



# 2023 YEAR IN REVIEW



# TABLE OF CONTENTS



**Pg. 2 Letter from the President & CEO**

**Pg. 3 Education Overview**

**Pg. 4 Empowerment Days**

**Pg. 5 35th Annual HBCU Fair**

**Pg. 6 Project Ready**

**Pg. 7 Project Ready Mentor**

**Pg. 8 Whitney M. Young, Jr. Scholarship Program**

**Pg. 9 Employment & Career Services Overview**

**Pg. 10 Information Sessions**

**Pg. 11 Career Fest**

**Pg. 12-13 Diversity & Inclusion Lab**

**Pg. 14-15 Small Business SOLUTIONS Center**

**Pg. 16-17 Communities of Color Nonprofit Stabilization Fund**

**Pg. 18 Fundraising Events Overview**

**Pg. 19 Champions Awards**

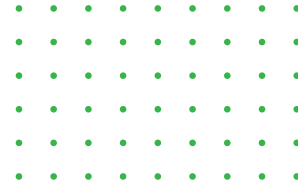
**Pg. 20 57th Annual Frederick Douglass Dinner**

**Pg. 21 TCS New York City Marathon**

**Pg. 22 Fundraising Supporters**

**Pg. 23 NYUL Staff & Board Members**





# Letter from Arva Rice, NYUL President & CEO



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**“Our work empowering communities is only successful because of our collaborative efforts.”**

Dear Friend of NYUL,

We are pleased to share our 2023 year-end report with you. In keeping with the theme of our annual Frederick Douglass Dinner, “Renew,” NYUL has renewed our commitment to empowering communities and changing lives through our education, employment, small business, capacity building, mentoring, and advocacy programs and services. We have built new corporate and community partnerships and deepened others as partners turn to the New York Urban League for talent, volunteer opportunities, and celebrations.

This year, we received unprecedented support for our programs and services. Our Historically Black Colleges and Universities Fair received support from Wells Fargo, Amazon, Audacy, Fidelis Care, National Grid, PayPal, KeyBank, and Municipal Credit Union. Our Diversity & Inclusion Lab has expanded to include 13 brand partners, and our Employment and Career Services department features our corporate partners who share career advice and open positions in monthly information sessions. We are so grateful to our partners, who are essential to our work.

Our efforts to restore and return to our legacy building in Harlem continue. Most recently, we received \$3 million in support from the New York City Council. A special thanks to City Council Speaker Adrienne Adams. We also received an additional million dollars from Manhattan Borough President Mark Levine. We look forward to beginning this ambitious project in 2024.

I cannot close without thanking the dedicated volunteers who guide our work on the New York Urban League Board of Directors, led by Ward Corbett, Board Chair. Thank you to the NYUL staff members and the volunteers from our Young Professionals who dedicate countless hours to helping the community. Our work empowering communities is only successful because of our collaborative efforts.

Thank you for your partnership.

- Arva Rice

# EDUCATION

**Our Commitment: Every child is ready for college, work, and life.**

The New York Urban League links students (and schools) with careers and “real life” workplace experiences designed to ignite their curiosity and empower and prepare them for a changing economy. Accomplished through school partnerships, civic groups, and other public and private sector organizations, NYUL helps students develop skills needed in the competitive job market while making their educational experience relevant to the world they will experience as adults.



## 2023 Highlights

2023 Education highlights come from the following programming areas:

**Empowerment Days**

**HBCU Fair**

**Project Ready & Project Ready Mentor**

**Whitney M. Young, Jr. Scholarship Program**



## EDUCATION

# Empowerment Days

### Overview

NYUL partners with corporations in a variety of industries from finance to sports to provide young women and men from across New York City with an engaging career exploration day. Top professionals from our corporate partners and supporters share their stories of success directly with high school students to provide inspiration and knowledge of career opportunities in diverse industries.



### Young Women's Empowerment Day

Over 70 young women shadowed some of New York's most powerful business professionals at a wide range of employers, from Google to Audacy to Macy's. Along with guest speakers and interactive sessions, the attendees left ready to take on the world!

### Young Men's Empowerment Day

Even an extreme weather event couldn't keep over 130 students from participating in a career exploration day that featured Microsoft, the Manhattan District Attorney's office, Deloitte and Yahoo Finance. Participants were rewarded for their effort with an engaging, fun and eye-opening experience.

### By the Numbers...

**200+** Students

**8** Sponsors

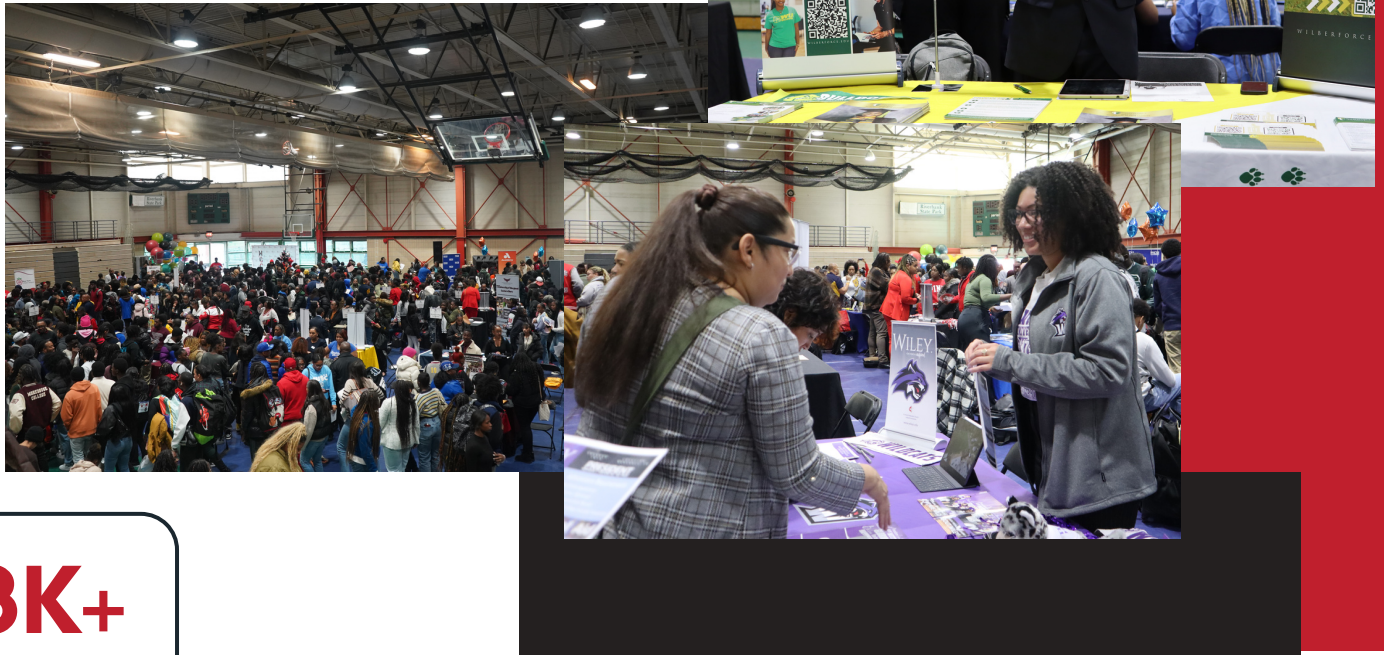
**13** Host Sites

**5** Speakers

# EDUCATION

## 36th Annual HBCU Fair

On Saturday, November 11, 2023, they came by the thousands, lining up early to be among the first to hit the tables at the New York Urban League's 36th Annual Historically Black Colleges and Universities (HBCU) Fair.



**8K+**

Attendance

**\$11M+**  
Scholarship  
Awards

**1,707**  
Onsite  
Admissions

### Sponsors & Partners

Thank you to our partners Malcolm Bernard HBCU Fair, Denny Farrell Riverbank State Park, and New York Urban League Young Professionals; our sponsors Wells Fargo, Amazon, Audacy, Fidelis Care, National Grid, PayPal, Chick-fil-A, Melba's and Miss Jessie's, and the many volunteers who believed in this event, these scholars, and their potential.

Check out the fair's digital program guide, which contains updated content, including resources presented at the workshops and images from the day:

[https://issuu.com/newyorkurbanleague/docs/hbcu\\_2023\\_digital\\_program\\_110123](https://issuu.com/newyorkurbanleague/docs/hbcu_2023_digital_program_110123).

**Mark your calendars for Saturday, November 16, 2024.  
You won't want to miss out on next year's HBCU Fair!**

# EDUCATION

## Project Ready



### Overview

Project Ready prepares African Americans and other historically underserved youth, grades 8 -12, for college and careers. The program features:

- Impactful local and national partnerships
- Innovative content
- Professional development
- Targeted events, activities and programs unique to the Urban League Movement



**61** Students Enrolled  
**30** 1:1 Counseling Hours  
**150** Program Hours

All Project Ready programs align with the educational and youth development principles outlined in the National Urban League’s Project Ready 2.0 Curriculum and the Youth Development Framework & Guide, including the use of planning and activity templates designed to encourage and support intentional programming.

Through NYUL’s Project Ready program, comprehensive academic and social-emotional services are provided to public high school students. Our education staff conducts 1:1 counseling sessions and leads enrichment activities for students, helping them build the skills vital to graduating high school, being ready to succeed in college, and beginning to learn about and consider potential career choices.



## EDUCATION

# Project Ready Mentor



### Overview

The Project Ready Mentor program is a vital initiative of the New York Urban League, aimed at empowering and guiding young individuals in their personal and professional development. The program pairs youth mentees with caring and committed adult mentors from the community and corporate partners.

We believe in the transformative power of mentorship and the profound impact it can have on the lives of our mentees. Through regular mentorship sessions, group activities, and community events, we created a supportive and nurturing environment that promotes growth, resilience, and empowerment.



- **15 Mentors**
- **48 Youth Matched**
- **180 Activity Hours**
- **230 Program Hours**

Throughout the year, our program focused on creating impactful relationships, fostering personal growth, and providing unique experiential learning opportunities for students at Bronx Legacy High School. By leveraging the knowledge, experience, and support of our mentors, we equip mentees with the skills, resources, and confidence they need to achieve their goals and excel in their chosen paths.

Activity highlights included:

Careers in Tech presentation which facilitated networking opportunities, allowing students to connect with mentors and establish relationships.

Martin Luther King, Jr. Day of Service project where participants came together to create care packages for donation to local students from Hostos Community College.

Mentor Mentee Night at Dave & Buster's which strengthened the bonds between mentors and mentees, creating a positive and supportive environment for ongoing mentorship and guidance.





## EDUCATION

# Whitney M. Young, Jr. Scholarship Program



### Overview

Each year, NYUL awards cash scholarships of \$1,500 - \$3,000 to 20 to 25 exceptional high school seniors. Scholarship recipients are also matched with mentors who work with them throughout their college journey

Since the development of the scholarship, the New York Urban League has awarded and leveraged over \$20 million to 4,000 African American and Latinx youth.

Each scholar is paired with a mentor from the New York Urban League and NYUL Young Professionals. Mentors provide scholars with ongoing support in addressing their needs as college students through in-person and virtual activities and experiences.

## \$83K

### Awarded in 2023

Over 125 applications were received this year, with 24 students winning awards. Three students each received the prestigious New York Power Authority \$10k scholarship award, with another 3 each receiving the Ann S. Kheel TASK Foundation scholarship award of \$5,000.

## 24 Recipients



2023 WMYJ Scholarship Awardees

# EMPLOYMENT & CAREER SERVICES

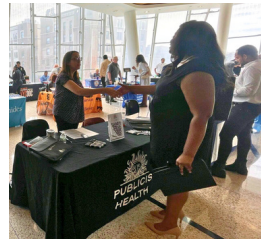
**Our Commitment: Everyone has access to jobs with sustainable living wages, good benefits and career advancement opportunities.**

The New York Urban League's Employment & Career Services department provides New Yorkers with tools and access needed to get connected to employers, become career ready and/or create their own job through entrepreneurship. Our Career Services program prepares New Yorkers for work, while our D&I Lab works directly with employers. The Small Business Solutions Center helps individuals realize their entrepreneurial dreams while creating jobs for themselves and others.



A few of the Employment and Career Services Success Stories  
Clockwise from top: Jerson Castro, Michael Newman, Lauren Dorvil

2023 Employment highlights come from the following programming areas:



# EMPLOYMENT & CAREER SERVICES

## Information Sessions

Our focus is to help unemployed/underemployed individuals become job-ready to take advantage of meaningful employment opportunities.

The Employment and Career Services department provides New York City residents 18 or older with free services to improve their chances of gaining sustainable employment with living wages and good benefits. One way we do that is by hosting monthly virtual information sessions with the NYUL Employment and Career Services team to inform the community about our services and how we can assist them on their path to employment.



Six information sessions were held from July through December, sharing NYUL's free employment and career services to the unemployed, underemployed and those seeking new opportunities.

## Employment Partners Featured

The NYUL Employment and Career Services team was proud to introduce a new element to our information sessions: featured employment partners! Through relationship development, corporations participate in live information sessions with NYUL constituents to share information about their organization, culture and available job opportunities. 2023 Participating companies included:



# EMPLOYMENT & CAREER SERVICES

## Career Fest

*A partnership with CUNY's Medgar Evers College*



### Overview

The New York Urban League in partnership with Medgar Evers College hosted a career fair. Employers representing the five boroughs came to meet with college students and the greater Brooklyn community to showcase their companies and job openings. Attendees were also engaged by the NYUL Employment and Career Services department to share our free services available to New York City residents ages 18 or older.

#### **27** Employers

A wide range of employers from the corporate, nonprofit and government sectors were in attendance. Industries varied from law enforcement to healthcare to social services.

#### **67** Attendees

Individuals from the Medgar Evers College community and the public were invited to meet with participating employers and learn about their companies and employment opportunities.

# EMPLOYMENT & CAREER SERVICES

## Diversity & Inclusion Lab

*The NYUL Diversity & Inclusion Lab is where Chief Diversity Officers and others collaborate, share best practices, and build a platform of diverse talent from which members of the Lab can draw for their talent searches.*



NYUL and Audacy Diversity Leadership Summit Panel

### D&I Lab at Work



Get to Know the Fragrance Industry Speakers

### Programming

In April, NYUL in partnership with Audacy, hosted the inaugural Diversity Leadership Summit. The summit, held at the Hard Rock Hotel, featured the following panel:

- Business and Human Case For Inclusive Leadership moderated by Arva Rice, President and CEO NYUL
- Internal and External Benefits of NYUL Partnership moderated by Sandra Garcia, D&I Lab Program Manager
- Business Benefits of Diverse Teams and Inclusive Environments moderated by Pat Robinson, Audacy's 94.7 The Block



National Grid Careers in Gas & Electricity Panel

From in-depth and honest discussions on the U.S. Supreme Court's ruling overturning Affirmative Action, to discussions about career paths in the energy sector for diverse talent with brand partners NY Power Authority and National Grid, the D&I Lab kept these issues in the forefront and engaged thought leaders on ways change is coming to industries and ultimately society as a whole.

# EMPLOYMENT & CAREER SERVICES

## Diversity & Inclusion Lab

### Welcome New Lab Partners!

In 2023, the D&I Lab was excited to welcome the following new partners!

**CRESCO**  
LABS®



PUBLICIS GROUPE

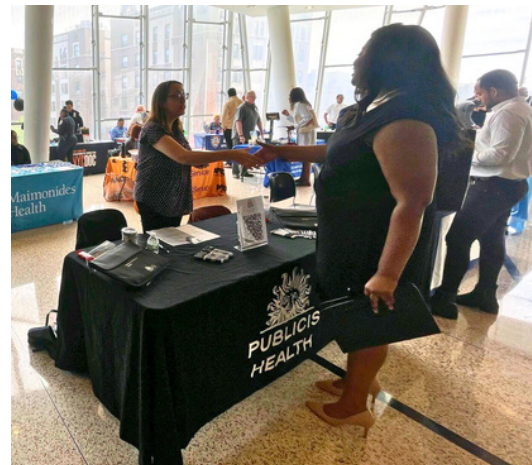


**THE FRAGRANCE  
FOUNDATION**

Cresco Labs has partnered with the New York Urban League D&I Lab to align their shared dedication to inclusion and, for support in driving Cresco Labs' commitment to informing and engaging diverse audiences to help create opportunities for all in the cannabis industry.

Publicis Groupe has partnered with New York Urban League D&I Lab to help drive interest in careers and opportunities in the advertising industry via exposure to diverse professionals in the industry working a diverse set of roles.

The Fragrance Foundation is partnering with the D&I Lab for a multi-year collaboration to launch the Catalyst Initiative, a robust collective of intentional programming to increase diversity in the fragrance industry.



## EMPLOYMENT & CAREER SERVICES

# Small Business SOLUTIONS Center



**New York**  
Urban League  
Small Business SOLUTIONS Center

**Empowering Black and Latinx  
Small Business Owners in NYC**

### PRIMARY OBJECTIVES

- (1) Provide counseling and coaching/mentoring
- (2) Develop and expand e-commerce activities
- (3) Provide financial literacy workshops/training
- (4) Supply Strategies to pivot and grow post-COVID-19
- (5) Help meet the capital needs of Black businesses by providing loans and grants.

The NYUL Small Business SOLUTIONS Center was established to provide support services and resources to small businesses in Bedford-Stuyvesant and Harlem negatively impacted by COVID-19. Our main objective is to help 100 businesses in these areas.

The year began on a high as we launched two fundamental programs that set the tone for the rest of the year, including the Spring Fling - our first in-person event since the establishment of the SBSC, marking a significant milestone. Entrepreneurs came together to participate in panel discussions and informative fireside chats. The Spring Fling provided an opportunity for introspection, prompting business owners to reflect on their motivations for pursuing entrepreneurship.

Throughout the year, the SBSC offered a range of programs to complement our regular courses, including Funding for Small Business, Game Plan, and POP Your Profit. We curated a special summer programming session - Marketing May - a comprehensive three-part marketing series, Meet Your Match - a networking event for small businesses, and Pitch Black - NYUL SBSC's inaugural pitch competition.

## EMPLOYMENT & CAREER SERVICES

# Small Business SOLUTIONS Center



### New Programs, New Opportunities to Succeed

The Small Business SOLUTIONS Center opened the first *Black Business Matters Business Plan* intensive summer camp program sponsored by TD Bank. Over a dozen brave burgeoning entrepreneurs allowed things to heat up in the 6-week accelerated session.

*Pitch Black*, our inaugural pitch competition, sponsored by the UP Foundation, was a resounding success with a full house in attendance. The event, held at Home to Harlem as part of our salon series, was sponsored by TD Bank, and the UP Foundation. Distinguished judges awarded prizes ranging from \$1,500 to \$5,000 to the innovative winners: Charlecia Joy Cole of Stapledon Arts, Victor J. Perkins for the Jaia Board, and Rachel Aulet-McGann for Moments Always Remembered.

TD Bank hosted *Meet Your Match*, a speed dating event that connected almost 100 small business owners with peers who could exchange business and help build profits. We are grateful to our supporters at TD Bank, the UP Foundation, the Community Navigator Pilot Program, and the National Urban League Entrepreneurship & Business Development team for their invaluable contributions.

SBSC concluded our productive year with the fourth cohort of *Black Business Matters* and the third annual *NYUL Holiday Gift Guide*. These events capped off a year of extensive one-on-one technical assistance sessions.

### Progress Made

#### Since launching in 2021...

- Over 35 Programs Created
- Over 600 Unique Registrants
- Expanded the SBSC audience to all five boroughs and beyond NYC



# Communities of Color Nonprofit Stabilization Fund



2023 Awardee Not On My Watch, Inc.

## 9 Years and Counting...

The New York Urban League is committed to co-administering the Communities of Color Nonprofit Stabilization Fund (CCNSF), which provides awards to nonprofits across the five boroughs. NYUL selects organizations that primarily serve African Americans as their constituency or have a 51% minority leadership as part of their board/executive staff.

## Overview

In 2014, the New York Urban League, Hispanic Federation, Coalition for Asian American Children and Families, and Asian American Federation formed an alliance to provide capacity-building support to Black, Latino, and Asian-led community-based organizations throughout New York City's five boroughs.

## 463

### Capacity Building Grants

Nonprofits receive grants of \$35-45k to conduct community needs assistance, board development, strategic planning, technology improvements or evaluation. Grant priority is given to smaller nonprofits where an investment in their infrastructure can have a transformative impact.

## 27

### Organizations Funded in 2023

Through a competitive request for proposal process, grantees servicing all five boroughs were selected. The direct services of these nonprofits vary from the arts and academic enrichment to addressing food insecurity and needs of older adults.

# Communities of Color Nonprofit Stabilization Fund



## \$1.3M in Funding Allocated

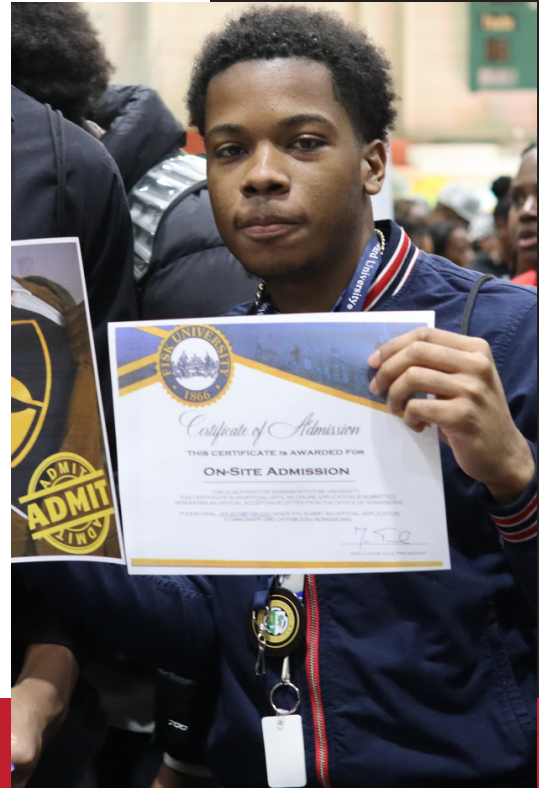
The funds have had a significant impact on the sustainability, growth, and prosperity of many organizations that provide vital services to the most vulnerable communities in New York City.

## 2023 Grant Recipients

- 67th Precinct Clergy Council, Inc.
- African International Collaborative Center (AIC)
- Barbershop Books
- Birthright AFRICA, Inc.
- Community Help in Park Slope, Inc.
- Destination Tomorrow, Inc.
- East New York Restoration Local Development
- F.I.E.R.C.E!
- FCBC Community Development Corporation
- Good Call
- Harlem Junior Tennis and Education Program
- Hip Hop Theater Festival DBA Hi Arts Theater
- Kids Creative, 404 Inc.
- Monitor My Health, Inc.
- Not On My Watch, Inc.
- Opening Act, Inc.
- Opus Dance Theatre and Community Services
- Represented Foundation
- Staten Island Urban Center
- Strycker's Bay Neighborhood Council, Inc.
- The Alex House Project
- The Harlem Chamber Players, Inc.
- The Wyckoff House & Association, Inc.
- Theatre of the Oppressed NYC, Inc.
- We Are Not Afraid
- Young New Yorkers
- Youth Design Center Events

# FUNDRAISING EVENTS

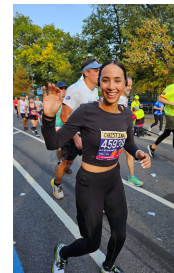
The New York Urban League was pleased to host the Frederick Douglass Dinner along with the Champions of Diversity Breakfast and to support a team of runners in the iconic TCS New York City Marathon. Creating and participating in these special events help highlight the work and impact of the New York Urban League, introduce NYUL to new audiences and provide opportunities for further volunteer engagement. Every year we are able to honor corporations and leaders who in the spirit of Frederick Douglass recognize that there is "no progress without struggle." And our CHAMPIONS of Diversity breakfast celebrates individuals and corporations who work tirelessly to forward diversity, equity, and inclusion.



## 2023 Highlights

2023 Fundraising highlights come from the following events:

- CHAMPIONS
- Frederick Douglass Dinner
- Historically Black Colleges and Universities Fair
- TCS New York City Marathon



# CELEBRATING DIVERSITY, EQUITY, AND INCLUSION IN NYC CHAMPIONS Awards



L to R: 2023 Honorees - Clarissa Moses-Washington; Linda G. Levy; Kenneth Ebie; Kim Davis; HR&A Advisors

Photo Credit: Gerald Peart



*"The 2023 Champions class represents a group of leaders whose dedication to improving diversity, equity, and inclusion in their respective industries and service to BIPOC communities is truly unparalleled, setting the pace for others to follow."*

**- Arva R. Rice, President and CEO, New York Urban League**

## 250+ Business Leaders in Attendance

for the networking breakfast and panel discussions: Leading While Black, Emerging Trends in DEI and an inside look at NYUL's Diversity & Inclusion Lab.

## 2023 Honorees

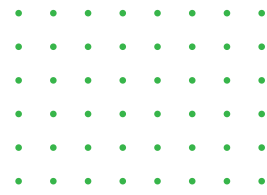
2023 Champions Honorees include Linda G. Levy, President of The Fragrance Foundation, named the first-ever Catalyst Award Honoree in recognition of her leadership in advancing DEI in the multi-billion-dollar fragrance industry; Kim Davis, Senior Executive Vice President of the National Hockey League awarded the Leadership Award; HR&A Advisors were recognized as a Champion in Recruitment, Retention and Belonging; Clarissa Moses-Washington, Manager of Diversity, Equity & Inclusion of jetBlue Airways received the Rising Star Champion Award; and, Kenneth Ebie, Executive Director, Black Entrepreneurs NYC was named Equity & Inclusion Ambassador.

## Sponsors

Generous sponsors include Catalyst Champion Sponsor, The Fragrance Foundation; Diversity Champion Sponsors FINN Partners, National Hockey League, Publicis Groupe, White & Case; and, Equity Champion Sponsors BlackRock, Bloomin' Brands Inc., jetBlue, and L'Oreal.

## Event Chair

Thank you to Helen C. Shelton, Global Chief Diversity Officer, FINN Partners and NYUL Board Member for her support as Event Chair and her ongoing commitment to diversity, equity and inclusion in New York City.



# 57th Annual Frederick Douglass Dinner



Honoree Tom Halloran



Honoree Alison Overseth  
& Rev. Dr. Alfonso Wyatt



Honoree Alfre Woodard

On Thursday, June 1, 2023 the New York Urban League held its 57th Frederick Douglass Awards Dinner saluting distinguished honorees, Tom Halloran, EVP & CFO of Fidelis Care; Alison Overseth, CEO of Partnership for After School Education; and Alfre Woodard, actor, activist, and producer. The elegant event was emceed by NBC 4's Myles Miller with Honorary Chairs Phylicia Rashad and James Rhee. Wendy and Doug Eisenberg Co-Chaired the event with Ken DeRegt and Fidelis Care served as the Lead Sponsor. Diageo/Pronghorn underwrote this year's reception.

NBC 4 created special tribute videos narrated by anchor David Ushery for each honoree. The final moment was the award presentation by Rev. Dr. Alfonso Wyatt to Ann S. Kheel honoree Alison Overseth, Abenaa Udochi to Frederick Douglass honoree Tom Halloran and Alexander Smalls to Frederick Douglass honoree Alfre Woodard. The videos and introductions were heartwarming and further demonstrated why the honorees were selected for the prestigious awards.

The theme of the evening was "RENEW." Each honoree and NYUL President and CEO, Arva Rice, shared what RENEW meant to them. Rice urged the over 450 attendees to "RENEW their commitment to social justice, RENEW their commitment to making a difference, and RENEW their resolve to keep contributing when we move forward and even when we have to take a step back."

# RACE TO RAISE AWARENESS AND FUNDS TCS New York City Marathon



OFFICIAL  
CHARITY PARTNER

**tcs**  
**NEW YORK CITY  
MARATHON**

**Sunday, November 5, 2023**

On a mild Sunday morning in New York City, the 2023 TCS New York City Marathon kicked off. NYUL runners Christina Blum, Roberto Clemente, Alex Gray, Nora Giordano, Garrett Harper and team captain and NYUL Board Chair Ward Corbett completed their race to support the New York Urban League after 26.2 Miles!

## Team NYUL Raises \$20k and Awareness for NYUL



The TCS New York City Marathon courses through the five boroughs of New York City and is the largest marathon in the world. This year, we invited six runners to join Team NYUL, four of them first-timers to the marathon, to partner with us to raise awareness and funds for our work to ensure that African Americans and other underserved communities secure a first-class education, economic self-reliance and equal respect of their civil rights through our programs, services, and advocacy.

# FUNDRAISING Supporters

**THANK  
YOU!**

*Empowering  
communities.  
Changing lives.*

## **\$5K - \$9,999**

Grain Management, LLC  
Greater Harlem Chamber of Commerce  
H&R Advisors  
jetBlue  
Ledes Foundation  
Manatt, Phelps & Phillips  
Medidata  
Metropolitan Jewish Health System Foundation  
Municipal Credit Union  
NBC 4 New York  
Armstrong Teasdale  
T-Mobile  
UP Foundation  
Ted & Nina Wells

## **\$10K - \$20k**

Audacy  
Blackrock  
Bloomberg  
Bloomin' Brands  
Charter  
Citigroup  
DoorDash  
Susan Dryfoos  
ESPN  
Estee Lauder  
Geico  
Tom Halloran  
KeyBank  
National Hockey League  
New York Jets  
New York Yankees  
OMD  
Saks Fifth Avenue  
Uber  
Wynn and Encore Las Vegas

## **\$25K - \$35K**

BET Networks  
Cresco Labs  
Enterprise Rent-A-Car  
FINN Partners  
JPMorgan Chase & Co.  
L'Oreal  
Macy's  
Meta  
National Basketball Association  
Northwell Health  
PayPal  
Proskauer Rose LLP  
Publicis Groupe US  
TASK Foundation  
The Poses Family Foundation  
Tides Foundation  
UPS  
White & Case

## **\$40K - \$70K**

Amazon  
Diageo  
Doug & Wendy Eisenberg  
Local Initiative Support Corporation  
National Grid  
Alison Overseth & Ken deRegt  
Wells Fargo

## **\$100K+**

Bill & Melinda Gates Foundation  
Consortium for Worker Education  
Department for Youth and Community Development  
Fidelis Care  
The Fragrance Foundation

## **\$1,000,000+**

Department for Youth and Community Development

# WHO WE ARE

## NYUL Staff and Board Members



### STAFF

Faria Arni  
 Claude Aska  
 Robin Demande  
 Precious Elam  
 Sandra Garcia  
 LaDonna Jones  
 Edwin Martinez  
 Shalima L. McCants  
 Celicia Montgomery  
 Gina Ramcharan  
 Kera Redman  
 Hallee Robinson  
 Lori Ann Scott  
 Monica Seale  
 Yvonne Smothers  
 Raycine Taylor

### INTERNS

Nora Giordano  
 Amber Gonzalez  
 Brandon Hill  
 Myshell Vera  
 Jaella Wengel

### BOARD OF DIRECTORS

Ward Corbett – Board Chair  
 Chadwick Roberson – Board Treasurer  
 Malcolm Ellis – Board Secretary  
 Maggie Brunn  
 Lloyd Chinn  
 Reverend Jacques DeGraff  
 Andrea Donkor  
 Laura James  
 Marcia Maxwell  
 Helen C. Shelton  
 Kenya Townsend  
 Teresa Wells  
 Keith L. T. Wright  
 Arva R. Rice – President and CEO

