

2022

Impact Report



CityHive

TERRITORIAL ACKNOWLEDGEMENTS

CityHive is based on the unceded, ancestral, and traditional territories of the $x^w m \theta k^w \acute{e} y \acute{e} m$ (Musqueam), $S k w x w \acute{u} 7 m e s h$ (Squamish), and $s \acute{e} l i l w \acute{e} t a \dagger$ (Tseil-Waututh) Nations.

We also recognize the Katzie, Kwantlen, Kwikwetlem, Qayqayt, Semiahmoo, S'ólh Téméxw (Stó:lō), Stz'uminus, $s c \acute{e} w a \theta e n a \dagger t \acute{e} m \acute{e} x^w$ (Tsawwassen), and all Coast Salish peoples on whose land we do our work.

We are deeply grateful for the Indigenous host Nations who have been stewards of their land since time immemorial. As an organization that directly aims to bridge the gap between youth and colonial civic institutions, CityHive recognizes the harm that these institutions have actively caused to Indigenous people across Canada. We are committed to remaining curious about how we can best engage with Indigenous knowledge and histories, cultivate our relationship and responsibility to the land and its stewards, and listen to and learn from Indigenous Nations and Indigenous youth. Within our programs and operations, we aim to continually reflect upon and deepen our understanding of what it means to develop personal and collective commitments to decolonization.

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A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear CityHive community,

As a small, fairly young organization, every year in CityHive's history has been an immense year of growth in a multitude of ways. 2022, however, marked the biggest yet in CityHive's growth - in the most traditional sense of the word and in so many different ways - and we have so many amazing accomplishments to celebrate. What an incredible year it has been.

We started the year with our small but mighty full-time team of three, supported by a few part-time communications and program staff. As we close out 2022, we have an amazing team of seven full-time staff, supported by a huge team of part-time staff, contractors, and volunteers. Each of these new team members brings with them years of lived and professional expertise, and they are pushing our organization to think differently, tackle new challenges, and serve our community more meaningfully. Each team meeting, I feel an overwhelming sense of pride and admiration for our incredible, still all-youth team.

Last year, if you'll recall (see our [2021 impact report](#)), we went through thorough processes both internally and with our community to understand our impact and clarify our intended impact and strategies. This year was about bringing that to life and acting on our vision. It has been incredible to have programs that were figments of our imagination in the early days of CityHive, now brought to life.

With each new team member, we have expanded our capacity to deliver new and better programs. 2022 marked the launch of several new programs and pilots, many of which have been in the works for years. CityShapers in Schools bring civic literacy programming to Metro

Vancouver classrooms. The Youth Climate Innovation Lab builds on the learnings from three years of Envirolab programs. The Youth Civics & Climate Leadership program brings climate action workshops into community settings. All programs that we are excited to carry into 2023 and beyond.

2022 also marked the second municipal election season since our founding. We conducted a full What Youth Want campaign to solicit youth opinions on election issues and share them with candidates. We ran a Youth Elections Ambassador program across three Metro Vancouver municipalities, and we hosted two well-attended get out the vote events. In the end, low voter turnout in most municipalities merely pointed to the ever-present need for more extensive and meaningful resident engagement in between election cycles - something we are committed to doing.

When Tesicca and I co-founded CityHive, we couldn't have imagined how far the organization would go. Growing from a mighty duo, CityHive is now supported by an incredible team of 12+ staff and 7 Board of Directors. We have maintained our youth-led status since inception, and in 2022 we brought CityHive to a new era as an established organization with a much larger team and ongoing programming.

And now, after an incredible 6 years as CityHive's Co-founder and inaugural Executive Director, I will be passing the torch to a new, young leader in mid-2023.

This is an exciting time of growth and change for CityHive, and while leaving is bittersweet, I am excited to watch CityHive write its next chapter under new leadership! With new strategic clarity, supportive funders and our incredible community, there is so much momentum to carry CityHive into this next chapter.

But don't worry! There will still be lots of time for goodbyes in 2023, and many more wins to celebrate in the years to come. I look forward to connecting with our wider community through this upcoming transition, and can't wait to see what's next for CityHive.

Sincerely,
Veronika Bylicki
Executive Director & Co-founder



Our MISSION, VISION, and STRATEGIC PRIORITIES



Mission

CityHive's mission is to transform the way young people shape their cities and the civic processes that engage them.

Vision

We envision cities where youth are actively involved in civic planning, shaping, and decision-making. A youth-engaged city is a resilient, sustainable, and livable city—not only for young people, but for all current and future generations.

Intended Impact

By 2026, 10,000 youth ages 13-30 facing systemic barriers to participation in Metro Vancouver will have an increased and lasting sense of civic agency.

Our MISSION, VISION, and STRATEGIC PRIORITIES

In the beginning of 2022, we released our Strategic Plan for 2022-2024 highlighting CityHive's key strategic aims:

**CHANGING ENGAGEMENT
PRACTICES WITHIN
INSTITUTIONS**

**ADVOCACY, RESEARCH &
STORYTELLING ON YOUTH
ENGAGEMENT**

**IMPROVING YOUTH CIVIC
LITERACY**

**SUPPORTING YOUTH AS CIVIC
CHANGEMAKERS**

**OPERATIONAL
EXCELLENCE & STRONG
FOUNDATIONS**

Click here to learn more about our Strategic Plan!

[CityHive Strategic Plan
2022-2024](#)

OUR 2022 TEAM

This year, our team continued to expand to more than double the number of team members that we had the year before! We are incredibly grateful for each of these amazing people who we have had the honour of working alongside and learning from.



Veronika Bylicki
Executive Director &
Co-founder



Sophie Labrosse
Operations Manager



Rowan Gentleman-Sylvester
Programs Manager



Olivia Shaw
Civic Education in
Schools Program
Coordinator



Sadie Gilker
Civic Education
Program Coordinator



Kathryn Trnavsky*
Sustainability
Programs Lead



Sayano Izu
Climate Action
Programs Assistant



Jacqueline Neufeld
Climate Action
Programs
Coordinator



Ploy Piyawassopon
Communications
Coordinator



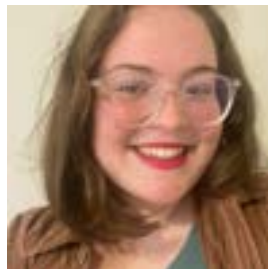
Zainab Sayedain
Programs Assistant



Hassan Merali*
Civic Engagement
Programs Assistant



Srishti Kumar*
Systems and
Impact Assistant



Lucy Wicken*
Communications
Coordinator



Michaela Slinger*
Community & Special
Projects Coordinator

*team member no longer in their position

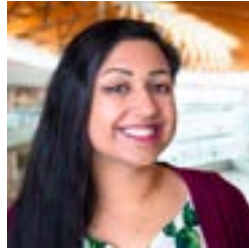
BOARD OF DIRECTORS



Jenna McNeil



Jessica Wong



Trisha Dulku



James Infante



Molly Henry



Mina Haghghi



Ian Moore



Naiktik Mehta*



Precious Ile*



Petro Kusmu*

CITYHIVE YOUTH ADVISORY



Amy Cornish



Ashna Misra



Eri Katayama



Gala Munoz-Carrier



Hadia Samim



Ismail Askin



Joy Ralambaorisoa



Ramneek Dhunna



Sayemin Naheen



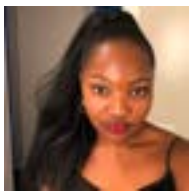
Steve Tornes



Tim Lam



Will Crolla



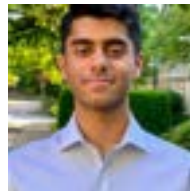
Jasmine Kitine



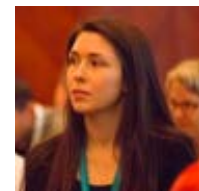
Maria Montenegro*



Miranda Maslany*



Sameer Esmail*



Molly Henry*



Uytay Lee*



Sandy Wan*



Sarah Day*



Jay Castro*



Jenric Ng*

*no longer in their position

KEY LEARNINGS

We're better together.

With our new and abundant team, we have been prioritizing our team culture through weekly check-ins, staff retreats, and team socials—and have seen it shine through in our work. We have also seen the energy that togetherness brings through collaborating between different programs, whether internally within CityHive's initiatives, or externally with groups across Metro Vancouver. We are better together, and thrive on one another's energy, support, and insights!

Practicing hybrid learning.

CityHive has continued to learn about the barriers to access many youth face, and have offered hybrid versions of various programs in order to figure out how to best support young people who are not with us in-person. This includes our team, who for the majority of 2022 were working primarily online! Through mixing online and in-person participation in programs, and with our access to in-person spaces changing as well, we have been able to practice adapting to various environments and circumstances in our work.

The demand is there.

This year, our abundant team has had the chance to put into motion much of the impact research that we have collected. We have been able to widen our program offerings to really gain insight into what youth need to feel civically empowered, to feel equipped to take climate action, and what young people in schools need from in-school programming. Young people want to take action more than ever, and we are eager to provide the resources for them to be able to.

2022 at a GLANCE

23

PROJECTS

14

**WORKSHOPS &
EVENTS**

5

**CIVIC EDUCATION
PROGRAMS**

5

**CLIMATE ACTION
PROGRAMS**

**950+ PARTICIPANTS
& ATTENDEES**

ELECTIONS SEASON 2022

Our Reach: Getting Out The Vote

Our **INSTAGRAM IMPACT**

9 posts to get out the vote

4592 accounts reached
1489 Reels views
4120 Impressions



Our

HOW TO VOTE

infographic

was our most engaged post during elections season!

857 accounts reached
1,410 impressions
Shared **263** times



What Youth Want

May-August 2022

In the face of the 2022 municipal elections across the Lower Mainland, the What Youth Want campaign aimed to meaningfully engage youth under 30 with the upcoming elections, and highlight the key issues, needs, and ideas of youth to be addressed by local governments.

The campaign gave candidates and incumbents an opportunity to seek out and embed youth perspectives in their work.

Three key issues identified by youth as priorities were:

HOUSING & AFFORDABILITY

CLIMATE CHANGE & THE ENVIRONMENT

MOBILITY & TRANSPORTATION

Read the **WHAT YOUTH WANT** report here!

ELECTIONS SEASON 2022: EVENTS

What Youth Want: Launch Event

The What Youth Want campaign ended with the launch of the What Youth Want Report, which provides an overview of youth perspectives on key issues across Metro Vancouver. The launch event for the report, hosted graciously by the Vancouver Public Library, featured the incredible voices of Christina Lee from HUA Foundation, Harpo Mander from 5xFest, and Naomi Leung from Sustainabiliteens and Climate Education Reform BC.



Students Underground: UBC Downtown Takeover



To continue our momentum to engage young voters, CityHive hosted Students Underground: UBC Downtown Takeover! In collaboration with UBC Connects x Robson Square, this event gathered students from across the Lower Mainland at UBC's Robson Square campus to learn more about the importance of the municipal elections, how to vote, and how to come together with peers to make change in their communities!

Candid Candidates Cocktail Hour

To follow through on our goal to connect youth with local decision-makers, CityHive collaborated with Global Shapers Vancouver during election season to host Candid Candidates Cocktail Hour, an opportunity for Vancouver-based election candidates to get to know youth from across the city, and for youth to get to know their candidates!



We would like to thank and acknowledge the Real Estate Foundation of BC for their support of these events.

ELECTIONS SEASON 2022

Youth Elections Ambassadors

June - November 2022

Voter turnout has been steadily decreasing over the past several decades, and with that, so has young engagement in elections. In response, the 2022 Youth Election Ambassadors set out to engage their communities of local youth in municipal politics and the elections! In partnership with the City of New Westminster, the City of Vancouver, and the District of West Vancouver, CityHive worked with a group of 10 youth to equip them with the knowledge, resources, and connections they needed to build stronger relationships between youth and their municipal governments, in an effort to build trust and get out the youth vote.

Program Facilitators

Rowan Gentleman-Sylvester,
CityHive Programs Manager
Hassan Merali, Programs Assistant



Read the **YOUTH ELECTIONS AMBASSADORS** report here!



10 YOUTH AMBASSADORS

3 MUNICIPALITIES

19 EVENTS

300+ LOCAL YOUTH ENGAGED

630+ COMMUNITY TOUCHPOINTS

This program was delivered in partnership with the City of New Westminster, the District of West Vancouver, and the City of Vancouver, with the support of the United Way.

CIVIC EDUCATION PROGRAMS

North Shore Young Civic Forum

March 9 - June 11, 2022

The North Shore Young Civic Forum, a collaboration between CityHive and the North Shore Community Resources Democracy Café program, aimed to empower young adults on the North Shore with the tools and resources they need to make change in locally. Participants learned about North Shore municipalities and their influence, how they could advocate for the changes they want to see, and how they could present their ideas to those who could make these changes a reality!

Program Facilitators

Rowan Gentleman-Sylvester, Civic Education Program Manager
Faiz Jaffer, North Shore Community Resources Co-lead
Hassan Merali, Alumni Facilitator

Our 2022 cohort suffered the tragic and unexpected loss of program participant Keerthana Girija Ravi Kumar during the duration of the program. CityHive sends our sincerest and warmest condolences to Keerthana's friends, family, and community.



**More than
80%
of participants
gained
confidence in
interacting
with people
involved in
local decision
making!**



"The North Shore Young Civic Forum helped me go from not understanding or participating in municipal politics to being confident in my ability to participate, explaining concepts to friends and family, and presenting actionable recommendations to council... it has made an engaged citizen of me, and I see that inspiring others around me to do the same."

This program would not have been possible without the ongoing support of the Real Estate Foundation of BC.

CIVIC EDUCATION PROGRAMS

CityShapers in Schools

October 2022 - June 2023

CityShapers in Schools, in collaboration with Urbanarium, is an in-class workshop series for high school students to be able to explore complex challenges, and opportunities for change, in city planning and governance structures. Guided by students' lived experiences and working with teachers' needs and interests, this program pilot year launched in Fall 2022 and is currently in action!



2022 Program Facilitators

Olivia Shaw, Civic Education in Schools Coordinator

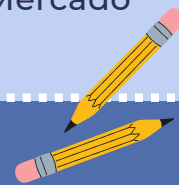
Alyssa Mossman

Aradhya Rattan

Karman Phuong

Zach Velasco

Joaquin Mercado



THE STRUCTURE:

THE BASE

Civics 101—cities, power, and justice



DEEP DIVE

Choice theme:

- Housing & Affordability
- Mobility & Transportation
- Climate and Sustainability
- Public Space



ACTION

Knowledge to action project!



"This [program] was helpful in making me more confident in making a difference"

"This workshop was very interesting and engaging! I learned a lot while having fun!"

This program wouldn't be possible without our extensive list of advisory group members, expert guests, and collaborators! A special thank you to Urbanarium for collaborating on this initiative with us, and North Family Foundation for your ongoing generosity and support.

CLIMATE ACTION PROGRAMS

Time and time again, our research and feedback from youth point towards a need to feel empowered to take climate action. In 2022, CityHive sought to provide a variety of climate action programs for various levels of engagement.

Envirolab: Cohort 5

November 2021 - March 2022

The Envirolab program provided youth from across Metro Vancouver an opportunity to address urban sustainability challenges through working with local community organizations and decision makers. This final cohort of Envirolab was dedicated to activating participants' climate communities through storytelling, connecting with community, and exploring the various ways in which youth can use their voices to catalyze climate action.

Program Facilitators

Kathryn Trnavsky, CityHive Sustainability Programs Lead

William Crolla, Aarti Kamat, Michelle Xie

Program Advisors

Grace Nosek

Em Mittertainer



**Read the
ENVIROLAB
COHORT 5
report here!**

A special thank you to the Lawson Foundation, Vancity, and the Pacific Institute for Climate Solutions for your generous support of this program.

CLIMATE ACTION PROGRAMS

Youth Adaptation Lab

September 2021 - July 2022

The Youth Adaptation Lab (YAL) was designed as a response to the City of Vancouver's Sea2City Design Challenge, which gave youth an opportunity to help shape the future of coastal adaptation planning in Vancouver. This cohort of youth worked to investigate critical questions about coastal adaptation processes, specifically investigating the False Creek area, and worked with the City of Vancouver to bring their ideas to life.

Program Facilitators

Veronika Bylicki, CityHive Executive Director and Co-founder

Kathryn Trnavsky*, CityHive Sustainability Programs Lead

Dina Sadeghi, Youth Adaptation Lab Facilitator



15 COHORT MEMBERS

3 COMMUNITY PROJECTS



Read the **YOUTH ADAPTATION LAB** report here!

A special thank you to the City of Vancouver and EcoPlan for hosting the Sea2City Design Challenge and working with us to deliver this program.

CLIMATE ACTION PROGRAMS

Youth Climate Innovation Lab: Cohort 1

Cohort 1: September - December 2022

In 2022, we launched our Youth Climate Innovation Lab (YCIL)! This cohort program for ages 18-30 brought together youth from across Metro Vancouver to address local climate challenges. Our first cohort in the fall of 2022 shared stories about their relationship to the land we live on, collaborated with local organizations working on real climate action projects, and connected with professionals and peers while learning about local climate policy and strategy.

Program Facilitators

Kathryn Trnavsky*, CityHive Sustainability Programs Lead

Jacqueline Neufeld, CityHive Climate Action Programs Coordinator

Sayano Izu, CityHive Climate Action Programs Assistant

Sarah Law, Layane Moura, Florence Zheng



22 COHORT MEMBERS

6 COMMUNITY PROJECTS

7 PROJECT PARTNERS

**Read the YCIL
COHORT 1
report here!**

"After just a few months, my ability to investigate climate action challenges, lead a project with diverse team members, and communicate with various community agents has skyrocketed. This new confidence is a result of strong YCIL program leadership and their indestructible optimism."

A special thank you to Houssian Foundation, Trottier Foundation, and Vancity for your generous support of this program.

CLIMATE ACTION PROGRAMS

Youth Civic and Climate Leadership Program

August 2022 - March 2023

Our Youth Civics & Climate Leadership Program (YCCLP) launched in late 2022 with the aim of empowering youth communities with skills, knowledge, and capacity to take climate action! Hosted by community partners Environmental Youth Alliance and South Vancouver Neighbourhood House, youth shared their ideas about the climate crisis, and worked together to discover the intersections between their passions and climate action!

Program Facilitators

Kathryn Trnavsky*, CityHive Sustainability Programs Lead

Sayano Izu, CityHive Climate Action Programs Assistant

Zainab Sayedain, CityHive Programs Assistant



Participant illustration of an ideal climate conscious city, 2022

"I really enjoyed this workshop, especially because it was youth presenting to youth. They used teaching methods and vocabulary that kept us engaged and involved in learning about CityHive and how we can help our climate. I think we learned very valuable things that will come in handy in the future and I was inspired to take more action towards improving our climate."

A special thank you to the City of Vancouver for the Greenest City Grant, for their support of this program.

PARTNERSHIPS & COLLABORATIONS



Our programs wouldn't be possible without our collaborations with other incredible organizations across Metro Vancouver.

This elections season, we were incredibly grateful to work with the **Vancouver Public Library** to host our What Youth Want Report Launch event. We were also excited to work with **UBC Connects x Robson Square** to host a Student Takeover event, which connected students from across Metro Vancouver as they learned about and engaged with the municipal elections. For our Candid Candidates Cocktail Hour event, we were able to work with the amazing **Global Shapers Vancouver** to host an event to directly connect young people to their candidates for the 2022 municipal elections. Finally, the Youth Elections Ambassadors program wouldn't have been possible without the support of the **City of New Westminster, the City of Vancouver, and the District of West Vancouver.**

Our civics programs were informed by a number of incredible collaborators—the North Shore Young Civic Forum was a team effort between CityHive and the **North Shore Community Resources Democracy Café**, without whom this program wouldn't have been possible. Our CityShapers in Schools program was also an incredible team effort with **Urbanarium**, and which involved several indispensable contributors, including advisory group members, in-kind expert guests, and external collaborators. These contributors were members of the following organizations:

MODUS	SFU Centre for Dialogue
City of Port Coquitlam	City of Surrey
City Spaces	Vancouver Community Schools
Poonie Group	Metro Vancouver Education
Perkins & Will	DIALOG

Our climate action programming was made possible by our work with a variety of knowledge-holders. Our last session of Envirolab received valuable advising from Em Mittertrainer and Grace Nosek of **UBC Climate Hub**, and our new Youth Civic and Climate Leadership Program also worked with Esmé Decker of **UBC Climate Hub**, in addition to George Radner of **Be The Change Earth Alliance**. These programs all benefited immensely from their insights.

The Youth Adaptation Lab worked closely with the **City of Vancouver** in order to provide a space for youth to contribute their input to coastal adaptation in Vancouver. Likewise, the first cohort of the Youth Climate Innovation Lab worked with the **City of Vancouver, City of New Westminster, and District of West Vancouver** to pose climate questions for youth to tackle.

CONSULTING PROJECTS & WORKSHOPS

Youth Perspectives on Co- Creating Climate Action at the Municipal Level

with Community Energy Association

Lighter Living Cohort Presentation

with OneEarth

Cities & Engagement Workshop

with UBC Sustainability Hub &
UBC Catalyst

Cities 101 Workshops

with UBC Sustainability Hub, UBC Catalyst, Real
Estate Foundation of BC, Frog Hollow
Neighbourhood House, Apathy is Boring, RISE, and
S.U.C.C.E.S.S Youth Leadership Millennium Program

Municipal Climate Action Workshop

with Leading Change and Youth
Climate Lab

Transport 2050 Equity Framework Workshop

with Translink

ALUMNI STORIES

PIERCE he/him

Pierce is a second year student at Simon Fraser University who is planning to major in Urban Planning and Resource Environmental Management. As a CityHive alumni of the Youth Adaptation Lab in 2021, Pierce was an incredible addition to the first YCIL cohort, working on the Climate Caucus and City of Squamish team to produce a review and revision of the District of Squamish’s adaptation strategy, the “Adapting to Climate Change in Squamish: Backgrounder Report 2016”. During his spare time, he enjoys playing special Olympic sports such as floor hockey, basketball, swimming, golf, and track and field!



ARCHITA she/her

Archita is an environmental engineer who is dedicated to advancing sustainability in various businesses and communities. Her biggest takeaway from being an amazing addition to our first YCIL cohort was that “we are all in this together”—the program has reaffirmed for her the importance of our responsibilities to leave the lands we’ve walked on as pristine as possible for future generations to come. She is excited by the way that none of us exist in a vacuum or work in silos, and how we are all interspersed in the fabric of community.

OPERATIONS

**Our team moved full steam ahead all throughout 2022—
here are some of our highlights!**

in the SUMMER...

We said goodbye to our amazing 2021 board members, and welcome brand new members for 2022!

We worked with our Systems and Impact Assistant to research CRM options for CityHive!

We hired our Civic Education in Schools Program Coordinator, Olivia!

We hired our first Operations Manager, Sophie!

We hired our new Climate Action Programs team, Jacqueline and Sayano!

in the FALL...

Our team had a super fun paddleboarding adventure for our team social!

We hired four new Canada Summer Jobs positions!

We welcomed Sadie as our new Civic Education Programs Manager!

We dedicated **September 30th**, Truth and Reconciliation Day, to collectively and individually reflect on our commitment to Indigenous communities and the land we live on. We shared what we had learned from listening to Indigenous people and their stories with one another.

in the WINTER...

Our crew had our annual holiday party, which was 80s prom themed and featured intense games of White Elephant and bowling!

Winding down the year, our team went on a team retreat in November on beautiful Bowen Island, where we reflected upon the year and planned for our upcoming ventures in the new year!

In December 2022, we began our membership at the HIVE Coworking Space in Downtown Vancouver, thanks to The Youth Harbour at the Foundation for Environmental Stewardship!

At the end of the year, we announced that our co-founder and Executive Director Veronika Bylicki would be departing from her position in 2023, and that CityHive would be welcoming a new Executive Director in the new year.



FILM NEGATIVE



FILM NEGATIVE



FILM NEGATIVE



FILM NEGATIVE

FILM NEGATIVE



CITYHIVE TURNS FIVE!

After several years on online-only programming, we were thrilled to bring out community together for our first birthday bash celebration in several years. The belated 5th birthday bash brought together program alumni, community partners, allies, and friends over food, festivities and even some fun trivia!



OTHER BIG WINS

CityHive celebrated our 5th Birthday Bash with our beautiful community!

We launched our strategic plan in early 2022!

This year, we had the largest staff team that CityHive has ever had at one time!

Our membership at The HiVE gives us a physical space to operate out of again!



LOOKING AHEAD

There's lots to be excited about for 2023!

The Youth Climate Innovation Lab (YCIL) launched in 2022 with its first cohort, but will be working with three more cohorts in the coming year!

The Youth Civics and Climate Leadership Program (YCCLP), also developed and launched in 2022, will be continuing into March with new amazing partner organizations!

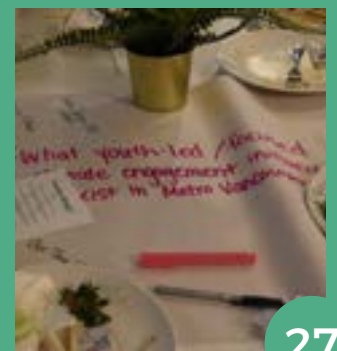
Our membership at The HiVE in Vancouver's Gastown allows us to launch the Climate Sharespace in 2023! The space will be available from early 2023 to provide youth with a free, safe physical space for their climate initiatives, organizations and groups to meet, receive peer-to-peer mentorship, collaborate and store materials for climate work! This initiative is in partnership with The Youth Harbour.

Learn more about **CLIMATE SHARESAPACE** here!



CityHive's first cohort of Surrey Shapers runs from November 2022 into February 2023! The team ran public space interventions and worked with grassroots organizations, city staff, and community members in Surrey to innovate around public space!

Civic Innovators: Renovate the Public Hearing is launching in 2023! This urban/rural cohort program will inform policy on what accessible Public Hearing processes can look like.



ACKNOWLEDGEMENTS

We are deeply grateful to our partners and collaborators who made our year everything that it was:



We are also incredibly grateful for our funders, without whom we wouldn't be able to run our programs:





CityHive is incredibly appreciative of our partners, funders, facilitators, guests, and participants for being the heart of this organization. We are moving into the new year with passion, excitement, and gratitude **thanks to you!**