FY 2020 At a Glance

Zeno may very well be the only organization in America working for racial justice in the development of positive math identities. We know what works to inspire kids to love math:

• make math fun through play.
• honor their racial identity.
• engage families in meaningful ways by creating experiences that strengthen the relationship between child and parenting adults.

Our small and mighty team’s commitment to developing authentic relationships built upon mutual respect with the families we reach is a shining example of what it means to be a partner organization. Our various professional expertise as educators, community organizers, and racial justice leaders combined with each of our unique math identities is one of the strongest assets of our work. We have used this current moment in history to reach partners, families, and supporters in more creative ways than ever before.

Along with the rest of our region, Zeno shifted suddenly to remote working in response to outbreak of COVID-19. Prior to the pandemic we had always been an in-person service provider. The abrupt shift brought with it both opportunity and challenge. As we worked to maintain momentum towards our mission, we connected with our partners about adjusting timelines, pivoted our program delivery to digital platforms, addressed the social distancing restrictions by transitioned all Zeno engagement opportunities to virtual experiences, and reorganized our game delivery system to minimize touchpoints from manufacturer to family.

Zeno experienced an Executive Director transition with Maile Hadley assuming the role in October 2020. Maile is an engineer practicing her craft in education with 18 years of nonprofit leadership. She was formerly Zeno’s Programs and Operations Director. Under Maile’s leadership, our team remains passionate about math AND our ability to change the conversation about racism in education.

Whether we are getting fun math games into homes, offering professional development opportunities, or fostering long-lasting community partnerships - your investment in our work creates a world where everyone knows they can do math. On behalf of the children and families we serve, thank you!

**EXPLORED** new partnership models in our Zeno with Community program.

**PLAYED** math games at Family Math Parties, in classrooms, and at home.

**TALKED** about early math strategies in Eastern Washington with childcare providers during Professional Learning sessions.

**Continued to BUILD** the family math movement with partners, supporters, and the community.

**CONNECTED** with partners to support families through the ongoing uncertainty and challenges of COVID-19.

**Math: A Foundation of Resilence**
EXPLORE

Through our partnerships over this last year, partners have shared that our math kits have been extremely helpful. For some partners, having Zeno at their centers has even helped with recruiting during the pandemic. Keeping them connected to community and open to support those who need it.”

- Juan Flores, Zeno Program Co-Director

We explored 2 new partnership models and reached 1,000 children through our Zeno with Community program.

With the support of King County’s Best Start’s for Kids Initiative, Zeno partnered with Horn of Africa Services and offered custom Zeno Essentials professional learning trainings to Oromo-speaking family childcare providers. In this collaboration we partnered directly with the community-embedded specialist to host trainings for providers that were culturally specific and in both the Oromo and English language. Zeno sent a total of 390 games to 78 families across 8 childcare sites.

In response to COVID-19, Zeno launched Community Care Centers – a Zeno program model to quickly address the shifting educational needs of families and family serving organizations. In partnership with Seattle University Youth Initiative, Renton Innovation Zone Partnership, and Renton Public Schools the program consists of two key elements: a 90-minute orientation training for community partner staff and a series of 3 early math games distributed to families by community partners. By summer, over 3,000 Zeno math games had made it into the homes of over 1,000 families across the Central District and Renton.
"We play Zeno games whenever we have time together. I am a retired teacher and grandmother of five. Zeno games are my go to."

- Caregiver receiving Zeno games

Play is the work of childhood - it’s how children fully engage with the world. Our Family MathWays program partnered with preschools, home visit programs, museums, and family childcare networks to teach 2,700 kids math through play with Zeno games. Before the gathering restrictions due to COVID-19, we hosted 22 Family Math Parties. At these events, families played Zeno games and learned activities and strategies for engaging their children in math learning through play.

Our math games are developed through community listening sessions to ensure the experiences of children and families of color are centered. This year, we debuted our new Building Bridges game and made updates to 7 additional games we distributed throughout the year.

75% of families play math games and engage in math activities more often after participating in Zeno programs.
I feel I understand how to utilize the materials with my kids in a fun way so that the kids get interested in the shapes, colors, and numbers.”

- Eastern Washington Childcare Provider

While Zeno has expertise in early math and family engagement, we know that movements are built in community. To deepen our relationships with community partners we hosted Zeno Essential sessions in 3 different languages (English, Spanish, and Oromo). Providers who attended our trainings learn from Zeno Specialists and share knowledge about making math fun and engaging families as primary participants in a child’s learning.

After piloting this partnership with Childcare Aware of Eastern Washington in 2019, we saw significant growth in program reach this year. In addition to the 120 providers who participated in monthly trainings, over 400 families received games through these childcare sites.
We continued to build the Family Math movement with 24 partners organizations, 440 supporters, and 300 community volunteers.

“We appreciate the partnerships with Zeno over 5 years. Our families have learned a lot of math concepts as well as our staff... We’re looking forward to another successful program year with Zeno!”

- Margarita Chan, ParentChild+ Supervisor, CISC

Zeno spread the family math movement by engaging new partners and deepening our relationship with existing ones. Additionally, we expanded our network of volunteers and supporters. Volunteer Builds brought over 300 people together to assemble thousands of early math games for children and families across Washington State.

We continued to collaborate with other leaders in the early math field through the Family Math Roadmap Project. This effort brings together families, funders, policymakers, practitioners, and researchers to share the value of family-centered math.
Relationships old and new were key to staying connected to families and children as we navigated the challenges of COVID-19. We worked with our partners to move trainings online and find new ways to get games to families despite disruptions in regular distribution channels. Our team quickly shifted to produce a series of Circle Time videos, start a family-centered blog series, and share other online content to support math learning at home.

Donors and funders also stepped up in a big way with Emergency Response grants and generous contributions from near and far in our first online fundraising event!

“When school closed my assistant and I still delivered Zeno games to families and EVERY child and family was so excited to receive the games, it was like having a little piece of school at home!”
-Olivia Eubanks, Teacher, Olalla ECEAP

“You challenge the thinking and practice of early learning educators in our community. Thank you for working with each individual partner to create trusting and collaborative relationships!”
-Alyssa Tongue, Learning Experiences Director, Greentrike
# 2019-2020 Financials

## Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate</td>
<td>$801,057</td>
</tr>
<tr>
<td>Foundation</td>
<td>$333,552</td>
</tr>
<tr>
<td>Individuals</td>
<td>$275,315</td>
</tr>
<tr>
<td>Government</td>
<td>$179,509</td>
</tr>
<tr>
<td>Earned Income</td>
<td>$56,735</td>
</tr>
</tbody>
</table>

## Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$1,027,990</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$345,289</td>
</tr>
<tr>
<td>Administrative</td>
<td>$258,229</td>
</tr>
</tbody>
</table>

## Donations

Join our growing community of supporters to ensure families have access to math resources that reflect their racial, cultural, and linguistic experiences.

zenomath.org/donate

## DONATE TODAY!

<table>
<thead>
<tr>
<th>Funding Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amazon</td>
</tr>
<tr>
<td>BMGI</td>
</tr>
<tr>
<td>Bill and Melinda Gates Foundation</td>
</tr>
<tr>
<td>DocuSign</td>
</tr>
<tr>
<td>Joan Ganz Cooney Center</td>
</tr>
<tr>
<td>KeyBank</td>
</tr>
<tr>
<td>Key Private Bank</td>
</tr>
<tr>
<td>King County Best Starts for Kids Initiative</td>
</tr>
<tr>
<td>KP Corp</td>
</tr>
<tr>
<td>Magic Cabinet Foundation</td>
</tr>
<tr>
<td>Medina Foundation</td>
</tr>
<tr>
<td>Microsoft Corporation</td>
</tr>
<tr>
<td>Norman Raab Foundation</td>
</tr>
<tr>
<td>Overdeck Foundation</td>
</tr>
<tr>
<td>Robinson Family Foundation</td>
</tr>
<tr>
<td>Salesforce</td>
</tr>
<tr>
<td>Satya and Rao Remala Foundation</td>
</tr>
<tr>
<td>Stolte Family Foundation</td>
</tr>
<tr>
<td>Tableau Software Inc</td>
</tr>
<tr>
<td>The Boeing Company</td>
</tr>
<tr>
<td>The Norcliffe Foundation</td>
</tr>
<tr>
<td>Treeline Foundation</td>
</tr>
<tr>
<td>Turner Construction Company</td>
</tr>
<tr>
<td>Unify Consulting</td>
</tr>
</tbody>
</table>
Program Partners

Atlantic Street Center
Bailey-Gatzert Elementary
Beautiful Savior
Childcare Aware of Eastern WA
Chinese Information + Services Center
El Centro de la Raza
Encompass Northwest
Everett Public Schools
First Step Childcare
Greentrike
Heritage Head Start
Horn of Africa Services
Imagine Children's Museum
KidsQuest Museum
Olympic Educational Service District
Port Gamble S’kallam tribe
Renton Innovation Zone Partnership
Renton Public Schools
Seattle Housing Authority
Seattle Public Schools
Seattle University
Suquamish tribe
Wellspring Family Services
YWCA

Board of Directors

Megan Scott, Chair,
CREO Syndicate
Jay Goyal, Vice Chair,
Actively Learn
Kevin Hu, Treasurer
Bill & Melinda Gates Foundation
Mike Greene, Secretary
Microsoft Corporation

Taj Benford
KeyBank
Manuela Crowley
Philanthropist
Nikki Freeman
Microsoft Corporation
Bill Ketcham
Turner Construction Company
Heidi Stolte
Stolte Family Foundation
Shoko Toyama
Plymouth Housing
Leslie Wright
Puget Sound Energy
Mission
Zeno builds young children’s early math skills by equipping families with fun and engaging tools to create the math foundation needed for a future of limitless opportunity. Our programs serve families of color in low-income communities through partnerships with community-based organizations and early learning programs.

Vision
Zeno envisions a world where everyone knows they can do math.