



2022

Families of Color Seattle

# ANNUAL REPORT



[focseattle.org](https://focseattle.org)

[info@focseattle.org](mailto:info@focseattle.org)

(206) 317-4642

# Table of Contents

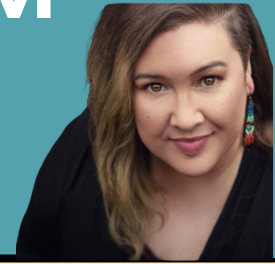
|  |           |
|--|-----------|
| <u>A Message from FOCS Leaders</u>       | <u>02</u> |
| <u>FOCS Mission, Vision &amp; Values</u> | <u>03</u> |
| <u>Our 2022 Glows</u>                    | <u>04</u> |
| <u>Demographics</u>                      | <u>06</u> |
| <u>Financial Report</u>                  | <u>08</u> |
| <u>Words from our FOCS</u>               | <u>09</u> |
| <u>FOCS Strategic Plan</u>               | <u>11</u> |
| <u>Our Funders &amp; Partners</u>        | <u>12</u> |
| <u>FOCS Team</u>                         | <u>14</u> |



# A MESSAGE FROM FOCS LEADERS



Executive Director,  
Christine Tang



Board President,  
Kendra Aguilar

Miiyuyam, Dear FOCS Fam!

Thank you for making 2022 another remarkable year for our BIPOC families in the Seattle Area! We are amazed by what we have seen our communities achieve in the past year. While Covid-19 continued to magnify and expose systemic inequities, we at FOCS offered our families a culturally responsive space for community dialogue to address vaccine hesitancy. And the first time since the Mach 2020 Stay Home Stay Safe order, we hosted quite a few in-person events throughout the greater Seattle area, including FOCS Park Summer Days where we reconnected while our kids played games, explored, and benefitted from the knowledge and gifts of artists and teachers of color.

2022 was also a year of intentional and measured growth for FOCS. We stretched our work beyond direct services to include advocacy, policy work, and more meaningful community engagement. Our strategic plan reflects the goals of a more mature organization that continues to evolve in response to community needs and strives to deepen our connections to these lands and relationships with the first peoples who have belonged to them since time immemorial. We invite you all to learn more about the advancement of our programs, and our commitment to racial justice advocacy.

These accomplishments were a collective effort and belong to all of us. We thank all who have contributed to our sustainable evolution. Thank you to our hosts, the land and first nations peoples, for their hospitality and generosity. Thank you to all of our funders, donors, staff, board directors, and community partners for supporting our critical efforts to serve BIPOC families and amplify their voices. And our deepest gratitude to all the families who put their trust in our organization to support them through their culturally grounded and antiracist parenting journeys. You ARE FOCS, and FOCS is you - the pursuit of a racially just society is a collective effort!

In 2023 we have many reasons to celebrate and we will provide many more opportunities for you to engage with us, in person and online.

We are honored to be in community with you all!

Nosun Looviq,  
Kendra Aguilar, FOCS Board President  
Christine Tang, FOCS Executive Director



# FOCS MISSION

Families of Color Seattle (FOCS) connects families, caregivers, and children of color through peer-led parent support groups; spaces to share culture, skills, and resources; and racial justice education and advocacy.

## FOCS Vision

Children of color are born into a loving community that is racially and economically just.

## FOCS Values

- The wisdom, experience, and leadership of mothers of color
- Centering Families of Color
- Gender-inclusive mothering and parenting
- Anti-Racism
- Intersectionality
- Continuous Learning
- Cross-racial and cultural solidarity





# ☆☆ 2022 GLOWS ☆☆

## **FOCS held 24 free virtual parent groups and served 169 families of color!**

Our core Newborn and Waddler parent groups filled EVERY quarter. In addition, we responded to community requests for the expansion of our groups and added a new Affinity Group specific to Pacific Islander and Asian Parents. This group was filled in the last quarter.

## **We increased our social media audience on Facebook and Instagram, reaching more families of color than ever before!**

FOCS has over 3,893 members in our Facebook Community Group, 302 new members added in 2022 alone! Instagram has 345 new followers and saw an increase in engagement by 64% since we began sharing BIPOC community-centered events in our stories.

## **We brought 384 Families together through our family programming!**

We connected families with local BIPOC artists and experts by supporting Black Maternal Health Week in person and virtual programming, held a virtual community check-in, hosted four in-person Park Days throughout the Seattle area, moderated a Virtual COVID Vaccine Teach-in, and tabled at Taking B(I)ack Pride and the Open Arms Summer Resource Fair.

## **We advocated for systems change by helping a wide range of participants navigate difficult conversations around racism so they can effectively work together to create change.**

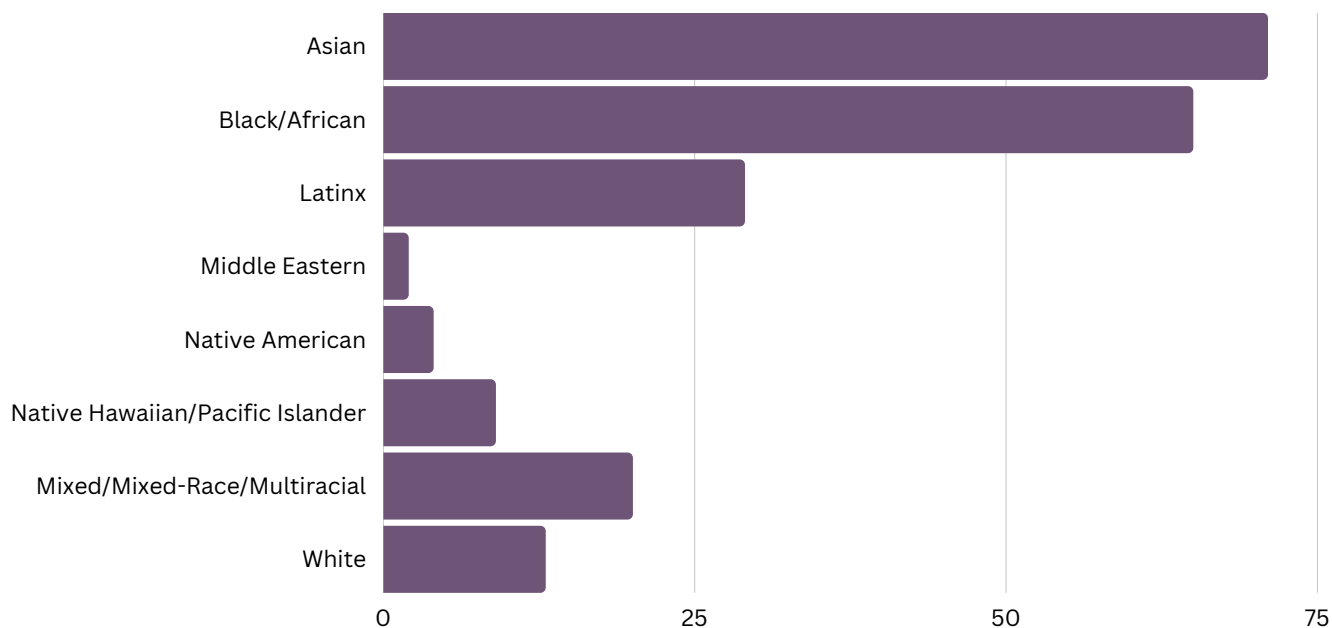
FOCS hosted 15 Workshops for Parents, Teachers, and Workers Workshops on topics such as Undoing Racism and Teaching Equity to our Children and Positive Racial Identity and Identifying Microaggressions. FOCS also facilitated an EmbraceRace webinar and a PTA meeting on racial equity.

# ☆☆ 2022 GLOWS ☆☆

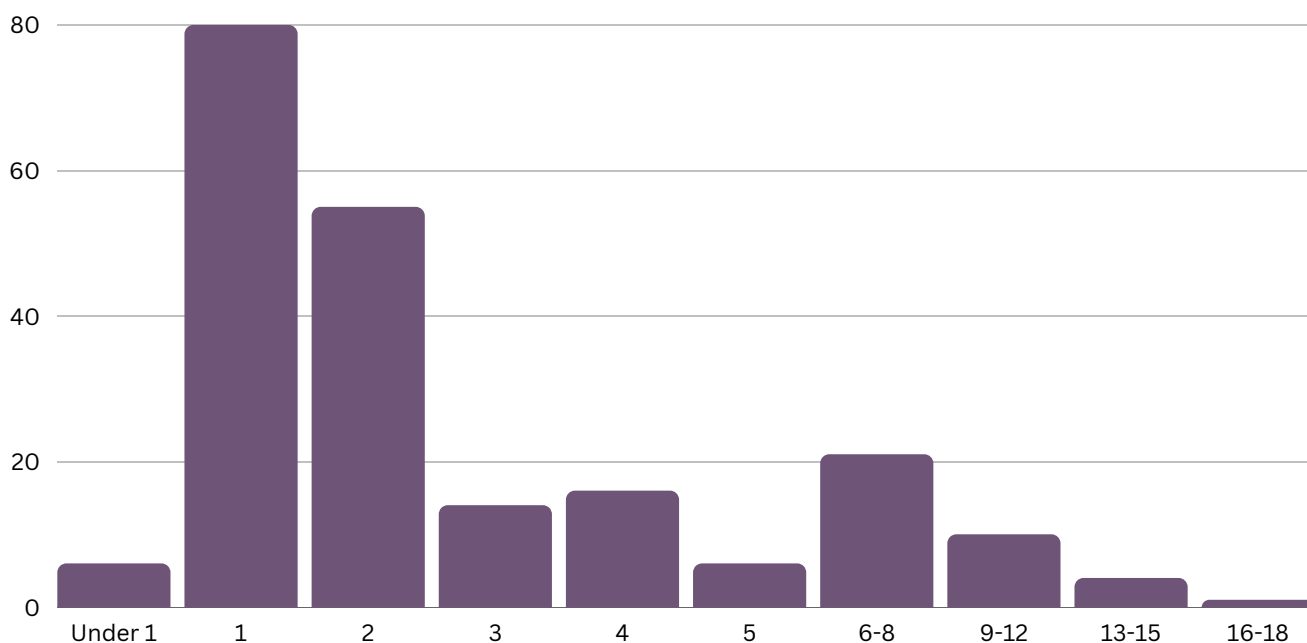


# FOCS Demographics

**Race & Ethnicity of Parents and Caregivers:** Based on self-reported data from 2022 parent group registration. Numbers total more than actual participants because they may select multiple options including identifying as Mixed/Mixed-Race/Multiracial.



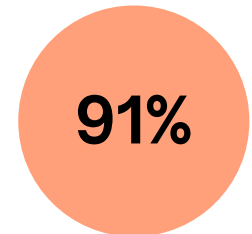
**Children's Ages:** The ages of children vary based on Affinity Groups offered in a given year. This data does not reflect the ages of children who participated in FOCS programming outside of Parent Groups.





# FOCS Demographics

**Where do FOCS families live?** All FOCS Parent Groups were virtual in 2022, families represented King, Snohomish, Pierce and Thurston counties.



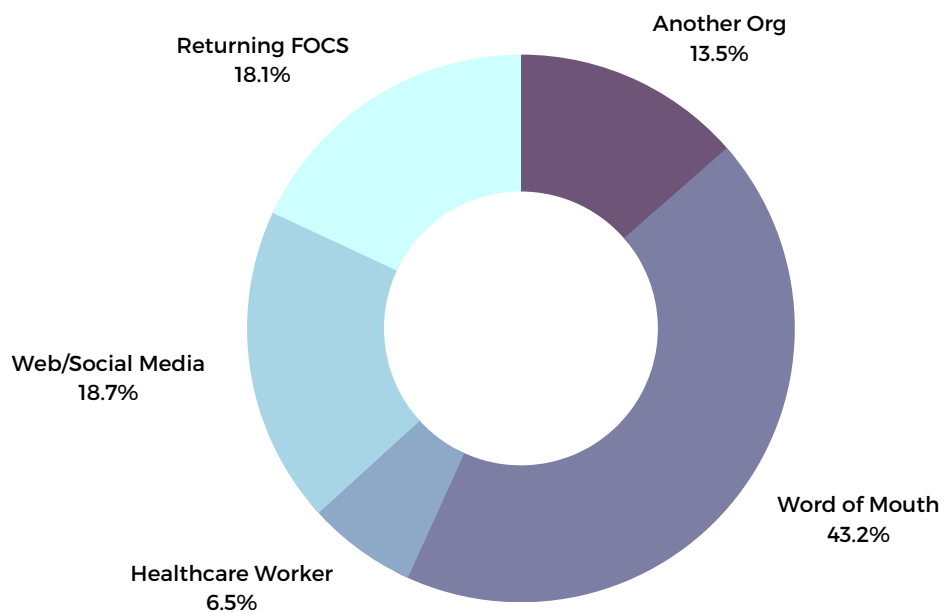
of families served live in King County

## How did FOCS families hear about us?

**FOCS are Talking!**

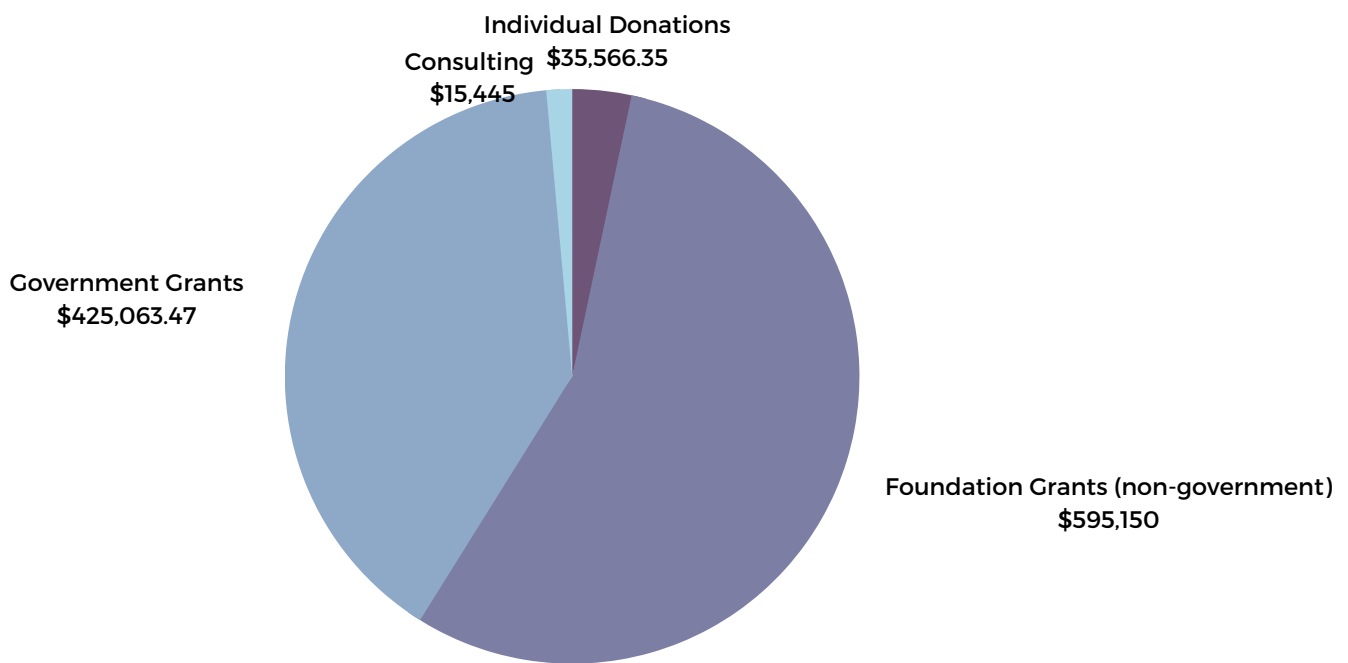
**43.2%**

of families heard about FOCS through other FOCS!



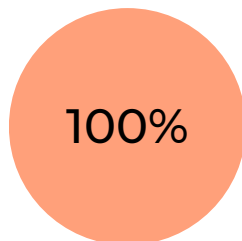
# FOCS Financial Report

Thank you to our 132 Individual donors!



2021-2022 FY Budget:  
\$613,823.95

2021-2022 FY Expenditure:  
\$576,560



100% of families participated in Parent Groups and FOCS Family Events for FREE!

# WORDS FROM FOCS



**“It’s such a relief to have a standing time to relate to other families who understand the experience of raising children of color with disabilities. This group is a rare space where I can talk to and learn from other parents who are ‘in it’ without having to add explanations of common experiences amongst people of color. It’s been especially helpful that the group has been thoughtfully facilitated by the parent of a child of color with a disability. This is the only group I consistently have looked forward to each week.”**

**- Parents of Children with Disabilities Group Participant, 2022**



# WORDS FROM FOCS



“I loved that the group was a safe space for everyone to share and that it was held up through the entire meeting time.”

-Parent Group Participant, 2022

“To have an organization that is focused on families of color, and supporting them has been invaluable. To provide a safe space for families to understand and process their own race histories and traumas in order to be more present and available to raise our children is an incredible goal to have, and they do it so well. By healing our grown ups, our children can grow up without the baggage we’ve all been carrying for generations.”

FOCS PEER GROUP FACILITATOR, 2022

“I am walking away with some concrete strategies to interrupt microaggressions. . . I found the asking questions (A in ACTION) to be very effective and also doable in the moment when I might be stunned or not have the words. I also really appreciated the structure of the workshop. It was the right amount of info mixed with the opportunity to practice.”

- Workshop Participant at South Seattle College Parent Education Program

# FOCS STRATEGIC PLAN

FOCS Board approved a Strategic Plan for 2022- 2024. With your continued support we can reach our strategic plan goals in 2023 and beyond.

See the full Strategic Plan Executive Summary at: <https://www.focseattle.org/reports>

## GOAL: Offer a wider range of Parent Groups outside of Seattle

Parent groups are currently grouped by the child’s age, geography, and affinities. Our goal is to offer a wide array of groups, including groups outside of the Seattle area, groups for older children, employer-sponsored groups, and groups organized around children's areas of interest (e.g., sports, music, dance/art, language, etc.).

## GOAL: Empower families to lead programming in alignment with advocacy agendas

FOCS-led family programs are offered based on parent-group interests. We hope to empower FOCS families to lead family programming in deeper alignment with advocacy agendas.

## GOAL: Broaden Advocacy Education and increase community collaboration

FOCS consulting workshops educate, inform, and encourage system change. We will broaden our learning around advocacy and policy/systems change work and advocate for issues important to families of color by developing formal partnerships with organizations aligned with our interests and values.

## OUTCOMES: We intend to achieve the following programmatic outcomes for our families:

- An increased sense of self, pride, wellness, and health
- Increased knowledge, resource access, and ability to advocate for their children and family
- Meaningful connections to nourish and nurture cultural legacies within their own families, as well as their larger “village” community
- Increased dialogue, connections, partnership, and advocacy around intersectional racial equity
- An increased presence of the voices of families of color around policies and system issues to achieve equitable outcomes within Education, Health, and other systems
- Families of color feel supported to use their voice to make change

# THANK YOU TO OUR 2022 INDIVIDUAL DONORS!

Alessandra Pollock  
Alexia Clayborne  
Allison Parker  
Amanda Gudmunson  
Amy Gradzewicz-Kuan  
Andrew & Amy Liu  
Andrea Alegrett  
Angelie Chong  
Anjali Da Victoria Lobo  
Ann Kim Novakowski  
Anna Shope  
Antionette Williams  
Brianna R Jensen  
Carol Zizzo  
Caroline Kangas  
Caroline Koplowitz  
Carolyn Kim  
Christine Domingo  
Christine Laffer  
Christine Stepherson  
Christine Tang  
Claire Thornton  
Claudine Kim-Murphy  
Cristina Betancourt  
Cynthia Bolton  
David Spataro  
Dawn Rego-Yee  
Derek Huang  
Diana M Johns  
Donald Billen  
Dorothy Lemoult  
Edward Krigsman  
Elena Lynch  
Elisabeth Rosapepe  
Elise Bodell  
Elizabeth Jose

Emily Lobsenz  
Emily Min  
Emily Pittenger  
Erica Plowden  
Eve Sun  
Hafidha Acuay  
Helena Falangus  
Jaime Cage  
James Moore  
Jennifer Bright  
Jennifer Brower  
Jennifer Lobsenz  
Jennifer Obiyo  
Jennifer Soriano  
Jesse Hagopian  
Jesse Robbins  
Jinna Hagerty  
Judy & Marshall Eaton  
Jules Feibelmann  
Julianna Hillard  
Justin Hayashi  
Katherine Henthorn  
Katherine Nicole Clary  
Katherine Rice  
Kayoko Mathews  
Kendra Aguilar  
Kenyatta Etchison  
Kimberly Palumbarit  
Kyle Wakasugi  
Kyna Shilling  
Latima Charbonneau  
Lauren Butler  
Laurie Brown  
Lenell Nussbaum  
Lia Seth  
Liana Woo  
Lucas Butler

Marc Charbonneau  
Maria Cristina Limlingan  
Maria Roy  
Mariela White  
Mariko Smithashima  
Marlo Straub  
Melanie Roper  
Mia Eddidin  
Michael Keller  
Michele Domingo  
Nancy Ko  
Nari Baker  
Natalie Volberding  
Natasha Dillinger  
Neshia Alaovae  
Paige Speir  
Pamela Howell  
Pauline Theam  
Priya Raghav  
Rafer Nelsen  
Rebecca Edmonds  
Renee Macleod  
Rhonda Carter  
Robin Chin Roemer  
Rosa Gibson  
Roxana Arama  
Samuel Yang  
Sandra Nanney  
Sara Miller  
Sarah Akhtar  
Sarah Park  
Seema Mhatre  
Stephanie Arduini  
Terumi Pong  
Tess Wakasugi Don  
Tiffany Go  
Xenia Alcedo  
Yvonne Robinson



# THANK YOU TO OUR FUNDERS & PARTNERS



# THE FOCS TEAM

## FOCS Staff

Christine Tang, Executive Director  
Shawn Koyano, Program Director  
Sarah Kim Park, Development Director  
Steph Ikeda, Operations Manager  
Bo Leong, Parent Group Manager  
Norma Gonzalez, Communications Manager  
Abbie Altamirano, Community Engagement & Advocacy Manager  
Hafidha Acuay, Events Manager & Program Coordinator

## FOCS Board

Kendra L Aguilar, Board President  
Latima Charbonneau, Vice President  
Paige Speir, Treasurer  
Maria Cristina Limlingan, Secretary  
Asiya Bari, Director, Director  
Jennifer M Lobsenz, Director  
Bethany Doran, Director  
Alexia Clayborne, Director  
Anthony Gasero, UW MBA Student, Fellow  
Bob Agiro, UW MBA Student, Fellow

## Peer Group Facilitators

Amanda Williams  
Betty Peralta  
Bo Leong  
Briton Wilmarth  
Fatima Attia  
Gloria Okada  
Jami Bess  
Kael Zayas  
Menzeba Hasati  
Nicole Nishimura  
Robin Chin Roemer  
Shawnti Johnson  
Shayla Collins  
Xenia Choy



## CONTACT US

Families of Color Seattle  
focseattle.org  
info@focseattle.org  
(206) 317-4642



@familiesofcolorseattle