

Building the Math Movement



EIN# 20-5570858



Dear Zeno Community,

Three years ago, when Zeno launched our strategic plan, we had a desire to deepen our impact in the family math space and build the math movement. Our commitment: to engage in partnerships to surface, amplify, and promote the truth that children and families of color are doers and lovers of math. Because we know math is a foundational skill in every culture and community across the planet, we were excited to explore how to resource and collaborate across other math missions.

In 2023 early learners and their families came together to play and build math identities rooted in positive learning experiences with one another and their peers. Your donations and volunteerism helped deepen partnerships in Washington State with 36 community organizations, expand our work to Illinois, Massachusetts, and Arizona state, as well as collaborate on a math initiative with 1 out of country partner. You brought love of math to 4,300 children across these communities, thank you!

So much has evolved in Zeno's work over 20 years: including an updated mission and vision, the adoption of a hybrid model of service delivery, a refined approach to collaborating with partners and centering the needs of the families reached, as well as expansion beyond Washington State. As you peruse this report, please know it is your investment that makes this work possible. On behalf of the children, families, and partners reached, thank you for a successful 2023 programmatic year!

In gratitude,

Zeno Team



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Zeno was founded in 2003 as Explorations in Math, by Akin Alston and a group of parents at Wilder Elementary School in Woodinville. Zeno's founders had a deep understanding of the power of math and the importance of building a child's confidence in math early through play. Nothing really says, look how far we've come, like our Zeno math game kits.



Meet Zeno's Math People



Andriana Alexis
Development +
Communications Director



Anthony Green
Product + Community
Relations Manager



Maile Hadley
Executive Director



Branwyn Flinders
Product + Media Lead
Designer + Annual Funds
Manager



Kate Sedney-Read
Assistant Director of
Strategic Initiatives



Jermell Witherspoon
Assistant Director of
Partner Success



Manuela Crowley
Secretary
Math Educator
+ Bread Baker



Nikki Freeman
Director
Technology Strategist
+ Investor, Microsoft



Jay Goyal
Chair Emeritus
Co-Founder and CEO,
Actively Learn



Kevin Hu
Board Chair
Senior Finance Manager,
Bill + Melinda Gates
Foundation



Carolyn Landel
Director
Executive Director of
Strategic Fundraising
Initiatives, University of Texas



Arthur Lee
Director
Finance Analyst III,
Blue Origin



Chienye Okwuosa
Director
Senior Manager,
Microsoft



Michael Ong
Treasurer
Program Manager,
F5



Srilakshmi Remala
Director
Program Officer, Bill +
Melinda Gates Foundation



Belinda Smith
Vice Chair
Manager, Application
Development,
Symetra Financial

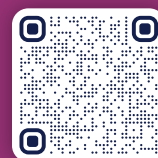
Vision

A racially just world where every child and family is a doer and lover of math.

Mission

Spark joy and inspire a love of math in young children and families through racial equity, family engagement, and play, all centered in the experiences of communities of color.

In November 2023 Maile Hadley transitioned from the role of Zeno's Executive Director. Scan the code to read Zeno's farewell and best wishes to Maile.



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Math is Strategic Direction

In collaboration with our board, partners, families, community members, and funders, Zeno embarked on a strategic plan with three goals:

Expansion

Reach families across the country with children ages three to five through partners ready to inspire kids to love math through play, family engagement, and racial equity.

Spark Joy

Measurably increase joyful and inspirational math experiences for young children, providers, and families.

Build The Math Movement

Engage in partnerships to surface, amplify, and promote the truth that children and families of color are doers and lovers of math.



Equation for Success

Start Early



Make it Fun



Include Families



Work with Partners



Center Racial Equity



Math is Expansion

Zeno's commitment to making math accessible has led us to engage in broader early math opportunities putting us in rooms with researchers, providers, and field experts from across the globe. Our 20 year history reminds me that we are not in this math movement alone and we all play a role in influencing the ecosystem resourcing families with math learning tools that are relevant to their cultural context.

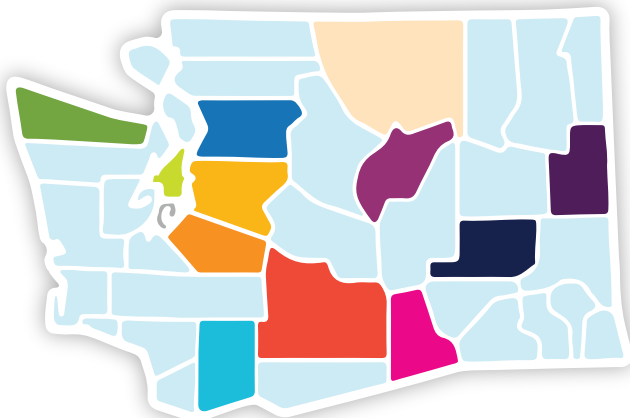
Impact BY THE NUMBERS

4,300
Families Reached

4
States

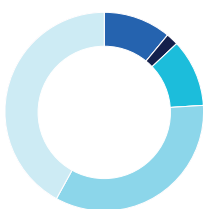
12
Counties

2
Countries

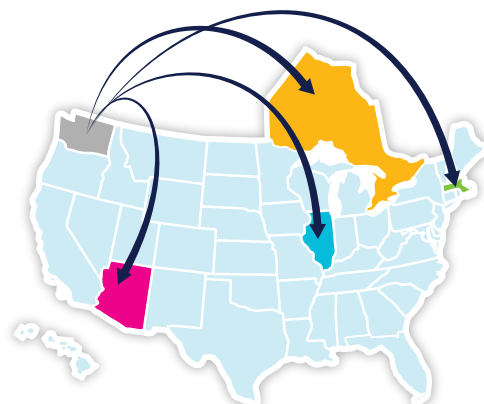


Washington State Partners

- | | | |
|---|--|--|
| ● Okanogan | ● Adams | ● Snohomish |
| ● Yakima | ● Pierce | ● Kitsap |
| ● Kittitas | ● King | ● Clallam |
| ● Benton | ● Douglas | ● Spokane |
| ● Skamania | | |



- | |
|---|
| ● 11% Drop-in Programs |
| ● 2% Other |
| ● 34% Preschools |
| ● 42% Family Childcare Centers |
| ● 11% Home Visiting Services |



Beyond Washington State Partners

- Illinois
- Arizona
- Ontario, Canada
- Massachusetts



Math is Partnership

At Zeno, we work through partners because they have trusted and long-standing relationships in their community. Their expertise and rapport is a valuable resource for supporting families with early learners.

2023 Zeno Partners

Atlantic Street Center	Launch
Beautiful Savior Preschool	MathTalk
Child Care Aware of Eastern Washington	MDRC
Chinese Information Service Center Classroom	Olympic Educational Service District 114
Communities in Schools North Central Washington	ParentChild+ United Way
Denise's Learning	Port Gamble S'kallam Tribe
El Centro De La Raza	Renton Innovation Zone Partnership
Family First Community Center	Seattle Universal Math Museum
Graduate Tacoma	Seattle University
Greentrike	Snohomish County Human Services
Imagine Children's Museum	Sprig Learning
It Takes A Village Family of Schools	Wellspring Family Services
Jose Marti Child Development Center	YMCA of Greater Seattle

Impact BY THE NUMBERS

651
Educators

24,300
Games Delivered

36
Partners

91
Partner Sites



Explore how the Holistic Math Assessment centers early learning assessments in the innate brilliance of all children and the connection between providers and families to create playful and joyful moments in early math.



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Math is Partnership

Seattle Universal Math Museum (SUMM)

Washington | Zeno partner since 2023

SUMM and Zeno have math missions focused on engaging children and the community around them in hands-on play to promote learning that sparks an interest in math that endures for a lifetime. Deepening our work in Washington State, this collaboration hosted a series of 20 family math engagement events reaching nearly 1,000 families.

Washington Department of Children Youth, and Families (DCYF) Statewide Zeno Essentials Cohort

Washington | Zeno partner since 2022

DCYF contracted with Zeno to create a training series for childcare providers across the state. The training series collaborated to increase the understanding of the role of race and racial equity and its connection to social emotional learning, early literacy, and early math identity development. This series was offered in English and Spanish, and offered 10 hours of STARS hours to childcare providers.

Sprig Holistic Math Assessment Initiative

Ontario, Canada | Zeno partner since 2023

Sprig Learning partnered with Zeno to reimagine early learning assessments for three to five year olds in pre-K to be more equitable for all educators, children, and families.

MathTalk

Massachusetts | Zeno partner since 2022

MathTalk, and Zeno piloted a program in Cambridge, Massachusetts. This partnership brought their augmented reality measurement app, Measure Everything, to Zeno game, Measure Me.



MathTalk creates unique opportunities for young children and their families, particularly those in economically distressed communities, to discover and enjoy math anywhere. Go on a backyard adventure with Omo, Johari, and Kamara to see the Measure! Everything! app by MathTalk in action.



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Math is Partnership

José Martí Child Development Center Washington | Zeno partner since 2019

Over the last three years, 80% of respondents reported they more frequently play and engage with early learners in math games and ideas and 90% more frequently integrate math into everyday interactions with early learners after participating in Zeno programs.

Encompass NW ParentChild+ Washington | Zeno partner since 2018

Over the last three years twice as many respondents strongly agree they are comfortable teaching math to children ages 3-5 after participating in Zeno programs.

It Takes a Village Illinois | Zeno partner since 2022

It Takes a Village is a Chicago based collective of schools and teachers serving mostly families of color. This Family Mathways partnership included in person Professional Learnings, games for their classrooms, and coaching to integrate math into their Family community nights. In its first year this partnership reached 285 families and 66 educators.

Pima County Library System Workshop Arizona | Zeno partner in 2022

The Pima County libraries is located in Tuscan Arizona. In an effort to support STEM learning, Pima County connected with Zeno about partnership. Together, we created a series of professional learnings opportunities to enhance classroom STEM experiences, increase family engagement, and support early learning educators across their region.

Explore the impact of Zeno's partnerships with Cristina Jimenez, Family Support Specialist at José Martí Child Development Center and Lynn Creed, Program Manager at Encompass NW ParentChild+.



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Math is *Mission Moments*

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Impact BY THE NUMBERS

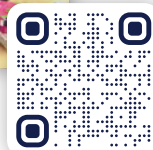
52	104
Training + Development Workshops	Hours of Coaching
31	4
Family Events	Community Events

Interested in Supporting Our Work?

Volunteer with Zeno to help advance our mission to bring fun and engaging math experiences to kids and families in a variety of ways. Stay updated about Zeno by following us on social media.



@zeno_math
@zeno-math-powered
@ZenoMathPowered
@zenomathpowered4306



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"I think it's really important not to just learn math for the sake of learning math, but to understand how this is a part of a legacy of oppression and a fight for justice..."

—Omo Moses

GAME CHANGERS



Math is Financials

Your feedback, investments, and collaboration fuel the growing math movement, create positive math experiences, and ultimately shift attitudes about math and learning.

Thank you!



Thank you to our 18
Infinity Club members!

Zeno Funders + Sponsors

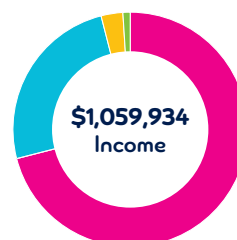
47th Avenue Foundation	Foundation
Amazon Smile	Raikes Foundation
Bamford Foundation	Satya and Rao Remela Foundation
BIPOC ED Coalition of Washington State	Sequoia Foundation
Bristlecone Advisors	Stolte Family Foundation
Cedarmere Foundation	Suquamish Tribe
Community Foundation of South Puget Sound	Symetra
Discuren Foundation	The Boeing Company
Heising-Simons Foundation	The Norcliffe Foundation
M.J. Murdock Charitable Trust	Treeline Foundation
Magic Cabinet Foundation	Tulalip Tribes Charitable Fund
Medina Foundation	Turner Construction
Microsoft	Washington Stem
Norman Raab	Washington Women's Foundation

Financials BY THE NUMBERS

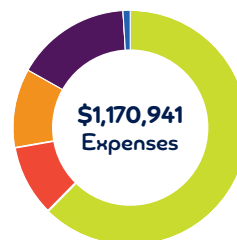
23
Funding Partners

4
Sponsors

424
Individual Donations



- Contributions + Donations: \$762,687
- Government Grants: \$0
- Program Revenue: \$269,902
- Special Events Income: \$26,931
- Interest + Dividends: \$422



- Personnel: \$736,139
- Professional Services: \$112,837
- Other: \$134,034
- Program: \$186,581
- Cost of Goods Sold: \$1,350

Did you hear? Zeno got a new address!
3815 S Othello St. STE 100 #359 Seattle,
WA 98118

