

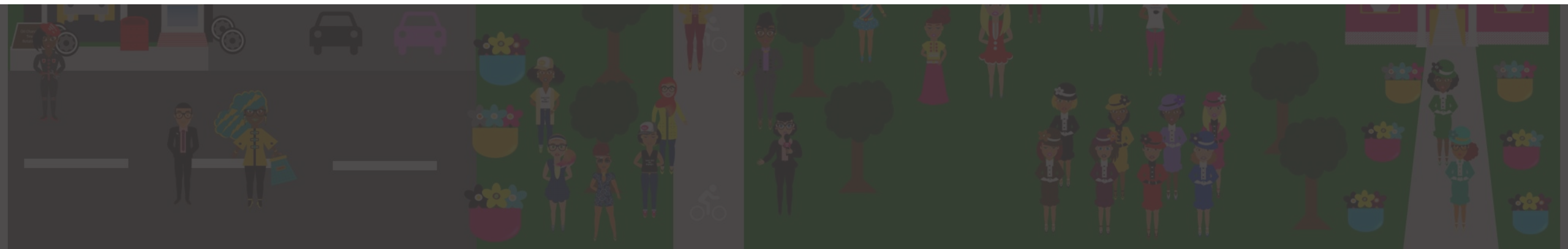
# The Power of Diversity

## *A Framework for Mentoring Young Women*

Thursday, February 22, 2018

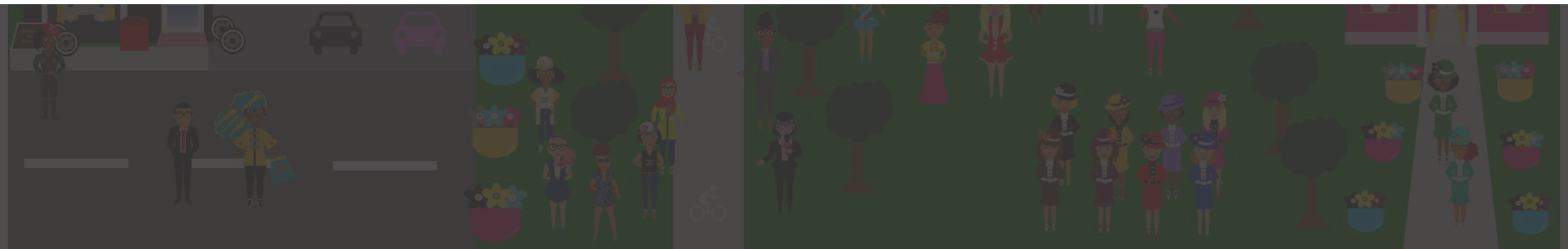
# Today's Agenda

- ❖ Introduction
- ❖ Diversity As A Framework For Mentoring Young Women
- ❖ The Numbers
- ❖ The Problem: A Disconnect
- ❖ Solution: A Diverse Approach
- ❖ Diversity Framework: Adventures of the #MotleyCrew



# Diversity As A Framework

- ❖ Age of Women & Girls
- ❖ A Culture of Diversity
- ❖ Interactive Tools & Programs



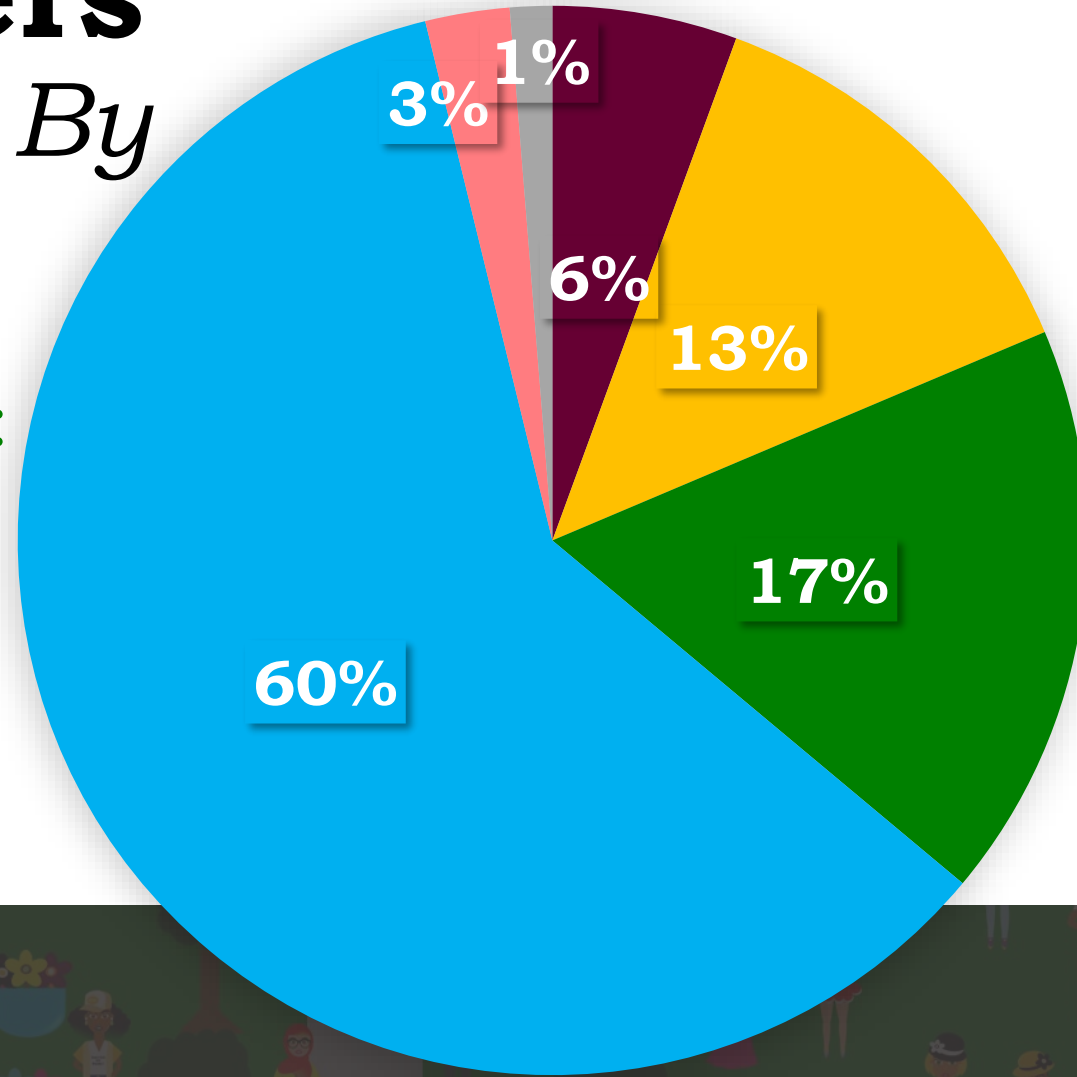
# The Numbers



# The Numbers

## *US Population By Race*

Total US Population:  
**323,127,513**



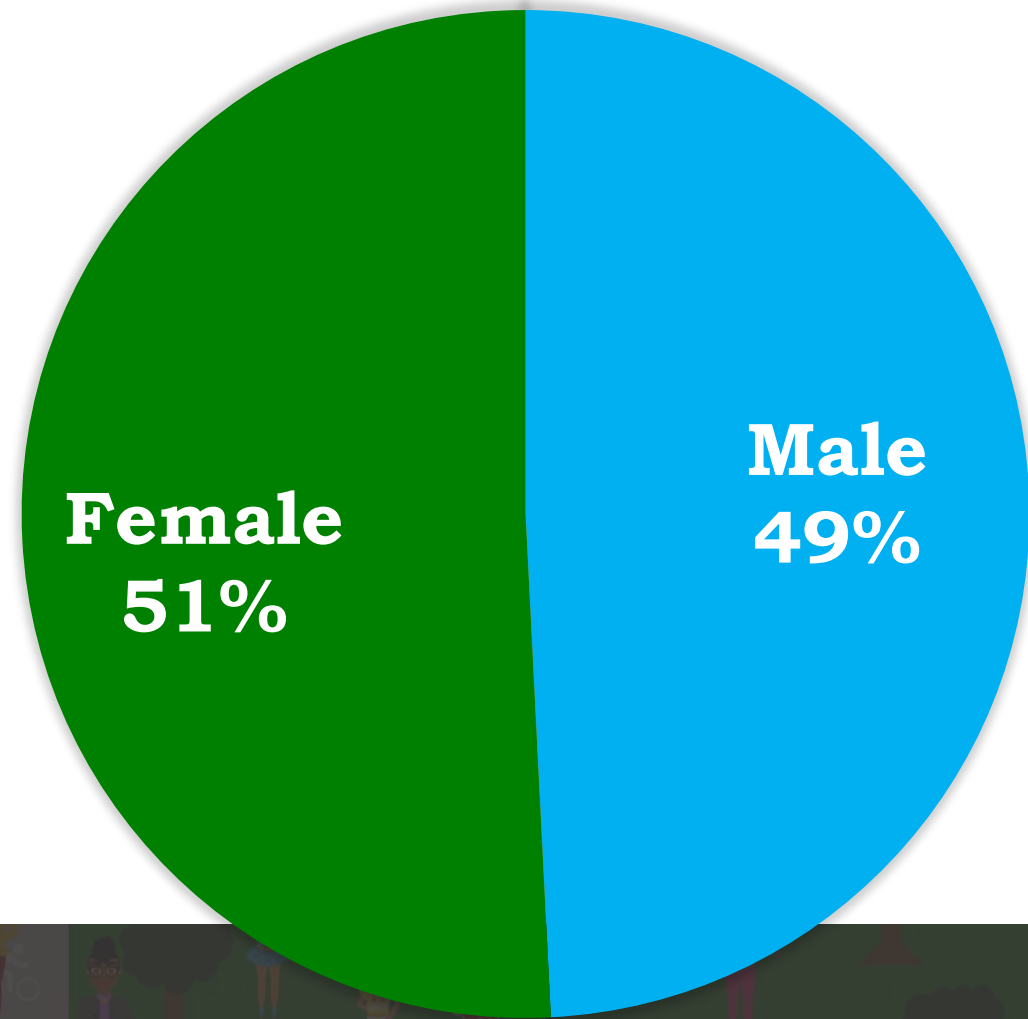
- Asian
- Black
- Hispanic
- White
- Multi-race
- American Indian

Source:  
<https://www.census.gov/quickfacts/fact/table/US/PST045216>

# The Numbers

## *US Population by Gender*

Female <b>165M</b>	Male <b>158M</b>
-----------------------	---------------------

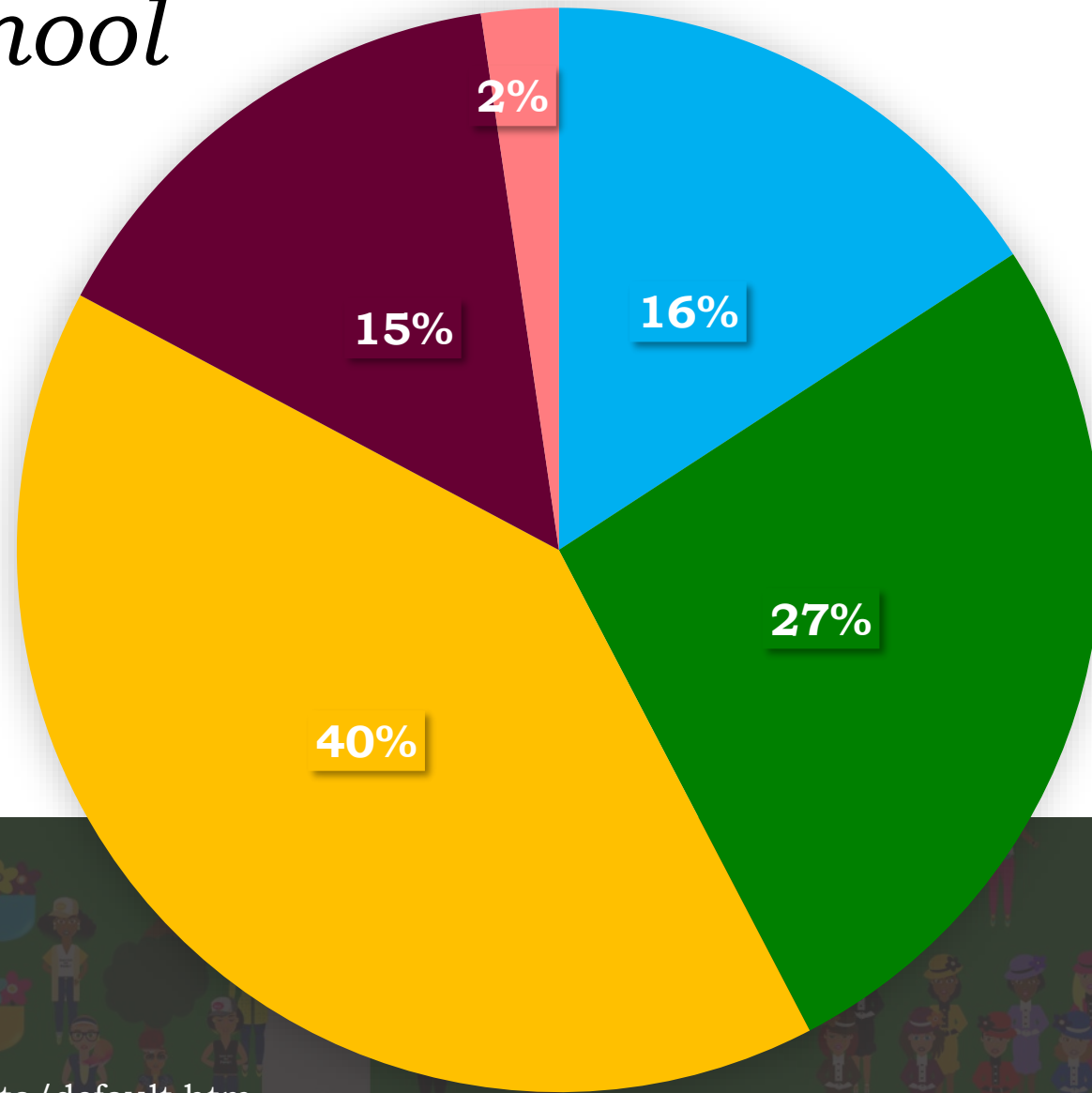


Source:  
<https://www.census.gov/quickfacts/fact/table/US/PST045216>

# The Numbers

## *NYC Public School Population By Race*

**Total NYC Public School Population: 1,141,232**



- Asian
- Black
- Hispanic
- White
- Multi-race

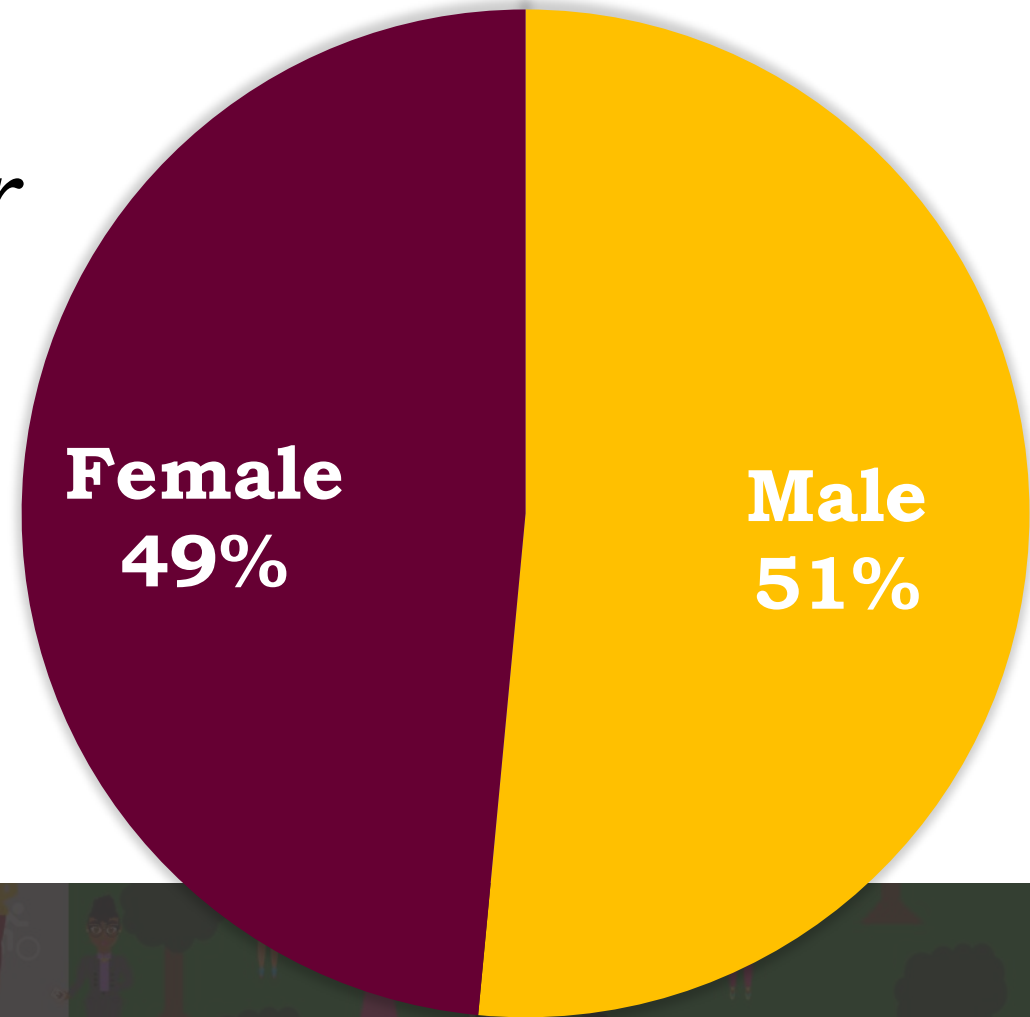
Source: <http://schools.nyc.gov/Accountability/data/default.htm>

# The Numbers

## *NYC Public School Population by Gender*

Female  
**560K**

Male  
**582K**



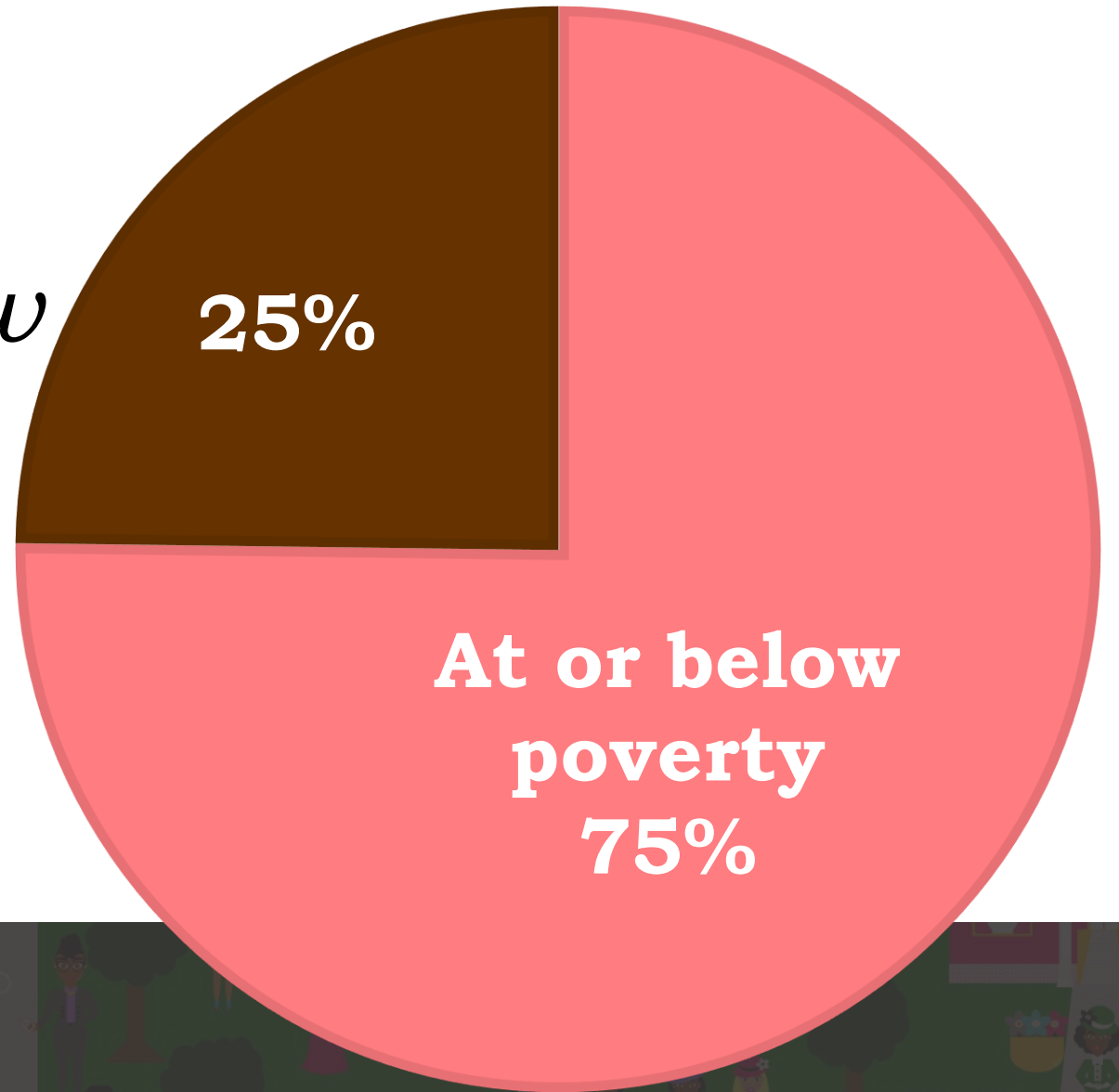
Source:  
<http://schools.nyc.gov/Accountability/data/default.htm>



# The Numbers

*NYC Public School  
Population at or Below  
Poverty Rate*

**NYC Poverty Threshold:  
\$31,756**



Source:

<http://www1.nyc.gov/assets/opportunity/pdf/NYCgovPovMeas2017-WEB.pdf>

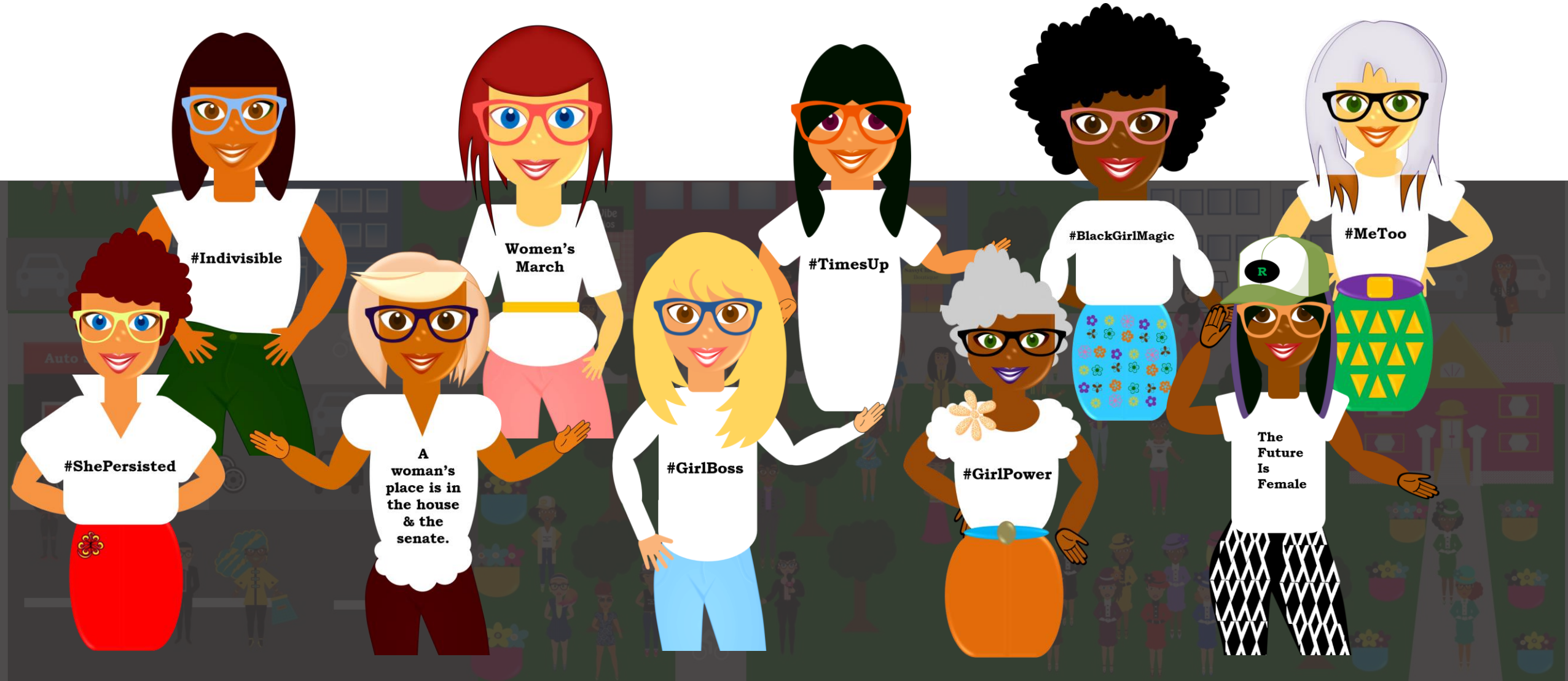
<http://schools.nyc.gov/Accountability/data/default.htm>



# The Problem: *A Disconnect*



# The Problem: A Disconnect Age of Women & Girls...



# The Problem: A Disconnect Yet...

**41%**

Number of Girls in US  
Living in Poverty

**\$.80**

Amount Women Earn for  
every \$1 a Man Earns

**\$.63** for Black Women

**\$.54** for Hispanic Women

## Sources:

<http://motto.time.com/4661593/girl-scouts-report-girls-education-health/>

[https://www.aauw.org/aauw\\_check/pdf\\_download/show\\_pdf.php?file=The-Simple-Truth](https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=The-Simple-Truth)

# The Problem: A Disconnect

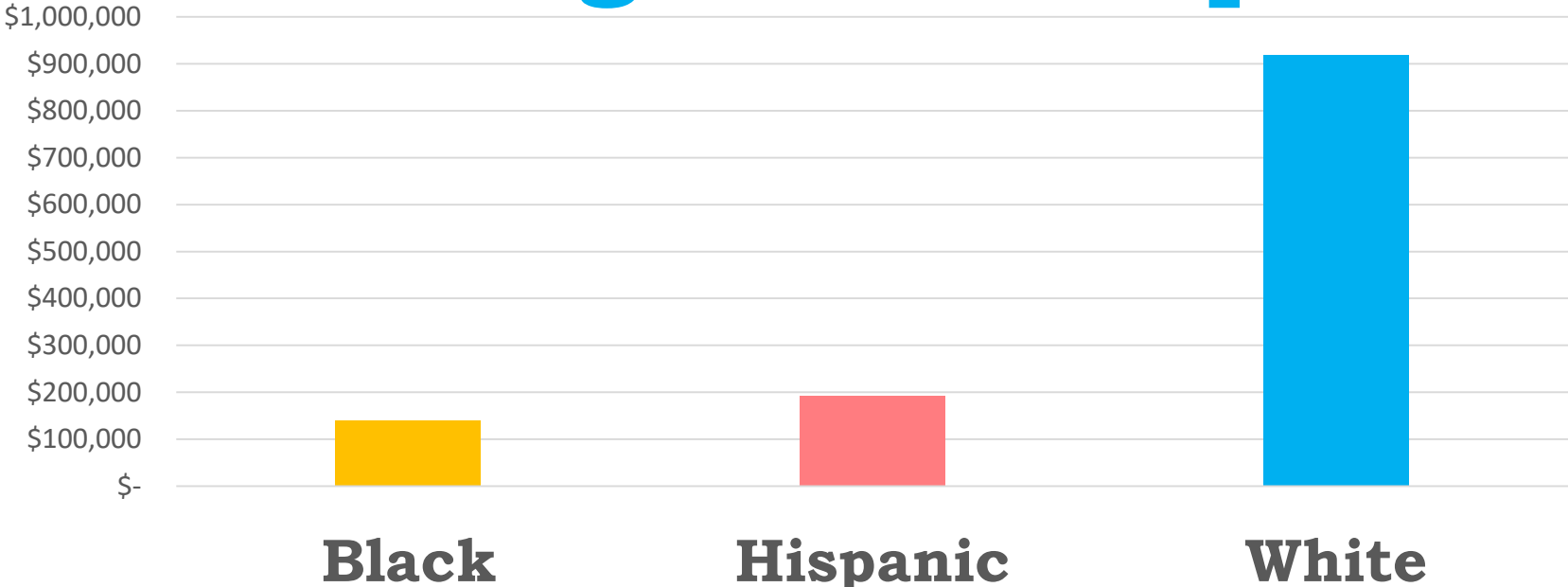
## Cultural Diversity

**US Population  
is becoming  
more diverse.**



# The Problem: A Disconnect Yet...

## Rising Wealth Gap



Source:  
<http://apps.urban.org/features/wealth-inequality-charts/>

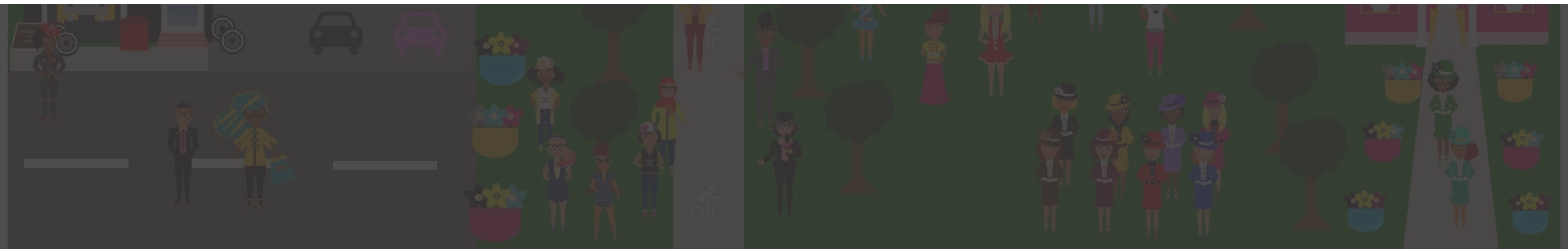
# The Problem: A Disconnect

## Interactive Programs & Tools

### ❖ **Emergence of Robust Afterschool Programs:**

- ✓ Targeting Youth of Color
- ✓ Girls Empowerment & Mentoring Programs

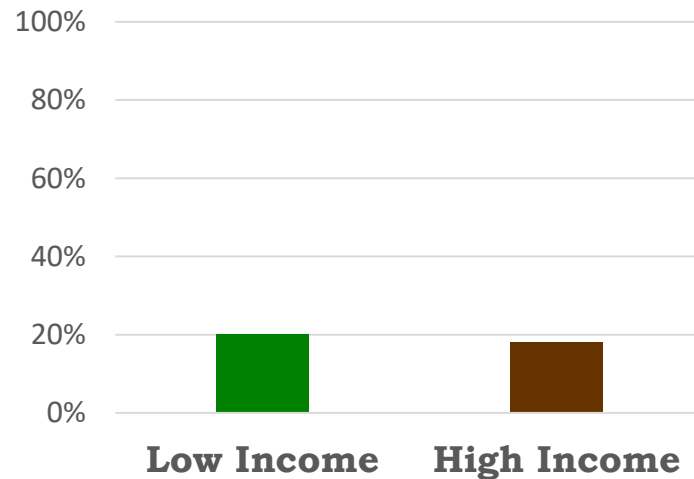
### ❖ **New Technology & 21<sup>st</sup> Century Learning**



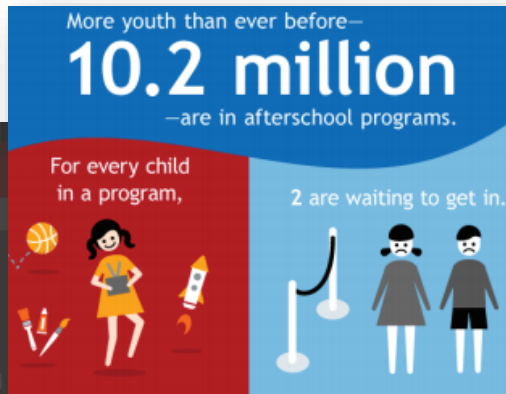
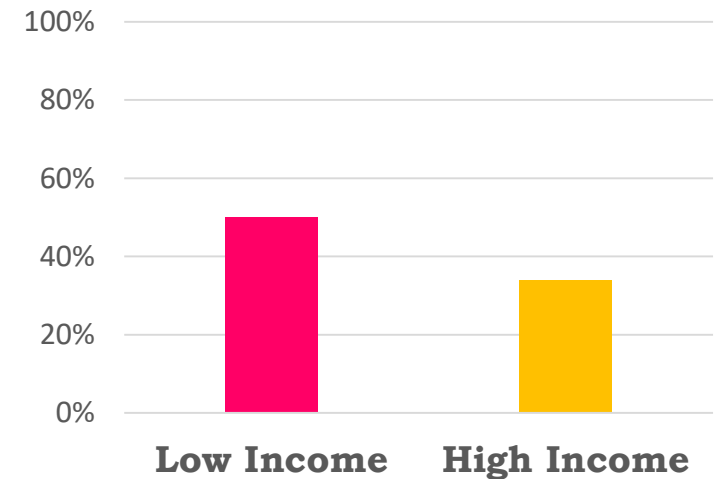
# The Problem: A Disconnect Yet...

Current program offerings do not meet demand, particularly among low-income, Black and Hispanic youth.

Participation in  
Afterschool Programs



Demand for  
Afterschool Programs



Source:

[http://www.afterschoolalliance.org/documents/AA3PM-2014/AA3PM\\_Key\\_Findings.pdf](http://www.afterschoolalliance.org/documents/AA3PM-2014/AA3PM_Key_Findings.pdf)



# The Problem: A Disconnect

## Increased Mentoring Programs for Girls

girls inc.®

BLACK  
GIRLS  
ROCK!

beautiful minds  
EDUCATE INSPIRE ENTERTAIN



LIVEGIRL

EMPOWERgirlz  
Youth Mentoring and Leadership Development  
eliminating racism  
empowering women  
ywca  
national capital area

girls who  
CODE

GIRLS  
RISING  
MENTOR PROGRAM

black girls CODE  
*imagine. build. create.*

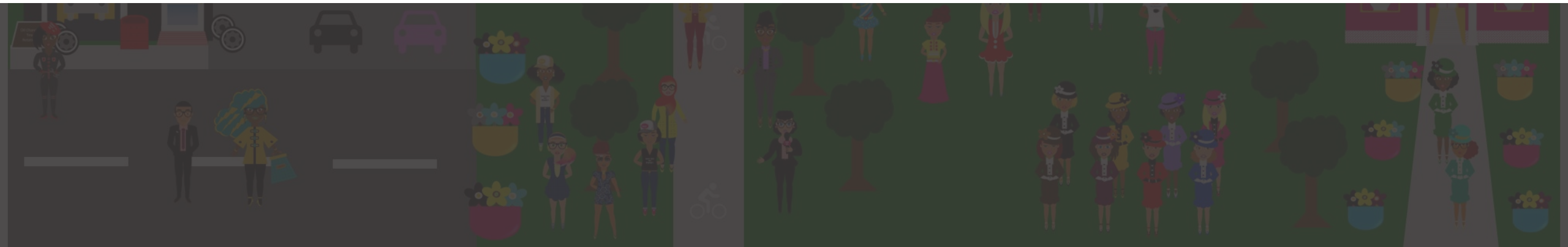
United Way School's Out  
Big Brothers Big Sisters of Langley  
GO GIRLS!  
Program

Polished  
Pebbles  
Girl's Mentoring Program



PROJECT GIRL  
Mentoring Program

GEMS  
girls are not for sale.



# The Problem: A Disconnect

## Yet...

**Female mentoring relationships are at higher risk of ending prematurely than males:**

- ❖ Lacking social and emotional connection
- ❖ Time commitment
- ❖ Lack of training for mentors
- ❖ Lack of diverse mentors
- ❖ Too structured

### Sources:

<https://chronicle.umbmentoring.org/new-research-highlights-importance-mentor-expectations-sustaining-relationships/>

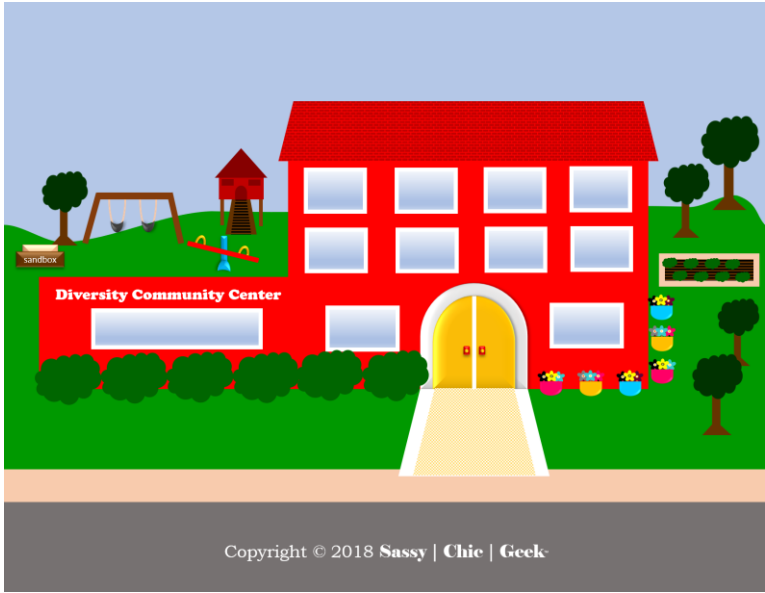
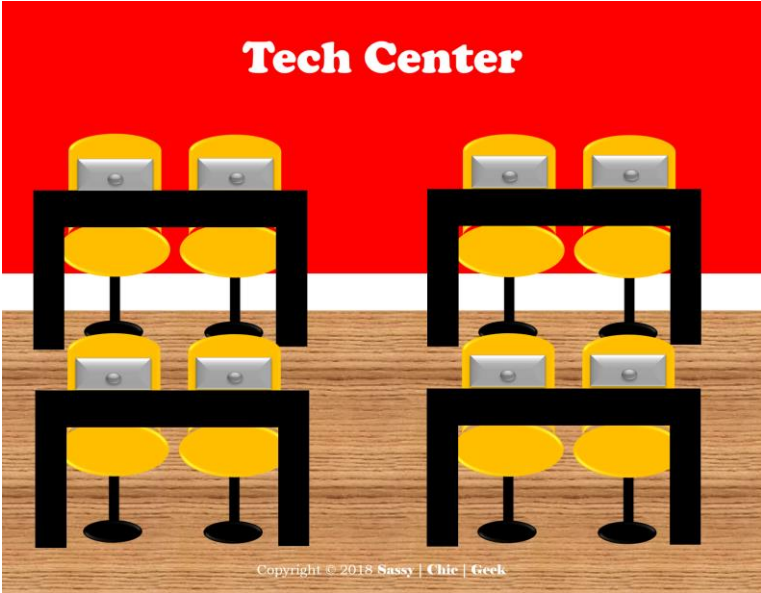
[http://www.mentoring.org/old-downloads/mentoring\\_333.pdf](http://www.mentoring.org/old-downloads/mentoring_333.pdf)

<http://massmentors.org/content/diversity-mentoring>

<https://artofmentoring.net/the-common-pitfalls-in-mentoring-programs/>

# The Problem: A Disconnect

## New Technology & 21<sup>st</sup> Century Learning



# The Problem: A Disconnect Yet...

## Programs & Schools Struggle With:

- ❖ Shrinking Budgets
- ❖ Fully Exploiting Tech Innovations
- ❖ **Digital Equity** – uneven access to high-speed internet
- ❖ Social-Emotional Learning (SEL)
- ❖ Multi-Cultural Education

### Sources:

<https://edtechmagazine.com/k12/article/2015/11/7-greatest-challenges-facing-education-technology>

<http://cdn.nmc.org/media/2016-nmc-cosn-horizon-report-k12-EN.pdf>

[https://blogs.edweek.org/edweek/finding\\_common\\_ground/2017/01/17\\_critical\\_issues\\_facing\\_education\\_in\\_2017.html](https://blogs.edweek.org/edweek/finding_common_ground/2017/01/17_critical_issues_facing_education_in_2017.html)

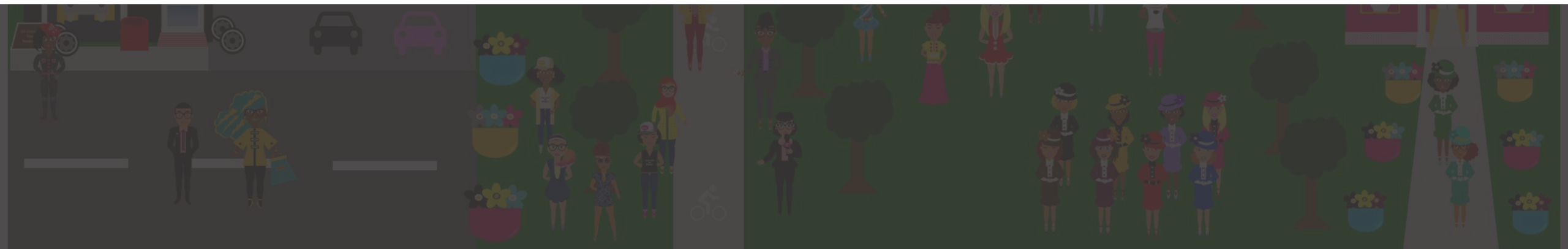
[http://www.afterschoolalliance.org/documents/Uncertain\\_Times/Uncertain-Times-2012.pdf](http://www.afterschoolalliance.org/documents/Uncertain_Times/Uncertain-Times-2012.pdf)

# **Solution:** *A Diverse Approach*



# **Sassy | Chic | Geek™ Guiding Principle:**

Understanding, celebrating and embracing the **diversity** of **people** **ideas** and the **diversity** of **who we are** is critical to a **fair & just society.**



# Solution: A Diverse Approach

**Sassy | Chic | Geek** *Adventures of the #MotleyCrew* is an interactive curriculum and set of tools designed to:

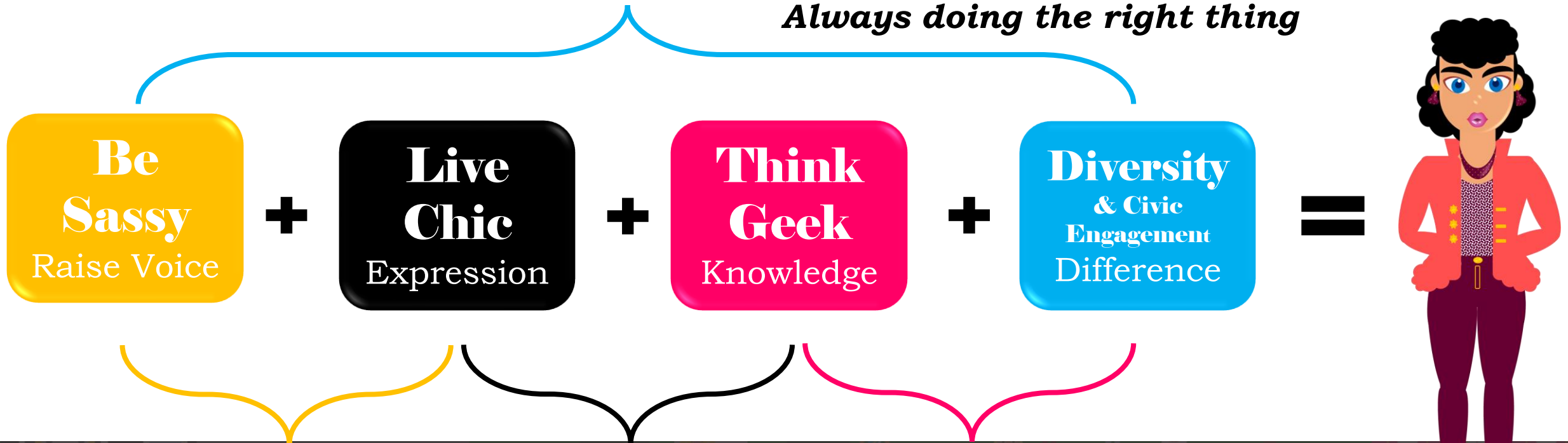
- ❖ Cultivate Authentic Leadership
- ❖ Support 21<sup>st</sup> Century Learning:
  - ✓ Life Skill Development
  - ✓ Career & College Readiness
  - ✓ Leadership Development
  - ✓ Diversity & Civic Engagement



**Sassy** | **Chic** | **Geek**<sup>TM</sup>

# *Cultivating Authentic Leaders*

*Always doing the right thing*





# Meet the *#MotleyCrew*





**Chick, Boom, POW™!**  
*Inc.*

# The #MotleyCrew

**Pop Slay Vibe  
Dance Studios**

**Diversi-tea  
Café**

*The flava  
is so  
sweet!*

**#VerbalSlay  
Bookst**

**SassyChicGeek  
Boutique**

**Main St.**



**Be | Sassy |**

I have a voice and when I  
speak, ***I will be heard.***

# Live | Chic |

Living my life and expressing  
myself by my rules is the  
*ultimate swagger.*

**Think | Geek |**

Knowledge is the true  
essence of my *feminine*  
*powers.*



# Diversity, NY



GRAND OPENING!!!

Diversity Fitness

Cameron Bakes

The Hardware Store

Ladder #756

Sassy | Chic | Geek

SCG Police Department

Chick, Boom, POW!  
Inc.

Pop Slay Ulbe  
Dance Studios

Diversi-tea  
Café

#VerbalSlay  
Bookstore

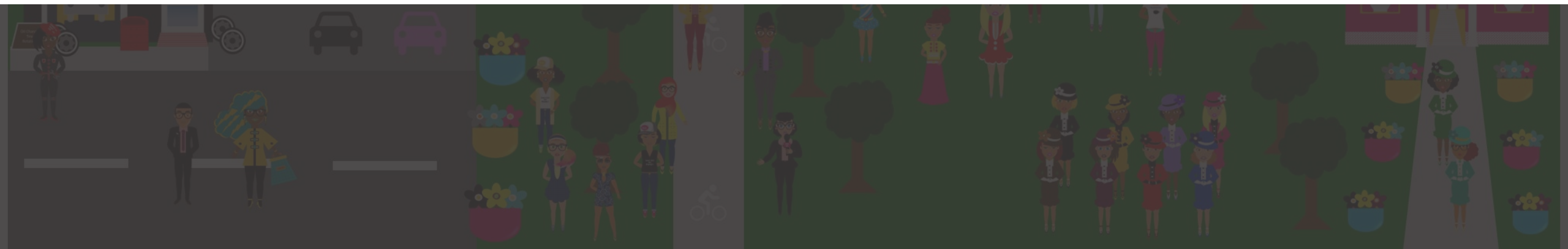
SassyChicGeek  
Boutique

Main St.

Auto Shop

Oh Dear  
The Man

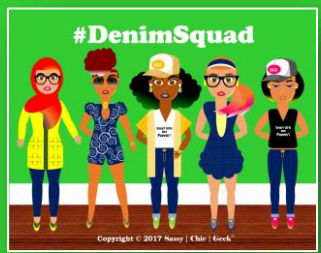
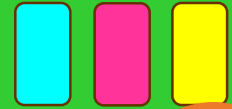
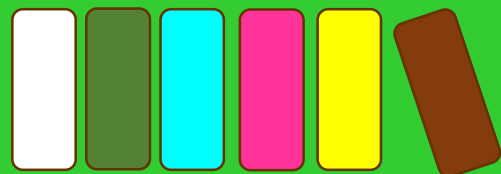
**The *#MotleyCrew* has  
invited their friends  
along to help prepare  
young women to take  
on the world!**



Nadia's  
Corner

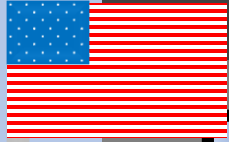
The Future Is Female

#DenimSquad



#DenimSquad  
Teens





# Diversity High School for the Performing Arts



Career Day!

# WILD

Women Igniting Leadership in Diversity

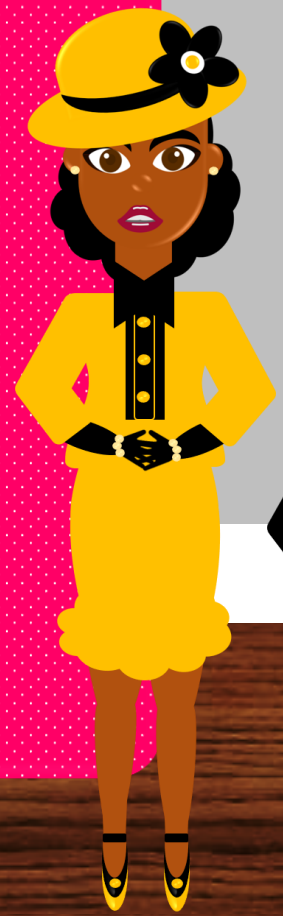


# Boss Moves, Inc.

*Transforming Ideas*



SCG Finishing School



# SCG Gents



# Tools & Resources





Saige  
Flavor  
Saver



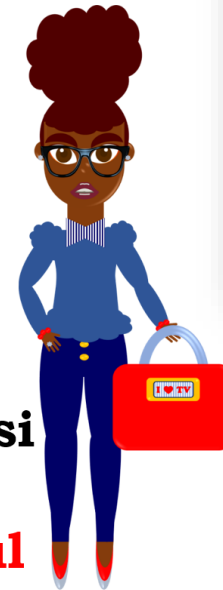
Aubrey  
Rules

Copyright © 2018 Sassy | Chic | Geek™



JoJo  
Blaze

Copyright © 2018 Sassy | Chic | Geek™



Olabisi  
The  
Mogul

Copyright © 2018 Sassy | Chic | Geek™



Mak  
Maker

Copyright © 2018 Sassy | Chic | Geek™

HR  
Gadar

BOSS

#IamSassyChicGeek  
#AreYouSassyChicGeek

BOSS

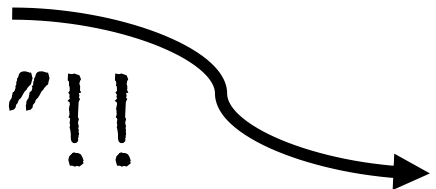
vivi  
w &  
ow

#VerbalSlay

ssy | Chic | Geek™

# SCG Flashcards

# Flip flashcard over to check their "Vital Sass"!!



**Vital Sass**

**Elisa** gets amped and is in her element when she concocts, codes, constructs, creates, and calculates.

**Motivation**  
Solving complex problems.

**#SassyChicGeeking**  
Uses *feminine powers* to share the way science, technology, engineering, art and math (STEAM) relate to our everyday lives.

**Mantra**  
Water turns to *steam* when you turn up the heat. But, STEAM is also the way that I discover my geek!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82817

**Vital Sass**

**Annalise** is an idealist who is determined to change the world.

**Motivation**  
Serving others and lending a helping hand.

**#SassyChicGeeking**  
Uses *feminine powers* to support, volunteer, advocate and raise awareness for causes that improve lives and makes society better for everyone.

**Mantra**  
Geek life – that *do* good!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82816

**Vital Sass**

**Florenca (Flossie)** is an old soul who throws it back to push forward.

**Motivation**  
Restoring vintage goods and bringing back old school vibes.

**#SassyChicGeeking**  
Uses *feminine powers* to curate history, culture and collectibles with a modern twist for others to enjoy.

**Mantra**  
I wax nostalgic when I #TBG (throwback geek).

www.sassychicgeek.com  
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**Vital Sass**

**Dawella** is a real urbanista that knows what's poppin' in the streets.

**Motivation**  
Discovering and sharing the sounds and happenings pulsating throughout the city.

**#SassyChicGeeking**  
Uses *feminine powers* to hit the streets to connect to the people, places and vibes that give city dwellers a sense of pride and community.

**Mantra**  
Geek in my sac, no time to look back!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82716

**Vital Sass**

**Nahla Ghee** is a technista that knows her way around soft and hardwareables.

**Motivation**  
Rockin' and *geeking out* on the hottest new gadgets.

**#SassyChicGeeking**  
Uses *feminine powers* to make technology fun, accessible and the trend that never goes out of style.

**Mantra**  
It's uber chic to tech my geek!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 18716

**Vital Sass**

**Ruthie** is a fact-finding diva that knows how to get to the bottom of things.

**Motivation**  
Separating fact from fiction.

**#SassyChicGeeking**  
Uses *feminine powers* to research, investigate and obtain knowledge before judging others and making big decisions.

**Mantra**  
I'm on the case when I unleash my geek!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82716

**Vital Sass**

**Reesy Mo** is a quirky, seriously silly kind of sista on a mission to mix things up.

**Motivation**  
Challenging the status quo.

**#SassyChicGeeking**  
Uses *feminine powers* to celebrate and connect with others that are inspired to take action on the things they believe in.

**Mantra**  
I am *Sassy | Chic | Geek!*  
Are you *Sassy | Chic | Geek?*

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82816

**Vital Sass**

**Rozella (Roz)** is a breaker-of-rules and shatters assumptions about brains and beauty.

**Motivation**  
Busting up stereotypes.

**#SassyChicGeeking**  
Uses *feminine powers* to go rogue, creating her own script for boldly sharing ideas and new ways of thinking while encouraging others to do the same.

**Mantra**  
I hop to my own geek.

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82816

**Vital Sass**

**Livia** is a laidback, quiet kind of dame that is secretly plotting the next big thing.

**Motivation**  
Tinkering about behind-the-scenes.

**#SassyChicGeeking**  
Uses *feminine powers* to whip up fresh ideas, *on the down low*, that benefit and delight the masses.

**Mantra**  
My geek is the shhhh...

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82716

**Vital Sass**

**Jaqueline (Jax)** is the Head BOSS In Charge (HBIC), making big moves to make even bigger things happen.

**Motivation**  
Getting down to *business*.

**#SassyChicGeeking**  
Uses *feminine powers* to shatter glass ceilings and blaze the trail to create opportunities for others to lead.

**Mantra**  
I geek my way to the top.

www.sassychicgeek.com  
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**Vital Sass**

**Esperanza** is a globetrotting babe who prefers the stamp of approval.

**Motivation**  
Traveling on and off the beaten path.

**#SassyChicGeeking**  
Uses *feminine powers* to explore new places to learn how others live, expand world view and share new experiences.

**Mantra**  
When I travel I seek to explore my geek.

www.sassychicgeek.com  
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**Vital Sass**

**Francine (Frankie)** loves fantasy and sci-fi adventures that come to life in books, comics, games, movies, etc.

**Motivation**  
Tales of the surreal and supernatural.

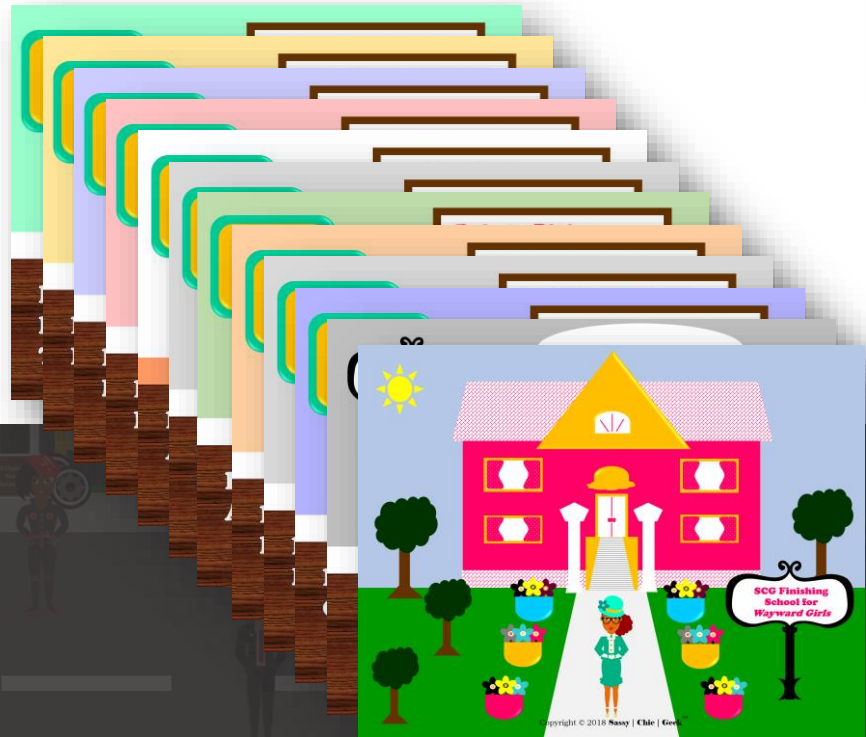
**#SassyChicGeeking**  
Uses *feminine powers* to explore whimsical places that dare to stretch the imagination beyond what's possible.

**Mantra**  
My dose of geek destroys the weak!

www.sassychicgeek.com  
Copyright © 2016 Sassy | Chic | Geek™ 82716



# Toolkits

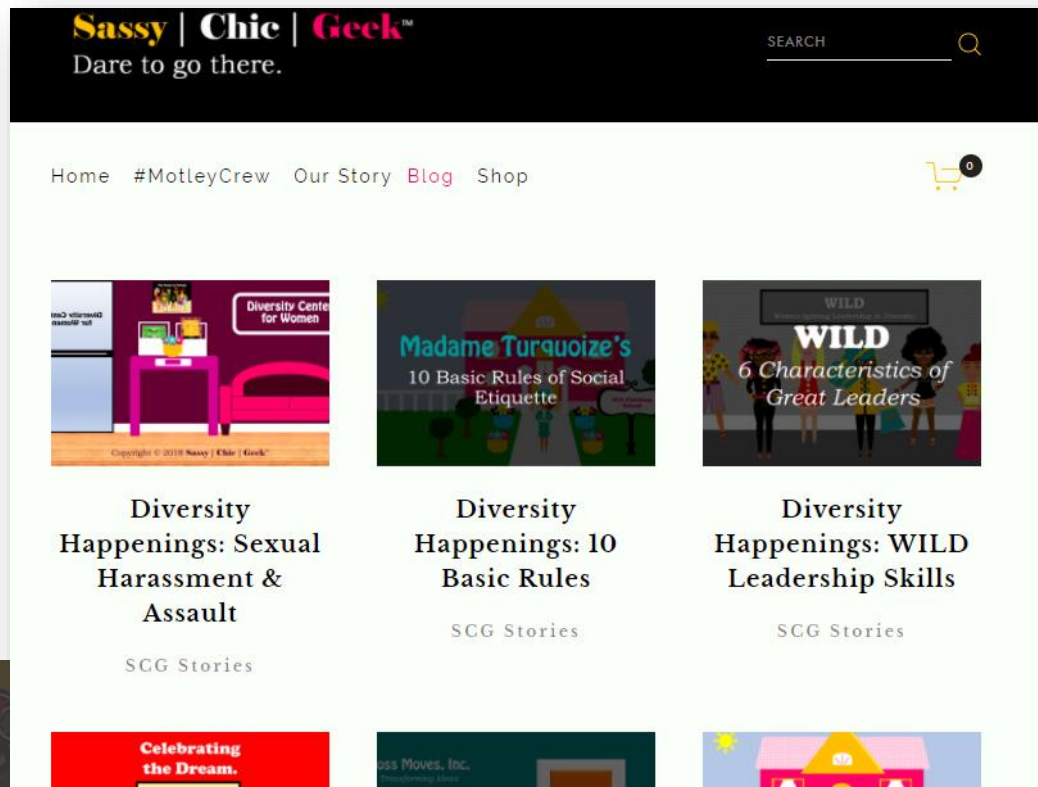


SCG Finishing School  
Etiquette Toolkit

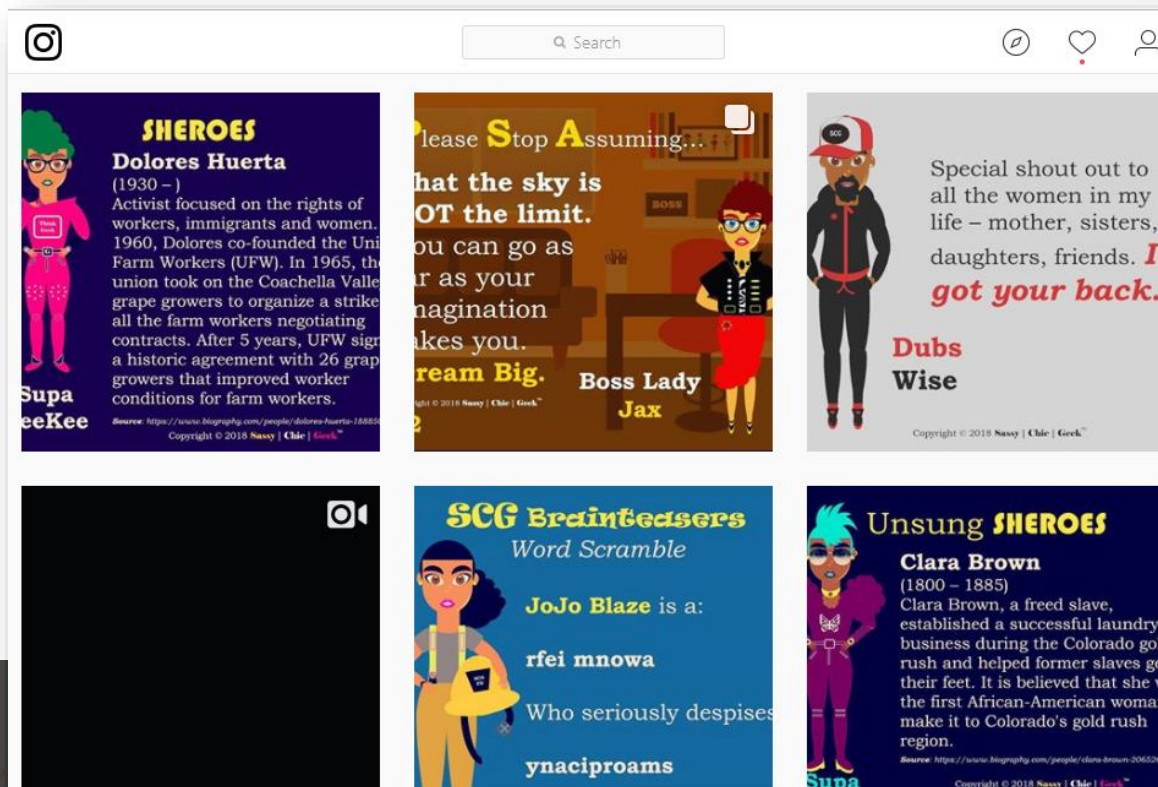


Girl, Work It!  
Toolkit

# Tools – Other Resources



Blog



Social Media

**Sassy** | **Chic** | **Geek**<sup>TM</sup>

# ***Adventures of the #MotleyCrew In-Action***

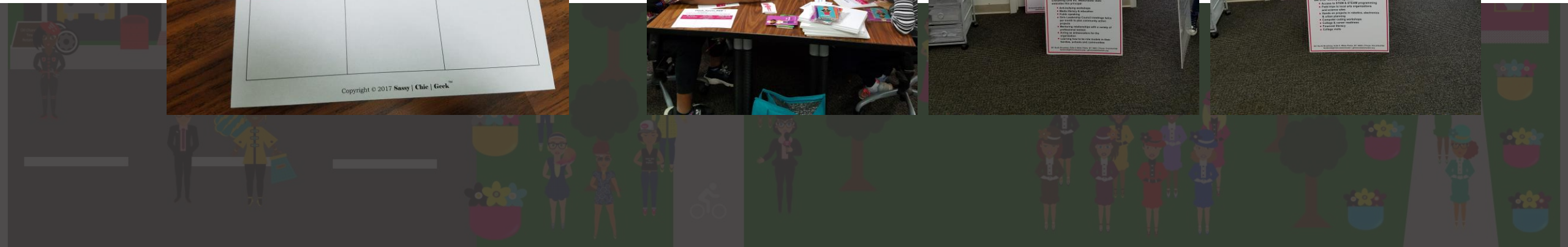
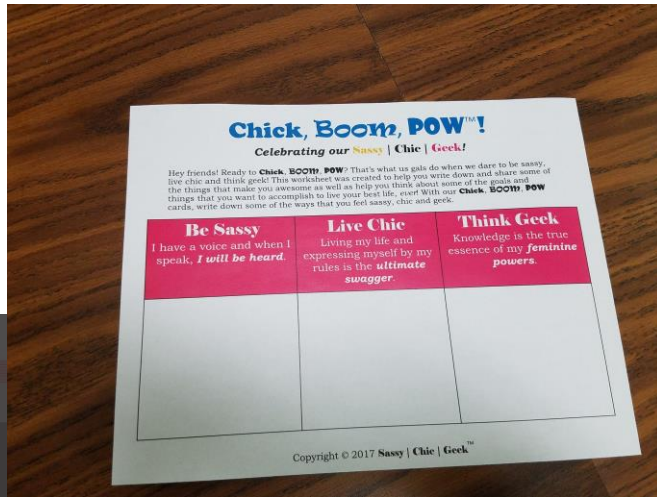
Icebreaker activity for launch of #LiveGirlTalk.



**Sassy** | **Chic** | **Geek**<sup>TM</sup>

# Adventures of the #MotleyCrew In-Action

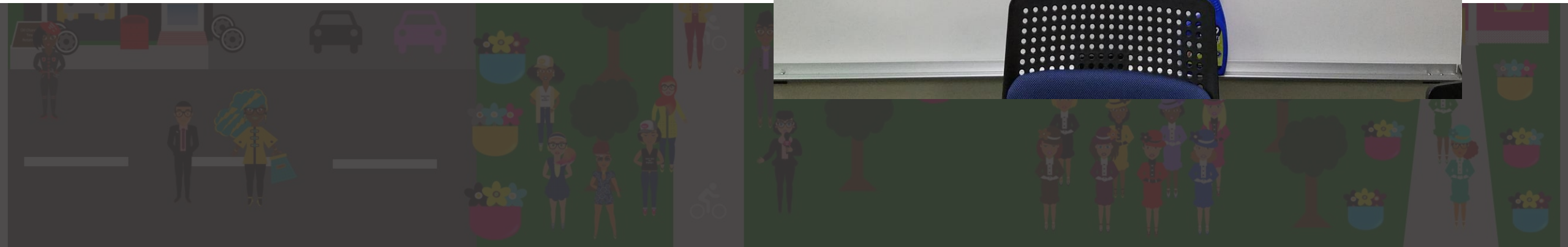
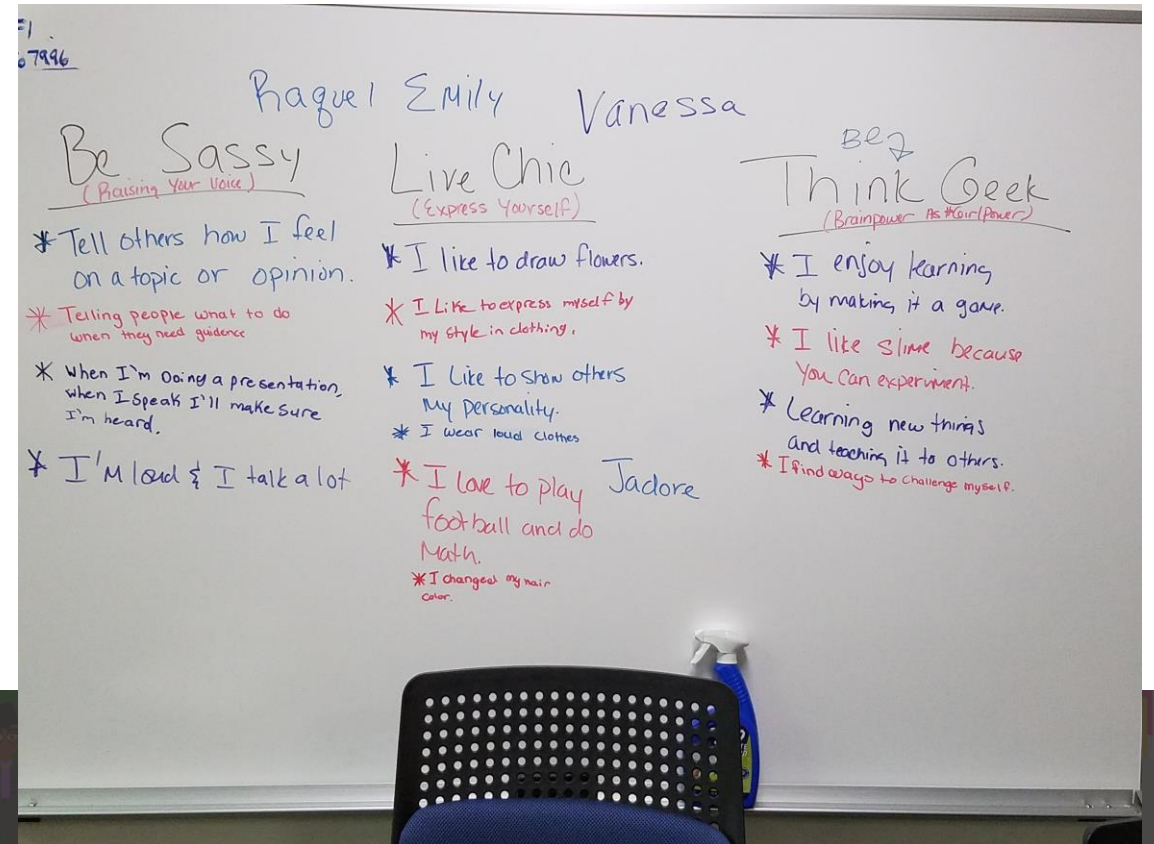
Kicking-off *Adventures of the #MotleyCrew* at Girls, Inc., Westchester's Leaders for Tomorrow (LFT) Program.



**Sassy** | **Chic** | **Geek™**

# Adventures of the #MotleyCrew In-Action

Girls, Inc., Westchester's Leaders for Tomorrow (LFT) participants sharing ideas about being sassy, chic and geek.



**Sassy** | **Chic** | **Geek**<sup>TM</sup>

# *Adventures of the #MotleyCrew In-Action*

100 GURLZ Program  
Discussion about  
being sassy, chic,  
geek and getting to  
know the  
#MotleyCrew.



**Sassy** | **Chic** | **Geek**<sup>TM</sup>

# ***Sippin' Diversi-tea with the #MotleyCrew***



*Our Liberation Summit @*  
**Sarah Lawrence College**

# Questions? Comments?

**Website:**

[www.sassy chicgeek.com](http://www.sassy chicgeek.com)

**Instagram:**

[@sassy chicgeek](https://www.instagram.com/sassy chicgeek)