

SOCIEDAD

Latina

EMPOWERING YOUTH LEADERS. SUPPORTING FAMILIES. BUILDING FUTURES.



2019 ANNUAL REPORT

"I love Sociedad Latina because there are so many opportunities available here, and they help me do so much in my community. They really care about me and everyone knows my name, it's like I'm a part of their family."

Everett Baez



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ESTIMADOS AMIGOS,

We are excited to be celebrating 50 years of youth development and take pride in serving as a home away from home for Latino youth and families in Boston. For 50 years, we have remained committed to our mission to support the next generation of Latino youth leaders. In this report, we are proud to share with you highlights of 50 years of accomplishments, stories about our alumni, and our next milestone: the purchase and renovation of the building we have called home for more than 30 years so that we can continue to be the home away from home for Boston's Latino youth.

Currently, Latinos are the largest and youngest minority group in the United States. One-in-four schoolchildren are Latino and by 2050 it will be more than one in three. Never before in this country's history has a minority ethnic group made up such a large share of the youngest American population. Our intention is to widen the lens, because America's Latino children and youth are a bigger and more diverse group, and are more rooted in our nation's culture, than recent headlines might suggest.

From our roots as a social organization connecting Boston's Latino community to the development of our Pathways to Success model, we have helped youth take the next steps into college, advanced training or employment. It is more important than ever that we continue to operate as Boston's home away from home for Latino youth. Over the past twenty years we have seen the rapid growth of Latinos in Boston, yet we have seen a number of Latino-led organizations close their doors or consolidate programming. Latinos continue to be under-represented in all levels of government and are not in leadership positions or decision-making roles across all sectors. Coupled with Massachusetts being the worst state for Latino income inequality and the targeting and criminalization of Latinos and Latino immigrants there is even greater urgency in the work of Sociedad Latina to develop the next generation of Latino youth leaders.

That is what we do; it is who we are. We believe that building positive cultural identity builds resiliency and is a protective factor for our young people. Helping youth develop and understand their cultural foundation gives them the confidence to be leaders and validates their contributions. We know we can not focus on leadership development if youth do not have a solid foundation and understanding of who they are, where they come from, and how they can contribute to building a better tomorrow.

We are proud of the accomplishments of our alumni, whose stories you will read in these pages. From Natasha DeLeon who is now a New York City police officer working with youth at-risk to David Martinez who built a career advocating for youth education. The youth who have walked our halls, creating art, performing music, and advocating for justice and equity against racist structures, as well as educating their peers on critical community issues, they have all encouraged other youth to become involved in their community. It is their successes and the many success stories to come from the youth currently in our program and those we have not yet met that give us the strength and resiliency to do this work, even in these difficult times with Latinos being negatively impacted.

Please enjoy the many stories of youth leadership in the following pages. I hope these impressive youth inspire you the same way they inspire us.

We look forward to another 50 years of building Latino youth leaders!

Best,



Alexandra Oliver-Dávila
Executive Director



Marta Rivera
Board President

EMPOWERING THE NEXT GENERATION OF LEADERS

When Boston's Latino families founded Sociedad Latina 50 years ago, they were looking for social connection with other Latinos new to the community. At the time, only 15% of Boston's population was foreign born. By 1980, Latinos alone made up 6% of Boston's population; by 2012, that number had grown to 18% and now hovers around 20%. Despite driving the population growth, Latino leadership is still underrepresented in the City of Boston and Latino-led organizations are closing their doors or consolidating their programming. According to Hispanics in Philanthropy, only one percent of philanthropic dollars go to Latino-led organizations. This critical demographic helps to power Boston's economic engine and cultural capital, driving both demand and need for organizations like Sociedad Latina that have linguistic and cultural capacity.

Even as we see the number of Latinos grow, we risk losing the connection to our cultural heritage and the resources our youth need to become leaders in our community. Fortunately, Sociedad Latina's resiliency, flexibility, and holistic approach to meeting the needs of Latino youth has allowed us to thrive and survive.

Sociedad Latina is committed to another 50 years of inspiring youth leaders who are confident, competent, self-sustaining, and proud of our cultural heritage. Join us as we reflect on the history of Sociedad Latina, celebrate our accomplishments, revere our adaptivity to the needs of new generations of Latino youth, and look ahead to the next 50 years of empowering youth leaders.

Jóvenes Latinos Pro Salud/ Health Careers for Youth at Massachusetts College of Pharmacy for their weekly training to develop work readiness skills and learn more about careers in health.



The youth we partner with today at Sociedad Latina are the leaders of tomorrow. By empowering youth leaders and supporting Latino families, we can reverse these statistics to ensure Latino representation at all levels of government, in leadership positions and decision-making roles across all sectors.



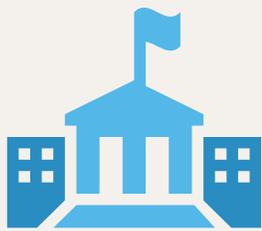
**FROM 1980 TO 2015,
LATINOS ACCOUNTED FOR**

92%

of the City of Boston's population growth according to the Boston Foundation

19.4%

**OF BOSTON'S
POPULATION
IS LATINO**



11%

**OF TEACHERS
AND GUIDANCE
COUNSELORS**

at Boston Public Schools are Latino



**24/7 WALL STREET
AND USA TODAY**

recently named Massachusetts the worst state for income inequality for Latinos

83%

OF LATINO YOUTH

named discrimination as a personal problem for them



**1 OUT
OF EVERY 3**

youths in Boston Public Schools is an English language learner

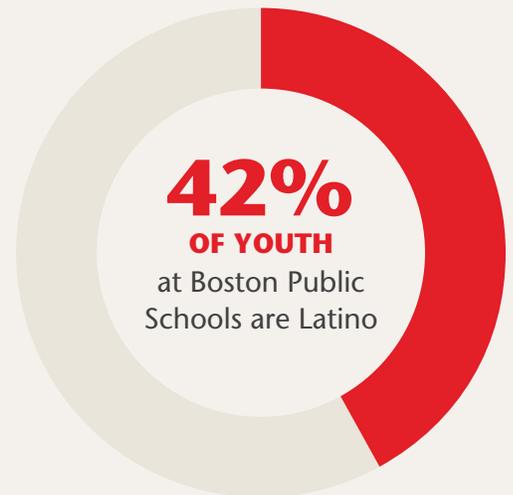
AS OF 2017, LATINOS HELD ONLY

10.5%

of executive positions in Boston and

5.1%

of positions on Boston's boards and commissions



42%

OF YOUTH

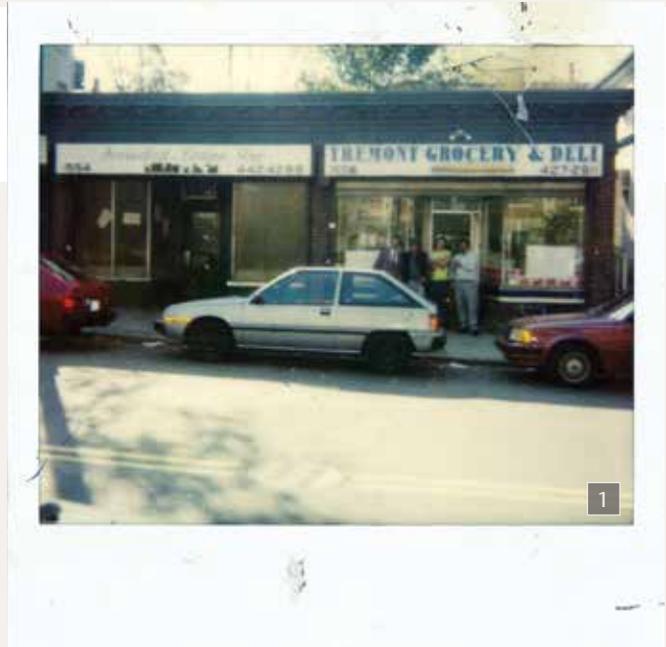
at Boston Public Schools are Latino

THE EARLY YEARS

For 50 years, Sociedad Latina has served as a home away from home for Boston's Latino youth, empowering the next generation of Latino leaders. Through the many diverse programs Sociedad Latina has sponsored over its lifetime, youth learned to champion their heritage and achieve their greatest potential.

In our first 20 years, this meant providing opportunities for Boston's Latino community to build social networks and participate in public health programming, mentoring, and internships for youth. Born from a desire for Latino families and youth new to Boston to find connection and community rooted in Latino culture, Sociedad Latina began as a social club in 1968, hosting baseball leagues and domino championships. As the needs of Latino youth grew and changed, so too did Sociedad Latina, addressing social determinants of health, helping Latino youth find careers in the health field, and building flexible pathways towards higher education and careers.

Expanding and changing with the times, Sociedad Latina has listened to the voices of our youth and invested in programming designed to meet their needs while maintaining our commitment to creating connections to Latino culture for families and youth.



1. Early home of Sociedad Latina

2 & 3. The largest Three Kings event in Boston was hosted by Sociedad Latina for 25 years, providing toys for families in need and celebrating the traditional Latin American and Caribbean holiday Dia de los Reyes.

1968

OPENED AS A SOCIAL CLUB

1978

BEGAN TO ADDRESS SOCIAL DETERMINANTS of health impacting the city's Latino youth in response to the needs of that generation

1983

MOVED INTO 1530 TREMONT STREET, providing more space for health education, civic engagement, and cultural activities

2003

DEVELOPED PATHWAYS TO SUCCESS PROGRAM MODEL in four research-based areas: Education, Civic Engagement, Workforce Development, and Arts & Culture

SOCIEDAD LATINA TODAY

Today, Sociedad Latina meets our mission by supporting long-term educational and professional development such as the *jemprende!* program, which teaches youth with an entrepreneurial spirit or interest in entrepreneurship all the facets of developing a business; STEAM programming, which combines art with math and science; and opportunities to participate in and lead civic engagement. Youth are connected to Latino culture and provided the opportunity to explore their creativity and participate in art-making through our high-quality arts programming, despite the limited opportunities available for youth arts engagement in Boston.

Sociedad Latina launched our Pathways to Success model in 2003 to provide youth with flexible pathways that ensure all youth graduate from high school with the right next steps for them. Focusing on education, civic engagement, workforce development, and arts & culture, there is no wrong path, only a way forward.

4. Youth Community Organizers from Sociedad Latina organized a community-wide meeting to address neighborhood concerns over recent violence and to strategize with the community on safety.
5. Sociedad Latina staff welcomed 300 families after Hurricane Maria and provided a one-stop center where families could register their children in school, enlist in SNAP benefits and Mass Health, receive support with FEMA applications and take home clothing, toiletries, and gift cards for food and basic necessities.



2011

GRADUATED FIRST COHORT FROM EDUCATION PATHWAY, marking the start of six consecutive years that 100% of seniors graduated from high school and enrolled in postsecondary opportunities

2012

UNIDOSUS NAMED SOCIEDAD LATINA as Regional Affiliate of the Year

2017

PURCHASED LONG-TIME HOME AT 1530 TREMONT STREET with the help of local institutions, partners, and elected officials.



Throughout our 50 year history, all Sociedad Latina programs have celebrated Latino culture and language, supported families, and elevated youth-voice.

When Hurricane Maria uprooted thousands of Puerto Rican families, Sociedad Latina quickly opened our doors to 300 families seeking a new life in Boston. From helping families find living arrangements, navigating the school system, and securing employment, Sociedad Latina, true to our foundational principles to connect the Latino community, became ground zero for new families coming to the city.

When the city saw an increase in youth violence, Sociedad Latina jumped into action, supporting youth who called for a community meeting, testifying before law enforcement and elected officials, and organizing monthly meetings with Boston Police department as well as other law enforcement entities like the MBTA and local colleges, city leaders and young people to begin to build positive relationships within our community.

When Boston saw an increase in ICE Raids, Sociedad Latina stepped into action and formed the Mission Hill Rapid Response Network, a coalition of organizations and institutions including legal and community supports to set in place a structured plan of what to do in the event of an ICE Raid. Currently, we still host Know Your Rights trainings for youth, families, and partners as part of this work.

2018

ENTERED 50 YEARS OF OPERATION, engaging 5,000 youth, 45 partners, and \$2.2MM budget

PATHWAYS TO SUCCESS MODEL

Sociedad Latina's Pathways to Success model connects youth and their families to 7–10 years of year-round programming designed to meet their individualized needs and help them through major educational transitions at no cost to the youth or their families. Forty percent of youth who graduate from high school have been involved with Sociedad Latina programming since middle school.

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. We also engage over 150 volunteers each year that serve as mentors and provide academic support for our students. Building relationships among staff, youth, and mentors is a key aspect of our programming. Moreover, the model serves as a structure to motivate and empower youth to map their own progress towards college and career, and also instill a sense of the importance of community leadership.

*Sociedad Latina Alumni have graduated from high school at rates higher than the national and local average, and **86% of alumni only two years removed from the program have continued to pursue degrees in higher education** or have found careers in the arts, business, health, and civic engagement. They are the Latino leaders inspiring today's youth.*

THE FOUR PILLARS OF THE PATHWAYS TO SUCCESS MODEL INCLUDE:

EDUCATION



CIVIC ENGAGEMENT



WORKFORCE DEVELOPMENT



ARTS & CULTURE



Sociedad Latina developed our four focus areas over the organization’s 50-year history in response to the needs of each new generation of Latino youth and also through youth voice. There is no wrong path and each path overlaps with the others to help youth develop well-rounded skill sets. The model is designed to allow youth to explore, learn, and discover—building a path to leadership that incorporates Latino culture, heritage and language.

The Pathways to Success model helps Latino youth become tomorrow’s leaders by developing skills and competencies that will give them the foundation to pursue higher education, and advanced training or employment after high school. Because of the intentional interconnectivity of the model’s design that allows youth to create their own path and celebrates culture and language, they are viewed as assets. The model promotes the development of life skills and actively engages families in all facets of programming.

CELEBRANDO 50 AÑOS DE LIDERAZGO JUVENIL

Sociedad Latina crea un mundo en el que los jóvenes Latinos se ven a sí mismos como impulsores de cambios. Comienza con un espacio donde el arte y la cultura se combinan con la educación y el liderazgo; aquí los jóvenes Latinos reciben el apoyo para convertirse en los líderes del mañana. Durante cinco décadas, ese espacio ha sido Sociedad Latina.



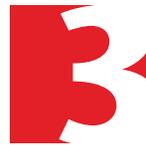
OUR STRATEGIES



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

BUILDING THE NEXT GENERATION

OF LATINO LEADERS

Community-based cultural organizations like Sociedad Latina support students in building up six forms of capital that researchers have identified as prevalent among Latino youth.¹

ASPIRATION

For adolescents, a stronger sense of ethnic identity is correlated with higher self-worth, self-confidence, and purpose in life.² Organizations like Sociedad Latina offer safe settings where students can explore and build a shared identity alongside youth and adults who come from a similar cultural background.

LANGUAGE

Bilingualism supports cognitive development and can help young people adapt to new settings.³ By operating in bilingual and bicultural environments, youth maintain proficiency in their native language and see its value as a cultural asset and practical skill.

FAMILY

Building on the importance of the family in Latino culture, organizations that engage caregivers and support networks alongside youth help nurture stronger identities and more welcoming communities.⁴

SOCIAL NETWORK

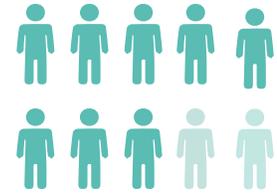
Participating in programming and events can help young people forge new connections to support their success in college and careers. In particular, adult mentors can serve as role models and offer emotional support and guidance as students engage in new activities.⁵

NAVIGATIONAL SKILLS

Community organizations help Latino youth build the skills, knowledge, and self-awareness needed to pursue college and career pathways.

RESISTANCE TO INEQUITY

By developing young people's self-advocacy and leadership skills, community organizations help advance their consciousness of social conditions and their ability to spark social and political change.



Latino youth regularly face discrimination in their daily lives—in one national survey, close to **83%** of Latino youth named **discrimination** as a personal problem for them.⁶



Latino youth have the highest rates of **depression** of any ethnic group.⁷



For immigrant youth in particular, navigating a new environment and the **fear of detention and deportation** produces high levels of stress, with negative side effects on physical and mental health.⁸



Sociedad Latina works in multiple areas to support positive development for Boston's Latino youth population. Each area is critical for building young people's resilience, growing their self-confidence, and gaining the skills to advocate for themselves and transform their communities. By working across these fields, Sociedad Latina helps support the next generation of Latino leaders.

ARTS & CULTURE

- » High participation in the arts is linked with better academic and career outcomes, especially for students from economically disadvantaged backgrounds⁹
- » The developmental benefits that young people receive from arts education carry into adulthood¹⁰

EDUCATION

- » Students benefit from having teachers who share their cultural identity to serve as positive role models, forge stronger relationships, and hold high expectations for student success¹¹
- » Culturally responsive education (such as that practiced by Sociedad Latina) has been shown to raise academic achievement and engagement among Latino students¹²

WORKFORCE DEVELOPMENT

- » Graduates from the BPS class of 2012 who reported that they had participated in an internship during high school were more likely than their peers to enroll in—and complete—college¹³

HEALTH AND WELLNESS

- » Family-centered programming to promote nutrition, exercise, and healthy habits among Latinos can lead to decreases in obesity and reduced risk of associated diseases¹⁴

CIVIC ENGAGEMENT

- » Participating in community programming allows youth to build democratic skills like facilitation, public speaking, and how to engage with public figures¹⁵
- » Civic engagement positively impacts mental health and can reduce the likelihood of risky behavior such as violence and substance abuse¹⁶

¹ Whose culture has capital? A critical race theory discussion of community cultural wealth (Tara J. Yosso (2005), *Race Ethnicity and Education*)

² The Effects of Ethnic Identity, Ethnicity, and Gender on Adolescent Well-Being (Rubén O. Martinez and Richard L. Duker (1997), *Journal of Youth and Adolescence*)

³ Promoting and Maintaining Bilingualism and Biliteracy: Cognitive and Biliteracy Benefits & Strategies for Monolingual Teachers (Debra A. Giambo and Tunde Szecsi (2015), *The Open Communication Journal*)

⁴ Resilient Latino Youth: In Their Own Words (UNIDOS US)

⁵ Resilient Latino Youth

⁶ Speaking Out: Latino Youth on Discrimination in the United States (UNIDOS US)

⁷ Mental Health Services for Latino Youth: Bridging Culture and Evidence (UNIDOS US)

⁸ Economic, Social, and Health Effects of Discrimination on Latino Immigrant Families (Migration Policy Institute)

⁹ Hearts and Minds: The Arts and Civic Engagement (The James Irvine Foundation)

¹⁰ Arts Education and Positive Youth Development: Cognitive, Behavioral, and Social Outcomes of Adolescents who Study the Arts (Kenneth Elpus (2013), National Endowment for the Arts)

¹¹ The many ways teacher diversity may benefit students (Brown Center Chalkboard, Brookings)

¹² The Theory and Practice of Culturally Relevant Education: A Synthesis of Research Across Content Areas (Brittany Aronson and Judson Laughter (2016), *Review of Educational Research*)

¹³ College, Career and Life Readiness: A Look at High School Indicators of Postsecondary Outcomes in Boston (The Boston Opportunity Agenda)

¹⁴ Interventions for improving metabolic risk in overweight Latino youth (Jaimie N. Davis et al. (2010), *International Journal of Pediatric Obesity*)

¹⁵ Cultures of engagement: The organizational foundations of advancing health in immigrant and low-income communities of color (Irene Bloemraad and Veronica Terriquez (2016), *Social Science & Medicine*)

¹⁶ Cultures of engagement

¹⁷ Boston Public Schools at a Glance 2018-2019 (Boston Public Schools)

¹⁸ Boston at a Glance—2019 (Boston Planning & Development Agency)

¹⁹ Imagine All the People: Latinos in Boston (Boston Redevelopment Authority)

²⁰ Boston Public Schools at a Glance 2018-2019

²¹ The Silent Crisis II: A Follow-Up Analysis of Latin@ Participation in City Government Boards, Commissions, and Executive Bodies in Boston and Chelsea, Massachusetts (Gastón Institute for Latino Community Development and Public Policy)

²² Resilient Latino Youth

BOSTON'S LATINO POPULATION IS GROWING:



42% of Boston Public Schools students are Latino, the largest demographic group in the district¹⁷



Latinos make up **19.4%** of Boston's population¹⁸

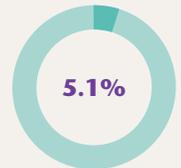
Boston's Latino population grew **43.9%** between 2000 and 2013 and continues to grow¹⁹



YET LATINOS ARE CURRENTLY UNDERREPRESENTED IN LEADERSHIP ROLES ACROSS BOSTON:



Only **11%** of BPS teachers and guidance counselors are Latino²⁰



As of 2017, Latinos held only **10.5%** of executive positions in the City of Boston and **5.1%** of positions on Boston's boards and commissions²¹



Latino youth often have limited access to contacts in higher education or the professional world to help them access postsecondary and workforce opportunities²²

ARTS & CULTURE PATHWAY

Woven into the fabric of Sociedad Latina’s programming since its founding, arts and culture represent one of the four pillars of the Pathways to Success model. Sociedad Latina launched the ¡Viva La Cultura! Arts Initiative to provide Latinos in Boston with more opportunities to explore artistic disciplines with a focus on Latino cultural traditions. ¡Viva la Cultura! Arts is a multi-tiered, community-based initiative that offers youth in Boston the opportunity to engage in arts exploration, pathways to music mastery, and lifelong arts engagement. Our Youth Artists Mastery Program is the most intensive, advanced phase of the program and was created to provide youth with greater opportunities to sustain a pathway to music mastery. Youth choose an instrument of choice including vocals, and work one-on-one with Berklee College of Music students each year to develop life-long skills and music mastery.

Bolstering the connection to Latino arts and culture does not end as youth age—nor does the connection to Sociedad Latina. To build a lifelong connection, Sociedad Latina also launched the Alumni Band to give alumni Youth Artists the opportunity to stay engaged with the family they built at Sociedad Latina and to continue on a pathway to music mastery. The Alumni Band meets regularly to practice as an ensemble and they perform at different venues across Boston, including the Museum of Fine Arts and the Institute of Contemporary Art. The alumni compose, record, and produce original music, instruct lessons at Sociedad Latina’s Weekend Community Classes, and mentor current Youth Artists. Alumni Band participants continue to pursue academic and professional pathways in music, attending Berklee College of Music and touring across the country.

Over the years, we have developed partnerships to strengthen our offerings and enhance the teen Youth Artists Mastery Program, working with organizations such as Berklee College of Music, City Music Boston, MassArt, Music & Youth Initiative, and the Huntington Theatre. Through these partnerships, youth have achieved postsecondary success at higher education art institutions across Boston and robust pathways in arts-related professions. This year alone, 2,300 youth have participated in our ¡Viva La Cultura! arts programming and events.

Sociedad Latina’s Dance Troupe at one of their many performances!



2003

LAUNCHED OUR MUSIC PROGRAM

which later became known as Sociedad Latina’s Music Clubhouse

2007

LAUNCHED ¡VIVA LA CULTURA! program and partnerships

1992

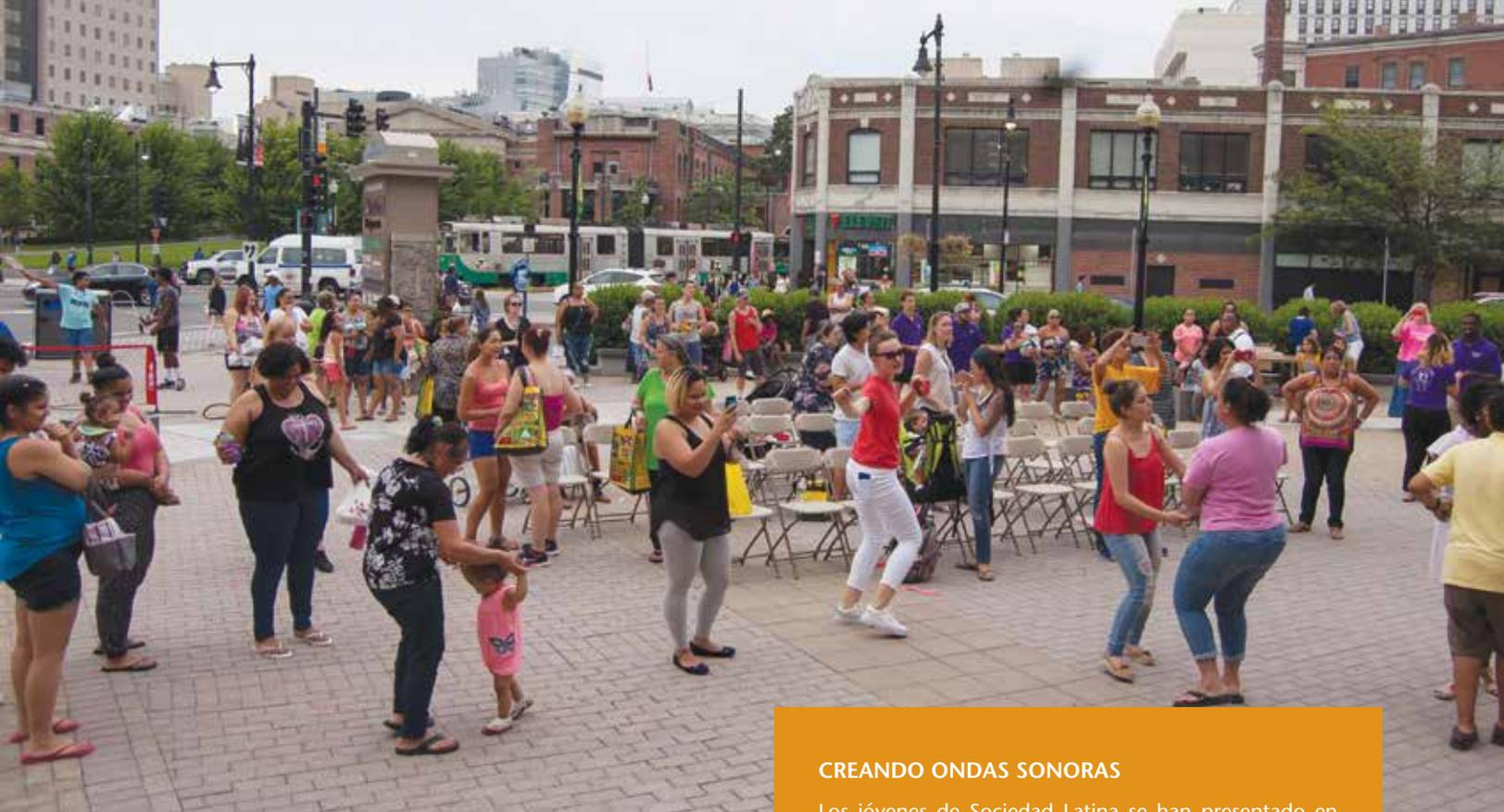
HOSTED OUR FIRST THREE KINGS DAY CELEBRATION

for youth and families in Mission Hill, an event that would become a staple in the community for nearly 25 years and the largest Three Kings celebration in Boston

2005

PARTNERED WITH BERKLEE COLLEGE AND THE MUSIC AND YOUTH INITIATIVE

to enhance our programs and offer one-on-one music classes



CREANDO ONDAS SONORAS

Los jóvenes de Sociedad Latina se han presentado en House of Blues, Berklee College of Music, Christian Science Center, Gillette Stadium, Institute of Contemporary Art, West End House, Bella Luna, Morgan Memorial Goodwill y Northeastern University. Los jóvenes anualmente lanzan un álbum de composiciones propias, que les brinda experiencia práctica en escribir, componer, grabar y mezclar pistas y en el diseño del material gráfico del disco. Los álbumes anteriores incluyen: Beyond Words, The New Era, Mentes Ponderosa y Vivir Soñado. Para escuchar las canciones originales de nuestros jóvenes artistas, visite: <https://www.sociedadlatina.org/music>



2014

WROTE UNIQUE CURRICULUM, "Quien Soy Yo," focusing on positive cultural identity and exploration

2017

YOUTH INVITED TO PERFORM at Gillette Stadium for a New England Revolution game

2011

HOSTED FIRST ¡VIVA NUESTRA CULTURA! Latino Heritage Month Celebration and Viva! Summer Nights begin

2015

NAMED FINALIST for the National Arts and Humanities' Youth Program Award



ALUMNI STORY

MIGUEL MARTINEZ

2013–2015

During the summer before his sophomore year of high school, Miguel Martinez, a budding youth artist, attended Sociedad Latina’s ¡Viva! Summer Nights, at the encouragement of his mentor, to catch a glimpse of Sociedad Latina’s music program. He joined the Youth Artists Mastery Program the following fall.

Miguel, born in South Boston, flourished at Sociedad Latina, crafting his talent in percussions and rising to the challenge to learn new instruments he was not accustomed to playing, honing his skills and growing his confidence as a musician. His talent and dedication to his craft earned him the opportunity to perform at well-known venues across the city and learn other elements required for success in the music profession, including event promotion and marketing—which he credits for helping him overcome his shyness and gaining confidence to speak to community members about Sociedad Latina.

To Miguel, Sociedad Latina was more than just a place to play music; Sociedad Latina valued him as a student and as a young person, guiding him towards on-time grade promotion and high school graduation. Miguel was accepted to Berklee College of Music but had to decline given the financial hurdles of attending

the prestigious school. He pursued a career in education and is now a Teaching Assistant at a preschool for infants and toddlers, building their language and reading comprehension.

Not willing to give up on his dream, Miguel continues to play music professionally as well. He has recorded and released full-length albums and performed with various ensembles across the United States. Toca Percussion recently endorsed him to represent their company and use their equipment while on tour.

“Sociedad Latina has been a big influence on me not giving up and continuing with what I love to do. Not all youth have supportive families and a safe place to go home to afterschool. Sociedad Latina provided a safe, protective, and encouraging home to their young people that celebrates diversity and works to make the community better.”

EVERETT BAEZ

2011–present

Everett Baez was a sixth grader at the Tobin K-8 School when he joined Sociedad Latina’s Mission Enrichment Possible program, now called STEAM Team. He continued with Sociedad Latina for seven years, becoming a Youth Leader in our Youth Artists Mastery Program.

During his time as a Youth Artist, Everett played the guitar and bass, performing at various venues across Boston, including the Museum of Fine Arts, Gillette Stadium, the Institute of Contemporary Art, Massachusetts College of Art & Design, House of Blues, and many more. His favorite performance was at Berklee College of Music, where he performed an original composition for the first time. Everett has also written, recorded, and produced multiple compositions for the Youth Artists’ annual CD. After graduating high school in 2018, Everett joined our Alumni Band and mentors our current Youth Artists.

As a Youth Community Organizer, Everett led advocacy campaigns around sexual health, education reform, and environmental issues. He facilitated workshops on HPV, STI, and teen pregnancy prevention for his peers, testified at Boston Public School Committee and Boston City Council meetings. Everett was also at the forefront of an initiative to identify solutions to eliminate plastic bags in stores across Boston, forming a

committee with his peers and Boston City Councilor, Josh Zakim. This spring, Everett represented Sociedad Latina at the UnidosUS Changemakers Summit in Washington DC, where he participated in panels and activities that supported him in becoming a “changemaker” in his community.

Everett recently completed his first year at Bunker Hill Community College and is working towards transferring to a four-year institution to study Biology. He plans to pursue a career in the health field.

“Being part of Sociedad Latina helped me to realize that I should reach for every opportunity that is given to me because I never know if that opportunity will be presented to me again. Sociedad Latina also helped me to understand how diversity plays a role in the community, that family isn’t always ‘blood.’ Family can be your friends, your community, or a place like Sociedad Latina.”



CIVIC ENGAGEMENT PATHWAY

Born from the lack of under representation of Latinos in Leadership positions across every sector and elected office, the Civic Engagement pathway provides youth the opportunity and skill-set to take action to help our community flourish. Empowering youth to speak out and providing the skills and foundation to create positive change, we foster the leaders that will represent the Latino community over the next 50 years.

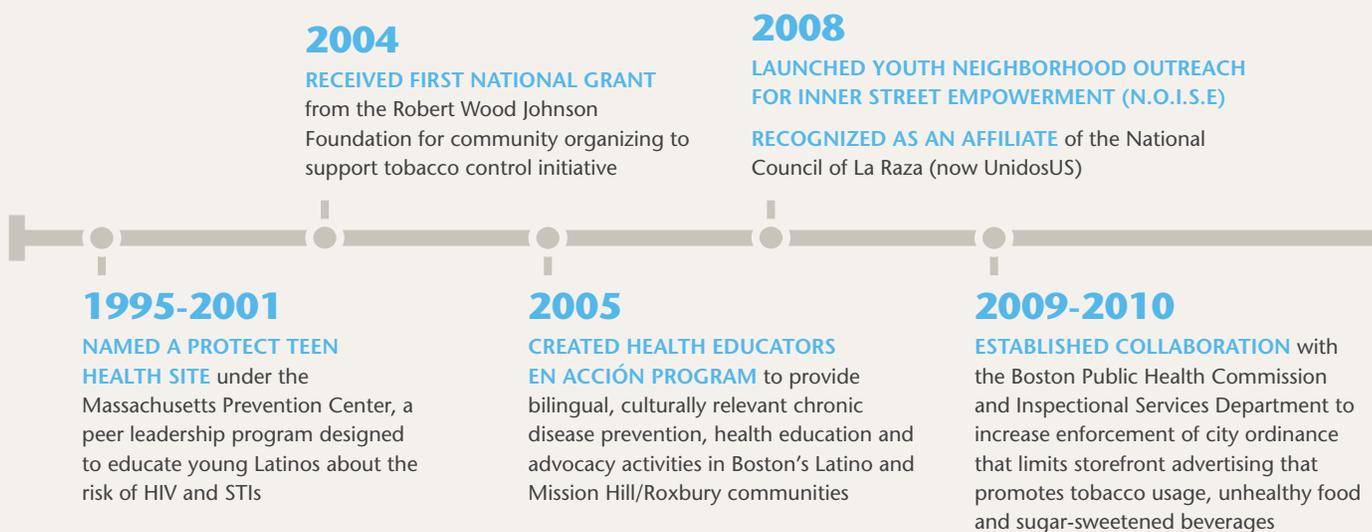
In today's climate, when civic engagement from Latinos is more important than ever, our youth have stepped up to the challenge to be the voice of their generation. Sociedad Latina youth have led discussions around what qualities high school students wanted to see in the new superintendent, inadequate school funding formula, and increasing dual-enrollment, internships, AP courses, and individualized learning plans for every high school student in Boston Public Schools.

But for Sociedad Latina's youth, civic engagement is nothing new. For 50 years, our youth have used their voice to speak out on issues that matter. In 2008, Sociedad Latina's Youth Community Organizers developed Youth Neighborhood Outreach for Inner Street Empowerment (N.O.I.S.E), which brought together youth from the Mission Hill/Roxbury neighborhood, community-based organizations, Boston's Area B2 police, MBTA police, local University police officers, and elected officials to address issues of community safety. Youth NOISE has been a force for good in the neighborhood, advocating for and receiving a walking beat officer during critical school release times on Tremont Street. Youth NOISE was selected as a best practice for youth violence prevention at the Lideres Summit, an annual conference for young Latino leaders.

When the City of Boston began appointing youth to its impact advisory groups (now called Tasks Forces), then Mayor Tom Menino turned to Sociedad Latina. In 2012, Sociedad Latina participant, Monica Castro, was the first ever youth appointed to a task force in the City of Boston. This paved the way for other youth in Boston to have a voice in decisions made related to development and institutional expansion impacting their community.

For 50 years, Sociedad Latina has supported the health and wellness of Latino youth, responding to and advocating for the needs of each generation. In the early years, Sociedad Latina focused on advocating for youth health and wellness, a cornerstone of our work throughout our 50 year history. In 2005, we created the Health Educators en Acción program to provide bilingual, culturally relevant health education and prevention, and advocacy activities for Boston's Latino community. Health Educators are teens ages 14–18 who are intensively trained in a range of health and wellness topics and utilize this training to lead health workshops and activities in the community. For most of the last decade, our community-based education and prevention activities have focused on nutrition and physical fitness, sexual health prevention and protection, and addressing the lack of healthy food accessibility in underserved communities through a community and hydroponic garden.

For example, in response to growing concerns around youth tobacco use, Sociedad Latina received our first national grant in 2005 to fund Youth Community Organizers' work to mobilize youth and their families to advocate for the increase of merchant tobacco permit fees. It was the first increase in 10 years.





SWEETENING HEALTH EDUCATION

In 2009 and 2010, Sociedad Latina’s Health Educators launched an initiative to reduce youth consumption of sugar-sweetened beverages. Responding to Sociedad Latina’s efforts to make healthy drink options more readily available to youth and families, local merchants began placing sugar-free beverages in prominent store locations. Our Health Educators led a “Sugar-Free Day” to encourage their peers and community members to eliminate high-sugar beverages for a day. They also held a campaign called “Sugar-Free School Year” which encouraged Boston Public Schools to provide healthy, sugar-free beverages to students across the city and fought to place salad bars in six different high schools around the city.

Youth also counted storefront signage in Boston and the surrounding suburbs and found a significant proportion of storefront advertisement promoted unhealthy foods and beverages. Working with the Boston Public Health Commission, youth found a correlation between the number of unhealthy ads and specific health disparities in those neighborhoods. The youth researched the laws related to storefront advertising and found that stores were not supposed to have more than 33% of the storefront covered in advertising. Youth worked with the City of Boston’s Inspectional Services Division to implement this law through citations, which continues today.

JUMPING INTO ACTION

In March of 2006, a group of high school students were riding home from school on an MBTA bus when an altercation between the bus driver and a youth passenger became frighteningly serious. The driver felt that the youth was being too loud and he called the police. The students and other passengers aboard the bus were horrified as the responding police officer used excessive force with the youth. When other youth tried to intervene to defend their friend, the police officers knocked them down to the ground and threatened them.

Among the high school students aboard the bus that day were Youth Leaders in the Youth Community Organizing program at Sociedad Latina. This was, unfortunately, not the first time they witnessed this type of treatment by police officers. The bus incident was the catalyst for these teenagers to take the lead in improving the relationship between the young people living in Mission Hill/Roxbury and the Boston Police Department. After meeting with and receiving the support of the Mayor, the Youth Leaders requested a meeting with the captain and officers of Area B2. Neighborhood youth met regularly with Area B2 officers and their relationship drastically improved. Youth Leaders continue to tell their stories, attending Neighborhood Crime Watch meetings and building relationships between themselves and the police.

2010

TOBACCO CONTROL INITIATIVE HIGHLIGHTED in the Center for Disease Control and Prevention’s Best Practices User Guide on Youth Engagement

2012

YOUTH COMMUNITY ORGANIZERS successfully called for the creation of a youth seat on the English Language Learner Task Force

2019

PUBLISHED NUESTRA VOZ REPORT based on findings from a survey analyzing Boston Public School’s “College, Career, and Life Readiness” theory of action framework

2011

AWARDED INAUGURAL WILLIAM L. BOYAN AWARD for Excellence in Community Health by Boston Children’s Hospital for our work addressing mental health issues with Latino youth

2014

LAUNCHED “CUÍDATE” (Take Care of Yourself) HIV/STD Prevention program



ALUMNI STORY

DAVID MARTINEZ

2009–2011

David Martinez is an alumnus of Sociedad Latina’s Youth Community Organizer program. He joined Sociedad Latina in 2009 during his junior year at New Mission High School. As a Youth Community Organizer, David developed advocacy campaigns around recycling, anti-tobacco initiatives, and education reform.

A core leader in Sociedad Latina’s education reform campaign, he created community awareness about the opportunity and achievement gap that Latino, English learners, and students of color face across Boston Public Schools. He testified before the Boston Public School Community, rallied at the Massachusetts State House, and met with former Boston Mayor Thomas Menino. He also formed a personal mentor relationship with former Boston Public School Superintendent Carol Johnson—they still communicate to this day.

After graduating high school, David attended Gordon College and received his Master’s Degree in Urban Education with a focus in Policy from Temple University. He currently works for Education for Excellence, a teacher-led organization that works to ensure that teachers have a leading voice in the policies that impact their

students and profession. In his role as Outreach Director, David organizes teachers to become more involved with advocacy work, including testifying about education reform at Boston Public School Committee Meetings and lobbying at the Massachusetts State House.

“Sociedad Latina fue un lugar que me brindó comodidad y seguridad, además, construí muchas relaciones genuinas, tanto con mis compañeros como con el personal. Aprendí mucho con respecto a defender a mi comunidad, la importancia del trabajo de promoción y cómo lograr un cambio como joven latino”.

NATASHA DELEON

1999–2001

Natasha DeLeon joined Sociedad Latina in 1999 during her sophomore year at Mission Hill High School. Growing up, Natasha overcame a great amount of adversity both at home and at school. As a child, she never stayed in one city or state for too long, finding herself homeless and moving among different relatives' homes. At school, she was bullied about her circumstances at home and for being Latina. In spite of this, she always received excellent grades in school and honor roll each semester.

As a Sociedad Latina "Peer Educator," Natasha developed advocacy campaigns around STD prevention, teen pregnancy, and anti-tobacco initiatives. She was a core leader in Sociedad Latina's anti-tobacco campaign, preparing presentations and tours for city officials to encourage them to enforce a city-wide ordinance limiting storefront tobacco advertisements. Natasha was recognized for her work as a Peer Educator, giving speeches at an event with Antoine Walker from the Boston Celtics and at United Way's 5th Annual Women's Leadership Breakfast. She was also featured in the Boston Globe for her work as a youth leader.

After graduating from high school, Natasha moved to New York City to join the Police Academy and was sworn into the New York Police Department in 2006. For 13 years, she has worked in the youth violence prevention unit with youth who are "anti-police,"

creating opportunities for them to participate in activities that promote positive behavior and lifestyle choices. She is a member of the "Explorer Program" committee, creating events and activities for young people such as baseball, flag football, and volleyball leagues, hosting a memorial 5k run/walk, and offering outlets for youth to share their opinions and feelings.

"I don't know where I would be without Sociedad Latina. This place gave me a welcoming and safe home to be myself and be among peers and adults who truly cared about me, valued my experiences, and believed in me to achieve my dreams. I was given opportunities that I don't think I would have gotten elsewhere and I am genuinely grateful for my time as a 'Peer Educator.'"



EDUCATION PATHWAY

Sociedad Latina’s role supporting youth leaders in their educational journey and guiding them into adulthood has changed in its 50 year history. The Education Pathways’ roots are anchored in campaigns intended to educate youth about the most important health, wellness, and civic issues impacting their generation. However, as the need to further support youth’s academic journey grew, Sociedad Latina rose to the challenge to ensure youth had the support they needed to graduate from high school and pursue their dreams in higher education as well as career opportunities.

Sociedad Latina has offered after school programming through integrating arts into the education pathway through our STEAM Team (Science, Technology, Engineering, Arts, and Math) program. STEAM Team breaks from traditional methods of instruction by blending technology, science, and art to inspire greater school engagement and interest in STEM fields amongst Boston’s underserved Latino and English language learner middle school students.

Due to our success, Sociedad Latina has expanded this program into our new STEAM Pathway that works with young people beginning in middle school and follows them through high school and into college and postsecondary success. Our Academy for Latinos Achieving Success (ALAS) Coaches work one-on-one with students to complete their college and financial aid applications, résumés, offer academic support and connect with families during home visits and guidance counselor meetings. We make sure that every measure is taken so that each and every student that walks through our doors successfully graduates high school and finds the right path for them. Last year, 100% of seniors graduated high school and 73% entered into a science and/or technology field upon entering college.

IMPACTING CITY LEADERSHIP

In 2018, Sociedad Latina’s Youth Leaders co-lead the Superintendent Search Youth Listening Sessions with our community-based partner, the Boston Student Advisory Council. They held large and small group sessions where they garnered feedback from their peers around which issues within Boston Public Schools the new superintendent should be focusing on, including greater internship and dual-enrollment opportunities with higher education institutions across Boston.



STEAM Team has been recognized both locally and nationally and was designated as a 21st Century Community Learning Center by the Massachusetts Department of Elementary & Secondary Education.

2014

LAUNCH OF STEAM TEAM

at the James P. Timilty Middle School

MIDDLE SCHOOL STEAM TEAM PROGRAM

named 21st Century Community Learning Center by the Department of Elementary & Secondary Education

2009

SELECTED AS ONE OF THE ORIGINAL

PARTNERS for the Summer Learning Initiative, a city-wide project led by Boston After School & Beyond to increase access to summer learning opportunities for low-income students

2014

ACADEMY FOR LATINOS ACHIEVING

SUCCESS PROGRAM selected for the Boston Foundation’s five-year Coaching for Completion Initiative, which seeks to raise college enrollment and graduation rates among Boston Public School graduates



OUTCOMES

100%

of youth remained in school or re-engage in an education pathway

100%

of youth applied to five postsecondary options and completed the FAFSA/ scholarship applications

100%

of youth achieved on-time grade promotion and are on-track for high school graduation

90%

of high school graduates successfully transitioned to college or career-ladder employment

100%

of seniors graduated from high school or earned a GED/HiSET

93%

of youth remain engaged in success coaching through two years of college or career



2015

NAMED A BRIGHT SPOT IN HISPANIC EDUCATION by the White House Initiative on Educational Excellence for Hispanics, recognizing our holistic model that guides youth from middle school through high school and into postsecondary

2017

INVITED BY BOSTON PUBLIC SCHOOLS Office of English Language Learners to pilot STEAM Team at the Mario Umana Academy

2018

CO-LED THE BPS SUPERINTENDENT SEARCH YOUTH LISTENING SESSIONS and co-led student only forum about the MA PROMISE Act

2015

STEAM TEAM SELECTED as one of six nonprofit partners to pilot the BoSTEM Expanded Learning Project to give all middle school students equal access to high-quality STEM experiences

2017

DESIGNATED AS AN EXEMPLARY SITE by Massachusetts Department of Elementary and Secondary Education

ANGELICA MORDAN PERCEL

2018–2019

Born in the Dominican Republic, Angelica Mordan Percel recently graduated from Margarita Muñiz Academy. She previously graduated from high school in the Dominican Republic before moving to the US in 2017, but decided to repeat her junior and senior year to learn English and better prepare for college.

To further her English language development and seeking support in applying to college, Angelica joined Sociedad Latina's Escalera program, which provides additional support for high school students to succeed in their academics and helps them identify their career interests. She also participated in the Academy for Latinos Achieving Success program, where she worked one-on-one with staff who helped her identify colleges and

universities to which she wanted to apply, write her college essays, secure letters of recommendation from teachers, and apply for financial aid and scholarships. As a result of her hard work, the UnidosUS Changemakers Summit in Washington DC selected Angelica to attend its summit this spring where she learned about issues affecting immigrants and Latinos in the US and saw Congresswoman Alexandria Ocasio-Cortez's office in the Capitol Building.

Sociedad Latina also hired Angelica to work in our Jovenes Latinos Pro Salud/Health Careers for Youth Program, a career exploration program in the health field and Sociedad Latina's longest running program. In this role, she interned at Brigham and Women's Hospital in their Hematology Department, spending time in the lab and learning about the research element of the healthcare field. She is attending the University of Massachusetts, Boston, studying Biology with a goal of transferring into the nursing program.

"Estoy agradecido con la Sociedad Latina y mi instructor de Acceso y Éxito Universitario por ayudarme a comprender el proceso de ingreso a la universidad y por apoyarme a entrar a la universidad. Creo que las oportunidades que me ha brindado Sociedad Latina me han ayudado a tener mucho éxito en la escuela secundaria".





ALUMNI STORY

SGARDY PEÑA

2011–2015

Sgardy was first introduced to Sociedad Latina by his cousin, who had been coming to Sociedad Latina for a few years. At first, Sgardy was interested in music, but had never played an instrument before. He joined Sociedad Latina’s Youth Mastery Program when he was 14 beginning with the guitar as his instrument of choice. He remembers being nervous during his first interview, but soon afterwards came to love the staff, his peers, and the creative process that has now propelled him to pursue his degree in electrical engineering. He credits his experiences at Sociedad Latina, that inspired him and led him towards the path he is on today.

When Sgardy joined our Youth Leader Program, ‘he started from zero,’ learning the instrumental techniques from scratch. As his skills developed, so did his interest in the production side of music. Sociedad Latina’s Music Clubhouse staff taught him how to use many different production softwares like Fruity Loops and Pro Tools to create both synthetic and recorded musical compositions. He learned to set up microphones and recording technology to manipulate sounds and then pulled it all together to make beautiful melodies.

Twice a week during programming at Sociedad Latina, Sgardy would go to academic support, a core component of all of our Youth Leader programs where he worked one-on-one with a tutor. It was there that he distinctly remembers talking to his

tutor, Marcus, who was in college at the time. Marcus told Sgardy that he would sit in on professors classes that he wasn’t even taking, only to learn more about other subjects. When Sgardy heard that, he recalls, ‘it was a lightbulb moment.’ He thought to himself, why not try that myself? Learn more, try new subjects, see if that would spark curiosity in a new field.

Currently, Sgardy is pursuing his degree at Wentworth Institute of Technology in Electric Engineering. Sociedad Latina encouraged him to transfer from a community college and led him through the process. At Wentworth Institute of Technology, he has secured over 88% tuition coverage from scholarships, and now only pays \$4,000 each year for his studies. His passion in electrical engineering and circuitry was truly inspired by his time at Sociedad Latina in the Music Clubhouse, creating and manipulating music.

“Sociedad Latina helped me, by exposing me to something different. I feel like that specific situation [with Marcus] was the catalyst for where I am now.... Even today I still cherish those memories.”

WORKFORCE DEVELOPMENT PATHWAY

Latinos are the engine driving Boston's economy and Latino youth are its future. Currently, Latinos account for 14% of the workers in Suffolk County and 10% of the business owners in Boston. Latino youth make up 31% of the children in Boston; they are the civic and business leaders of the next 50 years.

As the economy has changed and our youth have expressed an increased interest in the economy and business ownership, Sociedad Latina launched its ¡emprende! Youth Entrepreneurship Program to help youth develop the social, emotional, and technical skills required for entrepreneurship. Capitalizing on youth and family assets, the program places a strong emphasis on English learners to encourage bilingualism in business. Our new space will incorporate an Accelerator space and STEAM lab, giving youth the space and resources to pursue their wildest ideas with support and guidance from staff, faculty, and mentors from local universities.

Sociedad Latina juniors and seniors participate in local internships to enhance their workforce development skills.



BUILDING CAREERS

Workforce development has always been a priority for Sociedad Latina's youth. Since 1997, Sociedad Latina's Jóvenes Latinos Pro Salud/Health Careers for Youth program has provided young adults with the opportunity to find meaningful work and to explore careers in the health-care industry through paid internships. Through the years, these healthcare partners include Brigham & Women's Hospital, Beth Israel Deaconess Medical Center, Harvard T. H. Chan School of Public Health, New England Baptist Hospital, Dana-Farber Cancer Institute, Boston Children's Hospital, and Whittier Street Health Center.

Building on these successes, we expanded our internship opportunities for youth into other fields as well. All youth involved with Sociedad Latina participate in an internship aligned with their interests and aspirations. Sociedad Latina youth are currently working at Boston's City Hall, the Museum of Fine Arts, Huntington Theatre, MassArt, law offices and other professional settings throughout the city.



2001

SOCIEDAD LATINA GROWS THE NUMBER

of hospital partners in our Health Careers for Youth program from one to seven

1997

LAUNCHED HEALTH CAREERS FOR YOUTH, our longest standing workforce development program

2013

SELECTED AS THE MASSACHUSETTS YOUTH WORKFORCE PROGRAM OF THE YEAR by the Workforce Solutions Group through a competitive statewide review of youth workforce programs



2016

LAUNCHED EMPRENDE PROGRAM
which targets English Learner Students

2018

**LAUNCHED EMPRENDE
ACCELERATOR PROGRAM** to
further student's business ideas

2018

**YOUTH INVITED TO ATTEND
THE BABSON CUP**, a prestigious
business competition

KATHERINE MALDONADO

(2017–present)

A senior at Boston International High School, Katherine Maldonado participated in our ¡emprende! program. An English learner student who immigrated to the United States four years ago from El Salvador, Katherine was not very familiar with the concept of entrepreneurship and did not think she would be able to create an interesting business idea. Over the course of the program, however, she learned about the components that contribute to creating a successful business and received guidance from mentors who have experience in the field.

“Sociedad Latina gave me the tools to create my own business ideas. I hope to continue to create innovative solutions to solve issues that my generation faces today.”

With the encouragement of her peers, she designed a business model that combined her passions for social justice and health to develop *NuChildren*, a nonprofit organization that provides afterschool programming focused on nutrition and fitness for children ages 8–14. Through educational materials and interactive, fun activities, NuChildren combats poor nutrition and health diseases, and provides jobs for teens. Her business model can be viewed at <https://nuchildren.weebly.com/>.

At the end of the program, Katherine presented her business model before a panel of judges of industry experts from Motion Play Ventures, Youth Designs, Babson College, Boston Public Schools, and First Republic Bank—and received positive feedback. After high school, Katherine wants to work in a career pathway where she can help others and possibly expand on the NuChildren business model.





ALUMNI STORY

VICKY MIRANDA

2009–2013

Vicky began working as a Youth Community Organizer at Sociedad Latina, but true to our spirit as an organization, Vicky moved through a variety of our programs over the years. She was also a Health Educator, leading workshops for the community on sexual health and eating healthy on a budget. Later, Vicky had the opportunity to complete an internship at Brigham and Women’s Hospital and came back as a youth program assistant. She has also mentored youth in our programs over the years, and continues her engagement with the community. Most recently, Vicky attended Sociedad Latina’s graduation ceremony this year celebrating the accomplishments of youth just like her.

Her six years of work experience at Sociedad Latina, has truly shown her ‘the other side’ of how community programs function. She still finds herself in situations educating friends and family on health issues, often times, getting flashbacks of her time as a Health Educator. She believes the time at Sociedad Latina empowered her to speak up for herself and advocate for her community whether about cultural relevancy in schools, or important health issues that families face in Boston.

Working at Sociedad Latina was so important to her because as she led workshops and taught others about the various campaigns she worked on, her peers were able to learn from someone their own age. “Youth from other organizations in Boston became sincerely engaged and truly listened to what we had to say. They were hearing it from someone who is like them, someone who is their age, not someone who seems to know everything, or an adult who just lectures.”

During Vicky’s internship at Brigham and Women’s Hospital, she worked with cancer patients and also with women who had suffered abuse. Her work at the hospital and throughout her time at Sociedad Latina, inspired her to major in human services, where she could make an impact on her community by building relationships and helping others.

As a paraprofessional in Boston Public Schools, Vicky works with 5 and 6 year olds with special needs. “Some students just need an extra push, maybe they aren’t getting that at home. I know that every student is unique, and learns at their own pace. It’s my job to push the ones that need that extra help and let the ones who are excelling have more freedom to grow.” Vicky, just like the 5,000 other youth engaged each year all have these experiences to grow and find their own path. True to our mission, we hope to continue inspiring the leaders of tomorrow in finding their path that is right for them and providing them with a safe space to grow.

“Sociedad Latina became more than a job to me. It was a safe space with people who were part of a big family and were always there for you and gave us support. They were my safety net.”

BUILDING THE FUTURE

With a 50-year foundation and a recent growth from serving 2,000 to 5,000 Latino youth, we are taking the next step to deepen our ability to foster the next generation of Latino leaders with the purchase and renovation of our building. Sociedad Latina aspires to create a one-of-a-kind accelerator space

WHERE ARTS AND LATINO CULTURE

are combined with education, academic support, and leadership

WHERE LATINO CULTURE is experienced in a large arts performance space

WHERE THE FLEXIBILITY OF THE FLOORPLAN

will allow it to transform between small, cozy settings to bigger spaces to work with youth depending on the needs of the day

WHERE THERE IS SPACE DEDICATED

to postsecondary coaching, tutoring, and one-on-one mentoring

WHERE YOUTH ARE EMPOWERED to dream and plan and accomplish their highest aspirations

WHERE MORE OF THE YOUTH can intensively emerge themselves in the opportunities offered by Sociedad Latina in a space created just for them

Sociedad Latina envisions a world in which Latino youth see themselves as the leaders of their time. It starts with a space where arts, language, and culture are combined with education, civic engagement and leadership; where Latino youth are nurtured to become those leaders. That space is Sociedad Latina.





THANK YOU TO ALL OF OUR CAPITAL AND CAPACITY DONORS!

- Amelia Peabody Foundation
- Berklee College of Music
- Beth Israel Deaconess Medical Center
- Blue Hills Bank Foundation
- Boston Children's Hospital
- Brigham & Women's Hospital
- City of Boston — Community Preservation Act
- City of Boston — Partners with Non-Profits
- Dana-Farber Cancer Institute
- Emerson College
- Emmanuel College
- Harvard T. H. Chan School of Public Health
- Joan and Gary Eichorn
- Klarman Family Foundation
- Kraft Family Foundation
- Liberty Mutual Insurance
- Mass Cultural Council — Cultural Facilities Fund
- Massachusetts College of Pharmacy and Health Sciences
- Massachusetts Eye and Ear Infirmary
- New England Baptist Hospital
- Northeastern University
- Santander Bank Foundation
- Simmons College
- State Street Foundation, Inc.
- Tufts University
- Wellington Management Foundation
- Wentworth Institute of Technology
- Wingate Companies



THE NEXT 50 YEARS

As Sociedad Latina looks forward to our next 50 years of empowering Latino youth, we envision a world in which today's Latino youth grow into the business and civic leaders of our city and our country. Where the leaders of today inspire the leaders of tomorrow. And where Boston's Latino youth have a home in which to build their dreams and ambitions, through a path that works for them.

RAISING LATINO VOICE

Sociedad Latina will bolster our work as a leading voice for Latino youth and their families. As one of the founders and original members of the Greater Boston Latino Network (GBLN) in 2013, we will continue to focus on underrepresentation of Latinos and have since published two reports about the lack of Latino leadership in city government. GBLN has commissioned a new research report to be released in the fall of 2019 that will examine why the explosive population growth of the Latino community has not resulted in increased resources for Latino-led organizations. *"A Study of Latin@ Non-profits in Boston, Massachusetts: Status, Challenges and Lessons Learned"* will look at what can be done to better support these important organizations.

PROMOTING DIVERSITY

As the Latino population continues to grow, we will work with institutions across our city to increase the diversity of staff. Our goal is that Latinos will no longer be underrepresented in leadership roles in public schools, institutions of higher education, hospitals, technology, philanthropy and government. To achieve this, we will continue to work with schools and other youth programs to develop more quality programming for Latino youth and English learners and encourage them to continue their fight on Beacon Hill for a new school funding formula that allocates resources reflecting their needs.

PROTECTING OUR LATINO COMMUNITY

As the political winds shift, we will continue our model of flexibility and responsiveness. Sociedad Latina continues to be a safe space for youth and their families, and will do everything in our power to raise Latino voice and protect Latino families in Boston. In 2016, Sociedad Latina's youth led an initiative to get





out the vote, reaching hundreds of families in Boston. We will continue our work to get out the vote and register more Latino voters with each upcoming election.

Later in 2018, Sociedad Latina established the Mission Hill Rapid Response Network (MHRRN), a coalition of organizations and institutions dedicated to protecting the rights of all immigrants in the Mission Hill neighborhood. The MHRRN’s primary goal is to create and maintain the infrastructure in which community leaders and allies can respond to immigration actions in Mission Hill. Current projects include hosting on-going “Know Your Rights” workshops in the community and coordinating responders to locations where raids or other immigration enforcement activities are happening.

SUPPORTING THE ECONOMY

As the Latino population grows and the economy shifts towards the gig economy, we will bolster our entrepreneurship program to ensure youth have the business and language skills to support our City’s future. We’ll also continue to grow and bolster our STEAM program, ensuring Latino leadership in these economic engines.

HIRING ALUMNI

At Sociedad Latina, our support does not stop when youth leave our program. As part of our model we work with youth for two years in postsecondary college and careers and make efforts to have all staff reflective of the youth we serve. With this in mind, we have also developed an alumni pipeline hiring youth as program assistants and building a pathway for careers at Sociedad Latina or elsewhere in Boston. Through our alumni pipeline we are building the social capital of the city.



1. Sociedad Latina’s Emprende entrepreneurship program.
2. Sociedad Latina receives \$850,000 in Community Preservation Act funds from the City of Boston for renovations
3. Sociedad Latina alumnus and STEAM Team coordinator Wilmer Quinones greets a Sociedad Latina youth leader
4. Sociedad Latina Youth Community Organizers at ALL leadership conference
5. Sociedad Latina alumnus and board member Jaime Lopez addresses graduates and alumni at our 2019 Class Graduation at Mass Art



LIFELONG CONNECTIONS

Sociedad Latina works with youth for 7-10 years, helping them through educational transitions and supporting them on the pathway that is right for them to graduate from high school and pursue their dreams. But the Sociedad Latina family does not end after high school graduation. As youth enter adulthood and experience a new set of challenges and aspirations, we aspire to be the fabric that keeps those Latino leaders connected to each other and to our culture. We are building new networks for and between our alumni to help our youth continue on their pathways to success as they transition into new phases of their lives and careers. Through this work, we are also building the next generation of the City's philanthropists.

We look forward to continuing to invite our youth back into our community to celebrate their accomplishments throughout their lifetime as we continue to grow and strengthen our alumni network.



1 & 2. Sociedad Latina alumni and graduates at 2019 Class Celebration at Mass Art

FINANCIALS

STATEMENT OF FINANCIAL POSITION

ASSETS

| | |
|-------------------------------|------------------|
| Cash and Cash Equivalents | 2,668,718 |
| Accounts Receivable | 80,690 |
| Prepaid Expenses | 105,785 |
| Property and Equipment | 1,517,468 |
| Grants and Pledges Receivable | 1,981,574 |
| TOTAL ASSETS | 6,354,234 |

LIABILITIES AND NET ASSETS

| | |
|---|------------------|
| Liabilities | 936,242 |
| Net Assets | 5,417,992 |
| TOTAL LIABILITIES AND NET ASSETS | 6,354,234 |

STATEMENT OF ACTIVITIES

REVENUES

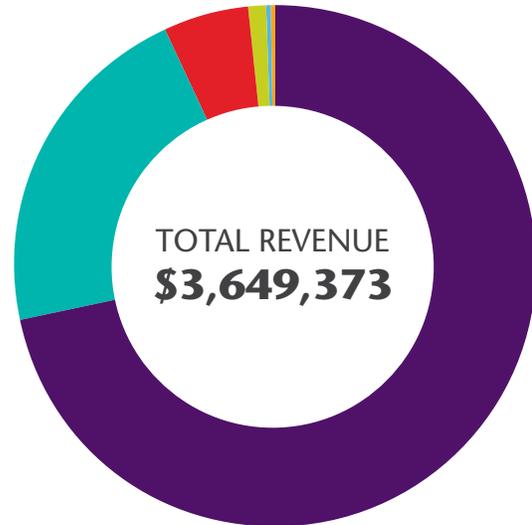
| | |
|------------------------------|------------------|
| Foundations and Corporations | 2,620,766 |
| Government Contracts | 783,568 |
| In-Kind Donations | 191,781 |
| Individual Donors | 40,678 |
| Class Fees/Tuition Income | 8,988 |
| Interest and Other | 3,493 |
| TOTAL REVENUE | 3,649,373 |

EXPENSES

| | |
|---|------------------|
| Arts, Culture and Civic Engagement Programs | 276,253 |
| College and Career Pathways Programs | 1,434,415 |
| Administrative and Fundraising Support | 515,177 |
| TOTAL EXPENSES | 2,225,845 |

NET ASSETS

| | |
|-----------------------------|------------------|
| Beginning of Year | 3,994,464 |
| End of Year | 5,417,992 |
| CHANGE IN NET ASSETS | 1,423,528 |



- Foundations and Corporations
- Government Contracts
- In-Kind Donations
- Individual Donors
- Class Fees/Tuition Income
- Interest and Other



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

For fiscal year ending June 30, 2019

SUPPORTERS & PARTNERS

FUNDERS

Amelia Peabody Foundation
Anna B. Stearns Charitable Foundation
Bank of America Charitable Foundation
Barr Foundation
Beth Israel Deaconess Medical Center
Berklee College of Music
Blue Hills Bank Foundation
BNY Mellon
Boston After School and Beyond
Boston Center for Youth and Families
Boston Children's Hospital
Boston Cultural Council
Boston Foundation
Boston Private Industry Council
Boston Public Health Commission
Boston Public Schools
Boston Public Schools—Office of English Learners
Boston Trust and Investment Management Company
BPS Arts Expansion Fund at EdVestors
Brigham and Women's Hospital
Bushrod H. Campbell and Adah F. Hall Charity Fund
City of Boston—Community Preservation Act
City of Boston—Office of Immigrant Advancement
City of Boston Police Department
Clowes Fund
Commonwealth of Massachusetts
Department of Elementary and Secondary Education
Department of Public Health
Eastern Bank Charitable Foundation
Emmanuel College
Fenway Alliance
Fenway High School
Harvard T.H. Chan School of Public Health
Hispanic Heritage Foundation

Inquilinos Boricuas en Acción
John Hancock—MLK Summer Scholars
Latinos for Education
Liberty Mutual Foundation
Linde Family Foundation
Lloyd G. Balfour Foundation
Mario Umana Academy
MASCO
Mass Cultural Council
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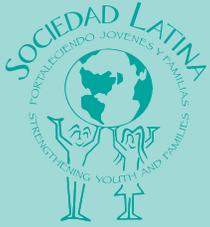
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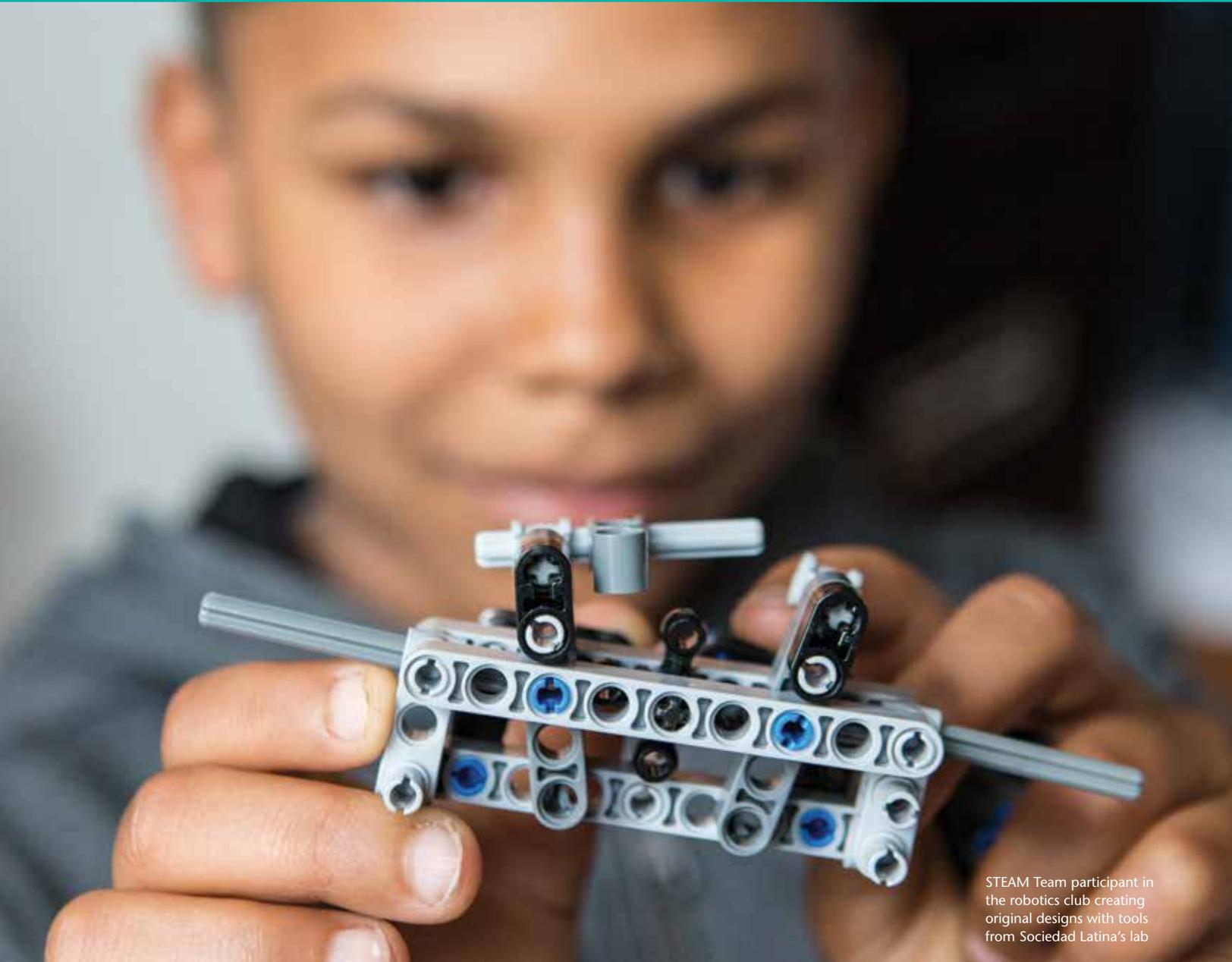
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STEAM Team participant in the robotics club creating original designs with tools from Sociedad Latina's lab