

# 10 Years of IMPACT



## DETOUR EMPOWERERS F.A.N.C.Y. Teen Girls

DETOUR is a mentoring program for girls of color. Our mission is to increase access to education and employment opportunities for girls through our Focused And Naturally Confident Youth (F.A.N.C.Y.) Leadership programs (Expo, Leadership Academy, and Ambassador Internships).



## LETTER FROM OUR FOUNDER & EXECUTIVE DIRECTOR

As the Founder and Executive Director of DETOUR, I am proud to share that with more than 10 years of making an impact in the world, we're more eager than ever before to continue our mission to increase access to education and employment opportunities for girls of color. Our programs are specifically designed for teen girls of color and through them, myself, my staff, and our organizers work tirelessly to connect our girls to opportunities they deserve in higher education and priority-sector employment with livable wages.

Under my leadership, we have grown exponentially and have made an impact that has been formally recognized throughout San Diego County. Beyond our awards and distinctions, we are proud to have helped over 1,000 of girls stake their claim on their pathway to excellence.

In our first decade of service, our girls have excelled through our programming, going on to complete their college education, and in some cases pursuing volunteering/service-based learning opportunities and careers or coming back to work for DETOUR, embodying our culture of reaching back to pull the next generation forward.

Our passion and tenacity to meet changing needs through program innovation has given our girls new opportunities to strive, thrive, and live their lives in a way that is most meaningful to them. Our FANCY in STEAM Initiative grew quickly from a new STEAM FANCY Expo track in 2016 into a year-round program to give girls of color the background knowledge, exposure, awareness of career pathways to pursue opportunities in a fast-growing sector.

As Founder and Executive Director, I promise to expand our proven track record of growth and development in a way that best reflects the interests of DETOUR girls, parents, educators, employers, and community.

We want our girls to know that the world is yours, and we are proud to show you how to reach out and grab it!

**Tinesia Conwright**  
Founder & Executive Director

## BOARD OF DIRECTORS

**Tinesia Conwright**  
Founder &  
Executive Director

**Aisha Davis**  
President

**Joshlyn Turner**  
Vice President

**DeAnna Barrett**  
Member At-Large

**Joyce McBryde**  
Member At-Large

**LaWana Richmond**  
Treasurer

**Rasheedah Rashada**  
Secretary

## STAFF

**Keyana Wilson, Valencia Morris, Malia Henry**

## EXECUTIVE DIRECTOR RECOGNITION

### LEADERSHIP

**National W.K. Kellogg Foundation (WKKF)**  
Community Leadership Network Fellow, based out  
of Battle Creek Michigan

**RISE San Diego Urban Leadership Fellow**

**University of San Diego Nonprofit Management &  
Leadership Master's Degree**

### AWARDS

**San Diego Pride "Champion of Pride"**

**National Council of Negro Women "Change Agent"**

**Moxie Award**

**Senate President Pro Tempore Toni Atkins  
Women's History Recognition**

**Association of African American Educators  
"Unsung Hero"**

**Molina Healthcare Community Champion**

**San Diego Voice & Viewpoint "Under 40"**

**Urban League San Diego County Young  
Professionals Top Forty Under 40**

**City of San Diego Human Relations Commission  
Special Commendation**

# TIMELINE

## 2009

My Little Sisters (a DETOUR youth development mentorship program) launched



## 2011

The FANCY Expo was launched, and Scholarships were given out to recognize and support girls of color making a difference in their community



## 2014

First school partnership launched with FANCY Summer Leadership Program



## 2015

FANCY After School Program began at O'Farrell Charter School to provide year-round mentorship and development



## 2016

FANCY in STEAM initiative was launched to motivate girls of colors to enter careers in STEAM fields



## 2017

Fancy Ambassador Program was created to provide leadership roles for girls through an internship with DETOUR



FANCY Awards Scholarship Gala launched



## 2018

DETOUR Mentor Programs initiated to provide leadership training, education, and mentorship to juvenile justice involved girls while detained and after release



## 2019

Teen Girls Leadership program expanded with partnerships in Steel Canyon HS, Knox Middle School and the Jackie Robinson YMCA

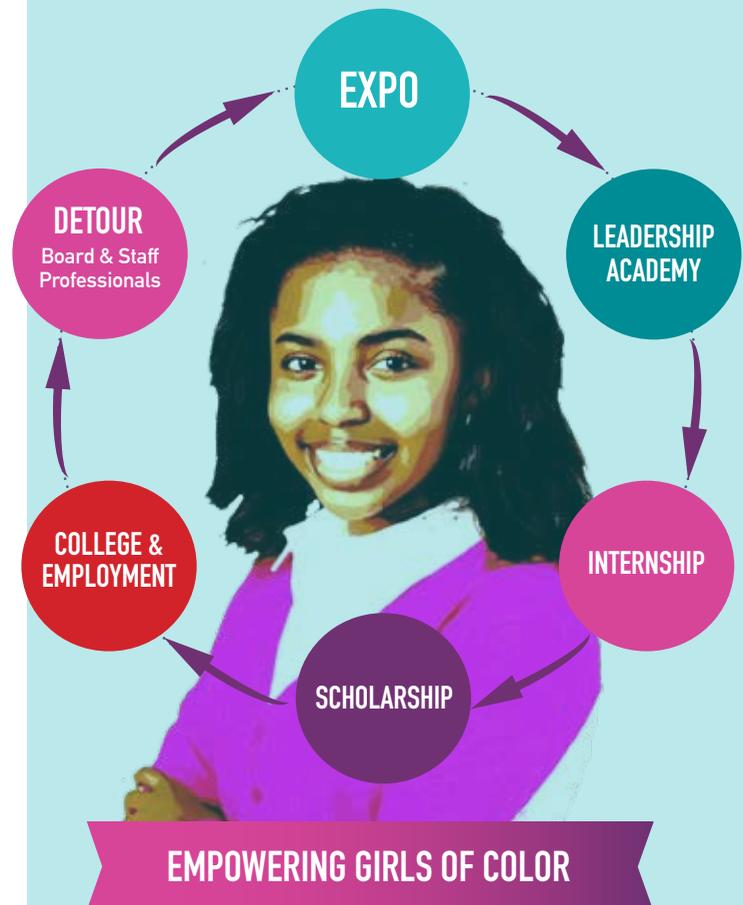


# ORGANIZATION OVERVIEW

DETOUR is a 501(c)3 organization that has been uplifting, motivating, and inspiring girls for 10 years to become personally, academically, and professionally successful through education, empowerment, and the arts.



We've spent the last decade working hand in hand with teen girls of color to ensure they become personally, academically, and professionally successful by immersing them into a world of opportunity in education and career exploration, while also serving as their mentors and confidence builders. We energize our girls to chase their goals, whatever they may be.



# FANCY AFTER SCHOOL

DETOUR mentors and teaches teen girls of color to be themselves while in grades 6-12 by exploring their self-identity, building their confidence, participating in career exploration/employment, volunteering/service-based learning, and completing a college education. We meet these goals through School and Community-Based FANCY (Focused and Naturally Confident Youth) Programs which function year-round and also support the annual FANCY Expo, FANCY Awards, and FANCY Scholarship.

School-Based Fancy programming involves educational workshops and activities in the schools. These activities create a safe space for girls of color to express themselves, ask questions, and build positive relationships with female mentors that can support their growth and development. This program serves as an early intervention and prevention opportunity to raise awareness and promote a greater understanding of health and social issues that affect girls in their communities. Programming can be offered through:



School Assemblies



Small Group Mentorship Series



Large Group Mentorship Series



FANCY has helped me stay true to who I am and to put my confidence first in everything I do. Especially when I believed something was not for me or there were more qualified applicants, it helped me take risks I normally would not have. Confidence alone has gotten me further than my own knowledge because it's the first thing people notice and FANCY has instilled that in me."



Tatiana Jones

Since attending college at Syracuse University, Tatiana has made the best of opportunities around her such as Interning in a forensic archaeology lab, tutoring at risk youth within Syracuse community, and being a design editor for one of the first black magazines on campus.

## OUTCOMES

130  
NUMBER OF GIRLS  
SERVED SINCE  
2014



ACROSS  
FIVE  
SCHOOL SITES:

Preuss, Knox Middle, Steel Canyon High, Millennial Tech Middle, and O'Farrell

2019 PARTICIPANTS

97%  
RATED THE PROGRAM GOOD/  
EXCELLENT



Increased confidence, social skills, and improved attitude/mood were the benefits of the programs most noted by participants

58%  
GRADE IMPROVEMENT



53%  
REDUCTION IN TARDINESS

42%  
IMPROVED SCORES ON  
SCREENING FOR "RISK"  
BEHAVIORS



# FANCY COMMUNITY BASED: FANCY TEEN GIRLS LEADERSHIP

The leadership program provides year-around programming to girls ages 11-17 interested in becoming leaders and giving back to their communities. Evidence-based workshops are based upon gender-specific curriculum surrounding life skills. Activities are conducted to increase engagement, provide a safe-space for self-expression and questions surrounding teen experiences, and to facilitate positive relationships with females that encourage growth and development.

## FUNDED BY:



**CARE**  
COMMUNITY CENTER

Community, Action, Resource, Engagement

The CARE Center is a product of community collaboration with the San Diego County District Attorney's office aimed at actively linking individuals in the community to community-based prevention and intervention services with the goal of building strong community relationships and reducing crime.



## SUCCESS STORY

**Brittany Jasper**

Brittany Jasper is a current sophomore studying Sociology and African-American studies at UCLA. Since entering college, she has served as both a member and outreach chair of the Afrikan Student Union's annual Higher Education Conference, the programming director of the Afrikan Education Project, as well as a Bruin Advisor with the Early Academic Outreach Program. While most of her undergraduate work has been geared towards the education realm, she plans to explore prison reform, social work, and Human Resources.

FANCY helped her unleash her potential and showed her the importance of taking advantage of every opportunity regardless of knowing the outcome. She is more sure of herself and more motivated to progress in her academic journey knowing that she can serve as an example to the young girls of color FANCY is continuing to help thrive and create fruitful futures for themselves. Brittany thinks about FANCY's impact on her life on a regular basis and feels she owes much of her success to the program.

We proudly teach and mentor teen girls of color to follow the beat of their own drum, to embrace their identities, build their confidence, and to be themselves through identity and career exploration exercises.

## OUTCOMES



SINCE 2016  
**100%**  
OF GIRLS HAVE GONE ON  
TO 4 YEAR UNIVERSITIES



**100%**  
OF GIRLS SURVEYED  
IN THE PROGRAM  
RATED IT AS "GOOD" OR  
"EXCELLENT"



MORE THAN  
**50%**  
OF PARTICIPANTS ARE  
STUDYING IN STEAM  
FIELDS

The most cited benefits of the program from participants themselves are:



Increased leadership and networking skills



Improved communication skills and relationships



Improved academic performance



Increased confidence and self-esteem



Better overall attitude and outlook

# FANCY IN STEAM

In 2016, DETOUR added the STEAM workshop track within the FANCY Expo to increase the number of girls of color studying and working in STEAM fields.

By 2018, the success of that track led to the creation of a FANCY in STEAM initiative to provide girls in the Leadership program with year-round access to hands-on STEAM activities. Previous partnerships with local companies were expanded to bring even more opportunities for girls to explore technology through hands-on coding and virtual reality workshops and activities. Partners include:



STEAM jobs are fast growing and lucrative, but girls of colors face obstacles getting into the field including:



## SUCCESS STORY

### Tania Lloyd

During the Sony Tour, the girls learned about the San Diego Game Jam, a 48-hour video game programming event hosted at the Art Institute. FANCY participant, Tania, became interested in Game Jam and participated with a team that went on to become a finalist in the competition. Tania graduated from high school in June 2019 and is now completing US college credits abroad while in Costa Rica.



# ACTIVITIES AND HIGHLIGHTS

## GENERAL ATOMICS (GA)

### Education is FUN!

In January 2020, the FANCY girls experienced the fun of engineering through a competition to build the largest stable structure. This day of hands-on STEAM learning was led by GA female employees of color, educating and empowering the next generation of female engineers.



## SOLAR TURBINES

In the Fall of 2020, Solar Turbines hosted nearly two dozen FANCY girls at their San Diego facility for a day of learning. Women of color staff led engineering workshops, hands-on activities, and a tour. A highlight for the girls was a lunchtime panel with women of color engineers who shared their path in STEAM and motivated the girls to follow their dreams.



## ELEMENTARY INSTITUTE OF SCIENCE

### One-Week Workshop

In 2019, FANCY girls were treated to a one of a kind STEAM experience at the Elementary Institute of Science. During their Fall Break, ten girls participated in a one-week, fun filled STEAM education camp. Girls explored multiple facets of STEAM careers through activities in 3D printing, Robotics, and Drones. The girls not only expanded skills, like coding, but they had experiences that boosted their confidence and interpersonal bonds.



# FANCY AMBASSADOR INTERNS AND FANCY EXPO



Each year, high school girls in the FANCY Ambassador program receive stipends to plan and carry out the FANCY Expo.



Girls start FANCY clubs at their school



Girls plan the topics for the FANCY Expo



Girls do outreach at their school and in their community to promote the FANCY Expo



100%

of Ambassadors gain essential project management and career skills



100%

of Ambassadors earn stipends in this paid internship which supports their educational goals.



100%

of Ambassadors practice valuable networking and leadership skills

The FANCY Expo is an annual, free event that hosts 200 girls between the ages of 5-22. Since 2011, the expo has brought together local professional women and community advocates to empower girls through seminars, panel discussions, and entertainment. Participants engage in discussion, interact with others to share their stories, and connect with community mentors and service providers.



## OUTCOMES

Increased self-esteem, self-efficacy, knowledge, awareness, and guidance towards life purpose and direction.



Since 2010, nearly 2,000 girls have participated in Expo workshops and activities on topics including:



Exploring Identity



Body Image & Self-Esteem



Strengthening Confidence



Healthy Relationships



Health & Wellness



Surviving High School



Surviving College



Women in Business



Women in STEAM



Financial Education

# DETOUR MENTOR PROGRAM FOR JUVENILE-INVOLVED TEENS

The DETOUR Mentor Program was created to help juvenile justice involved teen girls improve their self-awareness and self-esteem. The program run out of Kearny Mesa Detention Facility provides girls ages 13-18 with weekly educational groups, mentoring, and case management.



An average of 30 girls a month are served through 75 annual workshops. Girls participating in the workshops reported:



## ALL ABOUT GIRLS OF COLOR INITIATIVE

In 2018 we launched our All About Girls of Color Initiative with Gabriela B. Delgado, Director/Founder of Saving Our Starfish, which unites individuals passionate about youth equity and inclusion to reduce the exclusionary practices and marginalization of girls of color by providing training on current trends impacting them and evidence-based practices for supporting and engaging girls of color around these trends.



The project included a partnership with Monica Montgomery, City of San Diego District 4 Councilmember, to host a community screening of the PUSHOut: Criminalization of Black Girls by Monique Morris - raising awareness on issues pertaining to girls of color in education.

## PROJECT CONCERN INTERNATIONAL

DETOUR also collaborates with Project Concern International to provide long-term mentorship in the community for justice involved girls to aid in their transition back into society. Youth Offender Unit (Y.O.U.) program mentors start bi-weekly visits with the girls in detention and continue those visits after their release.



Y.O.U. mentors are community members with diverse backgrounds including: business professionals, women in education, and those with lived experiences.

Funded by:



# FANCY TEEN GIRL AWARDS



Since 2017, 32 girls have been recognized for their leadership and community service.

The FANCY Awards Scholarship Gala honors teen girls making a difference in their community through self-love, exceptional performance in school and extracurricular activities, volunteer work, creative efforts and unique projects.



Funds raised from this event directly support the annual Focused And Naturally Confident Youth ("F.A.N.C.Y.") Teen Girls Expo.

## Ashea Brand – Shining Star Award



The Shining Star Award is a personal award geared towards celebrating a teen girl's creativity, unique style and abilities; an award that celebrates healthy self-esteem and self-confidence.



For me being in F.A.N.C.Y is an honor. Being able to be a part of something greater than myself and inspire the girls in my community to be the best versions of themselves is truly a blessing, and something I plan to continue throughout my life. F.A.N.C.Y has also shaped me into the young woman I am today by allowing me to build a sisterhood with the young women in the program, giving me the strength to embrace myself and grow as a person."

# FANCY TEEN GIRL SCHOLARSHIPS

Since 2011, 45 FANCY scholarship awards totaling \$14,300 have been given out

FANCY Scholarships are provided to girls in the program annually to support their educational goals. Girls are selected based on academic and non-academic criteria including:



Participation in the FANCY Teen Girls Leadership Academy



Community involvement



Educational aspirations



A personal statement



Leadership



Career goals



Grade point average

FANCY Girls have gone on to receive awards and scholarships from other organizations, including:

**Gates Millennium Scholarship**

Tatiana Jones

**Black Girlz Rock San Diego – Princess Award**

Tatiana Jones

**Golden Pyramid Scholarships – SD County Urban League.**

Ashley Anders & Destiny Greene

**Black Girls LEAD Program in New York**

Brittany Jasper

**“I See Your Greatness Award” from Enterprising Women Magazine.**

Brittany Jasper

**San Diego Black Chamber of Commerce Scholarship.**

Brittany Jasper

**African-American Leaders 4 Tomorrow – California Legislative Black Caucus**

Jaelynn Woods

Dr. Janaha Ransome

I'M F.A.N.C.Y.  
TEEN GIRLS SCHOLARSHIP AWARDS

## MAJOR DONORS

Mrs. Susan Curtin

Mrs. Deborah Ann & Mr. Walker Bowie

Ms. Bevolan Kinsler

Mrs. Pamela Gutierrez

Mr. Brian Perry

Dr. Janaha  
Amira  
Ransome



June 20, 1983 –  
December 8, 2013

Janaha Ransome was the co-founder and a vital committee member of the F.A.N.C.Y. Teen Girls Expo, founded in 2010. One of her primary goals was to further her education and have a meaningful career path that would transform young lives. Janaha grew up in Southeastern San Diego, attending SCPA and Mt. Miguel High School before obtaining a Bachelor's Degree in Africana Studies from UCSD, and a Master's Degree in Public Administration from the University of Phoenix. Janaha transitioned from this life on December 8, 2013 and was granted an Honorary Doctorate Degree from Alliant, where she had been working on her degree at the time of her passing.

Within her lifetime she contributed to many youth through being an inspiration with an undeniable drive to change the world one milestone at a time. The F.A.N.C.Y. Teen Girls Expo Committee now honors Janaha's service through the "I'm F.A.N.C.Y. Scholarship" Program, in remembrance of her never-ending support and dedication to improving the lives of youth from underserved communities.



# DONOR / SUPPORTERS



Thank you to our donors and supporters who have made 10 years of impact possible.

A. Davis Travel  
Able-Disabled Advocacy  
Air Conditioned Lounge  
**\*Aisha Davis**  
Andrea Thrower  
Angel Patterson  
Arnetha Turner  
Arrowhead General Insurance Agency  
Best Car Wash  
Beverly Shaw  
Bevolan Kinsler  
Black Political Association of CA  
Branisha Jones  
Brenda Bates  
Brenda Jones  
Brian Perry  
Chantelle Darensburg  
Charidy Loeh  
Cherise Young  
Chilis  
City of San Diego  
CMR Risk & Insurance Services  
Commerica Bank  
Corrie McCoy  
County of San Diego  
Cox Communications  
Crystal Simpson  
Dana Bryant & Eleanor's Place For Women  
**\*DeAnna Barrett**  
Deborah Ann & Walker Bowie  
Denise E. Matthis  
Derek Floyd  
Diamond Brandon  
Divas In Defense  
Dorothy Martin  
Elevate Foundation  
Equipped 2 Excel, LLC.  
General Atomics

General Atomics Sciences Education Foundation  
**\*Ghia Ransome**  
Heartbeat Music Academy  
Henry & Loretta Conwright  
Imperial Court de San Diego  
Jackie Robinson Family YMCA  
Jacobs Center For Neighborhood Innovation  
Janee Wilson-Key  
Jazmin Steele  
Jeannette Turner  
John & Voncille Wilbert Foundation  
**\*Johnique Woods**  
**\*Joshlyn Turner**  
**\*Joyce McBride**  
Judi Patterson  
Ken Malbrough  
Keryna Johnson  
Kiasha Stevens  
Kimberly Peters-Serrano  
Kisha-Lynn Moore-Elliott  
LaDonna Parham  
**\*LaKeshia Lindsey**  
Lakeshia Williams  
LaWana Firyal  
**\*LaWana Richmond**  
Lee Goree  
Lillian Carroll  
Lynn Sharpe-Underwood  
Marti Emerald  
Mary Skrabucha  
Melvin Shepard  
Molina Healthcare  
Nat Ridley  
Natasha Murphy  
Neighborhood Unity Foundation  
New Assurance Baptist Church  
NSBE (National Association of Black Engineers)  
OFarrell Charter School

Pamela Gutierrez  
PCI Global  
Planned Parenthood  
Rachel Arrington  
**\*Rasheedah Rashada**  
Rayna Gomes  
Ree Williams  
Richard Karlson  
Rise San Diego  
Rosalina G Herrera  
**\*Rosalina Small**  
Ross  
Sakeenah Gallardo  
San Diego County DA Office  
San Diego County Office of Education  
San Diego Ice Skate Arena  
San Diego LGBT Pride  
San Diego Melanin  
SDGE Sempra Energy  
Shantelice White  
Shawn Mills  
Smart & Final  
Solar Turbines Inc.  
Stacie L. Maxwell  
Susan Curtin  
Taylor Turner  
The Blue Heart Foundation  
The Write Fit  
Tia Turner  
Twyla Greene  
UCSD  
US Coast Guard  
Vanessa Oshiro  
Vernita Gutierrez  
Walmart  
Wanda Bingham  
Wells Fargo