



2023-  
2024

# Impact Report

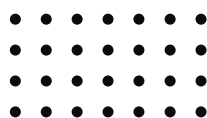
Leading Today. Transforming Tomorrow.


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[www.latinasleadingtomorrow.org](http://www.latinasleadingtomorrow.org)



 *I feel valued, empowered, and inspired every time I'm part of Latinas Leading Tomorrow - it reminds me that my dreams matter and my voice is powerful.*

 *Here, I've found more than community - I've found a place where I feel heard and inspired to be my true self.*

 *LLT exposed me to opportunities to see new things, and that's where I learned what it means to feel supported and become the best version of myself.*



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# LETTER FROM OUR FOUNDER



Dear Latinas Leading Tomorrow Community,

As we reflect on 2024 and two decades of empowering Latinas, I feel incredibly fortunate to have had the privilege of spearheading this organization and fostering leadership among our youth. Today, I write to you with a mixture of gratitude, pride, and bittersweet emotion. After 22 incredible years of growth, impact, and community building, I am announcing my departure from the Board of Latinas Leading Tomorrow. This letter serves as both a farewell and a celebration of all that we have accomplished together.

When I first envisioned Latinas Leading Tomorrow, it was with a dream of creating a safe space where young Latinas could not only see themselves as leaders but also be equipped with the tools, confidence, and support to step into their power. I defined this vision as the "ABC's of LLT": Access to new experiences, Belonging, and Connections to a wide range of opportunities. What has unfolded over the past two decades has far exceeded even my most ambitious hopes. Thanks to the dedication of our board members, staff, mentors, volunteers, and supporters—and, most importantly, the resilience of our amazing Latinas—Latinas Leading Tomorrow has become a transformative movement for positive change.

Over the years, I have had the privilege of witnessing firsthand the remarkable growth of our young leaders. From their first hesitant steps in leadership programs to their bold strides into careers, higher education, and civic engagement, our community has flourished in ways that are a testament to the strength, talent, and determination of Latinas everywhere. Each success story, each new leader, and each mentorship moment has reaffirmed my belief in the power of community, empowerment, and representation.

As I step away from my role on the Board, I do so with a heart full of gratitude. Thank you to all who have supported, believed in, and worked alongside us. To the youth who have come through our programs: you are the reason we exist, and you are the reason we celebrate. Your courage, brilliance, and commitment to your communities have inspired me every day.

I leave Latinas Leading Tomorrow knowing that the organization is in good hands and poised for an even brighter future. I am forever grateful for the leadership of our Board Chair, Rebecca Singhavong, whose willingness to take risks has ushered us into a new era for LLT. The next chapter of our journey is already unfolding, with new leaders taking the helm and continuing our mission. The Board, our new staff, and chapter advisors are united in their commitment to ensuring that Latinas in the DMV area will have the tools to lead, innovate, and change the world for generations to come.

Though my role may be changing, my love and dedication to LLT will never waver. I will continue to support Latinas Leading Tomorrow, cheering you on and sharing in your continued success.

Thank you once again for allowing me to initiate this extraordinary organization, for walking alongside me in its journey, and for making it a lifetime labor of love. I am proud of all that we have accomplished and even more excited for the future that awaits LLT. With deep appreciation and one big "abrazote," I bid farewell.

*Madeline LaSalle Frazier*  
Madeline LaSalle Frazier, LCSW, Ed. S  
Founder





## LETTER FROM OUR BOARD CHAIR

Dear Community,

For nearly 20 years, Latinas Leading Tomorrow (LLT) has been at the forefront of creating a more equitable world for Latinas. Our programs do more than offer opportunities—they inspire transformation. They help girls see themselves as the leaders they are meant to be, the leaders our families, communities, and the world need.

As you read this report, I hope you'll feel the pride we share in the remarkable outcomes LLT creates. From empowering young women of color to supporting those in low-income communities, our work is paving the way for a brighter, more inclusive future.

Thanks to your contributions, LLT has shown incredible resilience, even in the face of challenges like the global pandemic. I'm thrilled to share that in fiscal year 2023, 88 cents of every dollar you entrusted to us went directly to programming for girls—an achievement that speaks to our dedication to making every gift count.

Our work is more important than ever. Across the nation, girls and women—especially Latinas—still face inequities in leadership, education, and autonomy. But through LLT, we are changing that story. Together, we are building a future where every Latina can dream big, lead boldly, and achieve her fullest potential.

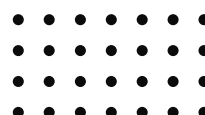
On behalf of the National Board, thank you. To our donors, friends, supporters, and colleagues: your belief in our mission fuels the work we do. Your partnership reminds every girl who joins us that she is seen, valued, and capable of reaching for the stars.

Together, juntas alcanzamos las estrellas—we reach for the stars.

Con cariño y gratitud,



Rebecca Singhavong, CPA, MBA  
Board Chair



# BOARD OF DIRECTORS



**MADELINE LASALLE, LCSW, ED.S**

COORDINATOR, ARLINGTON COUNTY PUBLIC SCHOOLS/ BOARD MEMBER, PRINCE GEORGE'S PUBLIC SCHOOLS DISTRICT 8

**FOUNDER**



**REBECCA SINGHAVONG, CPA, MBA**

VICE PRESIDENT, CORPORATE CONTROLLER, SMX GROUP LLC

**BOARD CHAIR**



**WILVIA ESPINOZA, CFE**

DEPUTY ASSISTANT INSPECTOR GENERAL FOR AUDIT FOR THE FEDERAL GOVERNMENT

**BOARD VICE-CHAIR**



**SOL CATANA, MBA**

VICE PRESIDENT BNY - PERSHING

**BOARD TREASURER**



**GINA CALLIGROS**

BUSINESS MANAGEMENT PROFESSIONAL, FREDDIE MAC

**BOARD SECRETARY**



**BERENICE BONILLA**

VICE PRESIDENT COMMUNICATION, CHCI

**EXTERNAL RELATIONS CHAIR**



**CRISTINA DAR**  
EXPORT COMPLIANCE BRANCH, FDA

**LATINA LABS CO-CHAIR**



**JESSICA SALVADOR**

ASSISTANT PRINCIPAL, WAKEFIELD HIGH SCHOOL

**BOARD MEMBER**



**DAYANA VILLANUEVA**  
SENIOR VICE PRESIDENT, M&T BANK

**FUNDRAISING CHAIR**



**PAMELA OROZCO**  
OPERATIONS & DELIVERY MANAGEMENT SPECIALIST KPMG

**BOARD MEMBER**



**ALANNA GOMEZ**  
SENIOR TECHNICAL INFRASTRUCTURE PROGRAM MANAGER, AMAZON

**BOARD MEMBER**

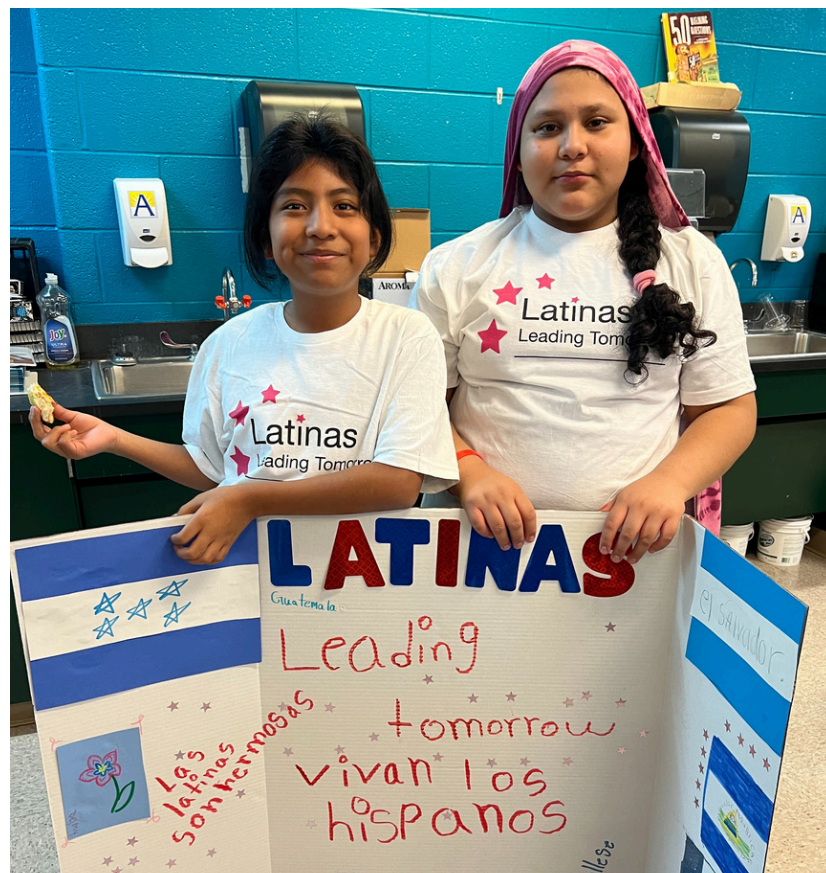
# ABOUT US

## mission

To connect and expose Latinas to opportunities that enrich their futures through education, mentoring, and leadership development

## vision

To create a community of educated, committed, and empowered Latinas



LLT is a 501(c)(3) Arlington-based nonprofit dedicated to connecting middle and high school Latinas to professionals across a variety of careers and providing them with access to programs that decrease achievement gaps.

These connections are carefully cultivated to provide students with insight into their career options and information on how to successfully open the doors of opportunity.

Today, LLT provides **FREE** programming to Latina middle and high school students in three signature programs: CORE (Creating Opportunities to Reach Excellence), ELITE Academy (Exemplifying Leadership in a Team Environment), and Latina Labs STEM focused. Our programming impacts Latina students across the District of Columbia, Maryland, and Virginia (DMV) area.



# HIGHLIGHTS



**STEM Workshop at CU**



**Mentoring at KPMG**



**Nursing at MU**



**Careers at Salesforce**



**Construction at Amazon**



**Careers at DC United**



**STEM at Microsoft**



**Latina Labs STEM  
CAMP at MU**



**Noche De Impacto**





# CORE



## CULTURE. LEADERSHIP. COMMUNITY. MENTORSHIP

The CORE after-school program offered at Yorktown High School, Wakefield High School, and Arlington Career Center in Arlington, VA. It empowers young Latinas through leadership development, mentorship, community engagement, career readiness, and college preparation, equipping them with the skills, confidence, and connections needed to succeed academically, professionally, and beyond.

### Program Outcomes & Student Success

- 85% of students feel more confident in achieving their long-term goals after participating in LLT programs.
- 85% of students recognize the value of mentorship in shaping their personal and professional growth.
- 98% of students understand the benefits of a college education and the opportunities it creates for their future.





# LATINA LABS STEM

**SPARK CURIOSITY. EMPOWER GIRLS. DIVERSITY IN STEM.**



LLT, in partnership with Marymount University, empowered 20 students by sparking interest in STEM, nurturing their talents, and connecting them with Latina mentors. The program created a supportive space, broke down barriers, and inspired youth to pursue careers in STEM.



LLT STEMpower Camp offered engaging STEM activities such as AI applications, turtle trapping in biology, 3D printing, DNA extraction, and tissue engineering. Students also explored math through origami and designed robot dogs in engineering. The program concluded with final presentations and a certificate ceremony to celebrate their achievements.





# ELITE LEADERSHIP ACADEMY

**EMPOWERMENT. LEADERSHIP. GROWTH. CONFIDENCE.**



The ELITE Leadership Academy empowered 30 students, 61% of whom were first-generation college-bound, through strength discovery, resume building, LinkedIn profile development, elevator pitches, and connections with inspiring Latina role models.

The ELITE Leadership Academy had a remarkable impact, with 100% of participants recommending the program, expanding their professional networks, and encountering new role models or mentors. Key soft skills developed included communication (56%), leadership (28%), and adaptability (12%). The most valued sessions were "Resume and LinkedIn" (42.31%) and "Portfolio Presentations" (19.23%).

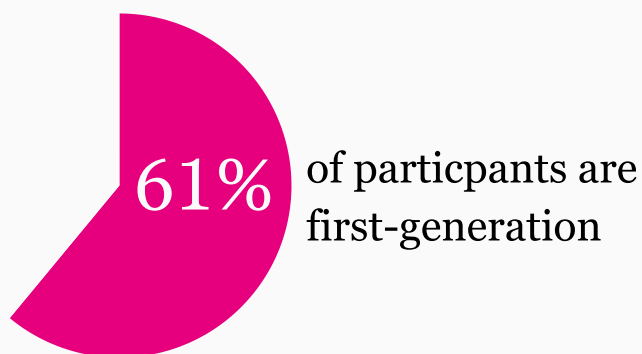
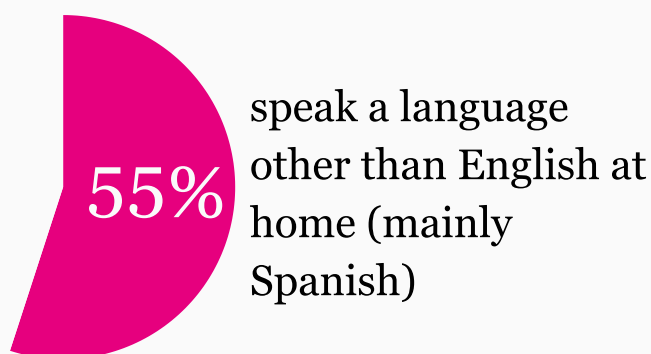
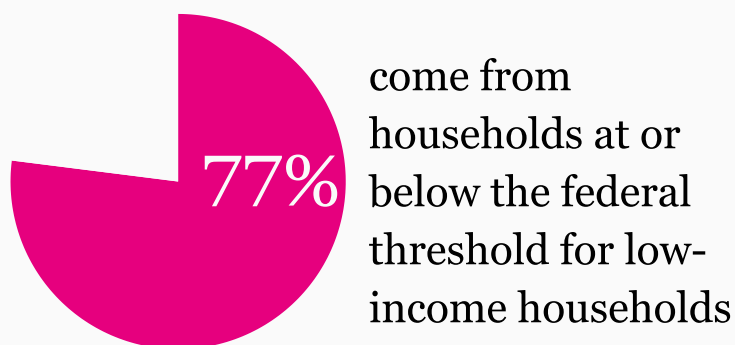




# OUR IMPACT

## WHO WE SERVE

Since our inception, we have served 1,900 youth, with 85% from Virginia, 14% from Maryland, and 1% from the District of Columbia.



## THE NEED

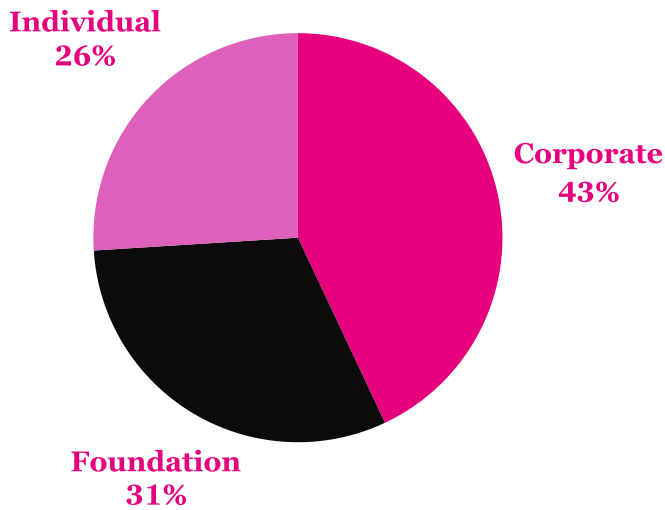
Latina students, especially those who are first-generation college-bound, often navigate higher education without the guidance, networks, and resources many of their peers rely on. Pew Research shows that while college enrollment among Latinas has grown, completion rates remain disproportionately low.

Mentorship, personal development, and leadership training are essential to closing this gap. These supports not only build confidence and resilience but also equip Latina students with the skills to lead, advocate for themselves, and thrive both academically and professionally.

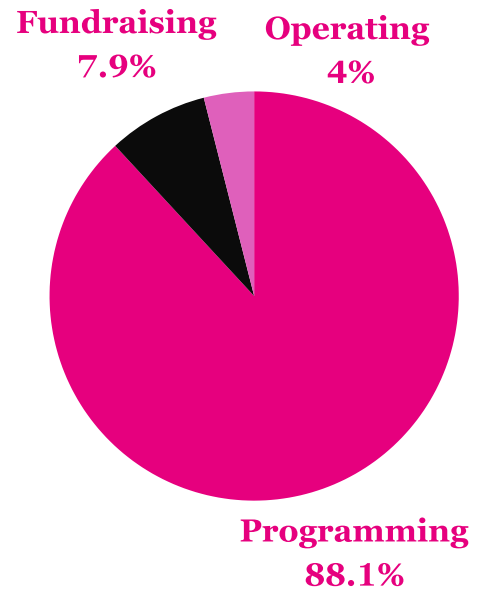


# 2023 FINANCIALS

## Revenue



## Expenses



AT LLT WE ARE COMMITTED TO  
USING FUNDS RESPONSIBLY

**88 ¢** OF **\$1.00**  
EVERY

GOES TOWARDS SUPPORTING OUR  
LATINA ENRICHMENT PROGRAMS



meet

# DANIELA

Daniela Gonzalez, a proud Salvadoran-American and senior at Yorktown HS, is recognized for her dedication to academics and community service. She earned the LLT Community Service Award and was honored by Arlington Public Schools for representing her school at the Minority Student Achievement Network (MSAN) conference in Wisconsin.

Daniela also received Yorktown's ROCS Award, nominated by a teacher for her positive impact and leadership. Since joining LLT in her freshman year, she has embraced her cultural roots, developed leadership skills, and mentored younger students. As a senior, Daniela is committed to inspiring others to believe in themselves and pursue their dreams.



## PARTICIPANT FEATURES

meet

# JENNIFER

Jennifer Montesflores Gonzalez is a proud Guatemalan-American and a senior at Arlington Career Center in the Arlington Tech program, Class of 2025. A dedicated member of Latinas Leading Tomorrow for four years, she has grown as a leader and mentor.

With the support of George Mason University's Early Identification Program, she will graduate high school with an Associate of Science degree from Northern Virginia Community College. She has earned full-tuition scholarships to William & Mary and George Mason University, where she plans to pursue a doctorate in Physical Therapy.





# NOCHE DE IMPACTO



## EMPOWERMENT. CELEBRATION. COMMUNITY. INSPIRATION.

The Noche de Impacto Award Ceremony celebrated excellence in our "Creating Opportunities to Reach Excellence" (CORE) after-school program, honoring both our students and the Latina professionals who supported their growth. The evening recognized student achievements, encouraged their continued pursuit of excellence, and celebrated the community partners whose support drove LLT's impact. Special thanks to our keynote speaker, Tannia Talento, and emcee, Ana C. Tolentino, who guided the event.

At Noche de Impacto, LLT honored Jasmin Chavez with the SHERo Award for her leadership, Gabriela Silva with the Carolina Alcalde Campeona Award for her advocacy, and Elvia Rodriguez with the Gratiud Award for her contributions, particularly to the 5K Run/Walk. Three students received scholarships based on the CORE pillars.





# COMMUNITY ENGAGEMENT



D.C. United Match



Kennedy Center Show



Raven's Training Camp



Washington Capital's Game



LLT's Alumni sharing their stories

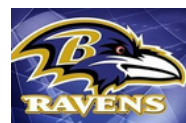


Washington National's Game

# CORPORATE PARTNERS



# PROGRAM PARTNERS



# FOUNDATION SPONSORS





# Together, We are Building the Future

This year's impact is a testament to the power of investing in Latina youth — in their voices, their leadership, and their limitless potential. But our work is far from over. With your continued support, we can expand our reach, deepen our programs, and empower even more young Latinas to lead tomorrow.

## Be Part of the Change

- **Donate** to help us grow our programs and directly support the next generation of Latina leaders.
- **Sponsor** to partner with us in creating meaningful, long-term opportunities for our students.

Visit our website to learn more, get involved, and stay connected with our mission:

[LatinasLeadingTomorrow.org](http://LatinasLeadingTomorrow.org)

Every gift, every partnership, every voice matters. Let's lead tomorrow — together.



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