

SOCIEDAD

Latina

Developing Latino Leaders
Desarrollando Líderes Latinos



2016 ANNUAL REPORT

“The Museum of Fine Arts is strengthened as an organization due to partnerships with strong groups like Sociedad Latina. Sociedad Latina is one of the most active organizations in the Mission Hill Partnership and together we’ve successfully brought new programming to our shared community. We look forward to many more years of working together.”

Robert Worstell
Linde Family Head of Community and Studio Arts
Museum of Fine Arts, Boston



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TO OUR FRIENDS, PARTNERS & SUPPORTERS:

On behalf of Sociedad Latina's Board, staff, youth and families, we are pleased to share our 2016 annual report, "Developing Latino Leaders – Desarrollando Líderes Latinos." It outlines the innovations and impact that we've made over the last year, including holistic college and career readiness strategies to guide youth towards postsecondary success, new youth organizing campaigns to advocate for higher quality education across the city, and neighborhood-based arts and cultural programming to engage more youth and families. These programs respond directly to the most pressing needs of Boston's young Latinos, who contend with many obstacles to earning a high school diploma, pursuing postsecondary college and career pathways, becoming leaders in the community and accessing the arts.

In the face of these challenges, our youth and families are resilient, hardworking and committed to breaking down the barriers that stand in the way of their success and the success of their peers. Sociedad Latina's alumni are proof of this dedication and determination. In this report, we share the accomplishments of two of our alumni—Ricardo and Margarita—since their time as Youth Leaders. We're proud to say that they truly embody Sociedad Latina's mission and represent Boston's next generation of Latino leaders. We also look ahead with the next generation of alumni who are currently in our middle school STEAM Team program. They have high aspirations and big dreams!

As we look back at the last year, we are especially grateful for the support of our funders, donors, partners, volunteers and friends. Without you, we would not be able to connect thousands of Latino youth and families with high quality, year-round programming that celebrates their assets, cultures and contributions to the community. Thank you and we hope for your continued support in the year to come.

Best,

Alexandra Oliver-Dávila
Executive Director

Marta Rivera
Board President

MISSION & MODEL

Founded in 1968, Sociedad Latina promotes Latino leadership and creates a Boston community that supports youth success through our holistic “Pathways to Success” positive youth development model. We provide young people ages 11-21 with ongoing training and support to develop their leadership skills and offer real-life opportunities to put their learning into practice. Moreover, the model serves as a structure to motivate and empower youth to map their own progress towards college, career and community leadership.

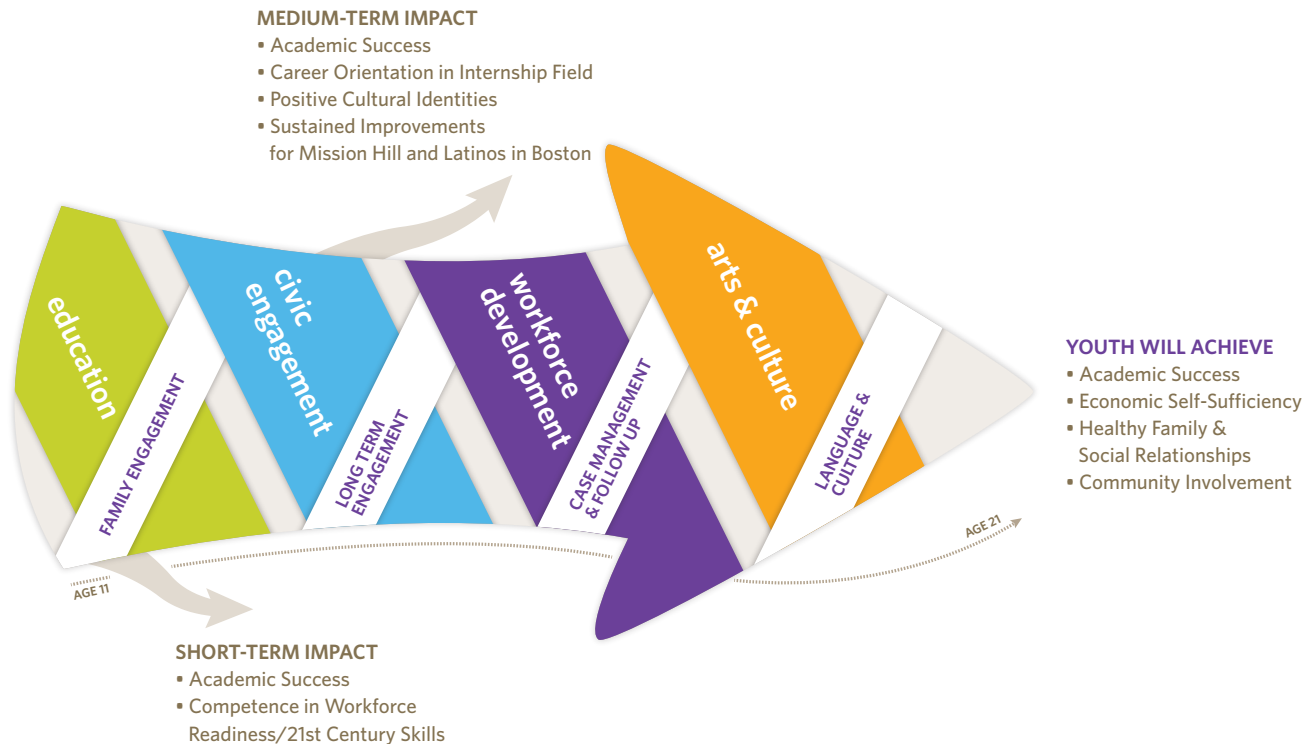
Through Pathways to Success, we connect youth to ten years of intensive, free, year-round programming that uses culturally and linguistically responsive and sustaining practices to capitalize on strengths and assets, such as bilingualism, high aspirations, resiliency and strong family and community ties. Our approach works in partnership with families and a wide network of cross-sector partners to build young people’s skills and knowledge in the following areas:

SOCIEDAD LATINA MISSION

To create the next generation of Latino leaders who are confident, competent, self-sustaining and proud of their cultural heritage

- **Education:** Supports youth and their families on the journey from middle school through high school and on to college, with expertise in working with English learners.
- **Civic Engagement:** Elevates grassroots Latino leadership on issues affecting youth lives and opportunities, such as education reform, health inequity and community building.
- **Workforce Development:** Prepares youth for careers in robust fields where Latinos are underrepresented, including healthcare, public service, the arts, STEM and entrepreneurship.
- **Arts & Culture:** Offers high-quality opportunities to create and experience art in a range of artistic disciplines, with a focus on Latino cultural traditions.

PATHWAYS TO SUCCESS MODEL

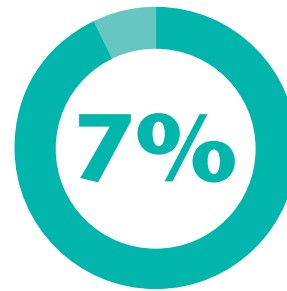
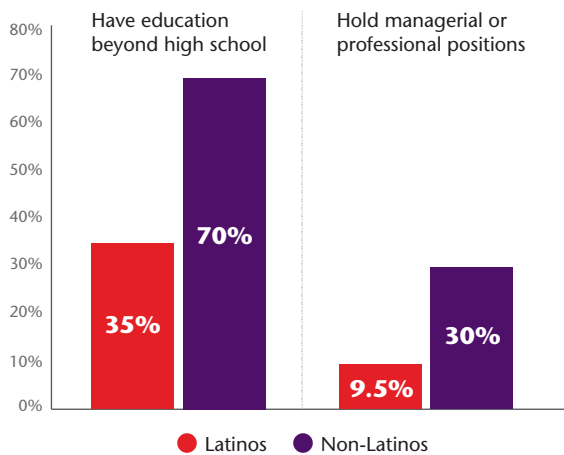


DEFINING THE OPPORTUNITY

THE CHALLENGE

From 2000 to 2013, Latinos accounted for 68% of the population growth in Boston and now represent 19% of the population. Unfortunately, they remain under-represented in college, high-paying careers, government and the arts.

Boston's Latino population is especially youthful. In 2013, 32% of Latinos were age 19 or younger, compared to only 9.5% of non-Latinos. Latino students also represent 42% of the student body in Boston Public Schools.



7% of executive positions and board/commission appointments in city government are held by Latinos

46%

of residents feel that there are not enough culturally relevant, accessible arts activities in their neighborhood



OUR STRATEGIES



Capitalize on youth and family assets, including bilingualism, high aspirations and strong community ties



Make holistic investments in youth and families, partnering from grade 6 through the first two years of college or career



Affirm positive cultural identities that build resiliency and continue Latino cultural traditions in our community



Elevate youth voice in decision-making processes that affect their lives, opportunities and communities



Support the development of social-emotional skills that foster youth leadership and long-term success



Provide flexible pathways that ensure all youth graduate from high school with the next steps that are right for them



Engage families across the organization, recognizing that they are the single most important factor in youth success

Boston Creates (2015) "Community Engagement Findings Report: Executive Summary," accessed at http://d3n8a8pro7vnm.cloudfront.net/bostoncreates/mailings/15/attachments/original/BostonCreatesExecutiveSummary_FinalDraft_110515.pdf?1446907714.
 Boston Public Schools (2016) "Data and Reports," accessed at <http://www.bostonpublicschools.org/Page/693>.
 City of Boston (2015) "Latinos" in New Bostonian Series, accessed at <http://www.bostonplans.org/getattachment/4f4c25ec-bdc7-4b85-a145-69d0f760180a/>.
 Greater Boston Latino Network (2014) "The Silent Crisis: Including Latinos and Why It Matters," accessed at http://www.cityofboston.gov/news/uploads/17739_43_2_42.pdf.

AWARDS & ACCOMPLISHMENTS

EDUCATION

- Sociedad Latina's STEAM Team was one of six non-profit partners selected for the BoSTEM Expanded Learning Project, an initiative to give all middle school students access to high-quality STEM experiences.
- Our Academy for Latinos Achieving Success program was selected for The Boston Foundation's five-year Coaching for Completion Initiative, which seeks to raise college enrollment and graduation rates among Boston Public Schools graduates.
- Sociedad Latina's Education Pathway, which guides youth from middle school through the first two years of college, was named one of 230 Bright Spots in Hispanic Education by the White House Initiative on Educational Excellence for Hispanics.

CIVIC ENGAGEMENT

- Leading up to the 2016 presidential election, Sociedad Latina engaged hundreds of Latino residents through our bilingual voter registration and get-out-the-vote efforts.
- Youth Community Organizers, in partnership with the Coalition of Schools Educating Boys of Color and Boston Public Schools, launched a Young Men's Action Group to advocate for the elimination of the opportunity gap facing young men of color in Boston.
- Sociedad Latina was a finalist for the Youth Organizing Award from the Nellie Mae Education Foundation, recognizing our efforts to push for culturally proficiency and student-centered learning in Boston Public Schools.

WORKFORCE DEVELOPMENT

- Sociedad Latina was honored to be a recipient of the 2015 James G. Connolly Tribute Fund from the Mass Mentoring Partnership, acknowledging our work connecting youth to caring adult mentors.
- We launched our ¡emprende! youth entrepreneurship program, which aims to create the next generation of multicultural entrepreneurs and connects youth to careers in the sector.
- Sociedad Latina, in partnership with the Latino College and Career Access Network, was one of twelve organizations nationally selected for the Youth Opportunity Fund by the Citi Foundation and America's Promise Alliance to prepare young Latinos from across Boston for college and career success.

ARTS & CULTURE

- Sociedad Latina was one of 50 finalists across the country for the National Arts and Humanities 2015 Youth Program Award, recognizing our successful approach to creative youth development and the arts.
- Youth Artists released two annual full-length CDs of original songs, *Vive Soñando* (Live Dreaming) and *Mentes Poderosas* (Powerful Minds), which required them to write, compose, record and mix the tracks and design the CD artwork.
- Through our ¡Viva La Cultura! Arts Initiative, nearly 3,000 youth, families and community members joined Sociedad Latina to celebrate youth arts and Latino traditions in music, dance, visual arts and more.



READ

Sociedad Latina's recent publications and learn more about our policy and advocacy work at:

www.sociedadlatina.org/publications

BY THE NUMBERS

1,202

YOUTH

excelled in intensive Pathways to Success programs

84%

OF ALUMNI

are succeeding in full-time employment or postsecondary education



4,446

COMMUNITY MEMBERS

worked with Sociedad Latina to take action on pressing issues



406

FAMILIES

graduated from Padres Comprometidos (Committed Parents)



25,800

HORAS

de proyectos liderados por jóvenes en arte, organización y salud



90%

DE LOS JÓVENES

desarrollaron habilidades de liderazgo



97%

OF YOUTH

graduated from middle school or high school





“Leadership is giving a voice to your community and getting out there to make a positive change.”

RICARDO

Alumni Leadership on The National Stage

In 2006, fourteen year-old Ricardo got his first job—as a Youth Community Organizer at Sociedad Latina. His family was always very active in the community and they wanted him to do something meaningful. So for the next few years, he grabbed a clipboard and knocked on doors across Boston to organize for healthier and stronger communities with Sociedad Latina.

During Ricardo's time as a Youth Community Organizer, he worked on the Boston Tobacco Advisory Project (a city-wide initiative with the Boston Public Health Commission to determine if tobacco advertising was targeting youth) and organized Mission Hill residents to push for equitable community development. Through these campaigns, he conducted surveys and needs assessments, created documentaries and crafted platforms, and advocated for change in front of public officials and decision-making bodies. His favorite memory is coming together at the end of each year to celebrate successes: "It was always really fun. And a chance for us to see different youth present their work and learn more about what they were working on."

Ricardo credits Sociedad Latina with getting him to "think about college at a young age and understand the importance of building a resume." He explains that "[Being a Youth Community Organizer] helped me to stand out – it was different than most people's first job. I wouldn't have started thinking about college so soon unless I was at Sociedad Latina. After that, everything was about that next step." His early planning paid off. After graduating from high school in 2010, Ricardo attended Boston College and continued to pursue his passion for politics, public service and public health. He was involved in several political campaigns and interned with Harvard School of Public Health and the Equal Justice Coalition.

With his strong work ethic and impressive resume, Ricardo has continued to find success in his career after college. Last year, he was hired to work for Senator Elizabeth Warren in her Washington D.C. office. In this role, he still uses his experience as a Youth Community Organizer:

"Organizing showed me the potential for policy change to impact people's lives for the better. I never expected to be doing anything related to politics while I was working at Sociedad Latina. But the impact of the experience of working in the community and talking to people out in the streets has been huge for me in my career."

Despite demographic shifts, Latinos are still under-represented in education, business, government and other sectors. In light of these challenges facing the Latino community in Boston and beyond, Ricardo argues that we need strong Latino leaders who can organize support and influence decisions. He says that's why it's critical for Latino youth to become leaders "so we can speak with a unified voice and advocate for our community's best interests. As leaders, we have a seat at the table."

Ricardo isn't exactly sure what he'll do in another ten years, but he knows he'll be making an impact on the Boston community and getting more Latinos engaged in public life. "For me, more than anything, leadership is giving a voice to your community and getting out there to make a positive change."

OUTCOMES

83%
of youth have more pride in their culture

83%
feel a stronger connection to the community

86%
advocate before decision-making bodies and within power systems

90%
build leadership skills

89%
are able to educate their peers and community members on their campaigns

25,800
hours of youth-led community projects in organizing, health and the arts



Learn more about the campaigns that Youth Community Organizers are working on now at www.sociedadlatina.org/videos



"I never realized the impact that Sociedad Latina would have on me well into adulthood."

MARGARITA

Leading The Way For Healthier Communities

Margarita joined Sociedad Latina in 2000 as a sophomore in high school. Originally from Dorchester, she knew she wanted to pursue a career in the health sector, but wasn't sure where to start. Then, her mother recommended Sociedad Latina because she heard that we would help her pursue her postsecondary goals while exploring Latino culture and identity. After learning about our different programs, Margarita decided to join Jóvenes Latinos Pro Salud (Health Careers for Youth) to get hands-on work experience at a Longwood Medical Area hospital. Reflecting on this decision, she says "I never realized the impact that Sociedad Latina would have on me well into adulthood."

Through the Jóvenes Latinos Pro Salud program, Margarita interned at Brigham and Women's Hospital, located down the street from Sociedad Latina. She had the opportunity to learn about the different roles on each unit and was connected to a health professional as a mentor. Margarita credits this robust experience, as well as Sociedad Latina's college access supports, with her acceptance to Simmons College: "Sociedad Latina was always a place to come to for guidance. The organization invested in the youth and there was a level of commitment amongst the staff that allowed us to be set-up for success."

After three years as a Youth Leader, Margarita was ready for college and decided to major in Sociology of Health and minor in Biology at Simmons. Because Margarita was such a dynamic Youth Leader who was a role model for her peers, we hired her to work part-time while she pursued her undergraduate degree. She used her first-hand experience to lead work readiness trainings for younger Youth Leaders and to be a support system for those who wanted to follow her example of pursuing a health college and career pathway.

Over the last ten years, Margarita's career trajectory has been impressive. She received her Master's degree in Public Administration from Simmons College and began working with the Massachusetts Department of Public

Health. Her experience with youth has been a huge asset, as she was tasked with creating a guide for HIV+ youth, their caregivers and providers that is a resource across the country. Margarita's commitment to improving the health of her community makes her a true leader within the Sociedad Latina family.

"Sociedad Latina provides a safe space for young people and families to ask questions about health. We teach them how to make healthier choices, and also encourage them to advocate for their wellbeing."

– Ornan M., Alumnus and Program Assistant

"Sociedad Latina provee un espacio seguro para que jóvenes y familias puedan hacer preguntas acerca de la salud. Les enseñamos cómo tomar decisiones más saludables y los incentivamos a abogar por su bienestar."

– Ornan M., Exalumno y Asistente de Programa

OUTCOMES

88%
of youth complete
a year-long internship

93%
increase knowledge
of different college
and career pathways

93%
plan to attend and
graduate from a
postsecondary program

90%
are more confident
in their ability to
find a job

95%
increase life skills
and sense of self

85%
improve their
financial literacy



“STEAM Team showed me how important it is to work together.”

GLEISY, MASIEL & RAMYUS

Alumni Class of 2021

Sociedad Latina is incredibly proud of our Alumni when they find success after leaving our programs, but it's also a very special time when young people first join us and start to explore their interests, define their goals and become active in the community. Three of the seventh graders in our middle school STEAM Team program—Gleisy R., Masiel D. and Ramyus P.—are already becoming the next generation of young Latino leaders in Boston. STEAM integrates the arts into the traditional STEM disciplines of science, technology, engineering and mathematics.

Gleisy joined STEAM Team in the fall, having emigrated from the Dominican Republic to Boston with her family over the summer. Her mother encouraged her to look for an afterschool program that would help her make friends, learn new things and practice her English. Because Gleisy wants to become a pediatrician when she's older, she decided to join STEAM Team and tackle some hands-on science and technology projects. Gleisy explains "I want to make kids feel better, so I need to get really good at science." She quickly befriended Masiel, a fellow native Spanish speaker who has been in STEAM Team since grade 6. Masiel wants to be an engineer because "I like finding solutions to everyday problems, inventing new products and thinking about how to change the city for the better." Ramyus also joined STEAM Team in grade 6 and he wants to have a career in architecture. STEAM Team is a great fit for him because he loves math, engineering and design!

Ramyus has a long list of favorite projects from STEAM Team—like building a marshmallow "slingshot" and making a miniature boat that can still float with 200 marbles on it—but he says that the biggest impact of the program has been on his leadership and teamwork skills. He explains, "I used to be shy and I didn't want to participate in group projects. STEAM Team helped me feel more comfortable around other people and showed me how important it is to work together." Now Ramyus is excited to help new STEAM Team members when they join the program and he encourages them to work hard towards their goals. For his willingness to learn and go above-and-beyond, Ramyus was selected for an "Exemplifying Values" award during our 2016 Family Dinner.

Similarly, Gleisy and Masiel love the hands-on STEAM projects that they get to work on with Sociedad Latina, but say that they most appreciate the opportunity to learn English in a space that celebrates Latino heritage and other cultures. Masiel explains, "When I first came to Boston, I had a difficult time with English. But in STEAM Team, they support me and answer any questions that I have in English and Spanish. Now, I can understand the topics that I'm learning in my math and science classes."

These young people are leaders among their peers and have already shown a commitment to their education and the resiliency to persevere through difficult times. With these qualities and skills, we look forward to partnering with them and their families through high school, college and on to fulfilling STEM careers!

OUTCOMES

85%
of youth are more interested in STEM and the arts

95%
build supportive relationships with adults

95%
are more engaged in their education

87%
of parents are able to support their child's academic success

93%
are better at sharing ideas, listening and working as a team

45%
of high school Youth Leaders started with Sociedad Latina in middle school



Sociedad Latina's STEAM Team is proud to partner with Boston Public Schools, Citizen Schools, Boston After School & Beyond and United Way on the BoSTEM initiative. Watch a video of our work at www.sociedadlatina.org/cultural-corner.

RECAP

¡Viva Nuestra Cultura!



1



2

1. Hands-on art projects with the Museum of Fine Arts entertained even our youngest guests
2. The 12-piece band's energetic performance engaged music and dance lovers alike
3. MassArt invited guests to add their flare to famous paintings from Latin America and the Caribbean
4. Board President, Marta Rivera, opened the day's festivities
5. Sebastian, six-year veteran of our community music classes and current Youth Artist, warmed up the crowd
6. State Representative Jeff Sanchez spoke about the importance of voting
7. Headliner Eric German y Su Orquesta brought the crowd to their feet with tropical Latin sounds



3



On September 15, Sociedad Latina hosted our annual Latino Heritage Month kickoff event ¡Viva Nuestra Cultura!, featuring live music, dance lessons, art-making opportunities and a youth talent show in the heart of our Mission Hill neighborhood. Local families, artists, community leaders, businesses and elected officials attended the event, located at One Brigham Circle, which also served to highlight Latino civic engagement and voter registration efforts.

“It’s a pleasure to join Sociedad Latina and the entire community to celebrate Latino Heritage Month,” said State Representative Jeffrey Sánchez. “Events like these help display the many positive ways Latinos contribute to Boston’s arts, culture and business communities.”

During the event, which also serves as our annual meeting, Board members shared the organization’s accomplishments and were elected by the community for a new year of service.

THANK YOU TO OUR SPONSORS:

- ABCD
- Alexander Aronson Finning CPAs
- Berklee College of Music
- Beth Israel Deaconess Medical Center
- Boston Centers for Youth & Families
- Boston Children’s Hospital
- Brigham & Women’s Hospital
- Bunker Hill Community College
- Dana-Farber Cancer Institute
- East Boston Ecumenical Community Council
- Emmanuel College
- Fenway Alliance
- Harvard T.H. Chan School of Public Health
- Harvard University
- Hyde Square Task Force
- Inquilinos Borcuas en Acción
- La Alianza Hispana
- Massachusetts College of Art and Design
- Massachusetts College of Pharmacy and Health Sciences
- Massachusetts Convention Center Authority
- Museum of Fine Arts
- New England Baptist Hospital
- Roxbury Tenants of Harvard
- Simmons College
- Tobin Community Center
- Wentworth Institute of Technology

For more information on sponsorship opportunities for ¡Viva Nuestra Cultura!, please contact development@sociedadlatina.org.

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Boston Children's Hospital
Boston Cultural Council
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Boston Public Health Commission
Boston Public Schools
Boston Scientific Foundation
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BPS Arts Expansion Fund at EdVestors
Brigham & Women's Hospital
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Cabot Family Charitable Trust
Church Home Society
Clipper Ship Foundation
Clowes Fund
Combined Jewish Philanthropies – The Miriam Fund
Commonwealth Corporation – YouthWorks Plus
Commonwealth of Massachusetts
Culture for Change
Cummings Foundation
Dana-Farber Cancer Institute
Eastern Bank Charitable Foundation
EdVestors
EMD Millipore Giving Program
Emmanuel College
Finish Line Youth Foundation
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Grand Circle Foundation
Harvard University
House of Blues Music Forward Foundation
Hyams Foundation
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Mary W.B. Curtis Trust
Mass Mentoring Partnership
Massachusetts Cultural Council
Massachusetts Department of Elementary and Secondary Education
Massachusetts Department of Public Health
Massachusetts Service Alliance
MAXIMUS Charitable Foundation
Mayor's Office of Workforce Development
Mission Hill Youth Collaborative
Mission Hill/Fenway Neighborhood Trust
MLK Summer Scholars
Music and Youth Initiative
National Council of La Raza
National Endowment for the Arts
National Weather Association – Sol Hirsch Education Fund
New England Baptist Hospital
North Face Explore Fund
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Wellington Management Foundation
Wells Fargo Foundation
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Association of Latino Professionals for America
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Berklee College of Music
Beth Israel Deaconess Medical Center
BoSTEM Expanded Learning Project
Boston After School & Beyond
Boston Cares – ServiceWorks
Boston Children’s Hospital
Boston Chinatown Neighborhood Center
Boston College
Boston Educational Justice Alliance
Boston International Newcomers Academy
Boston Latin School Youth Climate Action Network
Boston Opportunity Youth Collaborative
Boston Public Health Commission
Boston Public Library – Parker Hill
Boston Public Schools
Boston Private Industry Council
Boston Teachers Union
Boston Trust & Investment Management
Boston Youth Service Network
Brigham & Women’s Hospital
Bunker Hill Community College
Charlestown High School
City of Boston
Coalition of Schools Educating Boys of Color
Dana-Farber Cancer Institute
East Boston Ecumenical Community Council
Educators for Social Justice
Emerson College
EMK Academy for Health Careers
Emmanuel College
Endicott College Boston
English High School
Fenway High School
FIRST Robotics
Greater Boston Latino Network
Harvard T.H. Chan School of Public Health
Huntington Theatre Company
Hyde Square Task Force
Joslin Diabetes Center
Inquilinos Boricuas en Acción
Liberty Mutual
Madison Park Vocational Technical High School
Margarita Muñiz Academy
Martha Eliot Health Center
Mass Green Network
Mass Mentoring Partnership
Massachusetts Bar Association
Massachusetts College of Art & Design
Massachusetts College of Pharmacy & Health Sciences
Massachusetts Institute of Technology
Mission Hill Neighborhood Housing Services
Mission Hill Youth Collaborative
Mission Main
Morgan Memorial Goodwill Industries
Museum of Fine Arts
Music & Youth Initiative
National Council of La Raza
New England Baptist Hospital
New Mission High School
Peace First
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Roxbury Innovation Center
Roxbury Tenants of Harvard
Santander Bank
Simmons College
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The Family Van
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Tobin Community Center
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Wheelock College
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Wheelock College
Whittier Street Health Center
X-Cel Education
Y2Y Harvard Square
Youth Jobs Coalition

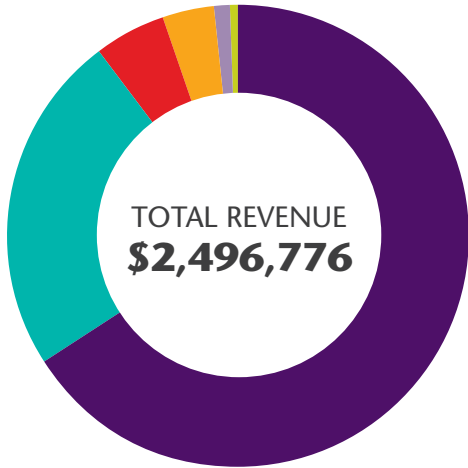
FINANCIALS

STATEMENT OF FINANCIAL POSITION

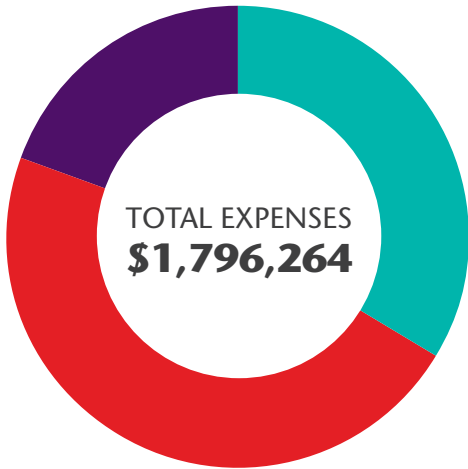
ASSETS	
Cash and Cash Equivalents	1,358,391
Accounts Receivable	610,584
Prepaid Expenses	24,135
Property and Equipment	6,904
Grants and Pledges Receivable	205,500
TOTAL ASSETS	2,205,514
LIABILITIES AND NET ASSETS	
Liabilities	61,554
Net Assets	2,143,960
TOTAL LIABILITIES AND NET ASSETS	2,205,514

STATEMENT OF ACTIVITIES

REVENUES	
Foundations and Corporations	1,650,245
Government Contracts	592,402
In-Kind Donations	128,582
United Way	89,280
Individual Donors	27,208
Interest and Other	9,059
TOTAL REVENUE	2,496,776
EXPENSES	
Arts, Culture and Civic Engagement Programs	595,853
College and Career Pathways Programs	833,377
Administrative and Fundraising Support	340,034
TOTAL EXPENSES	1,769,264
NET ASSETS	
Beginning of Year	1,416,448
End of Year	2,143,960
CHANGE IN NET ASSETS	727,512



- Foundations and Corporations
- Government Contracts
- In-Kind Donations
- United Way
- Individual Donors
- Interest and Other



- Arts, Culture and Civic Engagement Programs
- College and Career Pathway Programs
- Administrative and Fundraising Support

For fiscal year ending June 30, 2016

BOARD OF DIRECTORS

Marta Rivera

President, Consultant

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