Disability EmpowHer Network

2022 Annual Report

When Disabled Girls Lead, We All Succeed

# 

# A Message from the Executive Director

Dear Friends,

I'm delighted to share our second annual report with you! As a young organization, we have been able to make great strides thanks to our incredible supporters. From volunteers who serve on our committees to organizations that partner with us and invest in our programs to donors who help us empower girls and women with disabilities, we would not be able to do any of this work without you!

In our second year we expanded our programs for girls and women with disabilities. We launched EmpowHer Stories, our blogging program that uplifts the voices of girls and women with disabilities, as well as EmpowHer Roc, a program in Rochester, New York that works directly with transition age girls with disabilities. We also partnered with the Toledo Museum of Art to highlight disabled women artists through our Disabled Women Make History (And Art!) program. Lastly, we've laid the foundation for new programs that will begin in 2023!

We continue to make incredible progress in empowering girls and women with disabilities and we are so excited to continue this important work with your love and support. Thank you!

Best,

Stephanie Woodward   
Executive Director

# A Message from the Board Chair

Dear Supporters,

In my first message to you as Chairperson, I would like to recognize some of our volunteers.

I serve on Development and Social Media committees and thank the volunteers who plan our social media calendar, create content, and write posts. They highlight our supporters and sponsors, advertise our programs, and showcase the work of our EmpowHer Stories bloggers. Development Committee volunteers are researching partnership opportunities and grants, and finding ways to assist our fundraisers in reaching their goals and getting recognized. (If you haven’t signed up yet to be an EmpowHer Champion, please do so!) Furthermore, a workgroup of staff and volunteers crafted our gender inclusion statement. This statement is available on our website. As the statement says, please reach out if you need more information to decide if our programs create spaces that will serve you and your goals.

EmpowHer is growing in all directions. If you are moved by our mission but don’t know how to best support it, just ask.

Read on and see you next time,

Katy Carroll  
Board Chair

# Snapshot of 2022

2022 was a huge year of growth for Disability EmpowHer Network as we expanded our network, built out our programs, and brought on paid staff. We achieved so much and could not have done it without the support of everyone in our network. Just to name a few of our greatest accomplishments:

* Started two new programs: EmpowHer Roc, a monthly Rochester-local educational and social group for disabled girls ages 10-21, and EmpowHer Stories, a collaborative blogging program with Christopher & Dana Reeve Foundation.
* Graduated 100% of our inaugural EmpowHer Camp class of Young Leaders. Hired a full time Director of Programs and Camp Director as well as two part time Program Coordinators for EmpowHer Roc.
* Were awarded several grants equaling $147,678 that will support the continuation and growth of our programming.

## 2022 Board of Directors

Kathryn Carroll, Esq. - *Association on Aging in New York*

Paul Timmons - *Portlight Strategies, Inc.*

Yavonka Archaga, CPA - *Resources for Independent Living*

Jenifer Kasten - *USC Gould School of Law*

Judith Brown - *Project 70Forward*

Amy Tweedle - [*Spa Area Independent Living Services*](http://www.ar-sails.org/about.html)

## 2022 Committee Members

### EmpowHer Camp Application Review Workgroup

Curran Brown, Kimi Dyment, Abby Ritter

### EmpowHer Camp Planning Committee

Jenny Border, Curran Brown, Sophie Poost, Abby Ritter, Alexis Treichel, Kelly Timmons

### Social Media Committee

Kathryn Carroll, Elizabeth McCormick, Saphire Murphy, Sophie Poost, Alexis Treichel, CC White

“I am passionate about serving on the Disability EmpowHer Network board because it is a women-led, women-run organization that empowers young women with disabilities to step into their power and achieve their goals. Being around disabled peers and mentors is essential for young women. Not only does this organization help young women work towards and achieve their goals in leadership, it empowers them to harvest self-love and self confidence that then radiates outward into the world. As someone who lives with mental health conditions, I know how powerful and life changing peer support and mentorship like this is. I am grateful and honored to serve on this board.”

Amy Tweedle

# EmpowHer Camp

## 2021-2022

"Without all of you at EmpowHer Camp, I would not be where I am today." - Opal Besaw, Young Leader

## A Year of Impact

EmpowHer Camp launched in August 2021 and since then it has been a life changing experience for our Young Leaders and mentors. A total of 15 Young Leaders from all over the United States have been a part of EmpowHer Camp.

Our first class of Young Leaders first met in the Adirondacks last summer and spent the year growing, bonding with their mentors, and impacting their communities with their year long project. 100% of the members of our first class graduated from the program with a rewarding trip to Washington D.C.

Our new class of Young Leaders are embarking on their year-long journey. After just a week of camping to start it off, there has been tremendous growth in independence and communication skills and exciting project plans for how to help their community.

## - Fast Facts -

Over 88% of the Class of 2022 have received employment opportunities through connections made from Disability EmpowHer Network

All 15 Young Leaders reported experiencing growth in various categories including self-advocacy, confidence, self-care, leadership skills, & more.

The Class of 2023's parents reported witnessing increased confidence & shared that Young Leaders are speaking up more after just a week of camping.

## Class of 2022

The inaugural class of 9 Young Leaders accomplished so much in a year. After just the first week of camp in the Adirondacks, there was a significant growth in confidence reported by the Young Leaders and their parents. With their new skills and help from their mentors, they made serious change in their communities. Their year-long projects ranged from organizing a disability advisory board for their community, to providing a guide to make shelters accessible and service dog friendly, to a white paper on the importance of personalized evacuation plans for students with disabilities during a school shooting, and so much more. Over half of our Young Leaders received recognition from local news outlets, magazines, and podcasts. By the end of their yearlong journey, the Young Leaders reported their leadership skills were the biggest area of growth.

Not only did the Young Leaders learn so much from the rewarding connections with their mentors, EmpowHer Camp also had a significant impact on our mentors. They reported growth in patience, communication skills, leadership, and confidence.

“Thank you for expanding my knowledge of disability rights and how to advocate when I need to.” - Riley Hurt, Young Leader

## Class of 2023

Year two welcomed 6 Young Leaders from across the nation, from Washington to New York. Our Young Leaders completed one week of camping in the Adirondacks in August. Camping with this bunch included fun, learning, growth, and connecting. We learned survival, independent living, and leadership skills! Communication skills (publicly & socializing) were the areas of most reported growth among the participants.

Now that the camping trip is over, the Young Leaders are meeting virtually with their mentors at least monthly to talk about their year-long projects, and other aspects of life. We will continue to connect virtually through the year until we reunite in Washington D.C. where the Young Leaders will present their projects and engage in various activities to develop their leadership skills and have some fun!

“There is magic in the Disability EmpowHer Network. It’s clear that my child was truly seen and met in a way they haven’t quite experienced before.” - Julianne Douglas, Ace’s Mom

# EmpowHer Stories

In March of 2022, Disability EmpowHer Network and Christopher and Dana Reeve Foundation started a collaborative blogging series called EmpowHer Stories.

EmpowHer Stories features blogs by women and girls with paralysis who have a story to tell and want help with developing it. Our editor, also a woman with paralysis, provides peer support and advice throughout the writing and editing process as each writer takes their blog from idea to published piece.

In addition to having their perspective uplifted by Reeve Foundation, each blogger is paid when their piece is published.

At first, the series featured two blogs by women and girls with paralysis each month, however after seeing the incredible topics and perspectives that were being submitted for consideration, the series increased to three blogs each month.

## Quick Facts

16 Women & Girls with Paralysis Who Received Paid Opportunities

$3,200 Total Payments Made to Bloggers and Editors

## WHAT OUR BLOGGERS ARE SAYING:

"Working with Disability EmpowHer Network and Naomi was wonderful! I really enjoyed being able to share my story and feel solidarity with other bloggers who share similar experiences! It definitely was a highlight of my year." - Angeline Hamele

“I appreciate EmpowHer Stories Blogging Program because of the passion they put into women and girls with disabilities voices being heard. Knowing that my writing is going to an audience that can relate and value my story means the world to me!” - Kelsi Weaver

# EmpowHer Roc

## Empowering young women with disabilities in Rochester, NY

In March 2022 we launched EmpowHer Roc, a new program for girls & young women with disabilities (ages 10-21) around Rochester, NY.

Every month EmpowHer ROC brings together girls with disabilities to socialize with each other while learning new skills, having fun, building confidence, and becoming empowered. We have disabled women mentors at all of our programs to help guide the girls and serve as positive role models. EmpowHer ROC creates a unique experience for girls with disabilities to feel connected and understood by peers and real-life role models. Participants are surrounded by peers and adults who understand their experiences and can relate to the hardships that they are going through. Girls report feeling less alone, more supported, and more confident after attending EmpowHer Roc programs. Additionally, parents report seeing an increase in their daughters' independence and overall happiness after participating in EmpowHer Roc.

“EmpowHer Roc is a fun girl gang! I’ve made new friends and I feel a lot more confident!” - Giana Bisnett, 14

“EmpowHer Roc continues to show Giana that she is limitless and not alone in her journey. Over the past year that Giana has been involved with EmpowHer, we have seen her blossom into an even stronger, braver young woman.” - Dana Bisnett, Giana’s Mom

# LETTER FROM A ROLE MODEL

Letter From a Role Model is our ongoing letter-writing program which matches disabled girls and women with successful disabled women role models who send them letters sharing encouragement and advice. Every week, we continue to receive and process applications from potential mentors and nominations for letter recipients. Each new form shows us the diversity of disabled girls and women excited at the prospect of connecting with a role model. With over 250 potential mentors, we're eager for each new nomination that comes in.

# CAREER COACHING

Throughout 2023, Disability EmpowHer Network staff continued to offer individualized career coaching sessions to disabled girls and women. This coaching included but was not limited to practice negotiations, support in preparing for interviews, resume and application reviews, and lessons on public speaking. Many of these career coaching sessions were followed up by celebratory calls upon meeting goals such as promotions from part time to full time, new titles, internship and job offers, and raises. No matter how big or small the success, we were happy to help empower more disabled women.

# Community Partnerships

They say it takes a village, but we say it takes a network! We are honored to work with so many incredible partners to empower girls and women with disabilities. Here are just a few examples of how we've partnered with other organizations in 2022.

## Disabled Women Make History (& Art)

In 2022, we hosted an event celebrating disabled women artists [with the Toledo Museum of Art called Disabled Women Make History & Art. During this event, 17 women with disabilities](https://disabilityempowhernetwork-dot-yamm-track.appspot.com/2P-le51Q8K1yqNC35UIA4AwAY65KDTgCTqE0uSXpEqmh2rJ9DhAFbKWXgdSfNZfsY5yd1iljMxUsEHLaJtRgYuLO_jgtEEO3IC_q-VHNt0kXIlTXLK-OodSeRU4Ktn8dO9EPXddsYxMUAhMOzjZ5WMnDf4SwIWj1s5YstX9Zm1e9veBy4gAhFox9blmsGtj0BKYxbSSOQ4uHwIuG6YdQEx_sEQX0OLSLpBtuZ4Zt8qebZfzNwiOciOkhgl_53ZKB6Rw) displayed their art for the public to enjoy at the Toledo Museum of Art and for many it was their first time displaying their art publicly!

## Webinars Featuring Disabled Women

We partnered with the Christopher & Dana Reeve Foundation to present two webinars highlighting the accomplishments of disabled women. In celebration of Women's History Month, we presented "[Disabled Women Make History](https://www.youtube.com/watch?v=XWkEa4iAW2M)," a panel discussion exploring the complexities, struggles, and accomplishments of disabled women. In July, we presented Disabled Women Run: How Disabled Women in Office are Leading in Their Communities, featuring two disabled women in office: Rep. Jen Longdon of Arizona and Councilwoman Mary Zendajas of Long Beach, California.

## I Scream About My Future

In June we partnered with the Ann Arbor Center for Independent Living in Michigan to host "I Scream About My Future" where we talked about our goals and made vision boards with young disabled women ages 14-26, and also had ice cream! This was the first event of it's kind at the Monroe Center for Independent Living, but the girls all expressed that they don't want it to be the last! We're happy to report that the Monroe Center for Independent Living now plans to host regular programs for young women with disabilities.

## Exploring the Accessible Outdoors

We partnered with the Adirondack Experience, the Museum on Blue Mountain Lake (ADKX) to explore the accessible outdoors! Staff from the ADKX came to EmpowHer Camp and taught our young leaders about plant identification and caring for the outdoors. Also, Disability EmpowHer Network partnered with ADKX for their Xperience for All event which was a celebration of recreation and introduction to the many opportunities for outdoor enjoyment for all!

# In The News

Disability EmpowHer Network and the many people involved have done some incredible work. We love uplifting the youth and adults involved in our programs in a myriad of ways, but it is particularly exciting to have this work noticed and highlighted by disability-led and mainstream media 11 times across the year.

Whether it be features of our Young Leaders and their projects or our staff being sought after as experts on the issues, we are grateful for every story that we get to be a part of. Here are just a few of our features:

## [Shondaland](https://www.shondaland.com/act/a40091776/5-women-changing-the-way-we-think/)

Stephanie was included in this list of "5 Women Changing the Way We Think" after the author saw the work Disability EmpowHer Network is doing to empower disabled women and girls.

## [Stanford Social Innovation Review](https://ssir.org/articles/entry/inclusive_mentorship)

The Stanford Social Innovation Review published a detailed article about EmpowHer Camp and the power of inclusive mentorship featuring some of our incredible Young Leaders and staff.

## [Addison Independent](https://www.addisonindependent.com/2022/06/30/teen-advocates-for-inclusivity-in-wilderness/) & [CDCI Connects](https://youtube.com/watch?v=WJS_1_SagPk&feature=shares)

Young Leader Hannah was practically a Vermont celebrity after her project regarding emergency planning for service dogs was featured in the Addison Independent and on the Center for Disability & Community Inclusion Connects Podcast.

## Additional Media Coverage

[Daily Interlake](https://dailyinterlake.com/news/2022/jun/03/senior-spotlight-ghs/), [WXXI](https://www.wxxinews.org/inclusion-desk/2022-07-21/shooting-response-plans-for-students-with-disabilities), [Teen Vogue](https://www.teenvogue.com/story/why-so-few-disabled-politicians), [Spectrum Life](https://www.spectrumlife.org/blog/kimi-s-empowher-camp-experience-791), [ABC News](https://abcnews.go.com/US/fetterman-oz-debate-highlights-ableism-politics/story?id=92121899), [Addison Independent,](https://www.addisonindependent.com/2022/07/21/hannah-gallivan-receives-youth-leader-award/) and [Next City](https://nextcity.org/urbanist-news/in-one-oregon-city-the-disability-community-is-ensuring-they-arent-left-out)

# In Their Words

We have the privilege of working with a lot of incredible people in a multitude of ways. Their ongoing involvement is what ensures our continued success and the impact of Disability EmpowHer Network is best explained by those who experience it. Here's what a few of the disabled women involved with Disability EmpowHer Network had to say in their own words.

"Not only has being on the Social Media Committee allowed me to explore my potential and passion in social media, but it also has let me be part of an amazing team of talented women just like myself." - CC White, EmpowHer Volunteer & Participant

"By being connected with Disability EmpowHer Network, I feel driven and empowered to go further in my career. By being able to connect and receive support and encouragement from other disabled women I am reminded that I am not alone. That, I am able to accomplish so much more than the limits I or society puts on me." - Izzie Bullock, EmpowHer Participant

"Being a Mentor for EmpowHer has taught me the value of cross-disability support. My mentee and I have different disabilities but we support each other through our goals and find things in common to communicate. I am especially thankful for the support fellow mentors provide in offering solutions and strategies to be a better mentor." - Johileny (Jo-Jo) Merán, EmpowHer Camp Mentor

# EmpowHer Champions

Our EmpowHer Champions are an elite group of individuals who are dedicated to empowering more girls and women with disabilities. EmpowHer Champions support our mission by committing to raising funds for Disability EmpowHer Network. EmpowHer Champions come from all over the country and have many different backgrounds, from students to professionals to activists and everything in between. However, our EmpowHer Champions all have one thing in common: they believe in our mission of helping disabled girls and women to grow, learn, and develop to their highest potential and have the confidence to lead.

## 2022 EmpowHer Champions

### $1000+

Hannah Gallivan, Jen Kasten, Jill Moore White, & Sophie Poost

### $501 - $1000

Chrysanthemum Gates, Mia Howie, & Riley Hurt

### $1 - $500

Opal Besaw, Kathryn Carroll, Lily Wells, & CC White

# BIG THANKS!

Because of you, we've been able to help girls and women to grow, learn, and develop to their highest potential and have the confidence to lead. Your support has also helped us to expand our programs to impact even more girls and women with disabilities!

## Donors

### Monthly Donors

Jim Dukette & Tony Nary

Christy Dunaway

Katie Shelley

Kelly & Paul Timmons

Laura Van Tosh

Amy Wink

### $1000 - $2,500

A Loving Supporter

Deanna Herrman

Paul & Kelly Timmons

Hannah Vickner Hough

### $500 - $999

Mark and Jan Derry

Joan Gallivan

Ann Nielsen

### $200 - $499

Latan Cox

Susan Douglas

Virginia Douglas

Rich & Windy Egeberg

Debra Kannan

Aaron Newton

David Ovington

Frank Siringo

Debra Kannan

Aaron Smith

Sharyn K Van Osdale

### $100 - $199

Anonymous

Joseph Angelone

Marie Ballarin

Denise M Barton

Jenny Border

Judith Brown

Debra Castaldo

Donald Clayback

Richard Curran

Denise DiPietro

Mari Dougherty

Dania Ermentrout

Sue Ellen Hayler

Victoria Herrman

Marsha Katz

Eva Kittay

Joseph LaShomb

Karen Lawitts

Allison Maki

Sergio Manas

Justin Miller

Michele Morgan

Shalyn Pizzillo

Pamela Proctor

Bonanza Schell

Cecelia Sigman

Sandra Sigman

### $1 - $99

Anonymous

Carolyn Abdenour Bogues

Shaun Abernethy

Jaydon Anthony

Angela Arlia

Rebecca Beach

Abigail Braithwaite

Lindsay Baran

Dana Bisnett

Dave Bisnett

Karen Boardman

Wendy Burns

Katy Carroll

Salvatore Ciadella

Dennis Clark

Greg Cohoon

Diane Coleman

Jill Crawford

James Dennett

Luisa DiPietro

Rose DiPietro

Edmund Doran

Timothy Doran

Lisa Eakins

Cathy Feely

Erica Forman

Deborah Fox

Millie Francz

Karen Gaster

Alyssa Gaylord

Thomas Gibson

Jeanne Goodyear

Meghan Gottlieb

Tracey Gray

Arthur Gross

Angela Helenek

Marc Hendricks

DeeAnn Herland

Anna Hitchens

Ryan Howie

Julie Howie

Jennifer Hoxsey

Lawrence Kasten

Missy Kazazian

Jack Keck

Lou Ann Kibbee

Jennifer Leary

Timothy Lowe

Joanna Lower

Concetta Lubberts

Anna lee McCormick

Jodie McGough

Valerie McPherson

Amy Melita

Nicole Rose Morgan

Debra Mobley

MsJ9Coleman

Ann Myers

Jeffrey Newton

Patrick Newton

Nancy Norman

Marcy Osburn

Rachel Perry

Kim Phinney

Sadie Quilts LLC

Kenneth Reese

Cathy Rich

Erika Richie

Abby Ritter

Therese Salina

Michelle Schleher

Ayla Schumann

Alice Sheehan

Sarah Sheridan

Deanna Sigman

Marlene Siringo

Katelyn Slaver

Kenneth Stenzel

Jami Swindell

Sara Szwarc

Eunice Tervo

Debra Thomas

Meredith Waggoner

Cade Wahl

Elizabeth Walker

Michael Walsh

Elizabeth Wapelhorst

Robyn Wells

Chandler White

Freda Wilkinson

Brendie Williams

Crystal Williams

### 

### Special Day Donors

*Many thanks to those who generously donated their Birthdays and other special days to raise funds for Disability EmpowHer Network*

### $500+

Jenny Border

Ryan Chalmers

Naomi Hess

Adam Prizio

Laura Van Tosh

### $250 - $499

Taneeka Afify

Katie Shelley

Ann Dart Washington

Kim Woodward

### $1 - $249

Carolyn Abdenour Bogues

Izzie Bullock

Asher Dianne

Jim Dukette

LeQuina Knox

Mandie McGinnis

Melanie Oyer

Abby Ritter

Emily Robinson

Krista Siringo

Ruth Smith Ingram

Liz Wood

*We appreciate the generosity of all of our donors & respect the privacy of the individuals who wished to remain anonymous. If we omitted or misspelled your name, please accept our apologies & contact Stephanie at* [*Stephanie@DisabilityEmpowHerNetwork.org*](mailto:Stephanie@DisabilityEmpowHerNetwork.org)

# Partners in Empowerment

Our grantors have ensured that we can continue the work we do to empower disabled women and girls. With their support in 2023, we have been able to sustain and grow our programs and team.

Ford Foundation

Mitsubishi Electric America Foundation (MEAF)

Christopher & Dana Reeve Foundation Paralysis Resource Center

Numotion Foundation

New York State Developmental Disabilities Planning Council

Permobil Foundation

Bernice Stauber Fund

## WHAT OUR GRANTORS ARE SAYING:

"The Mitsubishi Electric America Foundation (MEAF) is proud to support Disability EmpowHer Network’s EmpowHer Camp. We believe in the power of inclusive mentoring to change lives from education through employment to empower the next female leaders. I know firsthand that mentoring builds confidence and self-esteem and develops leadership skills. EmpowHer Camp provides access to disabled role models and a sense of community that leads to successful careers and fulfilling lives." - Tara Havlicek, Program Manager, Mitsubishi Electric America Foundation

# Partners in Empowerment

Our partners help us to give disabled girls & women what they need to succeed - mentors to guide them, programming to empower them, and an environment that allows them to grow to their fullest potential.

John Dillon Park International Paper

Quantum #1 for Rehab Power

Kelly’s Kitchen

Charlee Marie & Me Craft Studio

Artisan Church

Christopher & Dana Reeve Foundation Paralysis Resource Center

Anthem

Landscape Structures

Brown & Brown of New York, Inc.

Wegmans

3PlayMedia

association of Programs for Rural Independent Living

Sunrise Medical

Stewart’s Shops

Great Lakes ADA Chapter

Endless Highway

The Adirondacks Experience

Ohio Olmsted task Force

United Way

Toledo Museum of Art

## WHAT OUR PARTNERS ARE SAYING:

“EmpowerHer Camp is the best thing to ever happen to John Dillon Park. We look forward to it every year and the transformation that we witness is inspiring. It reminds us of the potentialwe have to change peoples lives.” - Jason Thurston, Outreach Coordinator, International Paper - John Dillon Park

"I love partnering with Disability EmpowHer Network because I love supporting strong women and encouraging growth, independence, and confidence in young women." - Danielle Bentley, Owner, Charlee Marie & Me Craft Studio

# 2022 Financials

We are delighted to report another year of strong support from our amazing grantors, donors, and corporate partners who have allowed us to empower even more girls and women with disabilities! As we look towards the future, we are committed to being fiscally prudent to ensure sustainability and high quality programming.

Support & Revenue

* Grants: $147,678
* Donations: $36,488
* Corporate Partnerships: $16,504
* Other: $12,936

Expenses

* Program Expenses: $76,941
* Program Personnel: $107,609
* Administrative Expenses: $22,334
* Fundraising Expenses: $1,699

More than 88.5% of expenses go directly to our empowering programs!

# Reflections

We tried to sum up our work in this report, but there's always more to say and so many perspectives to include. Participants, volunteers, and mentors all play an extremely important role in shaping the community we aim to create within our network. As we wrap up 2022, we are reflecting on the impact of being surrounded by strong disabled women.

"Overall the camp was a life changing experience. Being around all disabled people and feeling seen and heard while simultaneously helping the next generation will forever be one of the greatest experiences of my life." - Jacqueline (Jac) Wentworth, EmpowHer Camp Mentor

"Being involved with Disability EmpowHer Network has given me opportunities to see women with disabilities in action and an environment that my 13 year old self hoped for." - Saphire Murphy, EmpowHer Volunteer & Participants

"With this group of amazing women, I feel like I finally have a place where I am safe and accepted for who I am. What really makes Disability EmpowHer Network special to me is that we work together as a unit, a family of sorts, to help each other. Because of EmpowHer I can be vulnerable and express issues or difficulties that I'm going through related to my disability and know that I will truly be heard." - Jenny Border, EmpowHer Volunteer

# Disability EmpowHer Network

## When disabled girls lead, we all succeed!

Thank you for believing in the potential of girls & women with disabilities! We'd love to talk!

Stephanie Woodward

Executive Director

585-269-9184

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DisabilityEmpowHerNetwork.org