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describes various internal and external assets that are vital for the healthy development of all young 
people. Interestingly, the Fellows provided more examples for Internal Assets than External Assets. The 
internal assets that resonated most to the Fellows were associated with Personal Identity, Personal 
Values, Equality, and Social Justice. The Fellows also noted learning and developing their skills in 
Interpersonal Competence and Cultural Competence through YWAC. The external assets that resonated 
the most to the Fellows were Family and Adult Relationships and Support, Empowerment, Role Models, 
and Positive Peer Influence. Of the 13 Fellows who participated in the interviews and focus group: All 
13 Fellows (100%) agreed that the YWI program helped increase or strengthen internal assets related 
to Personal Power, Self-Esteem, Sense of Purpose, Positive View of Personal Future, Cultural 
Competence, Interpersonal Competence, Planning and Decision-Making, Responsibility, Integrity, 
Honesty, and Equality and Social Justice. All 13 Fellows (100%) agreed that the YWI program helped 
increase or strengthen external assets related to Adult Relationships, Role Models, and Positive Peer 
Influence. 
 
Leadership 
When asked about leadership and what it means to be a leader, the young women contextualized their 
responses in the traits, qualities, and behaviors of leaders. They reported that the YWI initiative has 
helped them develop leadership qualities that will allow them to be strong leaders in their future personal 
and professional lives. The leadership qualities they reported were empathy, personal power, integrity, 
purpose, collaboration, planning & decision making, and inspire others. The young women alluded to 
several leadership opportunities to guide, inspire, influence, and build confidence in others within their 
working group that they experienced as part of YWAC. 
 
Knowledge & Skills 
The Fellows reported the deep knowledge they have gained around several topics like identity, personal 
financial planning, goal setting, civic engagement, census, grant-making, research and evaluation among 
others. They also reported feeling motivated be trainers and speakers who are women of color. In 
addition, the Fellows also reported numerous skills they have gained by participating in YWAC like 
organization, problem-solving, decision-making, collaboration etc. 
 
Collective Benefits 
Census Actions 
7KH<:$&)HOORZV·&HQVXVDGYRFDF\DPRQJSHRSOHRIFRORULQ'DOODV&RXQW\LVYLWDOWRHQVXULQJWKDW
every person gets counted; as it directly influences planning for education, nutrition, health programs, 
transportation, employment, and other community-level needs. In addition, the Fellows work will also 
help fight the inequities that communities of color face in Dallas County. From January 2020, the 
<:$&OHDUQHGDERXWWKH&HQVXV·VLPSDFWRQ\RXQJZRPHQRIFRORULQ7H[DVDQG'DOODVincreased their 
knowledge about the plan for Dallas County and the 2020 Census, identified the role of the YWAC in 
Census activities, and specified DFWLRQVRIWKH'DOODV<:$&LQ&HQVXVUHODWHGWRWKHJURXS·VDUHDV
of focus. 
 
A total of 92%, or 12 of the 13 Fellows, reported in the YWI end-of-year program survey that the 
YWAC Census Initiative inspired them to participate in individual actions. For the Fellows, these 
individual actions entailed 1) using various social media platforms to educate family, friends, and co-workers about the basics of the census; 2) developing personal websites to tell their story and that of 
others and how that has an impact on the census; 3) creating videos to reach the younger population and 
encourage their own household to participate in the census; 4) talking to people in person about the 
census to address any misconceptions and negative feelings about participation; 5) using boards and/or

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other organizations to raise awareness and participate in events; and 6) connecting with the local city and 
0D\RU·VRIILFHWRHGXFDWHWKHPVHOYHVDQGEHFRPHHIIHFWLYHDGYRFDWHVIRUWKHFHQVXV. 
 
The YWAC took collective actions in support of the census through participation in local community 
events, as well as two internally formed committees that included the O

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14. Dallas-Fort Worth Urban League of Young Professionals Civic Engagement Committee 
15. DISD Teen Board 
16. 2020 DISD Bond Safety & Security Committee 
17. Diversity & Inclusion Committee 
18. Peer Mentor part of the University Career Development Center 
19. Nominated to serve on the Board of Dallas City of Learning 
20.