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describes various internal and external assets that are vital for the healthy development of all young

people. Interestingly, the Fellows provided more examples for Internal Assets than External Assets. The

internal assets that resona ted most to t he Fellows were associated with Personal Identity, Personal

Values, Equality, and Social Justice. The Fellows also noted learning and developing their skills in

Interpersonal Competence and Cultural Competence through YWAC. The external assets that resonated

the most to the Fellows were Family and Adult Relationships and Support, Empowerment, Role Models,

and Positi ve Peer Influe nce. Of the 13 Fellows who participated in the interviews and focus group: All

13 Fellows (100%) a greed that the YWI program helped increase or strengthen internal assets related

to Personal Power, Self -Esteem, Sense of Purpose, Positive View of Personal Future, Cultural

Competence, Interpersonal C ompetence , Planning and Decis ion -Mak ing, Responsib ility, Integrity ,

Honesty, and Equality and Social Justice. All 13 Fellows (100%) agreed that the YWI program helped

increase or stren gthen external assets related to Adult Relationships, Role Models , and P ositive Peer

Influence.

Le adersh ip

When asked about leadership and what it means to be a leader, the young women contextualized their

r esponses in t he traits, qualities, a nd behavio rs of l eaders. They reported that the YWI initiative has

helped them de velop leadership qualities t hat will allow them to be strong leaders in their fut ure personal

and professional li ves. The leaders hip qualities they reported were empathy, personal power, int egrity,

purpos e, collaborat ion, plann ing & decision making, and inspire others. The young women all uded to

several leadership opportunities to guide, inspire, influence, and build confidence in o thers within their

working group that they experienced as part of YWAC.

Knowledge & Skills

The Fellows reported the deep knowledge they have gained around several topics like identity, personal

financial planning, goal setting, civic enga gement , census, grant-making, research and evaluation among

others. They also reported feeling mot ivated be trainers and speakers who are women of color. In

addition, the Fellows also reported numerous skills they have ga ined by participating in YWAC like

organization, problem-sol vin g, decision -making, collaboration etc.

Collective Benefits

Census Actions

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ever y person gets counted; as it directly influences planning for education, n utrition, health pro grams,

transportat ion , employment, and o ther commun ity-level needs. In addition, the Fellows work will also

help fig ht the inequit ies that communities of color face in Dallas County. From January 2020, the

<:$&OHDUQHGDERXWWKH&HQVXV·VLPSDFWRQ\RXQJZRPHQRIFRORULQ7H[DVDQG'DOODVincreased their

knowledge about the plan for Dallas County and the 2020 Census , identified the role of the YWAC in

Census acti vities, and specified DFWLRQVRIWKH'DOODV<:$&LQ&HQVXVUH ODWHG WRWKHJURXS·VDUHDV

of focus .

A total of 92%, or 12 of the 13 Fellows, reported in the YWI end-of-year program survey that the

YWAC Census Initiative inspired them to participate in individual actions. For the Fellows, these

individual actions entailed 1) using various social media platforms to educate family, friends , and co -

workers about the basics of the census; 2) developing personal websites to tell their story and that of

others and how that has an impact on the cens us; 3) creating videos to re ach the yo unger p opula tion and

encourage their own household to participate in the census; 4) talking to people in person about the

census to address any misconceptio ns and negative feelings about participation; 5) using boards and/or

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other organizations to raise awareness and participate in events; and 6) connecting with the local city and
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The YWAC took collective actions in support of the census through participation in local community
events, as well as two internally formed committees that included the O

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14. Dallas-Fort Worth Urban League of Young Professionals Civic Engagement Committee
15. DISD Teen Board
16. 2020 DISD Bond Safety & Security Committee
17. Diversity & Inclusion Committee
18. Peer Mentor part of the University Career Development Center
19. Nominated to serve on the Board of Dallas City of Learning
20.