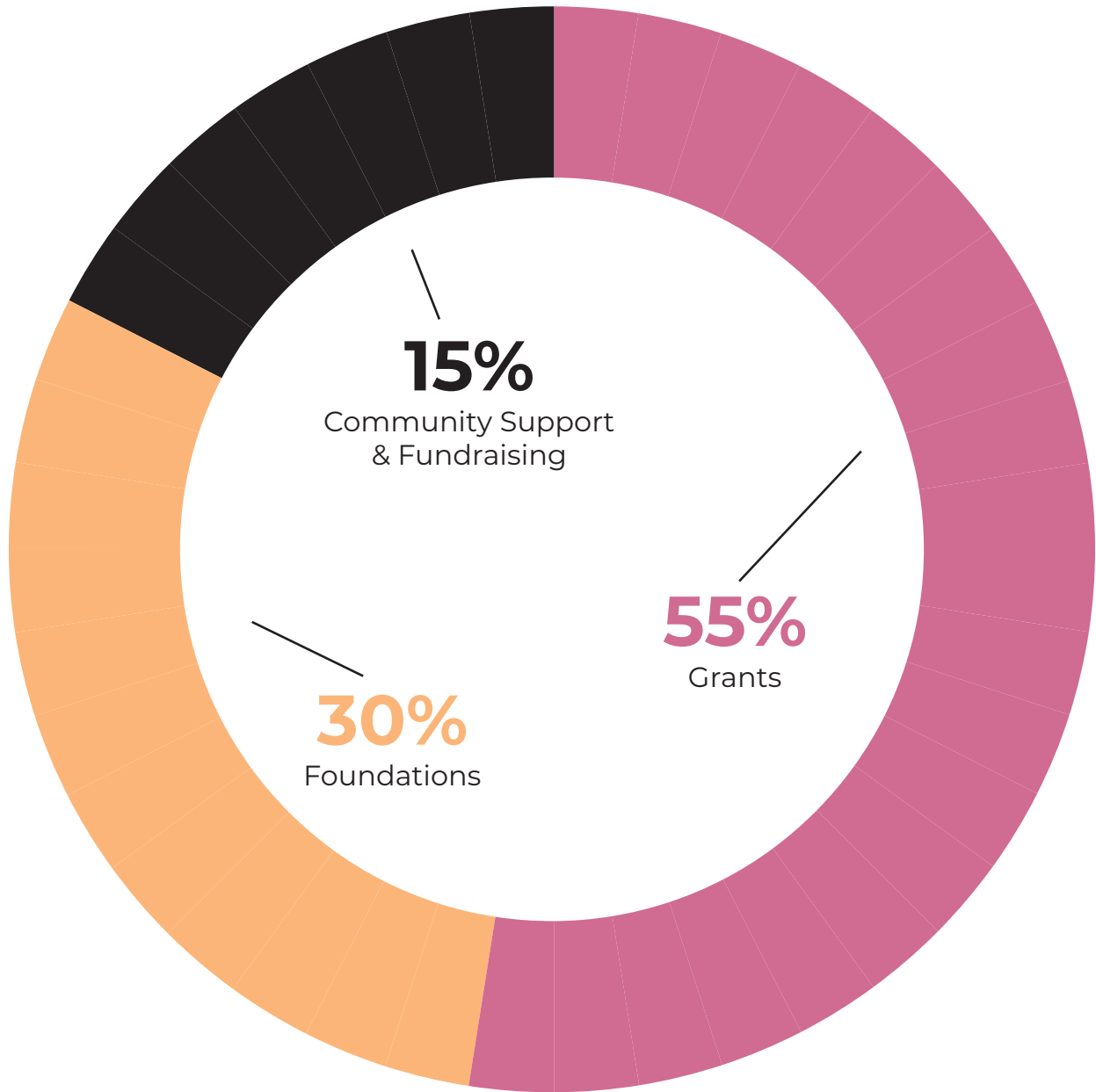
**I'M BOSSY  
Summer  
Camp**

# 15

**Black Girls  
Dream Conf.  
(Memphis, TN)**



# Funding Sources



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Total income for 2022 – 2023

**\$556,570.78**

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DYMON in the Rough

# 2023 Scholarship Recipients



**BRITTANY BOWERS**  
**BEAUTY + BRAINS**  
**SCHOLARSHIP**

*Congratulations!*  
**Asherah**  
**Tobias**

- Attending - Volunteer State Community College
- Major - Mechanical Engineering
- Goals - Aerospace Engineer

**\$1500 AWARD**  
Visit [www.dymon.org](http://www.dymon.org) to read more!

**DYMON** Will you be the next scholarship recipient?



**THE DYMON**  
**SCHOLARSHIP**

*Congratulations!*  
**Mackenzie**  
**Lewis**

- Attending - Fisk University
- Major - Child Psychology


**\$1500 AWARD**  
Visit [www.dymon.org](http://www.dymon.org) to read more!

**DYMON** Will you be the next scholarship recipient?

DYMON awarded a total of

# \$20,900

in scholarships to 39 recipients in 2022 – 2023 fiscal year!



**THE DYMON**  
**MENTOR**  
**SCHOLARSHIP**

*Congratulations!*  
**Kaleigh**  
**Ward**

- Attending - Meharry Medical School
- Major - Masters in Health Science
- Goals - Pediatrician; Ultimately own medical bus to tend to underserved communities

**\$1500 AWARD**  
Visit [www.dymon.org](http://www.dymon.org) to read more!

**DYMON** Will you be the next scholarship recipient?

# DYMON

*Cares*

Total provided for 2022 – 2023:

# \$21,500

We were excited to provide awards on mortgages and provide rental assistance to 7 families in the heart of Nashville, TN.



## **Dynamic Young Minorities of Nashville**

Nashville, TN

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[www.dymon.org](http://www.dymon.org)