



**SCHOOL OF SOCIAL WORK
CENTER FOR EQUITABLE FAMILY
& COMMUNITY WELL-BEING**
UNIVERSITY OF MICHIGAN

2022

**GDYT Data
REPORT**



Grow Detroit's Young Talent

GDYT provides meaningful summer employment opportunities for Detroit youth, ages 14 to 24.

Grow Detroit's Young Talent (GDYT) is a citywide summer jobs program that trains and employs young adults between the ages of 14 and 24 for up to 120 hours. Youth participants must be permanent residents of the City of Detroit and be eligible to work in the United States. There are a broad range of jobs available to the participants. Examples of jobs include: community cleanups, event planning, accounting, retail and the Junior Police or Fire Cadets to name a few. Last year, over 8,000 local youth received employment, which is our goal again this year.

GDYT Jobs placements are based on a developmentally appropriate, tiered model for summer employment:

Tier 1: Career Exploration

The Career Exploration tier introduces young people to first-time work and career opportunities through community service, team projects, and job shadowing. This tier is for youth with little to no previous work experience (typically 16-24 year olds).

Tier 2: Ready for Work

Developed for young people with some previous work experience, the Ready for Work tier places youth with a host employer or in a vocational training experience, while continuing to build career readiness skills. (typically 16-24 year olds).

Tier 3: Career Pathway Internships

The competitive Career Pathways Internship tier is for young people with previous work experience and a desire to focus on a specific career pathway with a host employer (typically 17-24 year olds).



This report is a summary of youth exit data from the 2022 Grow Detroit's Young Talent (GDYT) program. It is a compilation of all data collected from youth exit surveys. We invited participants to fill out a survey at the end of their GDYT experience. After receiving an invitation message through email from employers, ~2504 youth responded via an on-line Qualtrics survey.

Several questions focus on what skills were developed or enhanced by participating in GDYT. There were seven areas where most youth strongly affirmed that GDYT helped them improve more or much more: understand jobs I like (73%), know skills for dream job (73%), know how to manage my time (75%), know how to manage my money (75%), know how to behave at work (75%), make better behavior choices (72%), and can think critically (76%). There were two areas where few youth affirmed that GDYT helped them improve: know video conference technology (49%) and know how to work with computers (38%)—probably because most youth have had extensive opportunities to utilize these skills in an array of settings due to the COVID-19 pandemic.

Seventy-three percent of youth said they identified a trusted adult through GDYT. This is similar to last year although not quite as high as the approximately 80% that affirmed this before the pandemic when most youth participated fully in person. The majority of youth noted that they drove themselves or had someone drive them to work. In addition to alternatives such as walking or biking, a few noted using rideshare options such as Uber or Lyft.

Most youth (77%) noted that GDYT made them aware of career opportunities in Detroit. Although some were undecided about what job or career they might like to be doing in 10 years, there was a wide range of career interests expressed. A word cloud image of their preferences can be found on page 17.

A little over half (53%) had worked as a part of GDYT before, with about 2/3 of these participating one or two previous summers and 1/3 that have returned to work for 3 or more summers. **Overall satisfaction with the program remains high—94% report being either satisfied or extremely satisfied with GDYT.**

We included additional questions this year about money management and financial capability. Over 2/3 of young people reported having some sort of bank account while 31% said they did not have an account. Of those with an account, 55% of participants reported the account being only in their name—the others said that their parent or guardian was listed as a co-owner. A significant majority (83%) said they had started to budget their money. Most reported saving the money they earned, spending it on something they needed, giving it to family, or paying bills—and 19% reported spending it on something they wanted. Although many youth reported saving all or part of their money, there was a range of responses as to how they conceptualized saving. Their qualitative responses can be found on pages 25-26. Interestingly, some did not use a financial instrument or financial institution. They just left earnings on their pay card, put in on CashApp, or even hid it at home.

We asked a series of questions focusing on the various technology platforms and supports: Career Edge, Hats & Ladders, the GDYT app, and Social-Emotional Learning Huddles. Youth were generally positive about all the platforms. However, more youth distinctly remembered the SEL Huddle sessions and were most uniformly positive about those experiences. A few qualitative comments expressed a preference to access everything necessary within one app rather than multiple platforms, but youth seemed to be able to work across all the technology.

Participants most frequently noted that services or supports in the areas of mental health or food assistance would make the GDYT experience easier. A few even responded that they actually received services or referrals in these areas. In the qualitative portion, some youth elaborated expressing a desire to have food for lunch provided or water when working outdoors. In past surveys, participants expressed interest in college prep so we asked about this particular support in more detail. About half said they would have liked to receive help with college prep—of these youth 21% indicated scholarship applications, 15% applications generally, 14% essays, 14% SAT/ACT, 13% financial aid, 12% campus visits, and 10% researching colleges.

The report ends with a summary of open-ended responses and participant comments, including what young people enjoyed and suggestions for making the program better. Respondents expressed a desire for more in-person options, reported issues with technology and payment, provided feedback on communication and deadlines, and requested more options and greater flexibility. They noted areas of personal growth and an appreciation for developing new skills and having the opportunity to socialize. It is informative to reflect on youth perspectives as expressed through quotes in their own words.

Trina R. Shanks
Harold R. Johnson Collegiate Professor
Founding Director,
Center for Equitable Family & Community Well-Being

The goal of the Center for Equitable Family and Community Well-Being is to encourage and support win-win efforts by connecting the resources and intellectual strength of the University of Michigan with the passion and social capital of community leaders. Most importantly, families and communities will be at the heart of our work. The primary criteria for any project work will be that it explicitly improve the well-being of families and/or communities and reduce existing inequities.

Click or Scan QR to
access GDYT Dashboard



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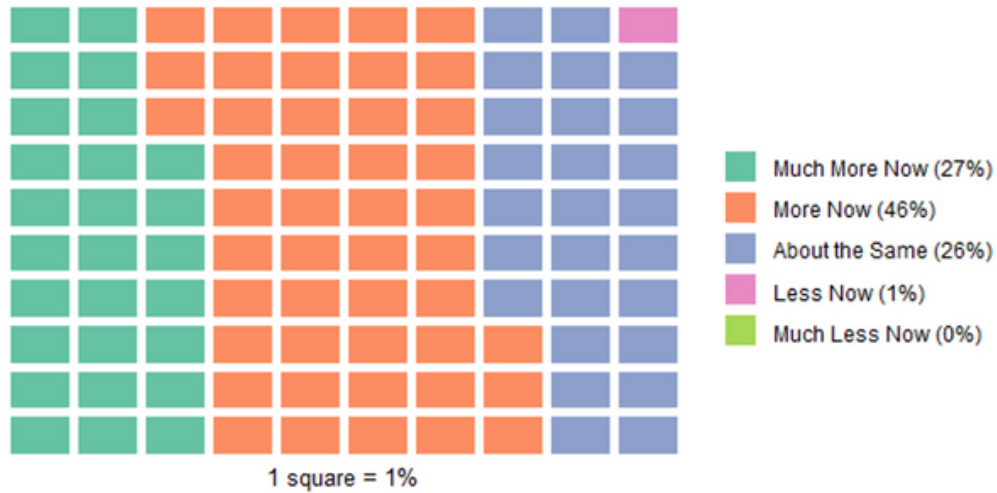
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Graph 1: Job Interest

Because of GDYT I understand jobs I like

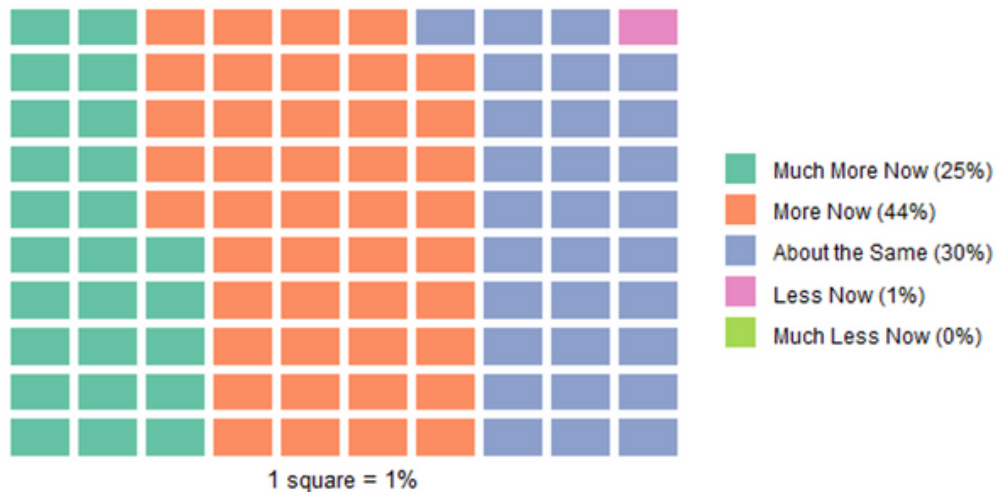
N=2,442



Graph 2: Job Application

Because of GDYT I can search and apply for jobs

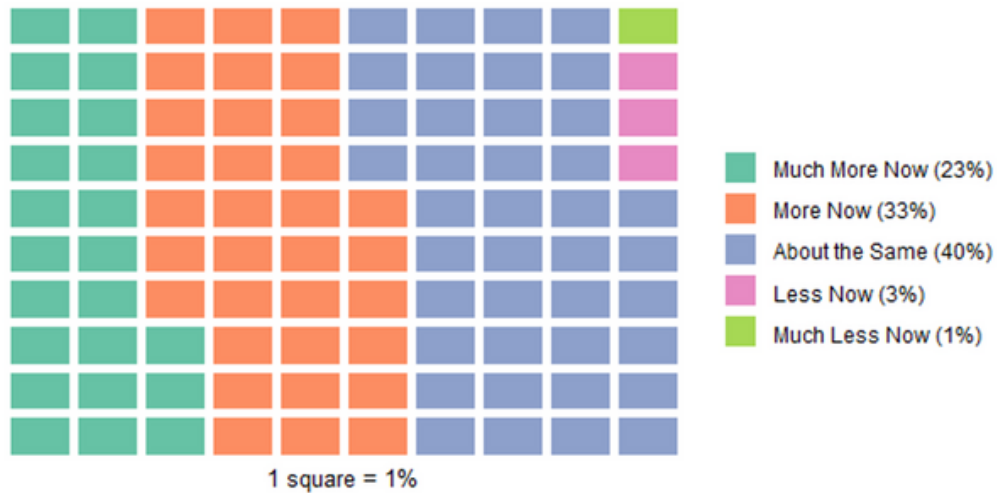
N=2,437



Graph 3: Resume Skills

Because of GDYT I can write a resume

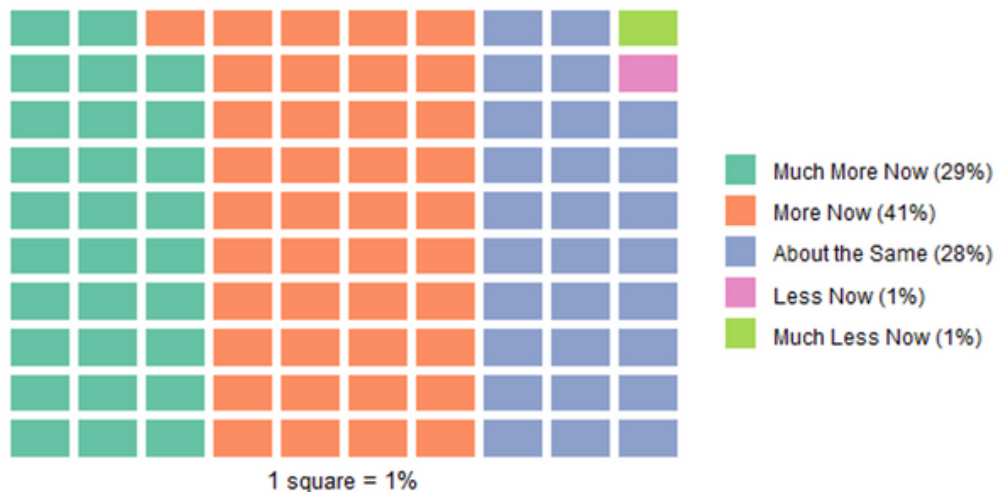
N=2,431



Graph 4: Job Interview

Because of GDYT I can prepare for a job interview

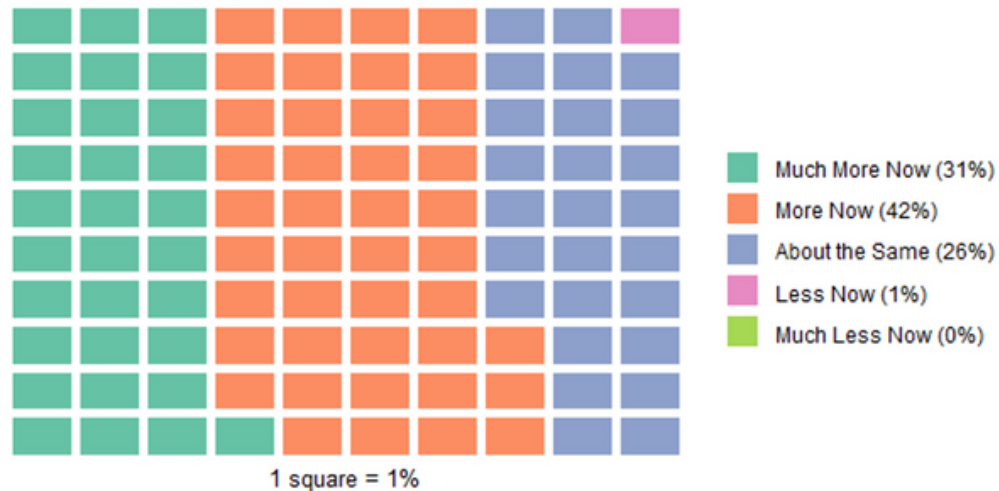
N=2,433



Graph 5: Job Skills - Dream Job

Because of GDYT I know skills for dream job

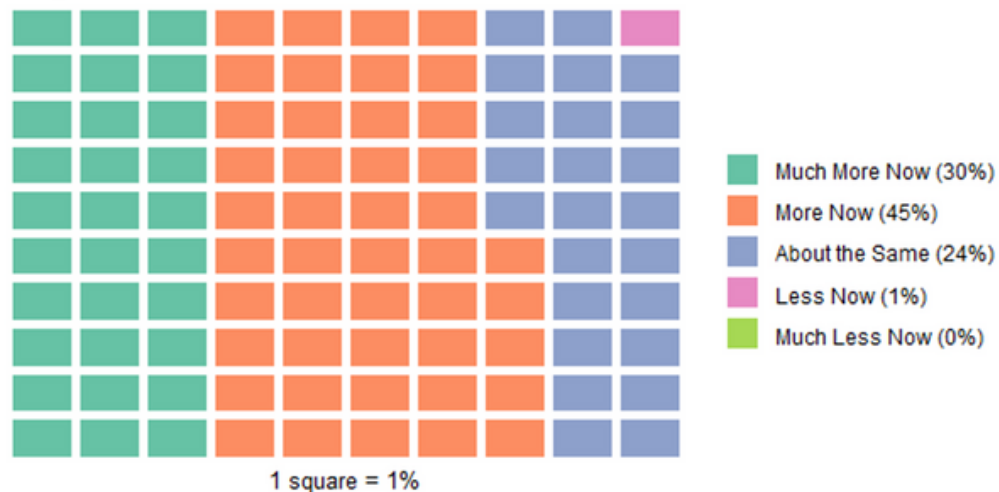
N=2,422



Graph 6: Time Management

Because of GDYT I know how to manage my time

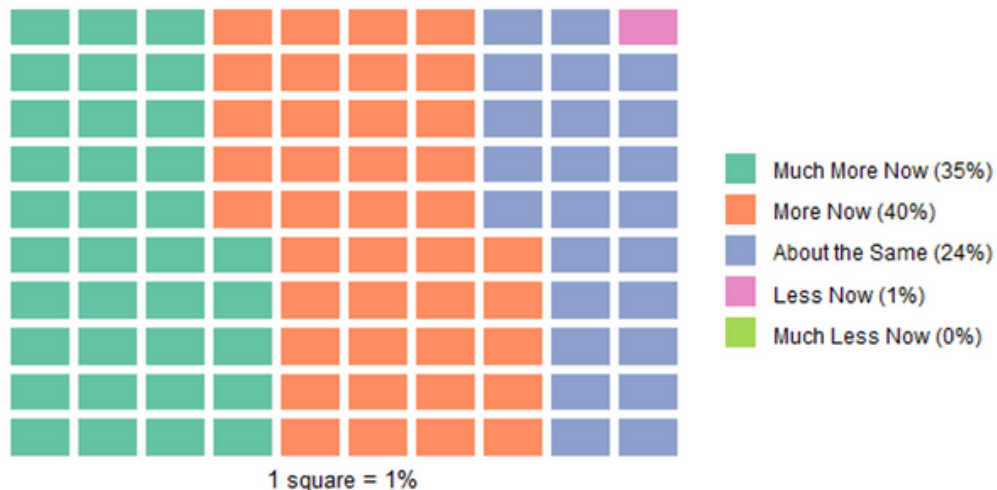
N=2,420



Graph 7: Money Management

Because of GDYT I know how to manage my money

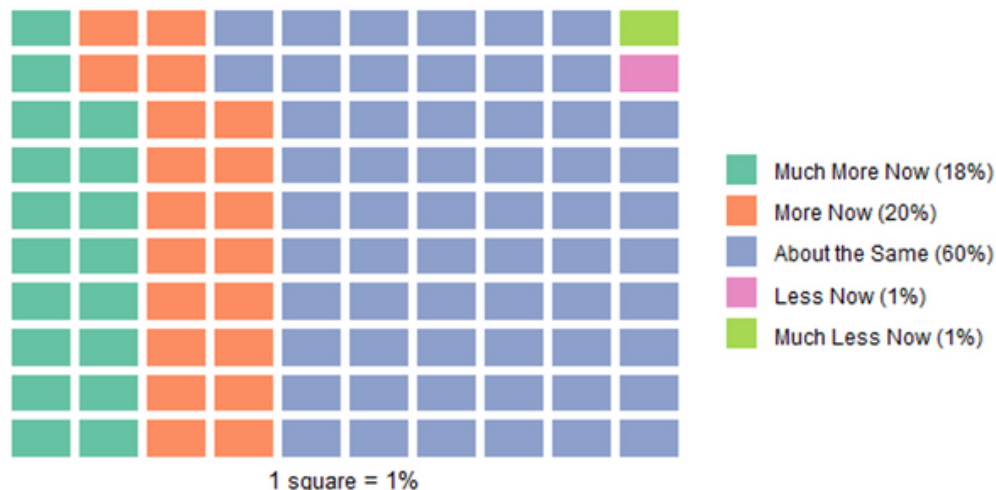
N=2,817



Graph 8: Computer Skills

Because of GDYT I know how to work w/ computers

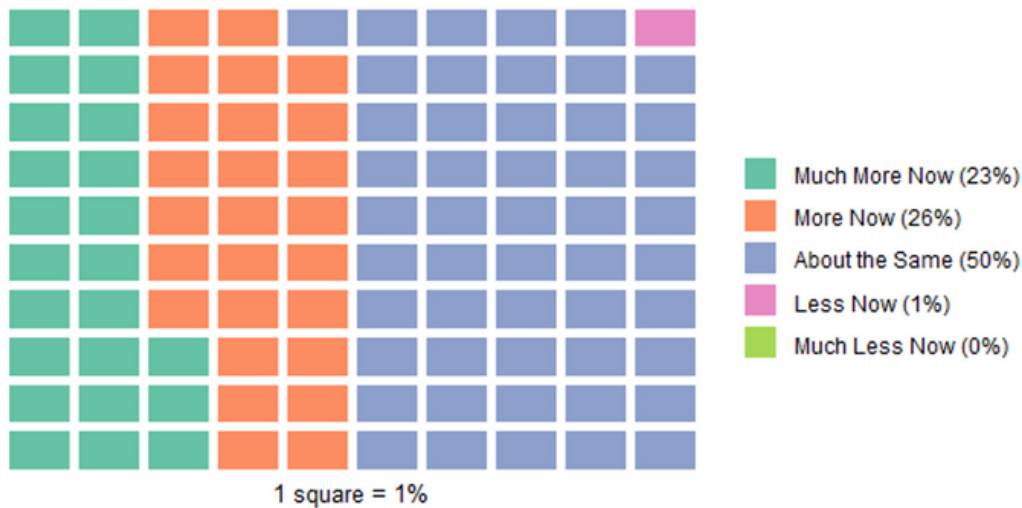
N=2,425



Graph 9: Video Conference Tech

Because of GDYT I know video conference tech

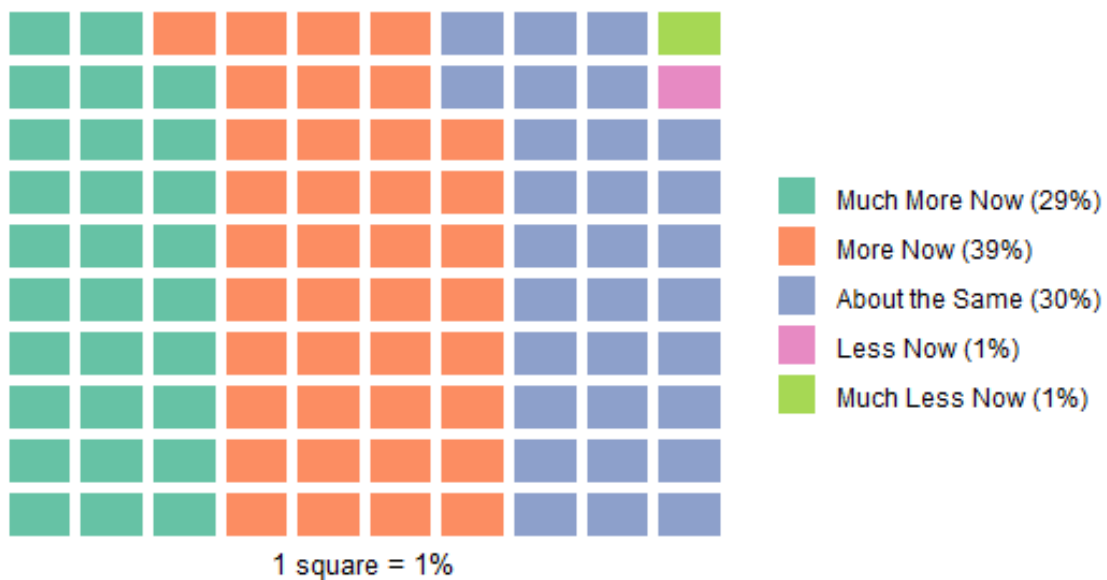
N=2,813



Graph 10: Higher Education

Because of GDYT I feel I can reach a higher level of education

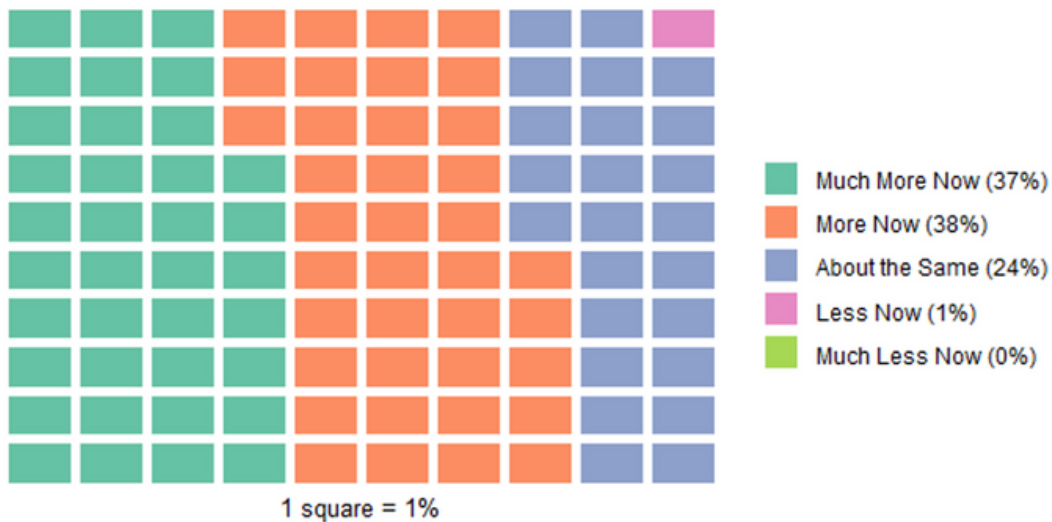
N=2,437



Graph 11: Work Behavior

Because of GDYT I know how to behave at work

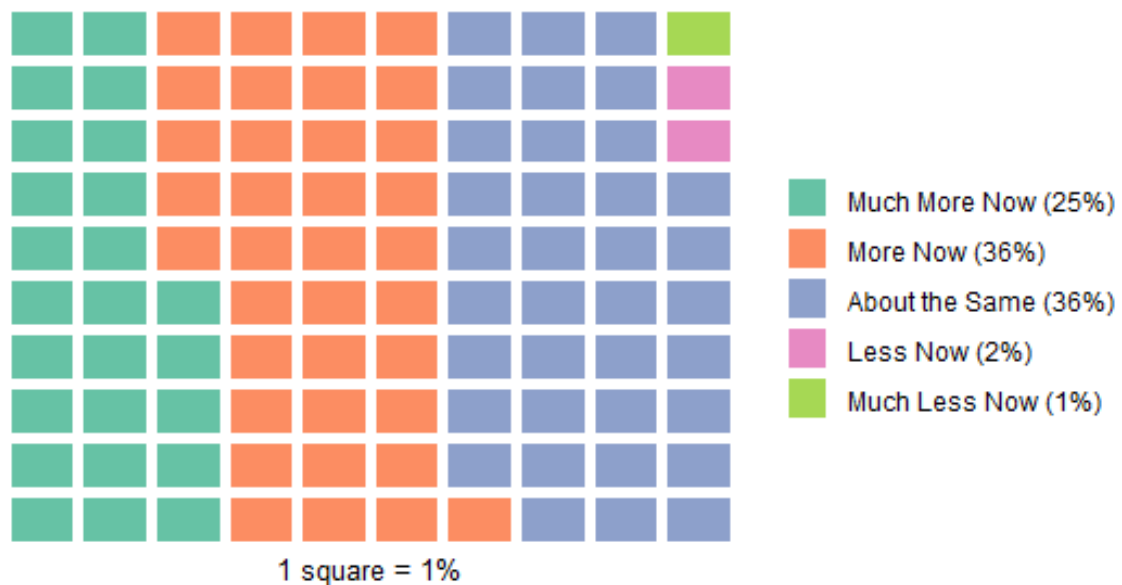
N=2,433



Graph 12: Community Service

Because of GDYT I plan to do more community service

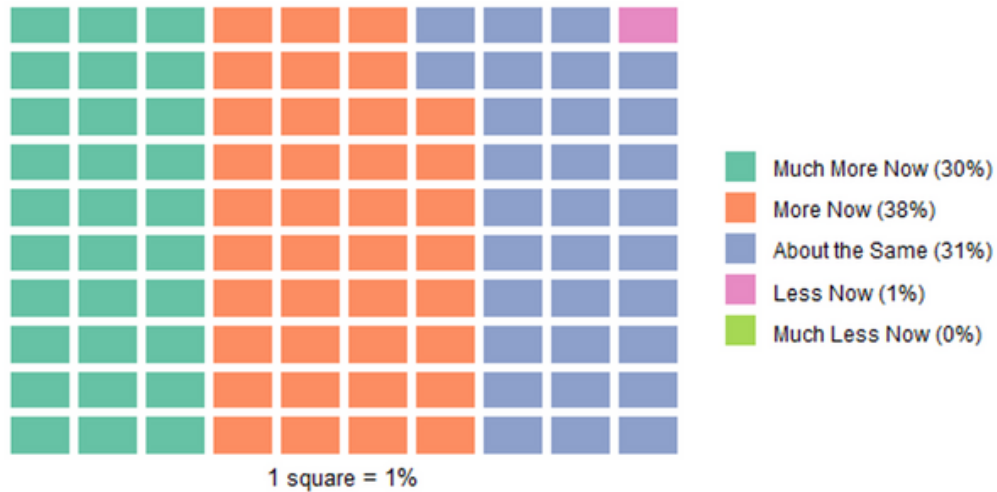
2,427



Graph 13: More Confidence

Because of GDYT I have more confidence

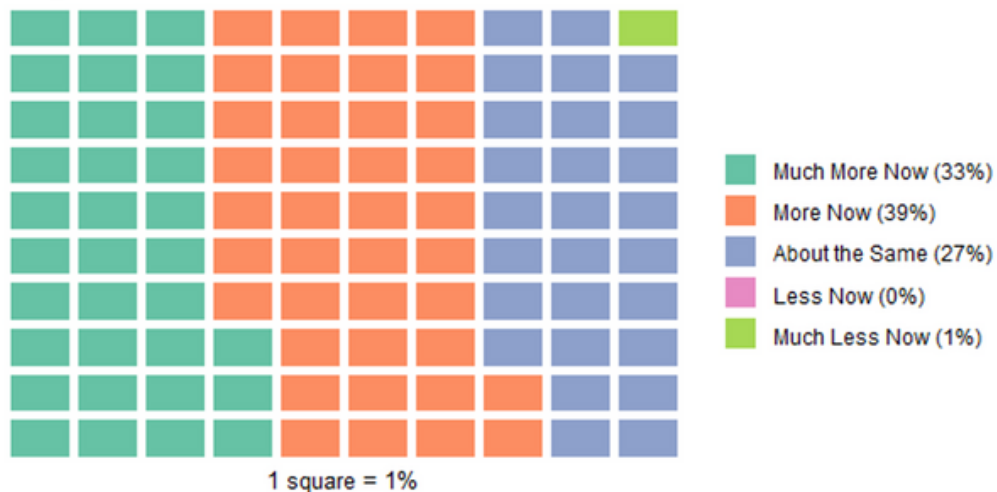
N=2,408



Graph 14: Behavior Choices

Because of GDYT I make better behavior choices

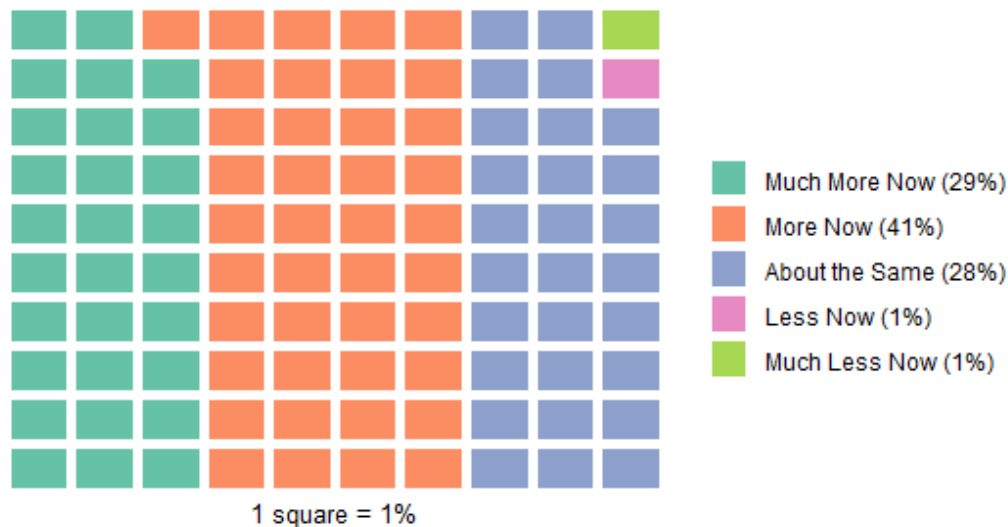
N=2,435



Graph 15: Other Perspectives

Because of GDYT I'm open to others' perspectives

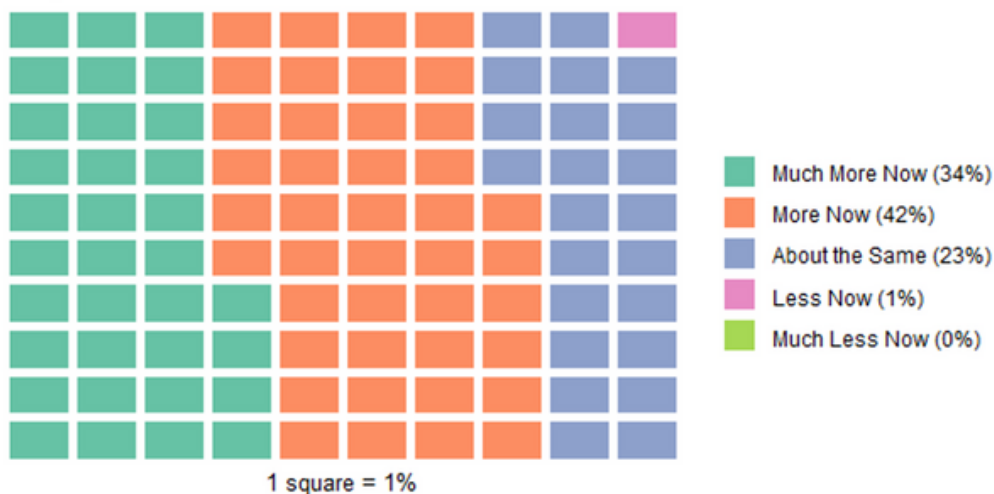
N=2,433



Graph 16: Critical Thinking

Because of GDYT I can think critically

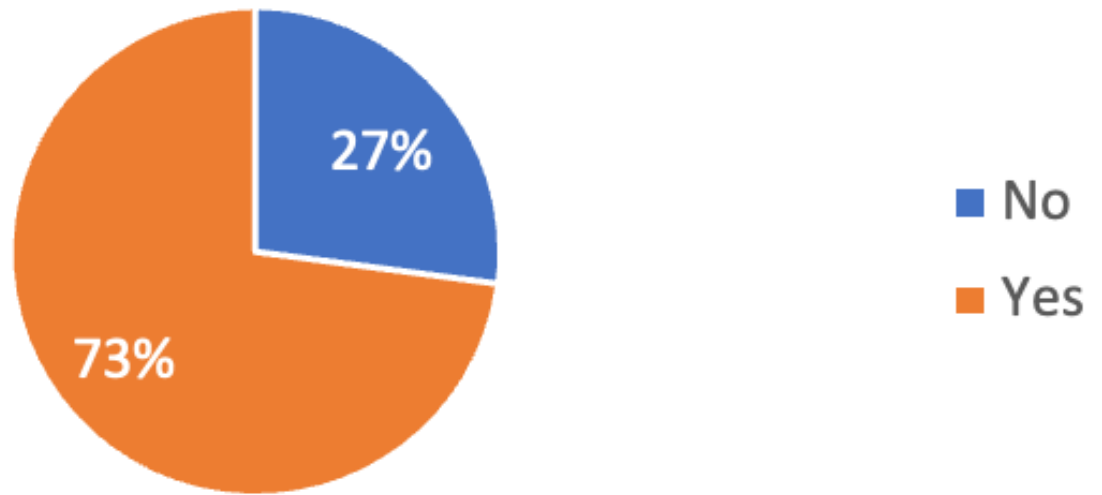
N=2,432



Graph 17: Identified Trusted Adult

Did you identify a trusted adult you will keep in touch with?

N=2,318



Graph 18: Transportation

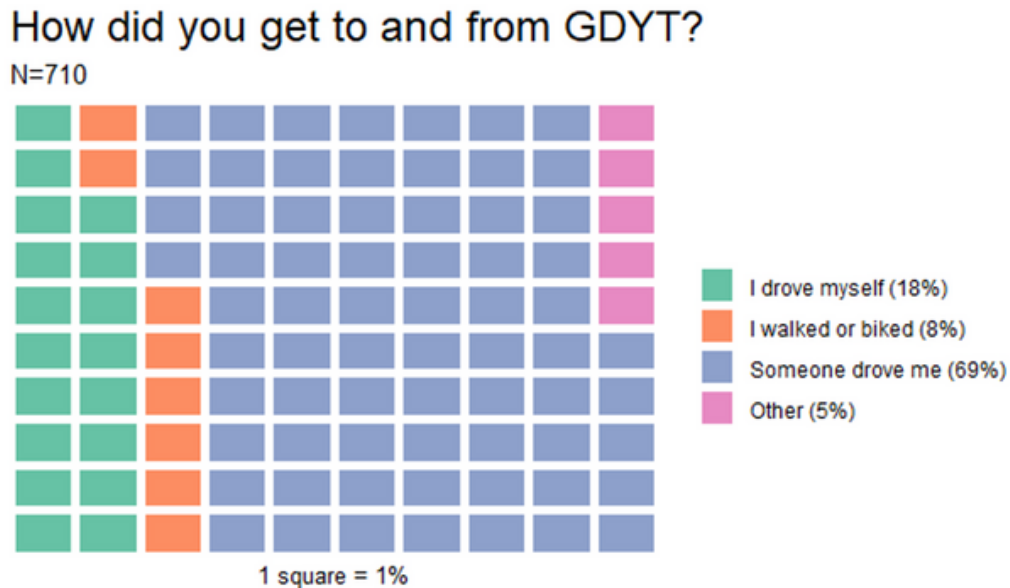
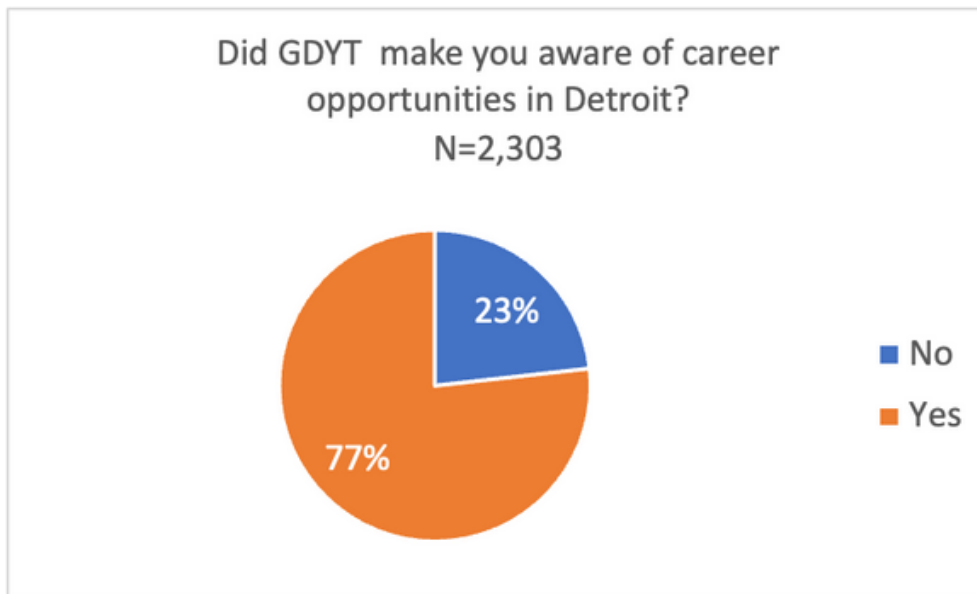


Figure 1: Other Transportation Responses

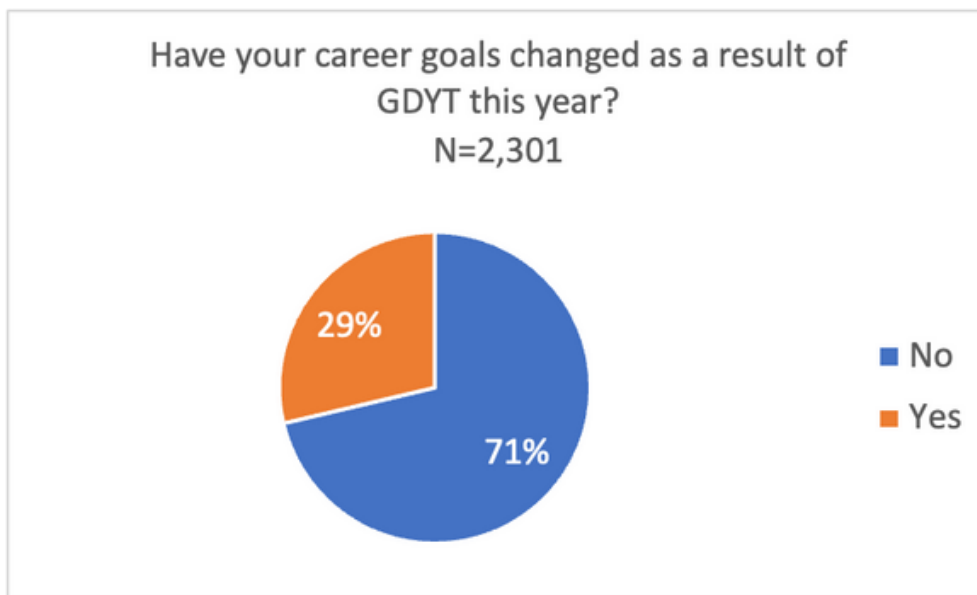


Figure 1: represents participants (other) responses to survey question about transportation used. The larger the theme the more responses present.

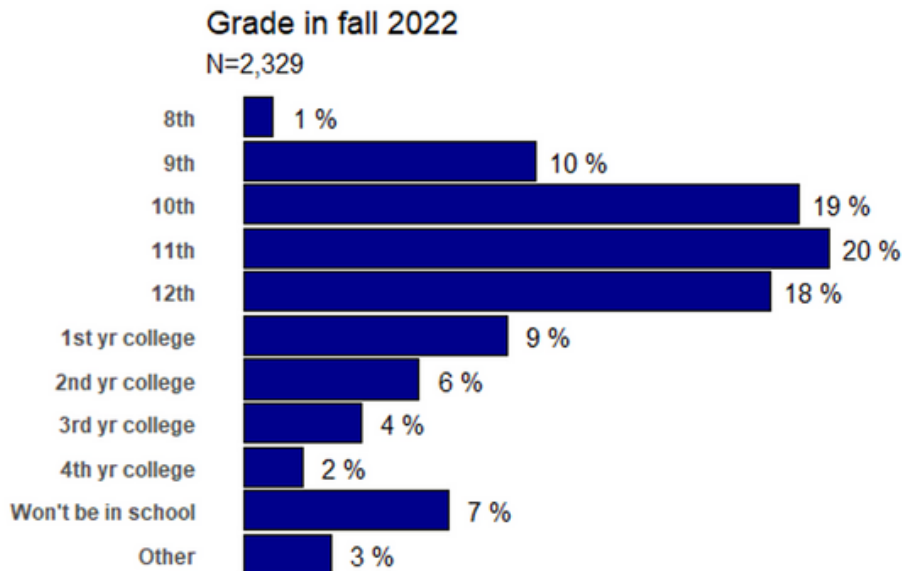
Graph 19: Detroit Career Opportunities



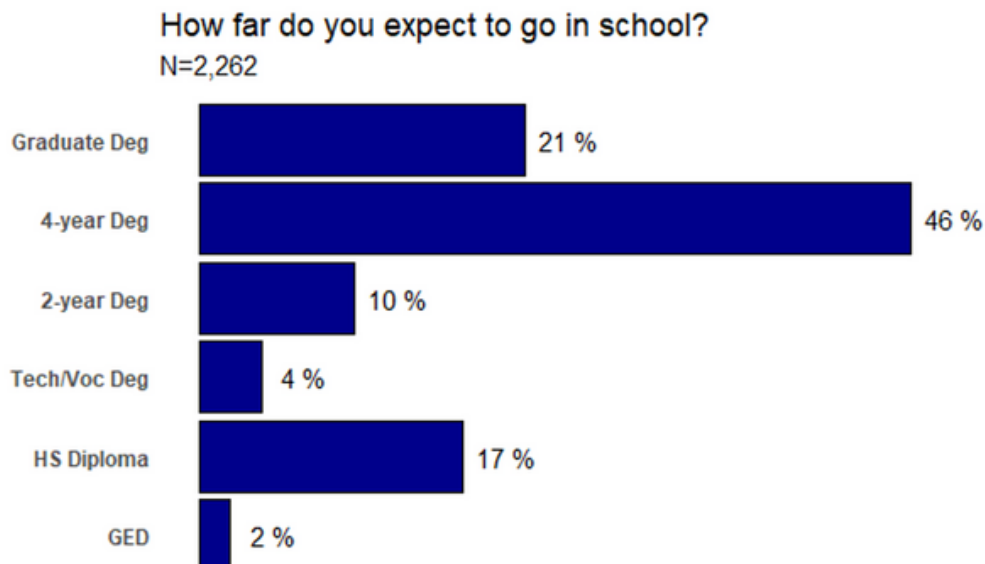
Graph 20: Changing Career Goals



Graph 21: Current Education

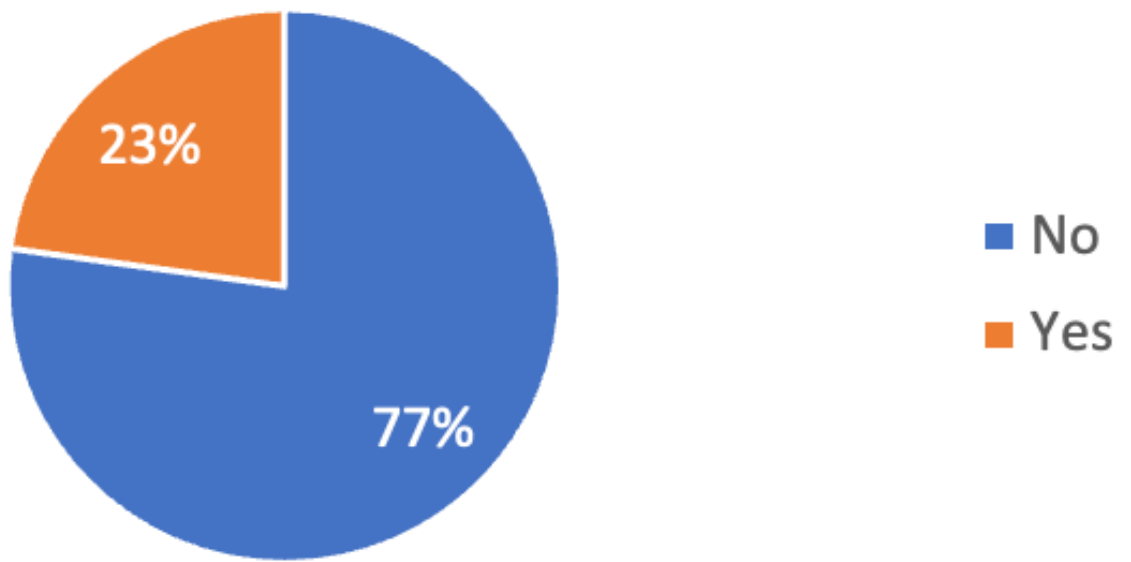


Graph 22: Plans for Future

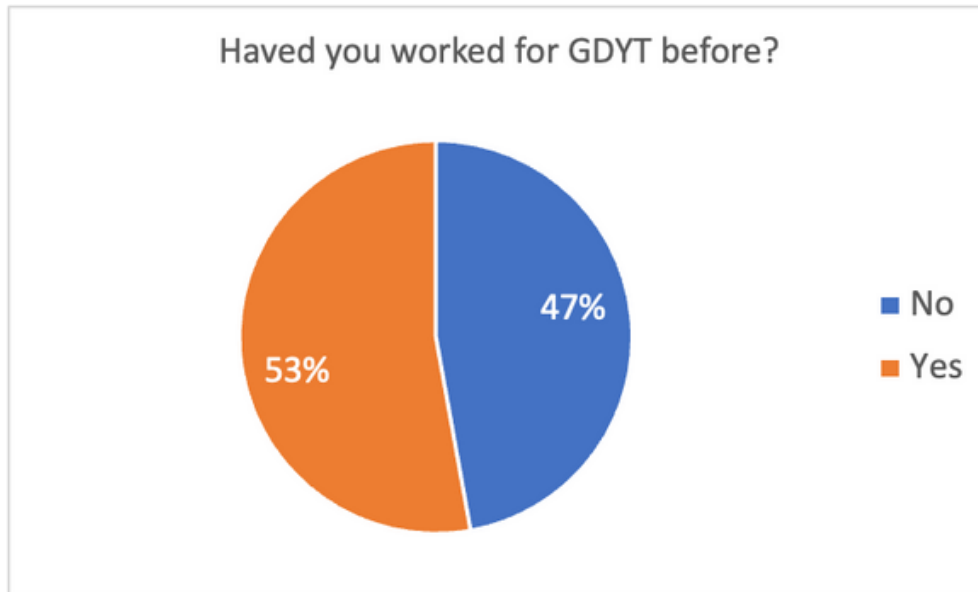


Graph 23: Junior Police Cadets

Were you a member of the Junior Police Cadets?
N=2,488



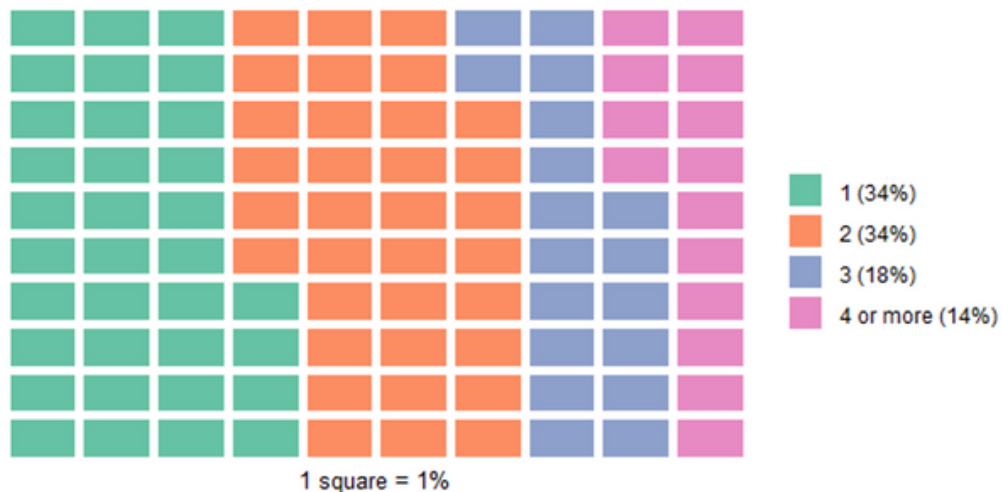
Graph 24: Prior GDYT Experience



Graph 25: Summers with GDYT

How many summers have you worked for GDYT?

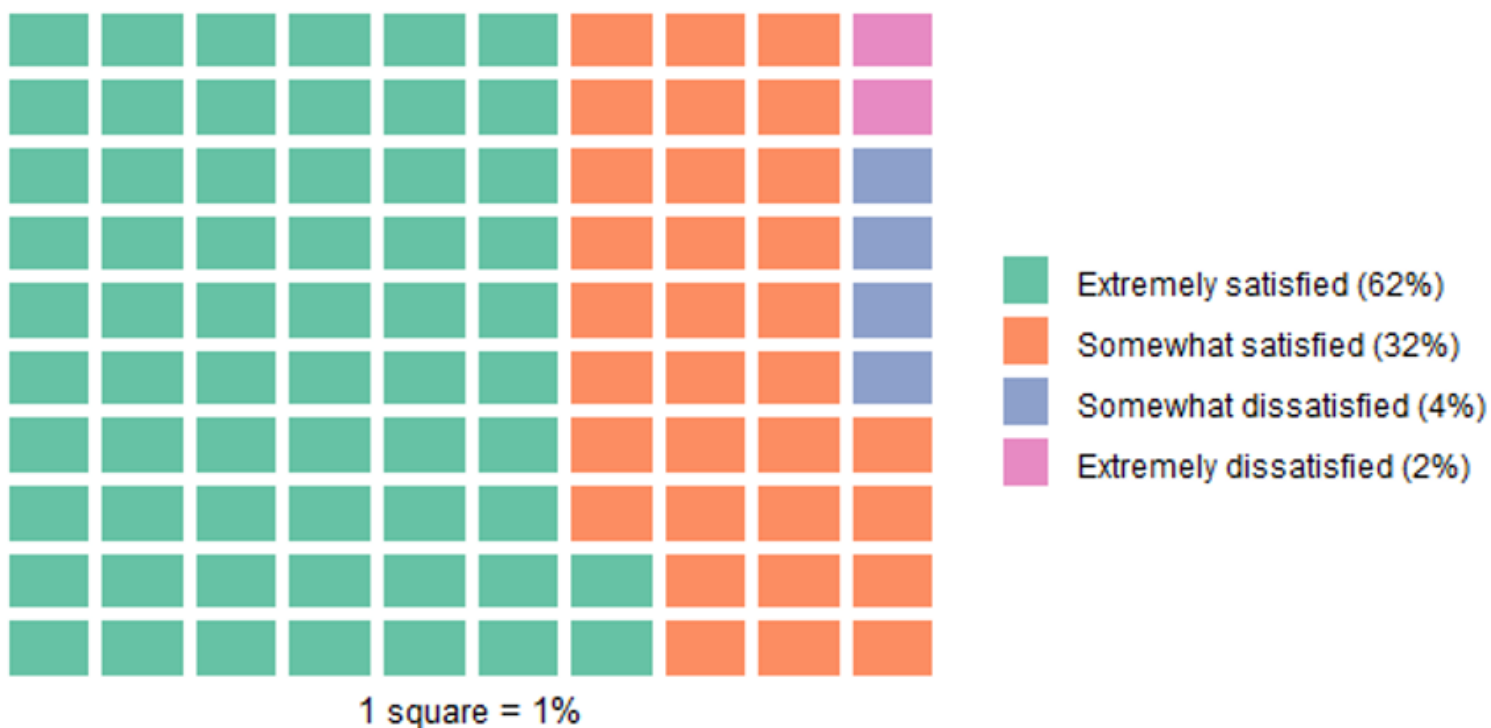
N=1,468



Graph 26: Satisfaction with GDYT

How satisfied were you with GDYT this year?

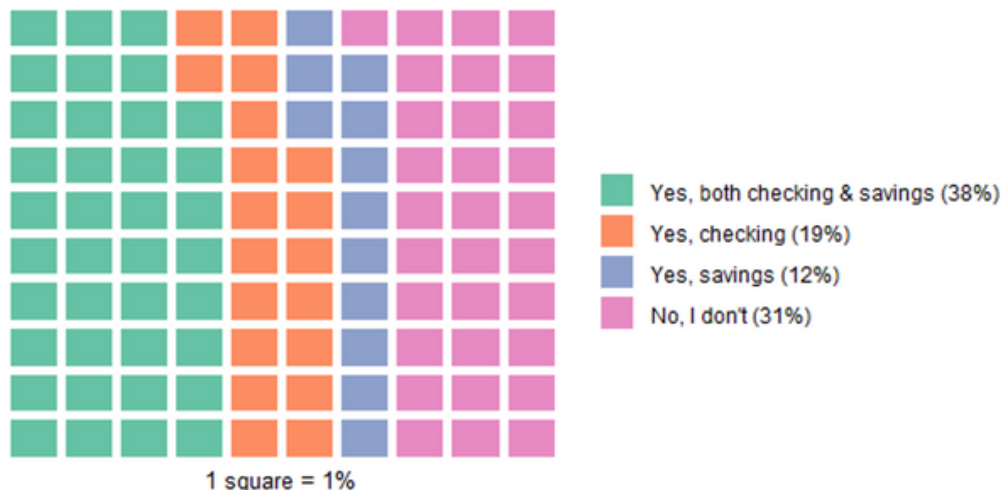
N=2,247



Graph 27: Bank Account

Do you have a bank account in your name?

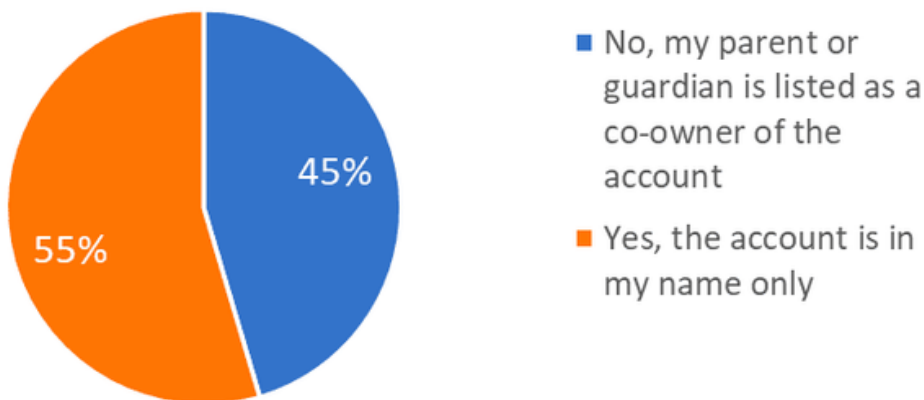
N=2,282



Graph 28: Bank Account Owner

Are you the owner of your bank account?

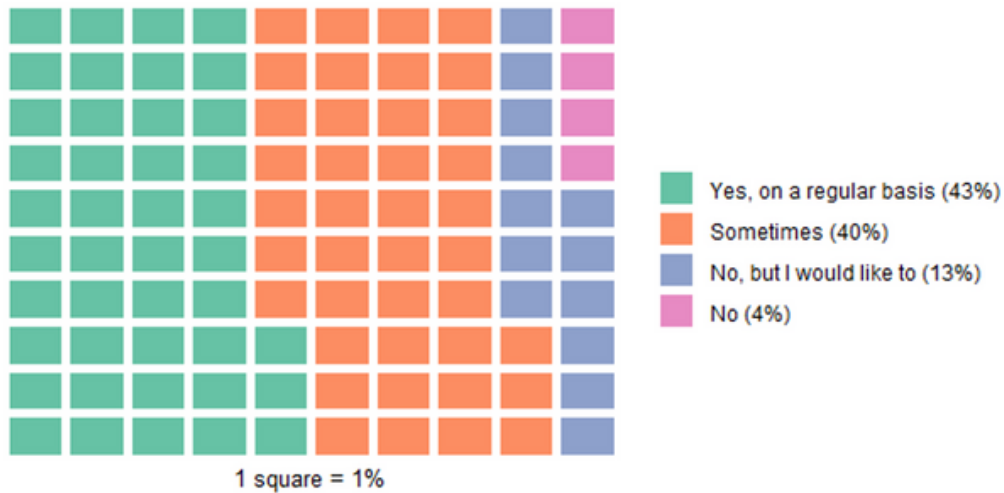
N=1,572



Graph 29: Budgeting Money

Have you started budgeting your money?

N=2,289



Graph 30: Money Earned

What did you do with the money you earned?

N=2,285

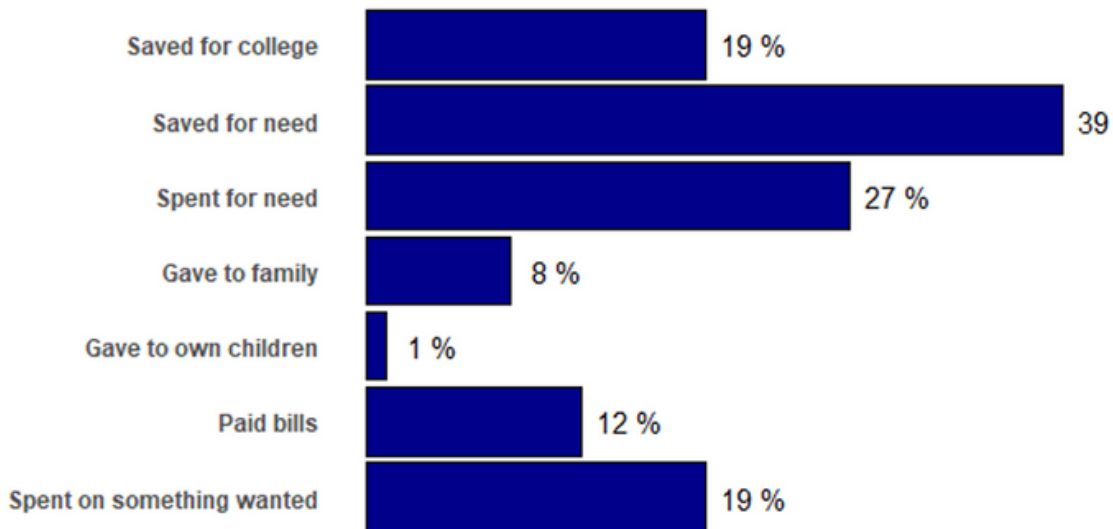
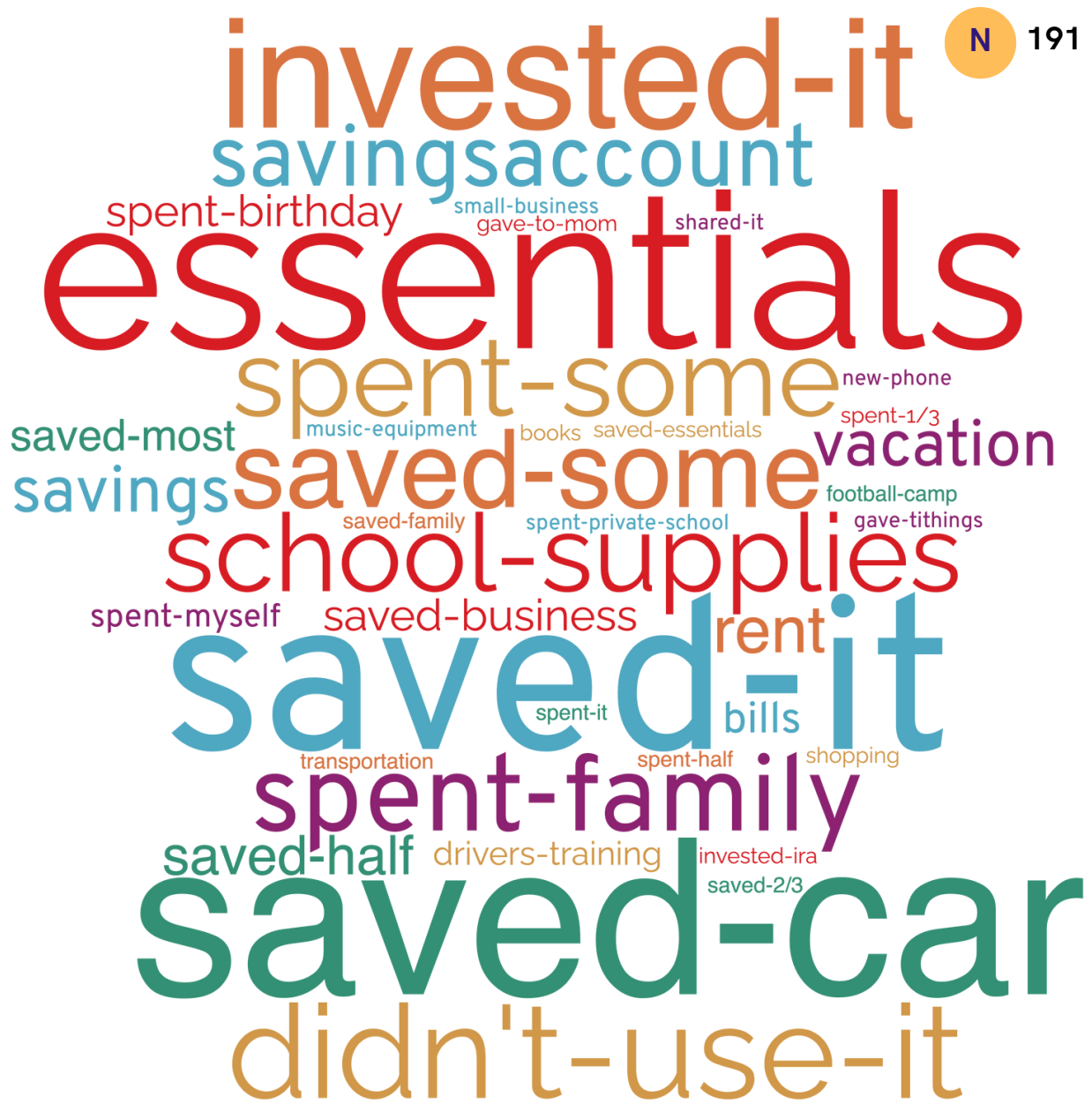


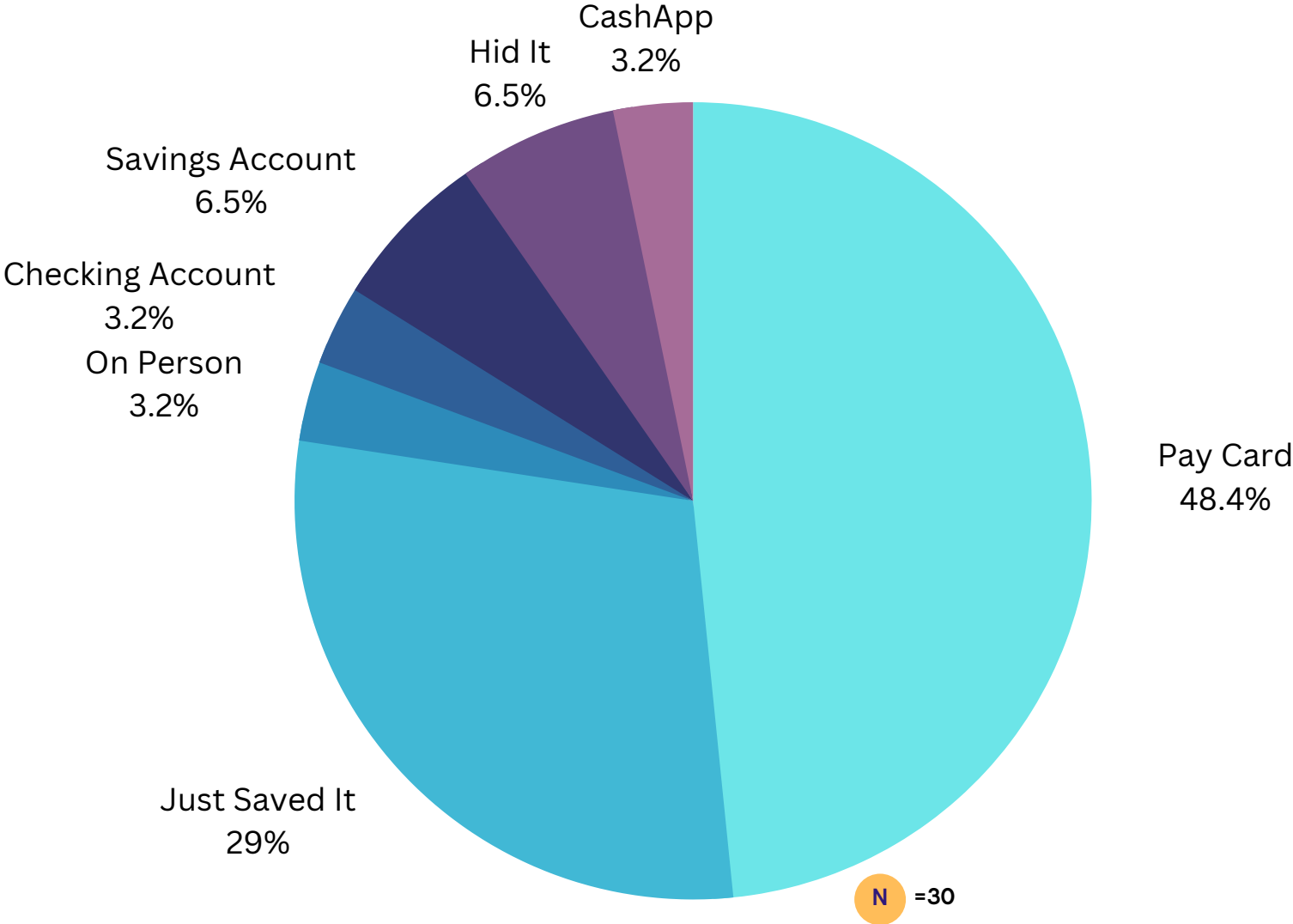
Figure 3: What did you do with the money you earned this summer? (OTHER RESPONSES)



This figure highlights individuals 'other' responses to the prompt on what they did with the money earned.

The more responses the larger the text.

Graph 31: If you saved all or part of the money you earned this summer, please indicate how you saved your money. (OTHER RESPONSES)



SAVINGS KEY QUOTES

“Pay Card”

"I kept some on my prepaid card just incase and I put some away in physical form."

"I used some on clothes and shoes I needed for school and kept the rest on my card and just didn't spend it."

“ Hid It ”

"Kept some hidden at home"

"Kept the money on my card & hid it."

“Checking Account”

"I'm planning to move it to a checking account."

“Just Saved It”

"Make sure to not spend it at all."

"I haven't touched it."

“CashApp”

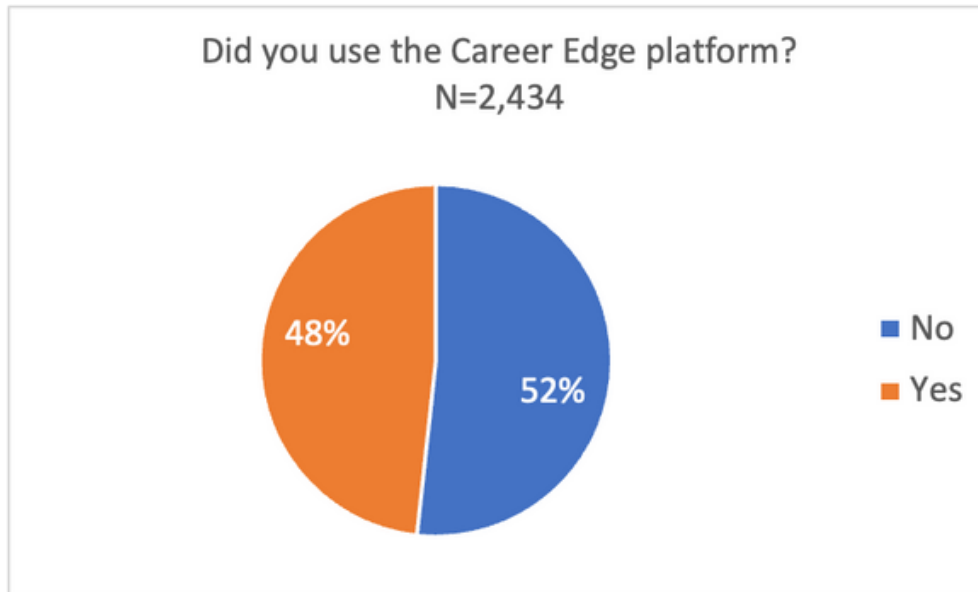
"It's on my CashApp bc I don't have a bank account"

“Savings Account”

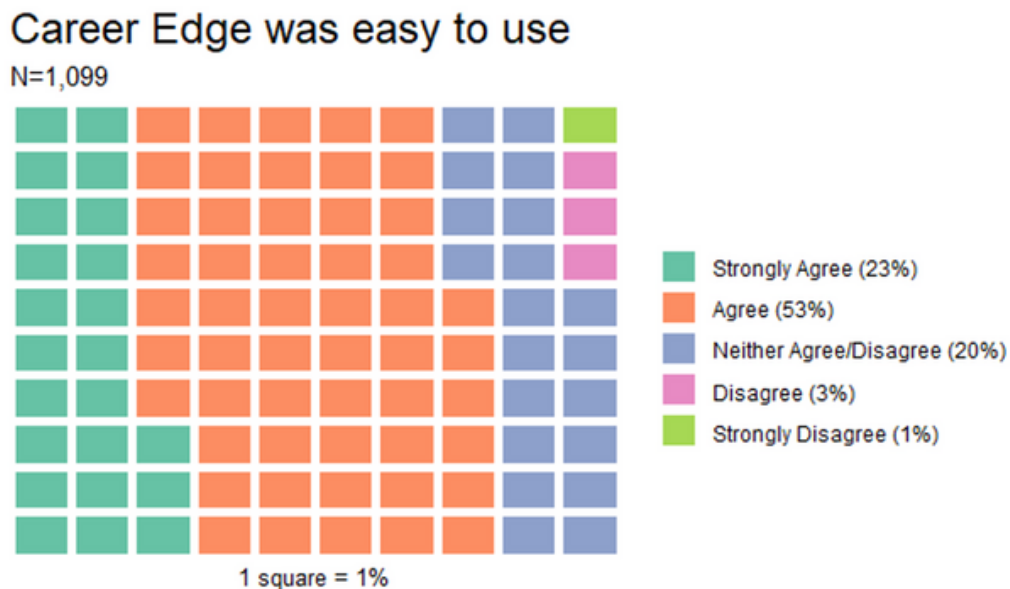
"My mother made sure that I spent my money wisely as well as save some."

"Kept the money on the card but plan to withdraw it and store it in a saving account."

Graph 32: Career Edge



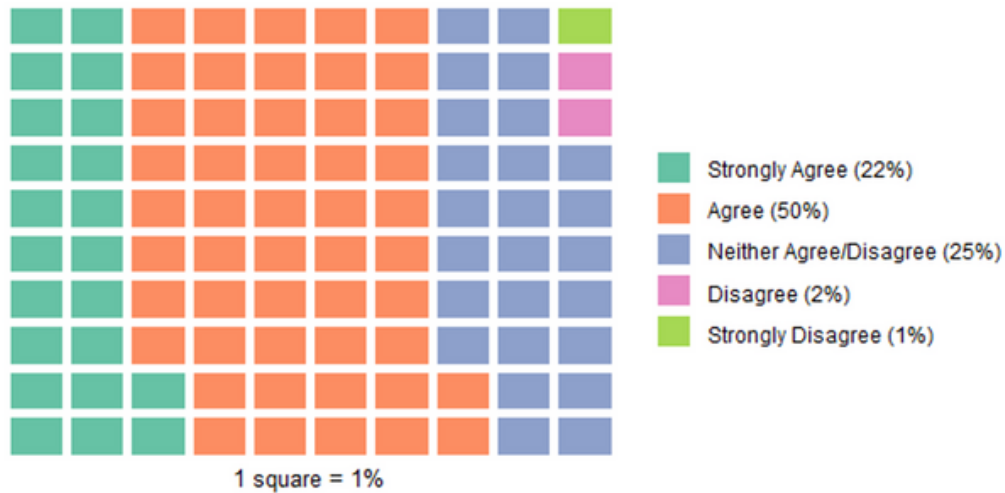
Graph 33: Career Edge Easy to Use



Graph 34: Career Edge Engaging?

Career Edge was engaging

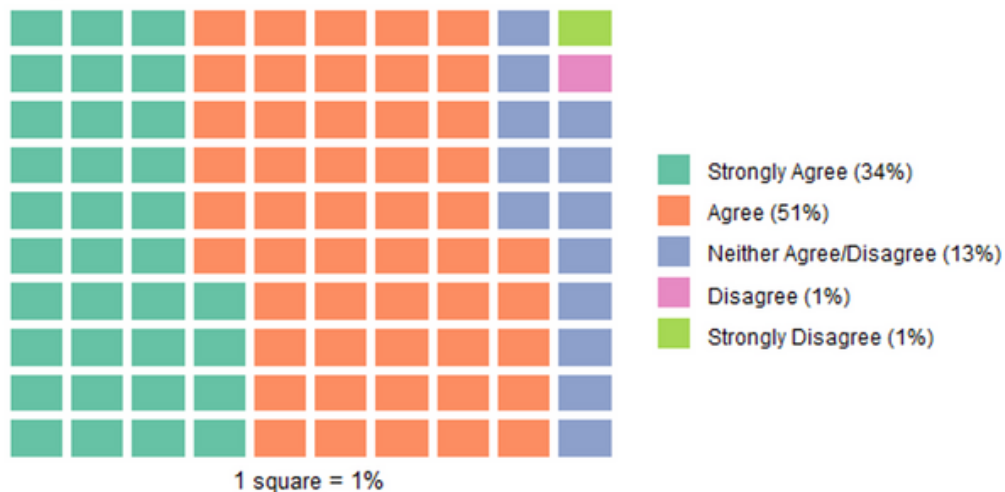
N=1,084



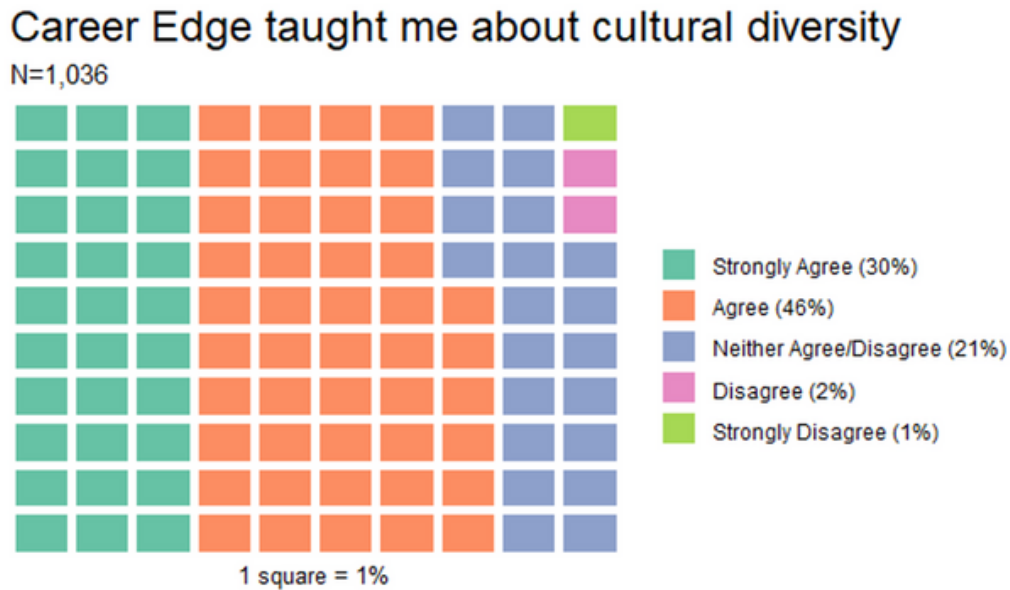
Graph 35: Career Edge Future Planning

Career Edge had information for my future

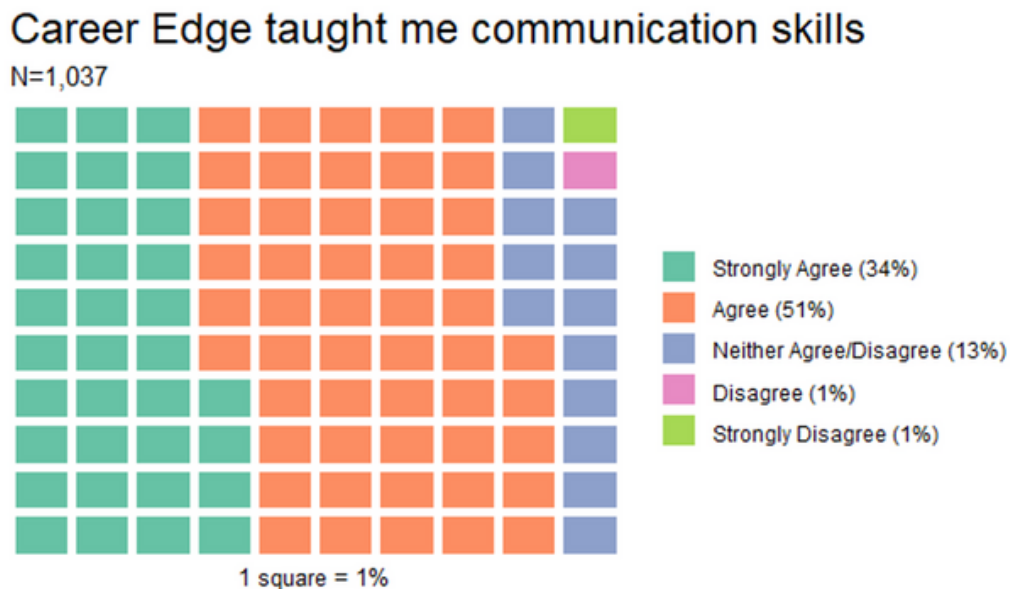
N=1,037



Graph 36: Career Edge Cultural Diversity



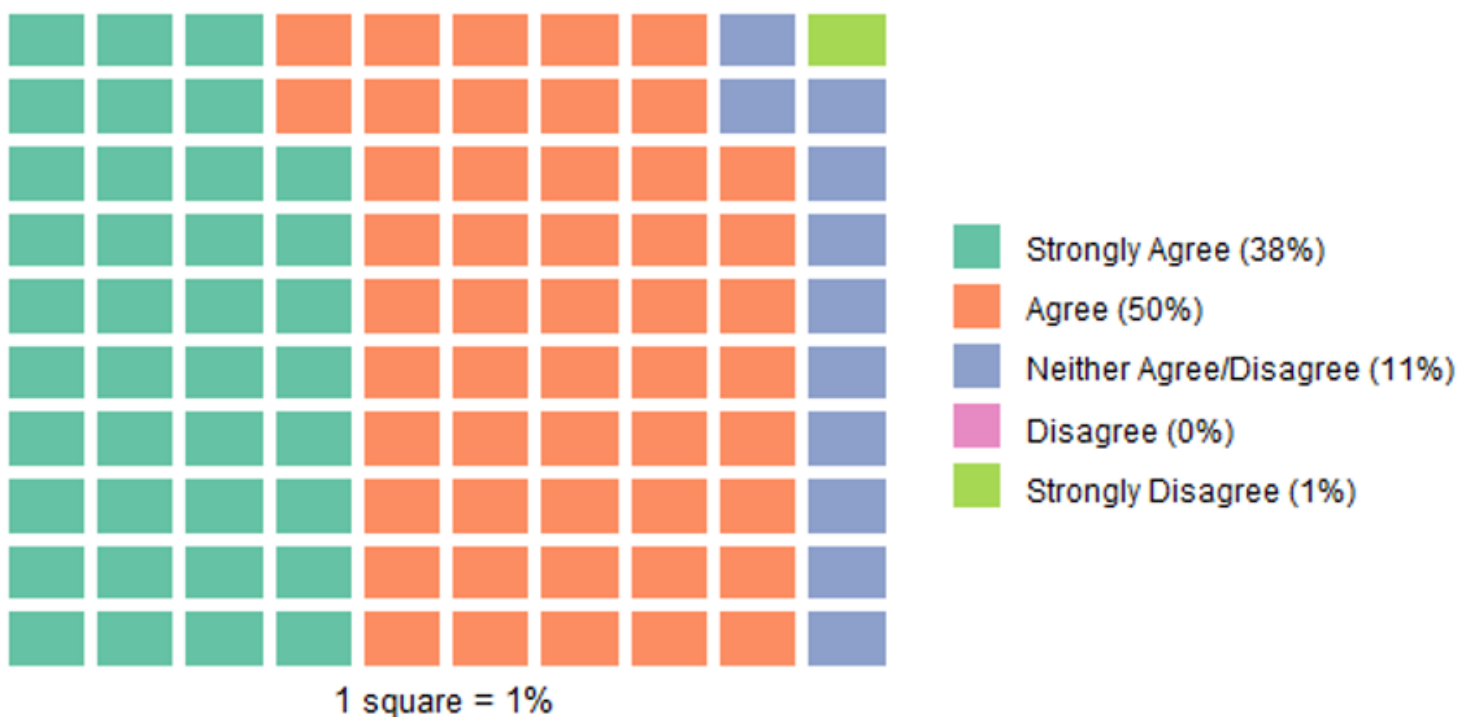
Graph 37: Career Edge Communication Skills



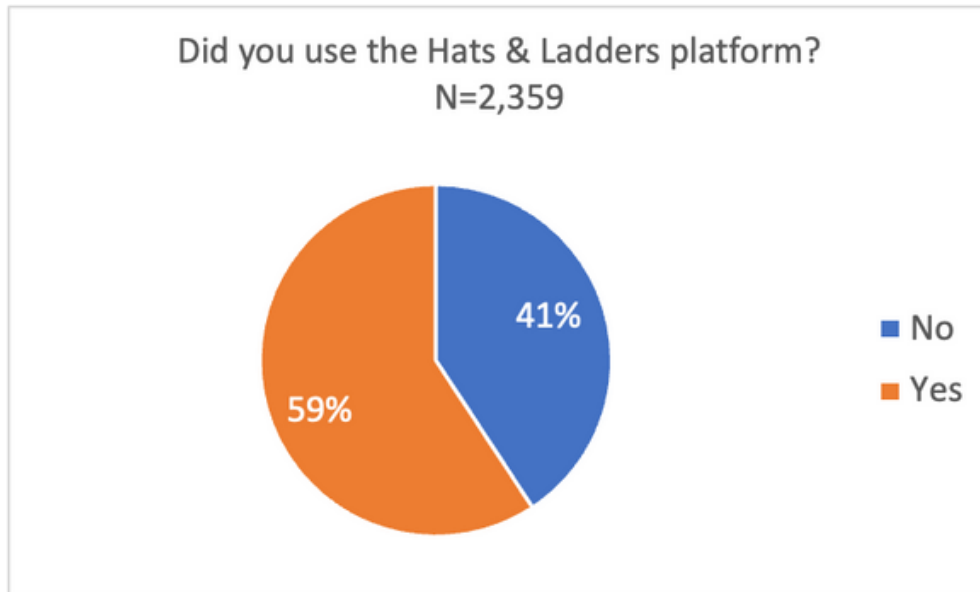
Graph 38: Career Edge Work Success

Career Edge taught me to be successful at work

N=1,039



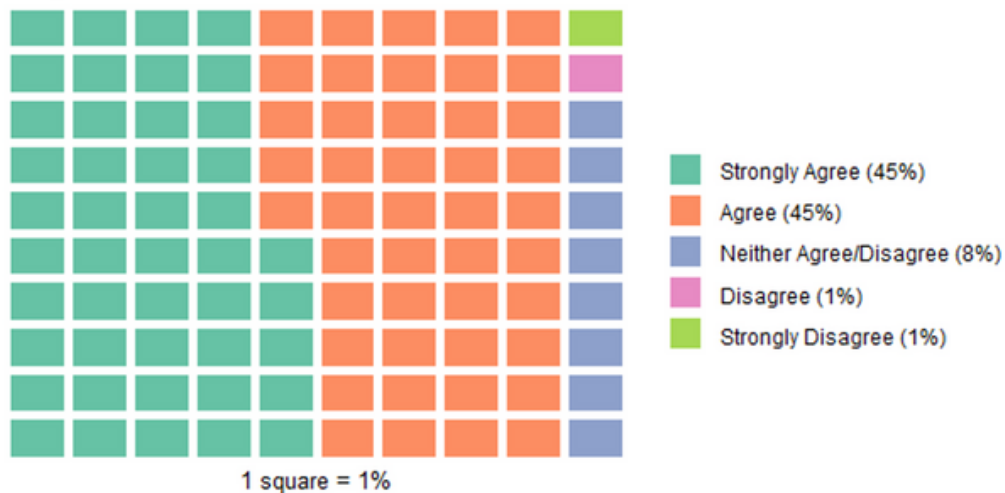
Graph 39: Hats & Ladders



Graph 40: Hats & Ladders Ease of Use

Hats & Ladders was easy to use

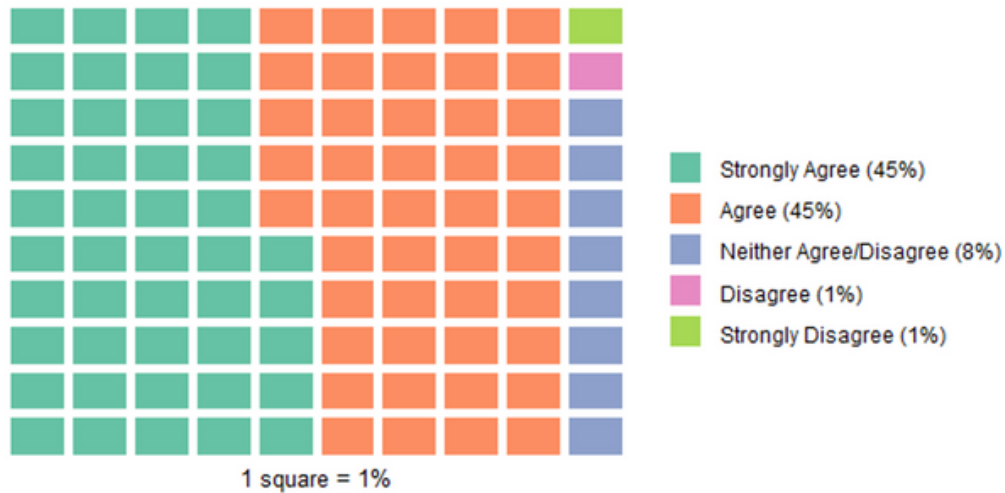
N=1,368



Graph 41: Hats & Ladders

Hats & Ladders was engaging

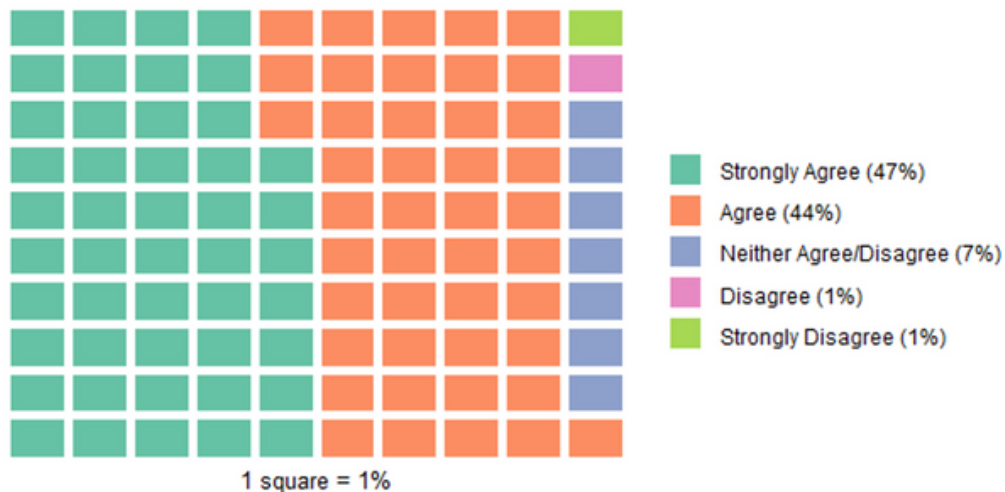
N=1,352



Graph 42: Hats & Ladders Future Planning

Hats & Ladders had information for my future

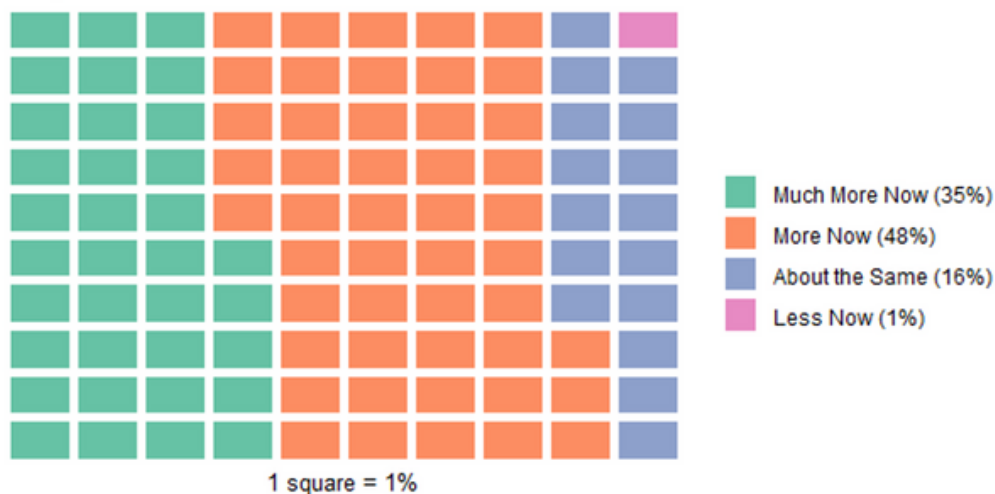
N=1,358



Graph 43: Hats & Ladders Career Fields

Because of Hats & Ladders I know career fields

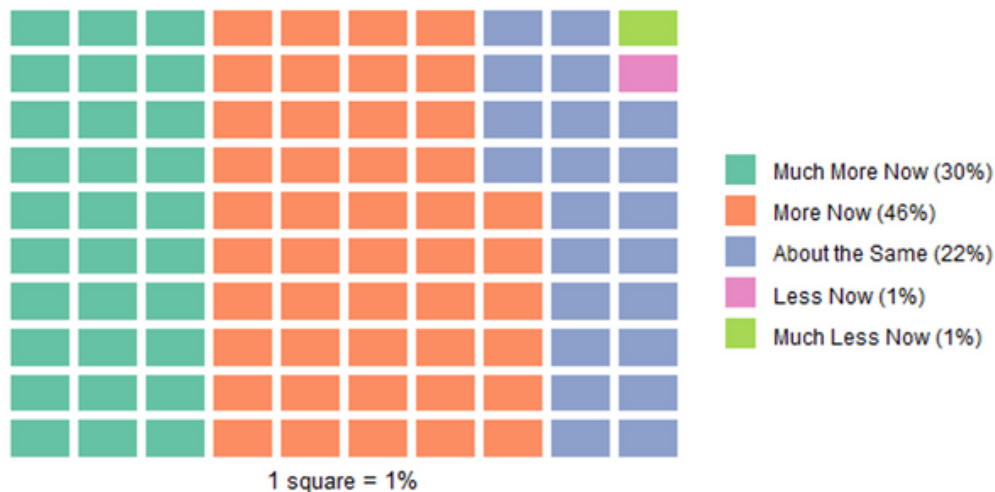
N=1,366



Graph 44: Hats & Ladders Skills

Because of Hats & Ladders I know my top skills

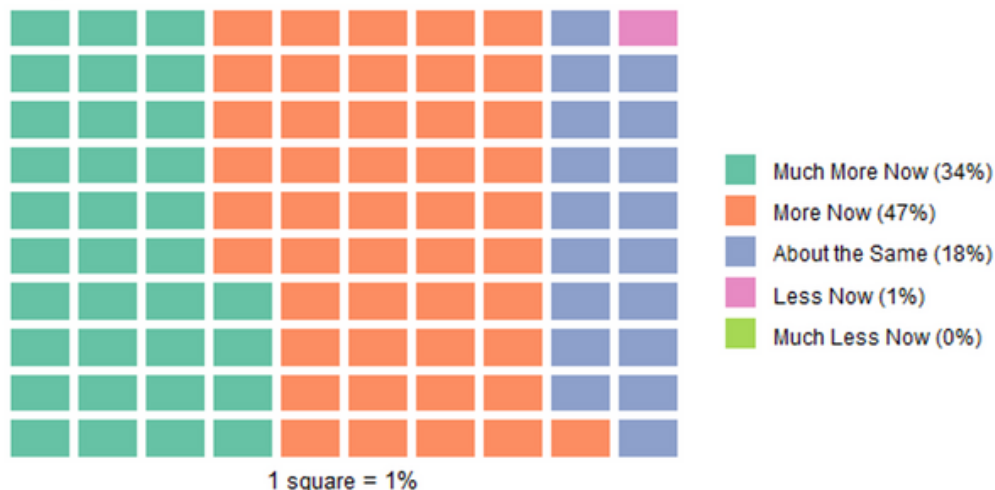
N=1,379



Graph 45: Hats & Ladders Education

Because of Hats & Ladders I know ed. requirements

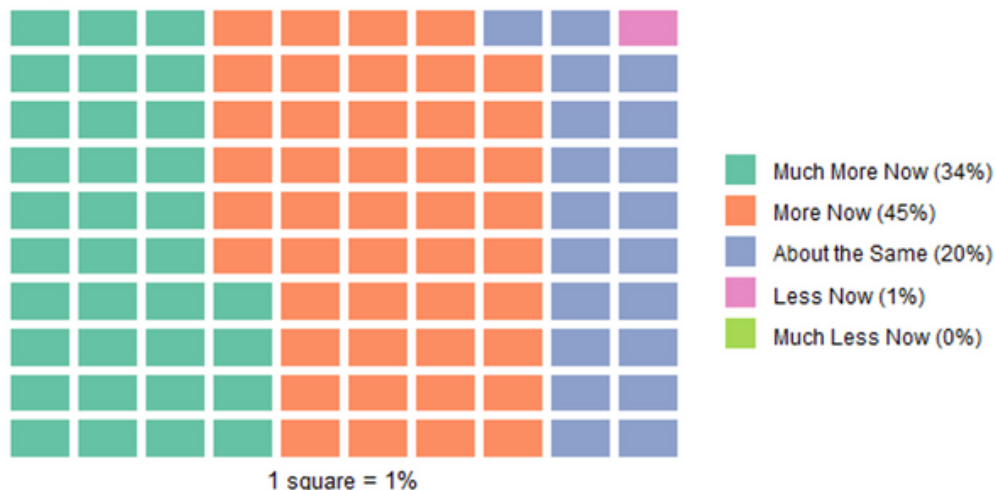
N=1,367



Graph 46: Hats & Ladders Pay Range

Because of Hats & Ladders I know pay ranges

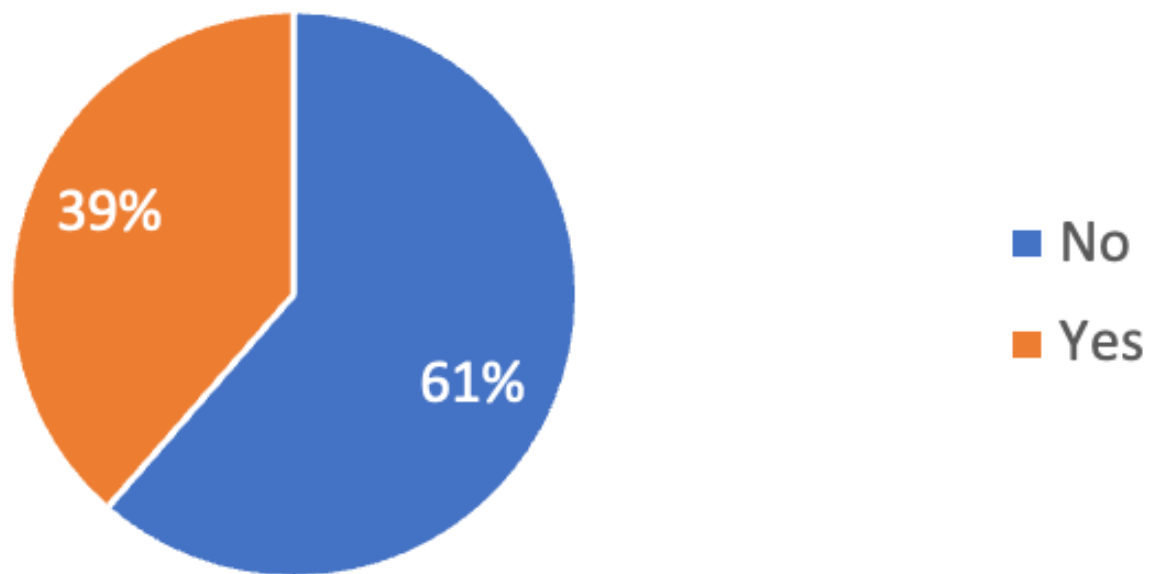
N=1,364



Graph 47: GDYT Application

Did you use the GDYT App this summer?

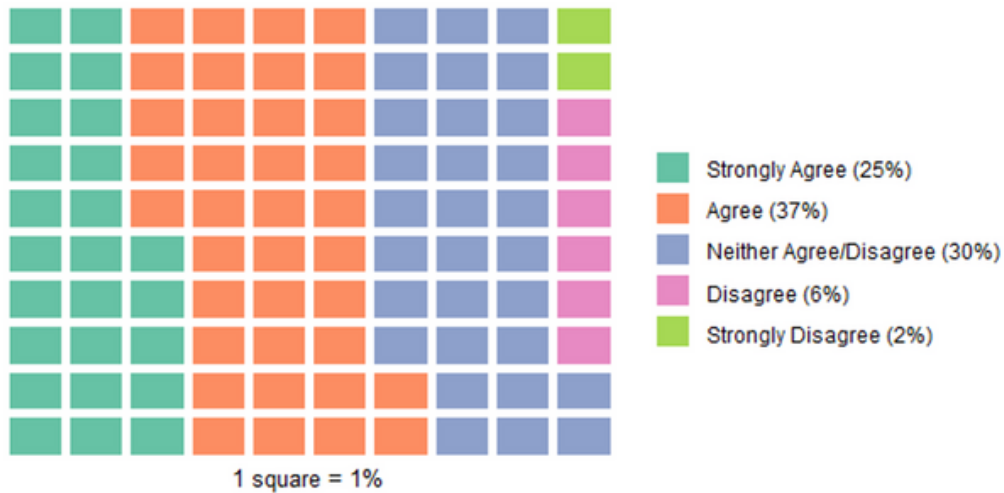
N=2,362



Graph 48: GDYT App Identify Bank

The GDYT App helped me identify a bank

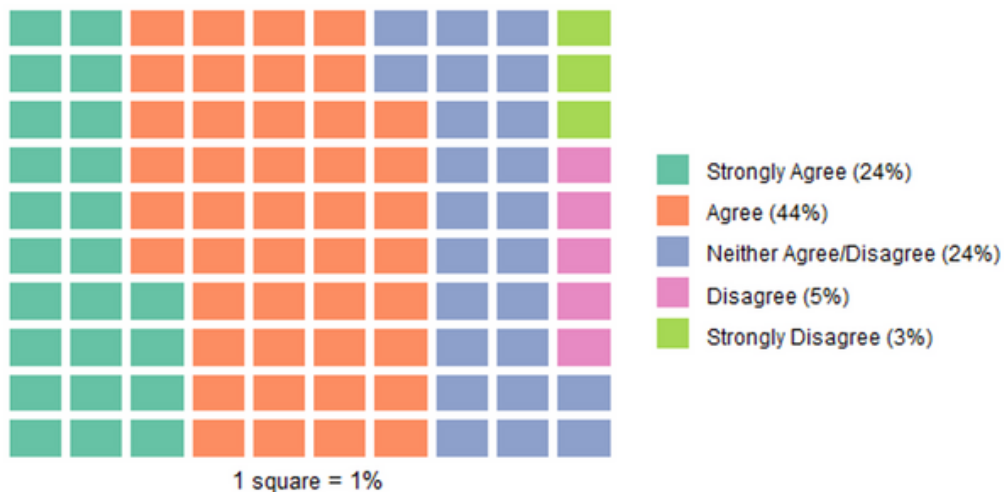
N=877



Graph 49: GDYT App Money Management

The GDYT App helped me to manage money

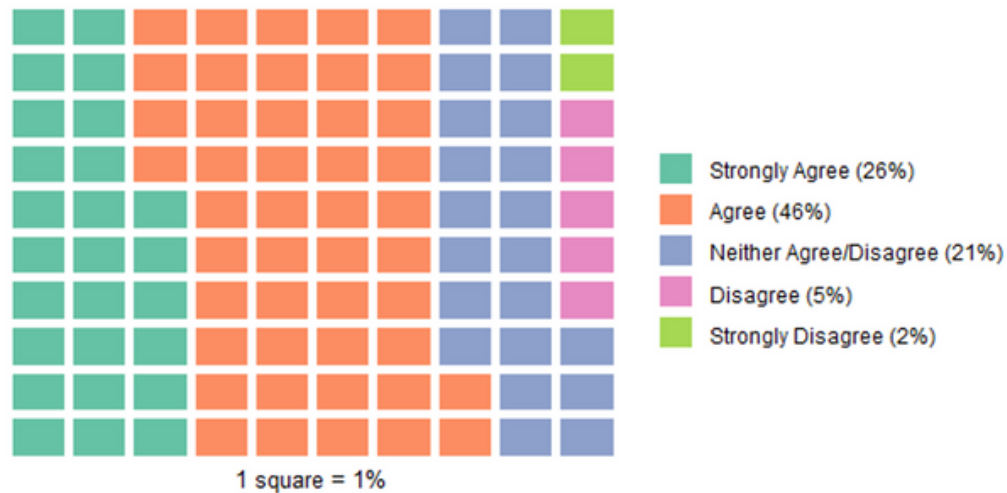
N=899



Graph 50: GDYT Application Financial Goals

The GDYT App help me set financial goals

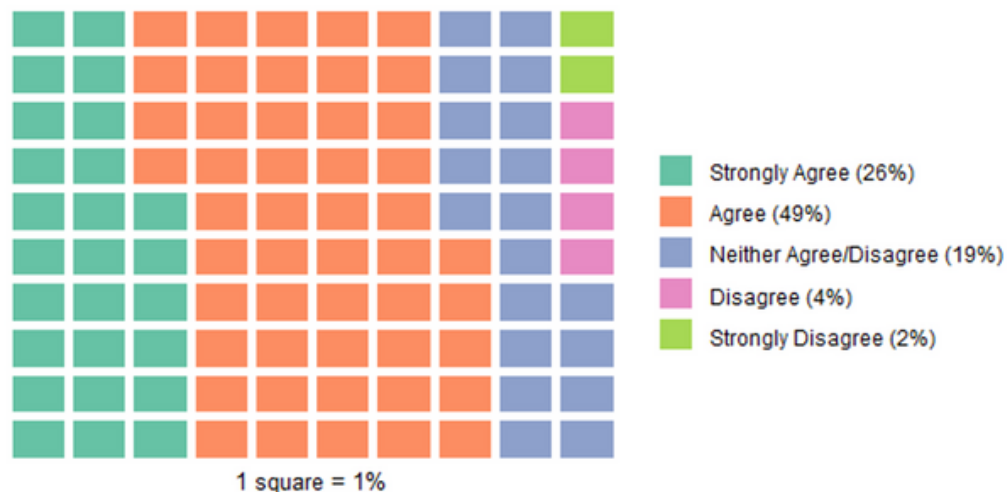
N=886



Graph 51: GDYT App Ease of Use

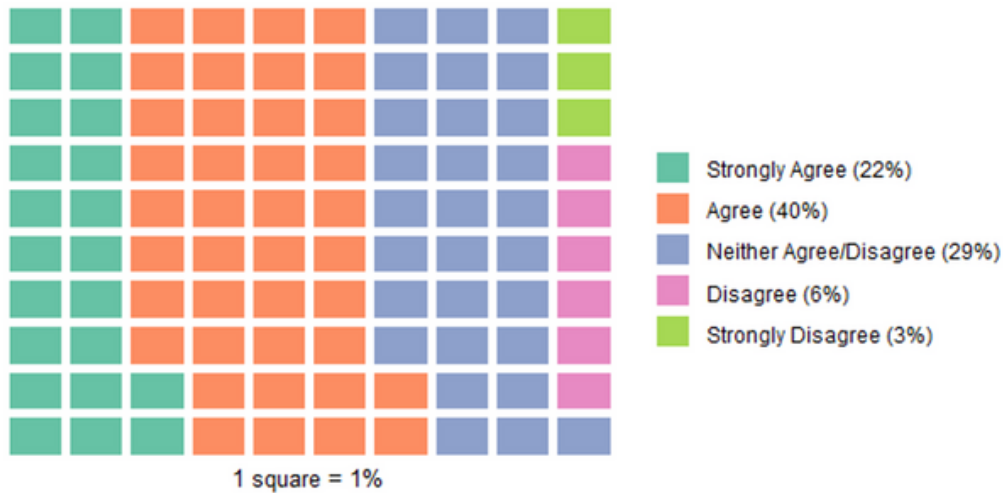
The GDYT App was easy to use

N=897



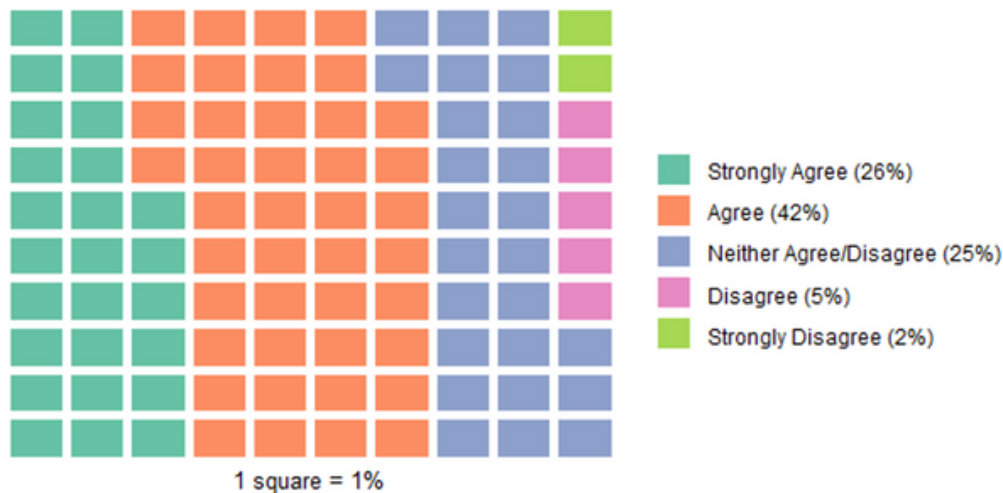
Graph 52: GDYT Engaging

They GDYT App was engaging
N=883



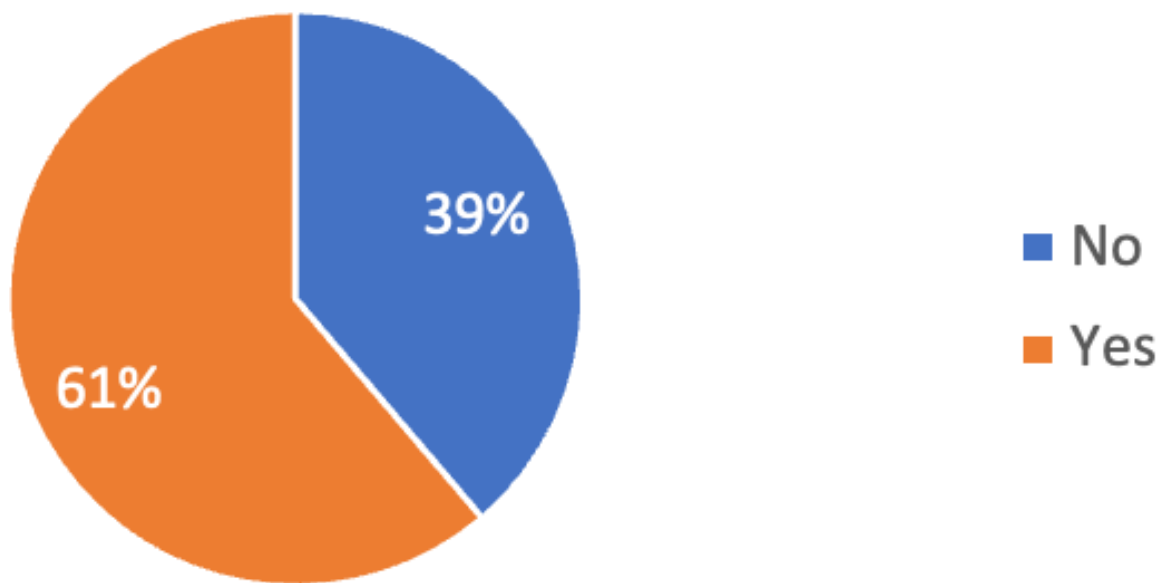
Graph 53: GDYT App Information for Future

The GDYT App had information for my future
N=884



Graph 54: SEL Huddle Sessions

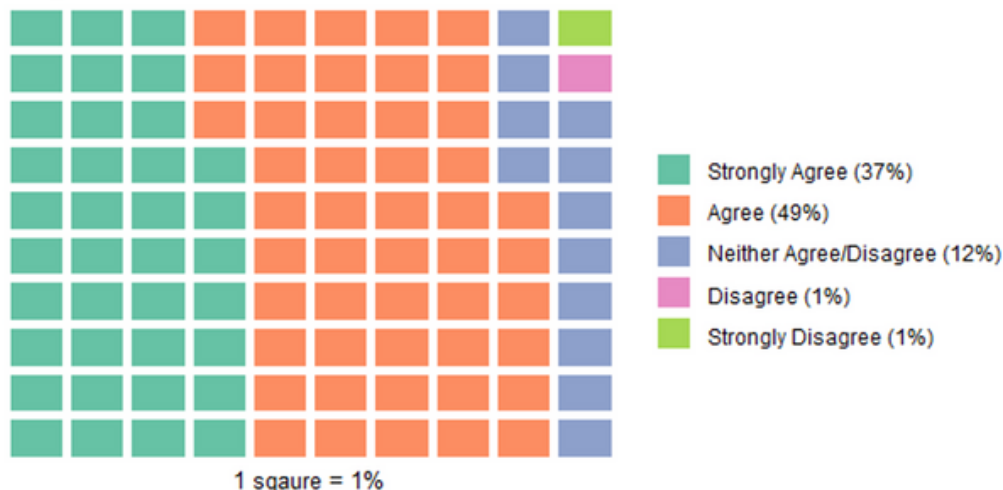
Did you participate in GDYT SEL Huddle sessions?
N=2,353



Graph 55: Huddle Emotional Skills

Huddle: I got to try new emotional skills

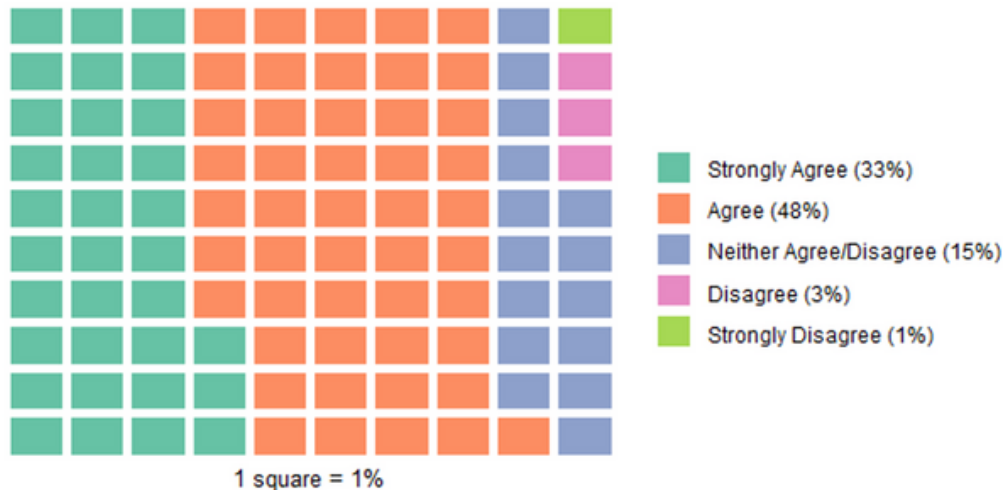
N=1,428



Graph 56: Huddle Ice Breakers

Huddle: I got to learn other through ice breakers

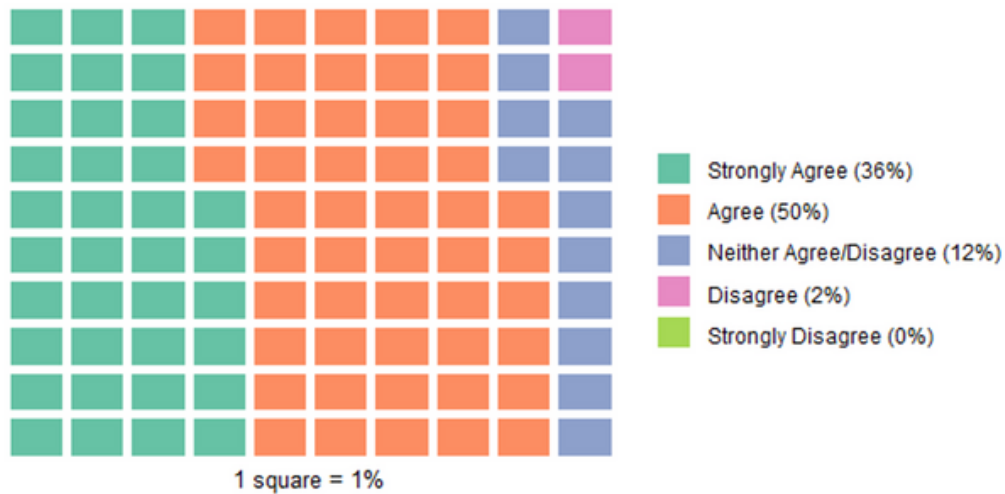
N=1,425



Graph 57: Huddle: New Skills

Huddle: I got to learn new skills

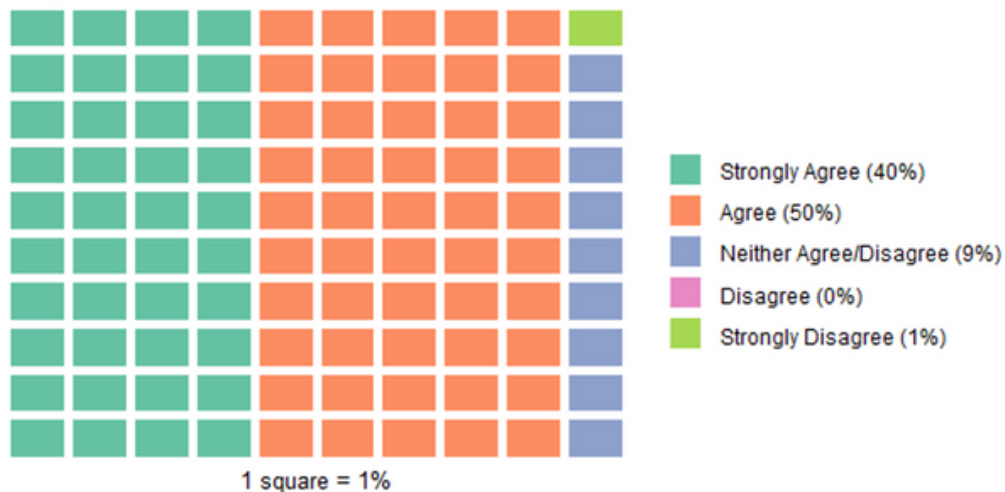
N=1,414



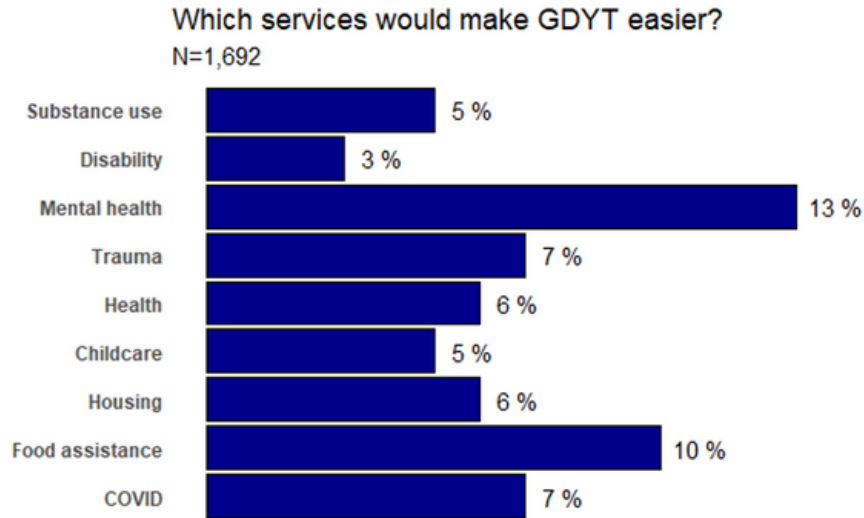
Graph 58: Huddle: Inclusion

Huddle: I felt included

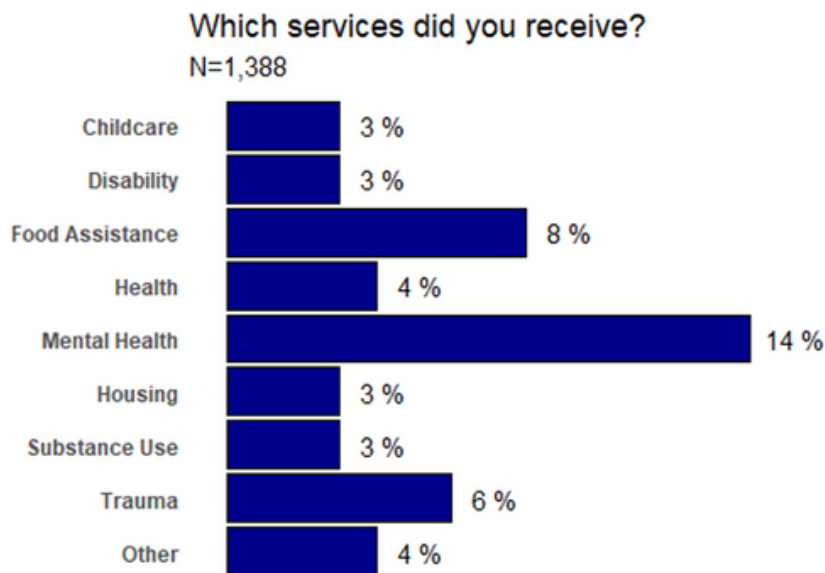
N=1,425



Graph 59: Helpful Services



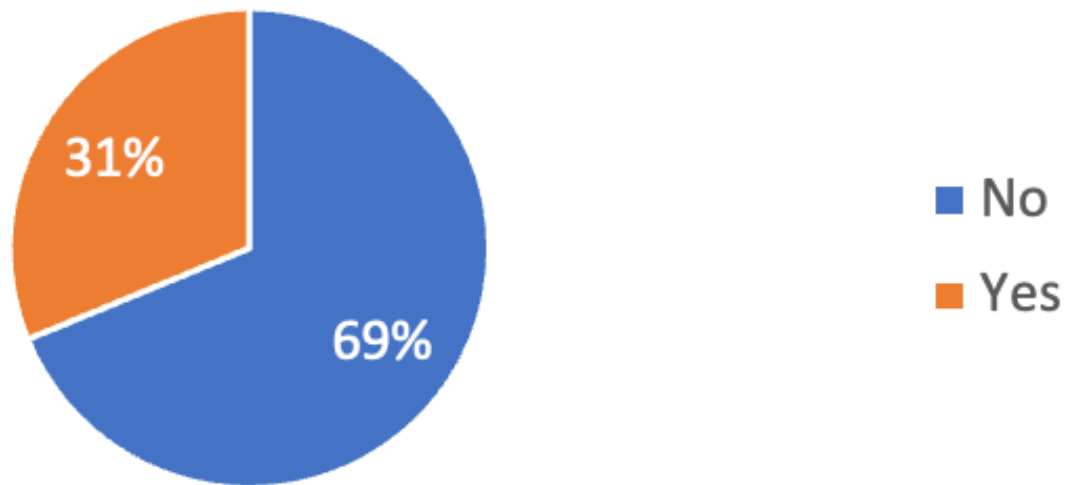
Graph 60: Services Received



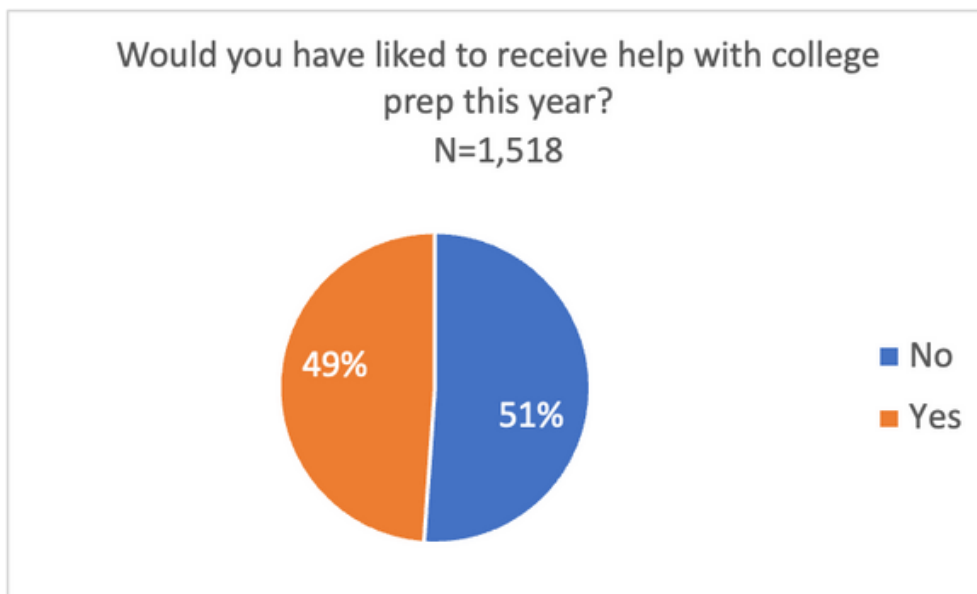
Graph 61: College Prep - Received

Did you receive help with college prep this summer?

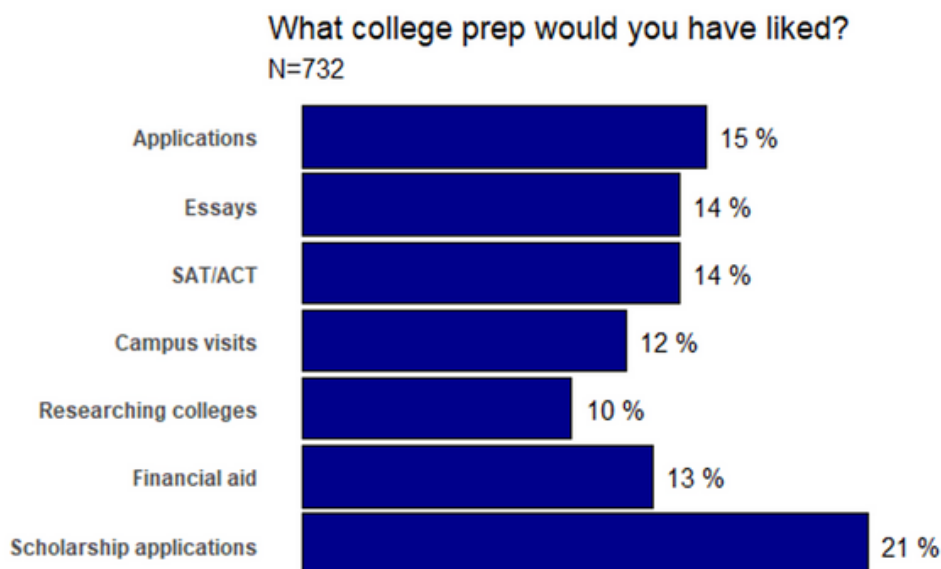
N=2,231



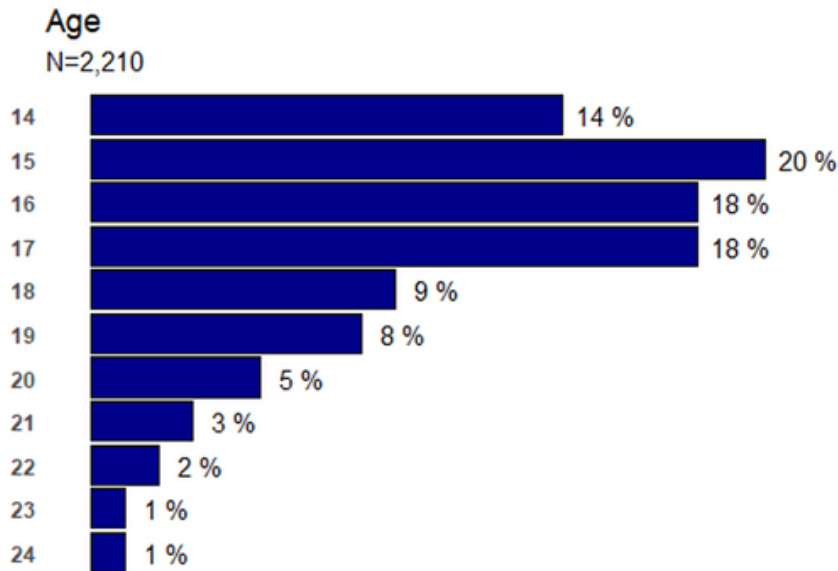
Graph 62: College Prep - Wanted



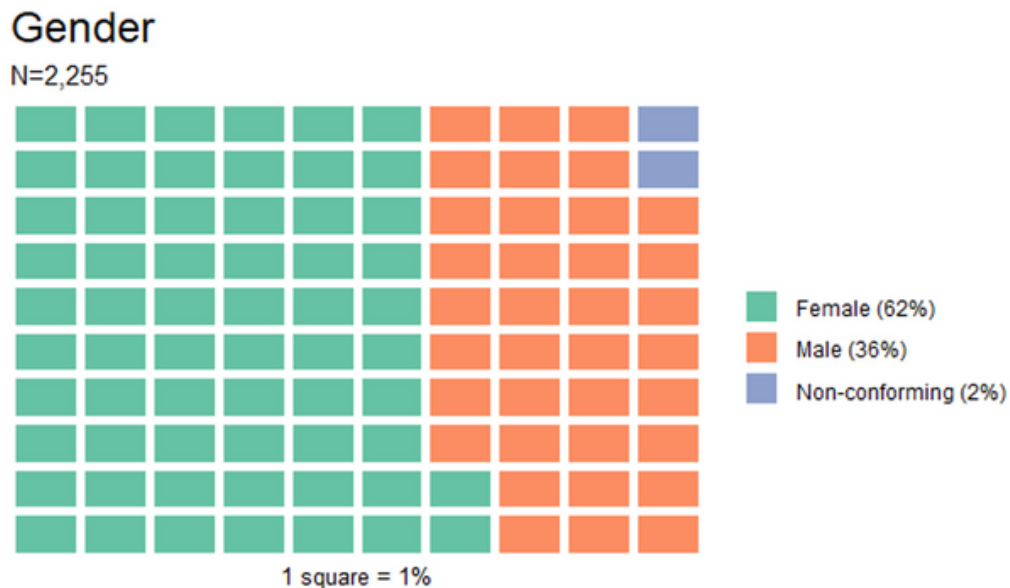
Graph 63: Type of College Prep



Graph 64: Age of Participants



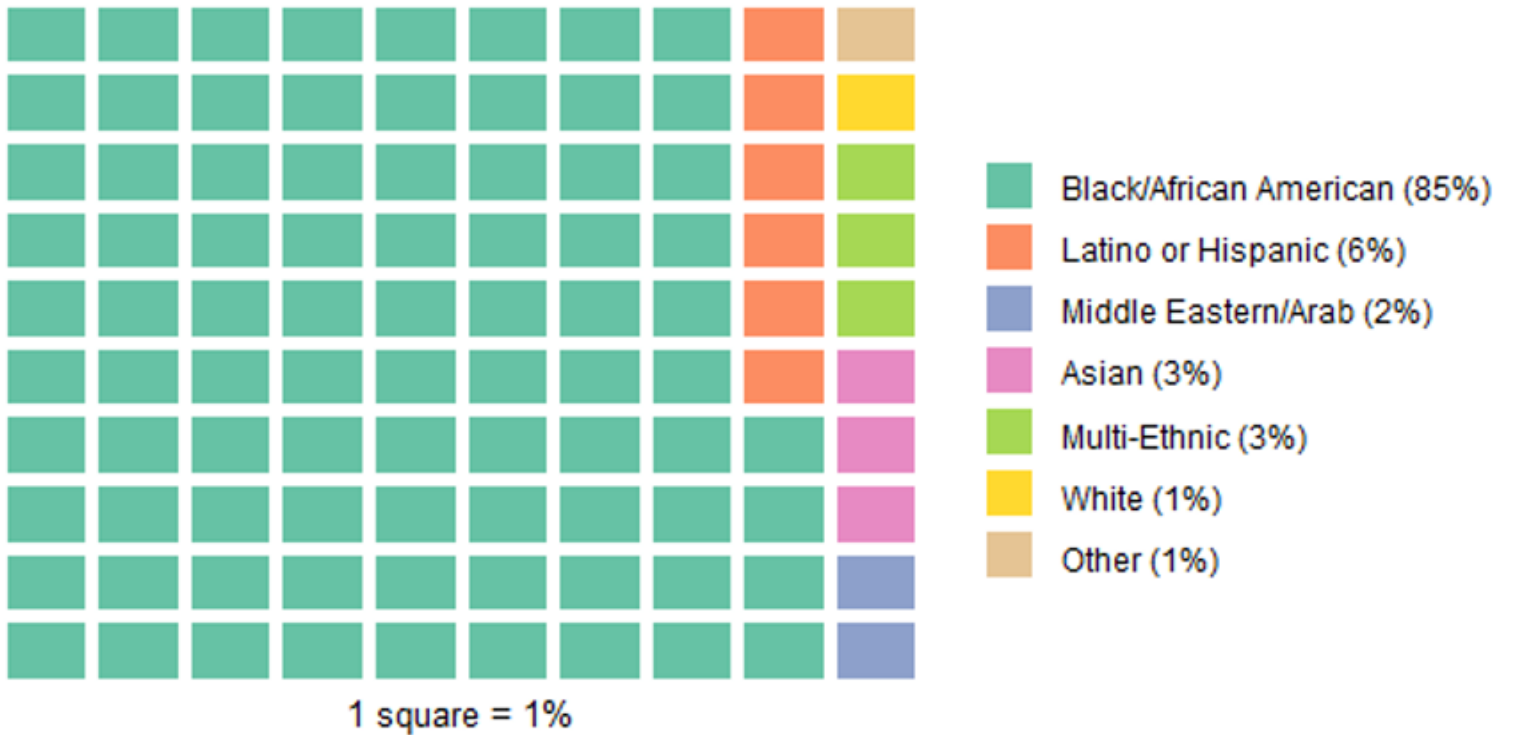
Graph 65: Gender of Participants



Graph 66: Race of Participants

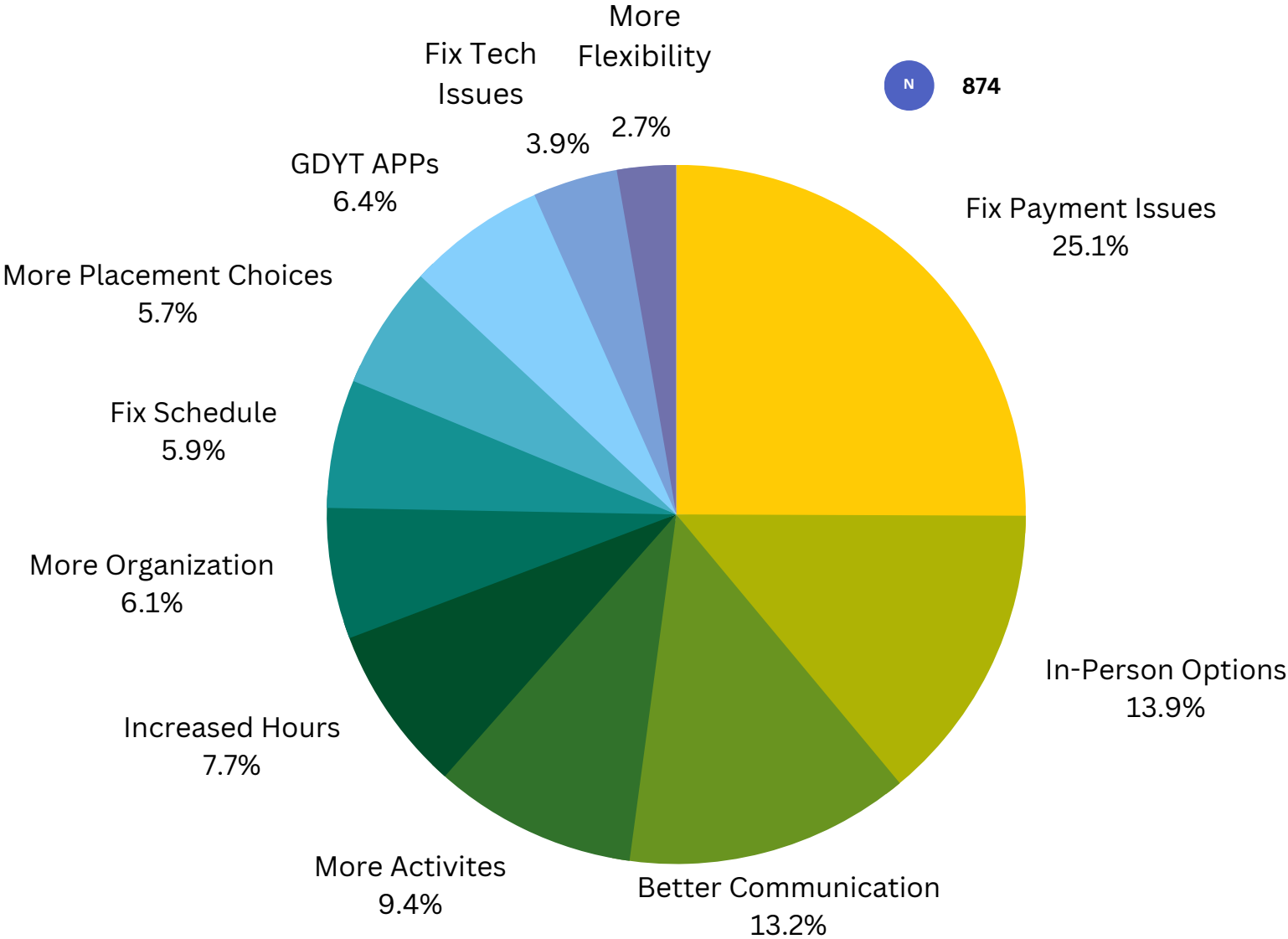
Race

N=2,246



Qualitative Responses

Graph 67: How could we have made this year's GDYT experience better?



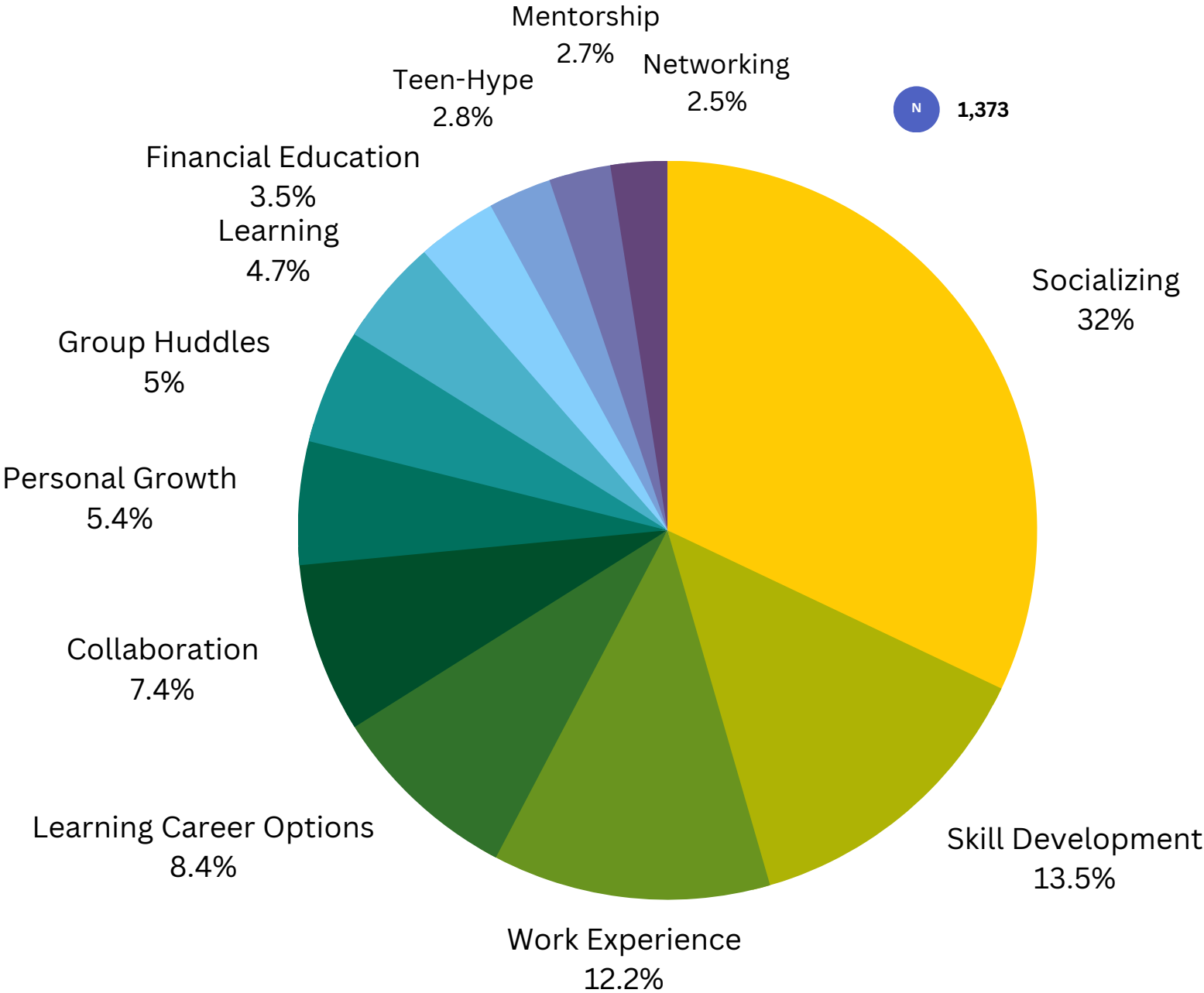
Qualitative Response

Graph 68: Share a positive experience you had with GDYT this year.



Qualitative Response

Graph 69: What was the best part about GDYT?



Technical Issues

"Virtual I would said instead of having us working from so many website connect everything to one thing to access everything."

"The only issues there were involved technical problems with Zoom/Microsoft Teams."

"I think the experience could've been better if the slideshows used in the huddle sessions were accessible after the meetings."

"We could have learned new and different things and probably get new slides show/ PowerPoint."

Payment Issues

"Our payment was kinda all over the place and had a lot of people confused so hopefully next time it isn't like that."

"Mailing the pay cards and not messing up our direct deposits and telling us at the last minute that we had to get the paycard from downtown. I didn't have a ride so I had to call a Uber and it cost me \$70."

"I think they could have made a better pay method because I had to get a pay card when I signed up for the money to get transferred into my account. There were too many glitches."



Wants Better Communication

"I think by being more informative. I know there was issues with payments, but there was a lot of confusion on my end due to not being told or aware of certain things."

"Have an app for communication such as remind."

"Communication between worksite management could use some work. There was a payroll issue in the first week."

"There were too many issues with payment and timesheets, I never received an ID and the communication was so poor I didn't know my internship with my chosen job was hybrid as GDYT had communicated to me it would be strictly in person. I also had difficulty arranging my bills and utilities because we were paid every 3 weeks rather than every 2. Upon speaking with other GDYT participants, we all discovered we were told different things from different people about the program."

"I feel like you should reach out to us more especially on schedule."

Issue With Deadlines

"This year's GDYT experience could have been made better by moving the due dates for the assignments back to Friday."

"The experience can be better by everything being due on Friday instead of Thursdays."

GDYT APPs Feedback

"I do not care for the GDYT app or the banking modules. On top of the habit practice and the hats and ladders it's a lot to keep track of.

"The only issue I had was with the Empower app, It wasn't working properly and was confusing."

"I would change the way we save our assessment because some time it works and sometime it doesn't."

"Only stick with one app for us to use for our call meetings like zoom."

"Making sure that the apps are easily available and navigable would greater improve the program seeing as there was a lot of confusion on that matter."

"This year experience would have been better if we were more informed about apps and platforms."

More Structure

"The improvements that could have been made this year is more structured agenda's."

"I personally think that the program should do a better job with preparing the youth for work. The program was very lenient and it caused a view conflicts within the work."



More Flexibility

"Just being more open to people who are working multiple jobs. I didn't necessarily feel supported."

"If there weren't any deadlines for our benchmarks I think that would've been better."

"I think the GDYT experience could have been better by having at least one make up session."

"By being a little more understanding with the workers and acknowledging their hard work even when they are not in your point of vision."

"Being patient with participants, not to the point where you are abusing it, but just enough is good enough."

More Options/Choices

"Offering more job options, mainly within the fields of data input or art/graphic design."

"Although I was satisfied with my assignment, I would have liked to chosen my own experience like last Summer."

"A way you could have made GDYT a better experience is too lay out more than just 1 option to choose from to work at."

Add Incentives

"The program needs better engagement incentives."

"Incorporate some games to earn points would be fun."

Provide Food

"By ordering food for us daily please."

"Better food than sandwiches everyday."

"Supplying bottled water to people who work outdoors."

"Provided lunches."

More Speakers

"More guest speakers and inactive activities."

"I suggest including more interactive activities for those working online and bringing in more guest speakers who could give us insight into specific jobs."

Financial Education

"A positive experience I had in this year was when we were working with this lady and she talked about how to manage our money and we also did things where we had to add up ur money and see how much we can spend and what we had to spend on housing and things like that."

"I really enjoyed the virtual empowerment session in Week 4 that focused on handling money and credit. I know about credit as well as credit cards, but there were useful tips given that can help a high school student all the way to a college student like myself and that was awesome!"

"I learned how to manage my time and money this summer thanks to GDYT. I also learned to embrace myself more/ have more confidence."

"The best part was learning how the bank works and how to use it."

"Learning about all of the different opportunities waiting for me. Also, the budgeting and spending modules were fun, as well as the core personalities."

"I enjoyed the financial classes. It taught me how to better manage my money, the importance of having a bank account, and how to better manage your account once you have one."

"I learned a lot about how to better manage my finances. I really liked that they had someone who works at the bank teach us about how to set up and manage our bank accounts."



Personal Growth

"I really just enjoy being apart of GDYT. I feel that it helps me develop new and improved habits and benefits future me in so many ways."

"I've learned to love myself more than I did before because of life on purpose."

"I met many new people that I could count on and I stepped out of my comforts zone which allowed me to make new friends. I also learned patience with others and learning to listen to someone else's point of view."

"A positive experience I had With GDYT is I was taught to love myself."

"I was able to not only meet new people but have a new understanding of how to apply myself in the world."

"One positive experience that I had was being able to grow my confidence in the real world and understanding what steps I need to take in the future to be successful."

"I liked that I felt like I was being productive. Being a part of GDYT made me feel like I was working on myself and growing as an individual."

"I got to do something I gave me a reason to wake up earlier and shop occasionally like I got to get school supplies and clothes."

Best Part About GDYT

"The fact this was my first job and I had money to help my mother pay bills plus meeting new people."

"Learning new information and being enlightened by my peers to do better and know more."

"The lessons that were learned along the way, the experience was so human. Like yes we were learning and being around new people but; it felt like I learned things that will helped me throughout my whole life."

"Being able to learn more about my opportunities not just as a teen but as someone in foster care."

"Being able to still participate with GDYT, as this is my fifth year working with them. I did want to work in-person but I already had another job and there were no locations in my area. I hope to have a great summer with the program next year, too."

"Building connections with smart and intelligent women that I can have in my contacts, ones that are so kind and willing to help and support me through my struggles as well as advice me and guide me to success. Honestly I see them as mother figures and it's great to have such people in my life. I feel honored."

"Meeting other people in Southwest Detroit who are committed to the betterment of our community."



**SCHOOL OF SOCIAL WORK
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UNIVERSITY OF MICHIGAN

Contact Us
**Center for Equitable Family &
Community Well-Being**
1080 S. University Ave, Suite 4729
Ann Arbor, MI 48109
equity-for-all@umich.edu
Trwilli@umich.edu



Grow Detroit's Young Talent