

annual report

eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all



eliminating racism
empowering women

ywca

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2011–2012 YWCA board of directors (terms)

Chairperson: Ann Tieman	(2010–2013)	Allison Evans	(2012–2015)
Vice Chairperson: Preeti Pachaury	(2010–2013)	Kristin Green	(2011–2014)
Treasurer: Janice Mueller	(2010–2013)	Fabiola Hamdan	(2012–2015)
Secretary: Malika Monger	(2010–2013)	Jessica Harlan	(2012–2015)
Member-at-large: Magda Kmiecik	(2011–2013)	Stephanie Imhoff	(2011–2014)
Immediate Past Chair: Lysa Thoeny	(2010–2013)	Beth Norman	(2010–2013)
Traici Brockman	(2012–2015)	John Raihala	(2008–2011)
Francisca Brown	(2011–2014)	Cindy Witt	(2010–2013)
Kathy Cramer Walsh	(2009–2012)	Sharon Younkin	(2011–2014)
Beth Curley	(2010–2013)	CEO: Rachel Krinsky	

Dear friends of the YWCA,

I write this letter six months into my work here and I continue to be delighted to serve as the YWCA Madison's CEO. As I look back, I am truly impressed by all that has been accomplished last year (and in the more than one hundred years of the organization's history!). I hope you will find this report as inspiring as I do. It is a testament to the strength and effectiveness of the organization I have inherited and to the excellent work of the staff and of my predecessor, Eileen Merhart.

The YWCA has achieved so much in the last year, including:

- Expanding programming and housing for homeless families to better meet the gap in community services;
- Reconfiguring our job training programs to provide more hands-on experience in the skilled trades and road construction industry;
- Reaching 100% occupancy in our 101 E. Mifflin Street housing programs after completing renovations;
- Expanding the Restorative Justice program from a pilot program to five schools to help at-risk youth avoid suspension and expulsion;
- Holding our largest Racial Justice Summit ever and celebrating the 10th anniversary of its inception; and
- Helping 84 percent of Girls Inc. participants to improve their GPA.

I continue to learn more each day. As I begin to look to the future of the YWCA, I have identified three key areas of focus:

Sustainable funding

The YWCA is currently in a good cash position, but our long term projections indicate that revenue is not keeping pace with expenses. While we have well-established fundraising practices in the areas

of public and private grants, events, corporate sponsorships, and mail campaigns, we know there is room to grow in the area of major gifts. I am working closely with our Development staff and newly-formed development committee to establish new strategies, including major gifts, to bolster our budget and achieve long-term, sustainable funding.

Developing partnerships to combat racism

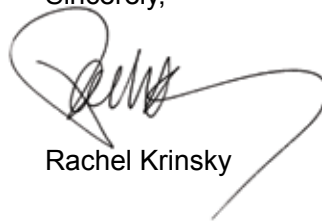
The YWCA has developed an excellent reputation for our Racial Justice work over the last ten years and has created a phenomenal tool for change in the form of our Restorative Justice work in the public schools. This is a critical moment for change in our community as the issue of the racial achievement gap has become a community and the school district's focus. The YWCA must form strong, effective working partnerships with other organizations doing racial justice work and must reach out more successfully within communities of color.

Expanding programs

Our community still faces many challenges and there are still many unmet needs. I will continue to seek every opportunity to expand our programs where we can bridge gaps in service and identify sustainable resources. Even now we are exploring new possibilities in our housing, racial justice, and employment areas. Stay tuned!

Thank you so much for your support of our work and our mission. I am deeply grateful for everything you have done to help the YWCA serve the community in so many critical areas.

Sincerely,



Rachel Krinsky

Support And Revenue	
Grants	\$ 1,511,581
Management Fee Income	\$ 45,323
Contributions	\$ 805,578
Rent Income	\$ 46,064
Member Dues	\$ 10,620
Special Events	\$ 193,246
Investment Income	\$ 93,738
Change In Value Of Beneficial Interest	\$ 158,521
Fee Income	\$ 1,062,388
Agency Endowment Return	\$ (1,443)
Donated Materials	\$ 63,310
Miscellaneous Income	\$ 650
Net Assets Released From Restrictions	\$ 974,784
Total Support And Revenue	\$ 4,964,360

Expenses	
Permanent Residents	\$ 416,186
Shelter Services	\$ 245,134
Employment And Training	\$ 337,095
Community Based Housing	\$ 924,041
Transportation	\$ 472,622
Community Programs	\$ 573,362
Total Program Expenses	\$ 2,968,440

Supportive Services	
Management & General	\$ 433,275
Property Management	\$ 19,681
Fundraising	\$ 223,393
Total Support Services	\$ 676,349

Total Expenses	\$ 3,644,789
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Increase In Net Assets	\$ 1,319,571
Change In Temporarily Restricted Net Assets	\$ (480,597)
Net Assets—Beginning Of Year	\$ 4,230,507
Net Assets—End Of Year	\$ 5,069,481

Current Assets	
Cash	\$ 226,097
Accounts Receivable	\$ 1,312,605
Unconditional Promises To Give	\$ 267,702
Investments	\$ 120,016
Prepaid Expenses	\$ 36,051
Total Current Assets	\$ 1,962,471

Other Assets	
Investments	\$ 1,104,978
Loan Receivable—YWCA Madison Housing, LLC	\$ 2,180,444
Cash Held For Unconditional Reserve	\$ 30,038
Unconditional Promises To Give For Campaign	\$ 60,195
Beneficial Interest In Assets Held By MCF	\$ 29,422
Total Other Assets	\$ 3,405,077
Building, Land & Equipment - Net	\$ 719,077
Total Assets	\$ 6,086,625

Liabilities	
Note Payable	\$ 503,049
Forgivable Loan	\$ 300,000
Accounts Payable	\$ 77,723
Other Accrued Liabilities	\$ 35,469
Accrued Payroll And Withholdings	\$ 99,340
Deferred Revenue	\$ 1,563
Total Liabilities	\$ 1,017,144

Net Assets	
Unrestricted	\$ 4,501,721
Temporarily Restricted	\$ 567,760
Total Net Assets	\$ 5,069,481

Total Liabilities & Net Assets	\$ 6,086,625
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Empower Home

Empower Home, a partnership with the United Way Dane County and Domestic Abuse Intervention Services (DAIS), provides women survivors of domestic violence, who are homeless or in need of transitional housing to flee a domestic violence situation, the opportunity to live in safe, supportive transitional housing. The program's goals are to provide survivors a safe environment to heal. During their time in the program, they will have access to a case manager who can assist them on skills to enhance their life and help them maintain their safety. Graduates will be empowered to pursue their goals for employment, financial stability, healthy family relations, social connectedness, parenting, health care, and mobility.

Participant Demographics

Empower Home served 10 adults and 8 children.

56% African American

22% Multi-racial

11% White

11% Latino

89% Female

11% Male

Program Statistics

100% of participants served are survivors of domestic violence.

Outcomes

80% of participants maintained housing for at least six months.

80% of survivors reported increased feelings of safety.

100% of participants achieved at least one goal that they set forth for themselves.

Family Shelter

The YWCA has been providing shelter to homeless families since the early 1980s. Families are referred to the YWCA shelter by the Salvation Army, which acts as "gatekeeper" for all homeless families in Dane County. We provide 12 private shelter rooms and a shared kitchen. Our major objectives are to assist homeless families in locating and maintaining affordable, permanent housing, while helping them obtain the resources and skills they will need to maintain future housing. A YWCA case manager works with each family to find housing, and also to address those barriers that have prevented families from maintaining housing in the past, such as: lack of income and unstable employment histories; parenting issues; poor credit and limited budgeting skills; transportation needs; medical, dental, mental health, and substance abuse concerns; and limited understanding of their rights and responsibilities as tenants.

Participant Demographics

64 families (71 adults and 102 children) lived on the shelter floor.

The ethnic/racial background of shelter residents

71% African American

28% White

<1% Native American

<1% Multi-Racial

Gender of shelter families

59% female

41% male

Program Statistics

11,850 days of shelter were provided

37% of households had been in Dane County less than one year.

61% of households had been in Dane County more than two years

Primary reasons for seeking shelter

33% low or no income

20% violence or threat of violence

18% eviction/non-renewal of lease

19% other

10% roommate or family conflict

Outcomes

54% of families in shelter who worked with the case manager moved into long-term housing.

78% of formerly-homeless families who moved into long-term housing maintained that housing for at least six months.

House-ability

The House-ability Program is a collaboration between the YWCA, The Salvation Army of Dane County, and The Road Home Dane County that provides permanent housing and intensive case management to homeless families with minor children and an adult with a disability. House-ability is a long-term program aimed at helping families maintain housing, increase skills and income, and achieve greater self-determination. The program serves 23 families at a time.

Participant Demographics

House-ability served 27 families, which included 33 adults and 49 children.

Ethnic/racial background of House-ability participants

- 60% African American
- 18% White
- 22% Multiracial

Gender of House-ability participants

- 60% female
- 40% male

Program Statistics

- 89% identified mental illness
- 60% identified physical disability
- 7% participated in therapy and/or Alcohol or Drug Addiction (AODA) treatment

Outcomes

- 100% successfully maintained housing for one year.
- 81% obtained or sustained economic self-sufficiency.

Housing for Single Women

The YWCA is the largest provider of affordable housing for low-income women in Dane County. We offer single-room occupancy units, as well as some one-bedroom apartments. All units are furnished. Residents share a community kitchen and lounge with others on their floor. Twenty-four hour staffing provides excellent building security. Counseling support services are available for residents needing assistance.

Many residents have been homeless in the past and face multiple barriers to success, including unstable work histories and lack of income; poor credit and limited budgeting skills; lack of education; medical, dental, and mental health concerns; substance abuse issues; and limited understanding of their rights and responsibilities as tenants. Our goal is to help YWCA residents overcome barriers to self-sufficiency so they may maintain themselves successfully in YWCA housing and in the community.

Participant Demographics

105 women lived in permanent YWCA housing.

Ethnic/racial background of residents

- 67% White
- 28% African American
- 4% Latino/a
- 1% Asian

Gender of residents

- 100% female

Program Statistics

- 59% identified a mental illness
- 28% identified a physical disability
- 21% identified AODA issues
- 8% identified a developmental disability

Outcomes

- 82% of participants maintained housing.
- 82% of residents who complete an annual survey responded that YWCA counseling staff has been helpful in assisting them in meeting their basic needs.

Rapid Rehousing

The Rapid Rehousing Program is a collaboration between the YWCA, The Salvation Army of Dane County, The Road Home Dane County, and the United Way of Dane County. The program pays the first month's rent and security deposit and provides rent subsidies for 11 additional months. Case management is provided for one year to families in the program. Rapid Rehousing goals include moving families out of shelter and into permanent housing, helping them maintain that housing, and helping families achieve their personal goals. Rapid Rehousing serves 45 new families each year.

Participant Demographics

Rapid Rehousing Program served 93 families, which included 111 adults and 178 children.

Ethnic/racial background of Rapid Rehousing participants

- 61% African American
- 20% Multiracial
- 17% White
- 2% Latino/a

Gender of Rapid Rehousing participants

- 64% female
- 36% male

Outcomes

- 80% maintained housing for one year.
- 79% achieved a personal goal in addition to maintaining housing.

Resident Services

Children's Programs

The YWCA Madison provides nightly and weekend activities for children staying in the family shelter and Third Street programs. Activities include arts and crafts, science projects, literacy programming, and outings in the community.

These programs provide a safe, nurturing environment for children to thrive while providing parents time to secure housing, employment, and to take care of other household responsibilities. The children's programs provided 495 hours of programming for 116 children in 2011.

Food and Personal Care Pantry

The YWCA offers a food and personal care pantry for use by residents.

Adult Residential Programs

Counseling support services are provided to all YWCA residents. In addition, homeless families are provided a case manager to assist them in finding housing and to address those barriers that might prevent them from maintaining housing in the future.

Second Chance Apartment Project

The Second Chance Apartment Project is a collaborative transitional housing program with The Road Home Dane County and area community organizations and faith-based organizations. In 2011, the Second Chance Apartment Project, with support from generous sponsors and funding from the Department of Housing and Urban Development, served 21 families. These families had access to supportive, affordable transitional housing. Families can stay in the program from one to two years and have access to financial management assistance, case management, mentoring support, and employment/training assistance. The goal of the Second Chance Apartment Project is to provide homeless families, who may have multiple barriers to self-sufficiency, a "second chance" to maintain stable housing.

Program Demographics

21 families (25 adults and 35 children) participated in the Second Chance Apartment Project.

Ethnic/racial background of Second Chance Apartment Project participants

- 90% African American
- 7% Latino/a
- 3% Multi-racial

Gender of Second Chance Apartment Project participants

- 52% female
- 48% male

Outcomes

- 100% of families maintained their housing during 2011.
- 100% of families received case management.
- Six families left the program to move into subsidized housing during 2011.



Second Chance Tenant Education

The Second Chance Tenant Education workshop is a six-hour training program that is geared toward assisting homeless and near-homeless families in learning skills to find and maintain housing in Madison. The workshop is a collaboration among the YWCA, Wisconsin Management, Fiduciary Real Estate Development, Tenant Resource Center, Fair Housing Center, Dane County Credit Union, and UW Credit Union.

Individual short-term and long-term case management is offered to graduates of the workshop. Case management focuses on finding and maintaining housing, credit/budgeting, employment, schooling, and other personal goals. Some rental assistance is available to participants who have completed the workshop and are participating in case management.

Participant Demographics

218 adults graduated from the Second Chance Education Program.

Ethnic/racial background of Second Chance Education participants

- 70% African American
- 27% White

- 2% Native American
- 1% Other
- <1% Multiracial
- <1% Asian

Gender of Second Chance Education participants

- 83% female
- 17% male

Program Statistics

- 89% of individuals completed the workshop
- 78% of participants were homeless
- 14% were at risk of homelessness
- 20 Workshops were held in 2011.
- 82 households requested and received long-term case management (approximately six months in duration).

Outcomes

- 95% of graduates reported that the program would help them find and maintain an apartment.
- 99% of graduates who received case management maintained housing six months following graduation.

S.K.I.L.L.S.

The S.K.I.L.L.S. Program partners YWCA Madison housing program staff with local volunteer financial professionals to conduct a four-week curriculum at some of the alternative high school programs in the Madison Metropolitan School District. The financial institutions involved were Summit Credit Union and UW Credit Union. The school programs were The Transition Learning Center at the Packer Townhouse Community Center, Work and Learn Center/Lapham, and the Work and Learn Center/Doyle.

Programming consists of four one-hour workshops per location each semester. Topics covered include: apartment renting, tenant rights and responsibilities, checking and savings, and credit. Each student receives a housing and a financial education resource packet and a certificate of completion for every hour attended. YWCA staff presents the housing education and credit union volunteers use Citigroup curriculum for financial education.

Participant Demographics

187 children participated in S.K.I.L.L.S. training.

Additional demographics are not collected because participants are under 18 years of age.

Outcomes

- 98% of students who completed an evaluation said that they felt the workshop will help them get and/or maintain an apartment.





Third Street

Third Street is a starting place for single moms with children, birth to four years old. The program offers safe, affordable housing, support services, family programming and access to many resources. Once in stable housing, moms are able to utilize the services and support needed to pursue their goals to move towards self-sufficiency and to raise happy, healthy children. Families come into the program with diverse needs, strengths, and goals. The program is very individualized and focuses on each family's needs and wishes.

Third Street's nurturing environment allows families to thrive while building friendships and new support systems. The program provides furnished apartments, computers with internet access, bright play areas, and 24 hours building security. Families participate in weekly workshops and activities related to parenting, family literacy, finances, health, goals and community awareness. Third Street builds long-term partnerships with numerous community groups for workshops, volunteers, services, and informal mentoring. Many former Third Street families maintain contact with the program and return for annual events such as the summer picnic and the holiday party.

Participant Demographics

Third Street served 21 families, which included 21 adults and 23 children.

Ethnic/racial background of Third Street residents

- 68% African American
- 18% White
- 7% Latino/a
- 4% Multiracial (2 or more ethnicities)
- 2% Native American

Gender of Third Street families

- 64% female
- 36% male

Program Statistics

- 100% of household were unable to secure other housing due to limited income, no prior housing history or previous evictions.
- 100% families reported that the YWCA provided them with a safe and well-maintained apartment.
- 90% were homeless or at imminent risk of becoming homeless before Third Street
- 71% secured Section 8 while in the program
- 81% identified trauma Issues
- 52% identified mental illness
- 48% experienced domestic violence
- 7% identified a developmental disability
- 5% identified physical disability
- 2% identified alcohol and other drug abuse issues
- 52% received W2 assistance
- 43% were employed during part or all of the year
- 43% attended school (ESL, GED, college)
- 14% received Social Security Income (SSI)

Outcomes

- 100% of families served by Third Street maintained a Third Street apartment and/or moved to other permanent housing.
- 90% of single moms in the Third Street program attained at least two goals towards self-sufficiency.
- 95% of Third Street families accessed three or more community resources with the assistance of the Third Street program.



Construct-U

Construct-U is the Department of Transportation's Transportation Alliance for New Solutions (TrANS) program for the Southwest Region (including Dane, Rock, Green, Iowa, Columbia and Sauk Counties). Construct-U is a training program intended to improve employment opportunities for people traditionally under-represented in the skilled trades: women and people of color. The Construct-U mission is to help individuals obtain jobs that have a family-supporting wage, as well as break down barriers and stereotypes. Construct-U is an eight-week course designed to introduce participants to the road construction industry and building trades. The program combines hands-on construction training with classroom preparation for apprenticeship entrance exams. In 2011, several components were added to the program curriculum which resulted in students receiving certifications, which include the Department of Transportation-issued TrANS certificate and national flaggers' certification. Graduates are directly referred to construction employers and apprenticeship programs.

Participant Demographics

70 adults enrolled in the Construct-U program.

Ethnic/racial background of Construct-U participants

- 67% African American
- 14% White
- 11% Multi-racial
- 6% Latino/a
- 1% Native American

Gender of Construct-U participants

- 63% male
- 37% female

Outcomes

- 70% of participants graduated from Construct-U.
- 39% of program graduates found or improved employment.
- 29% of program graduates found educational opportunities.
- 12% obtained an apprenticeship or licensure.

Driver's License Recovery

The Driver's License Recovery Program (DLRP) assists individuals with suspended driver's licenses due to unpaid fines or child support. The loss of driver's licenses of individuals at or below the poverty level is becoming a growing concern in Dane County and drastically limits employment opportunities for those affected. YWCA Madison works with the municipal and circuit court systems and the Department of Motor Vehicles to address the growing issue of the loss of a driver's license. Participants receive education on maintaining their license and working with the child support system. Participants also enroll in job-related activities or a structured training program to assist with obtaining employment and maintaining their driver's license. The Driver's License Recovery Program is a mission-focused program and is intended to address racial disparities in our criminal justice system.

Participant Demographics

93 adults participated in DLRP.

Ethnic/racial background of DLRP participants

- 74% African American
- 24% White
- 2% Latino/a

Gender of DLRP participants

- 52% male
- 48% female

Program Statistics

209 individuals attended 11 Driver's License Recovery Clinics

Outcomes

- 74% of program participants reinstated their driver's license with assistance from the DLRP program.
- 15 people were able to reinstate their license on their own after attending the DLRP Information Clinic.

Job Readiness

Job Readiness programs offer assistance in career planning and development. Participants work one-on-one with a job counselor to explore career interests, identify and eliminate barriers to employment, create a plan to enter or be promoted in their field of interest, and develop résumé writing and interview skills. In response to today's competitive job market, participants are also connected with various training opportunities and workshops in the community to enhance technical and soft skills.

The Success Class is a three-week job readiness class in which participants are able to strengthen communication skills, write a résumé, complete job applications, and develop interviewing skills in a group setting. Participants also learn basic computer and math skills, problem-solving, and other essential employment and life skills. After completing the job readiness class, participants enter into a structured training program or employment search, while continuing to receive case management and working towards their long- and short-term goals.

Participant Demographics

126 adults participated in Job Readiness Programs.

Ethnic/racial background of Job Readiness participants
57% African American

25% White
9% Latino/a
3% Native American
2% Southeast Asian
2% Asian
2% Multiracial

Gender of Job Readiness Participants
73% female
27% male

Program Statistics

10 Job Readiness Workshops were offered
55 Displaced Homemakers were served.

Outcomes

69% of graduates from the three-week Job Readiness Class obtained employment.
51% of participants enrolled in job readiness programs obtained/improved employment.
50% of participants completed a structured training program.

Smiles for Success

A person's smile is a large part of their first impression, but some women returning to the workforce lack access to dental services. The YWCA Job Options Program partnered with the Max Pohle Dental Clinic at Meriter Hospital to create the Smiles for Success Program. This program offers women with significant dental issues free dentistry services to improve their smiles and self-esteem as they enter their careers. Program duration varies according to individual circumstances. Participants of Smiles for Success also receive individual job counseling and continuous case management.

Participant Demographics

Ethnic/racial background of Smiles for Success participants
62% African American
38% White

Gender of Smiles for Success participants
100% female

Program Statistics

100% funded by the donations of the Max Pohle Dental Clinic

Outcomes

8 adults received services through Smiles for Success.
2 adults completed the Smiles for Success program.

Suited for Success Boutique

The Suited for Success boutique provides free professional clothing for women seeking employment or just entering the workforce. It is fully stocked with donated clothing and is entirely operated by volunteers. On the second Saturday of each month, the boutique hosts a clothing sale that is open to the public and generates revenue for YWCA programs.

Outcomes

314 women (306 adults and 8 minors) received clothing from the Suited for Success boutique.
21 boutique volunteers provided 1,097 hours of service.

YW Transit

YW Transit is a community-based transportation program serving Dane County. The three primary components of the program are as follows:

- The YW Transit **JobRide program** provides 24-hour/7 days-per-week, door-to-door, pre-scheduled employment-related transportation to clients throughout Dane County. The service provides viable transportation to hundreds of clients who are unable to drive due to a myriad of circumstances. JobRide is essential in providing large segments of Dane County's underserved populations with the means to obtain and maintain family-supporting occupations by providing safe, affordable, and reliable transportation.
- The YW Transit **Sexual Assault Prevention program** provides transportation services to Madison-area citizens that feel their personal safety is in jeopardy while traveling to and from work, school, shopping areas, and/or community/social events. In addition, the Sexual Assault Prevention program provides immediate crisis assistance to those that find themselves in sexual assault and/or domestic violence situations.
- The **Contracted Community Transportation program** provides broader opportunities for community organizations that struggle with getting participants to services.

Participant Demographics

YW Transit provided 17,475 rides to adults and 1,527 rides to children.

Ethnic/racial background of YW Transit riders

- 37% African American
- 33% White

- 12% Latino/a
- 9% Southeast Asian
- 5% Asian
- 3% Native American
- <1% Another Ethnicity
- <1% Multiracial

Gender of YW Transit riders

- 68% female
- 32% male

Program Statistics

19,002 rides were provided by YW Transit

16,429* JobRides were provided

8,061* Sexual Assault Prevention rides were provided

778 contracted rides were provided to community partners.

*Job-related rides provided during night time hours are also considered Sexual Assault Prevention rides.

Outcomes

- 83% of riders were able to maintain their job because of JobRide.
- 17% of riders were able to obtain employment because of JobRide
- 100% riders got to/from their destinations safely.
- 100% riders felt safer going out at night.





Girls Inc.

Girls Inc. at YWCA Madison is an after-school enrichment program designed specifically for girls ages 9-18. The program inspires girls to be strong, smart, and bold by using research-based informal education programs that encourage girls to take risks and master physical, intellectual, and emotional challenges. Major programs address math and science education, pregnancy and drug abuse prevention, media literacy, economic literacy, adolescent health, violence prevention, leadership development, and sports participation.

Currently, there are three Girls Inc. at YWCA Madison sites: Goodman Community Center, Kennedy Heights Community Center, and the Wisconsin Youth & Family Center. The program assists girls living in low-income neighborhoods by providing curriculum-centered programming, as well as social and community event opportunities.

Participant Demographics

Girls Inc. at the YWCA served 173 girls.

Ethnic/racial background of Girls Inc. participants

- 57% African American
- 20% Multiracial
- 10% White
- 9% Southeast Asian
- 4% Latino/a

Gender of Girls Inc. participants

100% female

Program Statistics

Girls Inc. participants took 9 college campus tours.

Outcomes

- 100% of participants volunteered in the community.
- 97% of participants improved their understanding of how to stay safe.
- 96% of participants improved their understanding of alcohol and drug abuse prevention.
- 94% of participants learned skills to help them achieve in school.
- 92% of participants improved their understanding of media literacy.
- 84% of participants improved their GPA.



**Girls Incorporated®
at YWCA Madison**



A part of the Girls Inc. program is academics and I need the extra help to keep my grades up in school. I know I want to go to college someday and Girls Inc. is helping me on that path. We go on college visits and see what campuses are like. We also do community service. Right now, we cook and serve a meal to the homeless.

Girls Inc. helps me learn responsibility, something I need to use at school and at home. My mom likes that I am in the program because it keeps me doing something positive with my time.



YWCA Girls Inc. participant



Racial Justice

Racism affects all of us regardless of what we look like. The elimination of racism is an on-going process that requires persistence, commitment, and continuing dialogue between individuals and groups. The YWCA's Racial Justice initiative is guided by the belief that we have both the opportunity and the responsibility to combat racism in our community. We are committed to helping individuals, organizations, and companies in the Madison community to improve race relations and find ways to eliminate racism through constructive dialogue and meaningful action.

During 2011, the YWCA launched a newly-created six-part Racial Justice curriculum that covers topics such as intercultural communication and conflict resolution, institutionalized racism, and white privilege. During the sessions, participants have opportunities to learn through dialogue, film, and interactive activities culminating in strategic action planning around issues such as racial disparities in the criminal justice system and education.

2011 marked the 10th anniversary of the Summit and it was the largest event ever. The Summit focused on the use of Restorative Practices to address racial disparities in the criminal justice system. Lastly, at the Racial Justice Summit we hosted our third Youth Track which featured an interactive workshop about restorative justice practices and the school-to-prison pipeline.

Participant Demographics

459 adults participated in the Racial Justice Initiative.
88 youth attended the Youth Summit.

Ethnic/racial background of Racial Justice Initiative participants

- 53% data unavailable
- 30% White
- 10% African American
- 3% Latino/a
- 2% Native American
- 1% Asian
- 1% Multiracial

- Gender of Racial Justice Initiative participants
- 21% data unavailable
- 62% female
- 17% male

Program Statistics

476 Racial Justice Summit participants received 20 hours of specialized Racial Justice training.

9 new facilitators were trained to conduct the six-part series.

3 complete Racial Justice Series were offered in 2011 for a total of 72 hours of trainings over 15 sessions.

Outcomes

89% of Racial Justice Summit survey respondents plan to apply knowledge or skills that they gained at the Racial Justice Summit to either use restorative justice practices to reduce racial disparities or to create a new restorative justice initiative or program.

92% of respondents ranked the YWCA Racial Justice Workshops either a 4 or a 5 on a scale from 1 to 5, with 5 being the most useful. Respondants were answering the question "How useful was this workshop in meeting the goals of the YWCA: to expand racial understanding through personal dialogue among members of different races, with the ultimate goal being to eliminate barriers that foster racism?"

91% of Racial Justice participants ranked the YWCA Racial Justice Workshops either "Very Good" or "Outstanding."

“Before attending the Racial Justice Program, I had already known that there were racial and other forms of discrimination. Yet I never realized the profound impact that it has on us. I left the program feeling hopeful. I believe that we all have a role to play to move toward a society where privilege is not institutionalized.”

YWCA racial justice workshops attendee

Restorative Justice

In April 2010, the YWCA Madison launched its Restorative Justice Initiative as a part of its Racial Justice programming. The YWCA Madison implemented a Restorative Justice Initiative in order to promote a greater awareness of the connection between race and justice, to confront issues of race within our justice and educational systems, and to provide resources, processes and tools to the community for implementation of restorative justice principles, community building, and community healing.

Over the past year the Restorative Justice Program expanded from one school to five schools, including three high schools and two middle schools. The presence of restorative justice in middle schools and the addition of the Middleton-Cross Plains school district has created opportunity for new challenges and a deeper understanding of the needs in our community. At the beginning of the 2011 school year, the LaFollette High School Education Resource Officer reported that the Restorative Justice Program has had a positive impact and has contributed to a positive school climate.

Participant Demographics

110 students participated in Restorative Justice Circles.

Ethnic/racial background of Restorative Justice participants

- 38% African American
- 32% White
- 12% Multiracial
- 11% Asian
- 7% Latino/a

Gender of Restorative Justice participants

- 65% female
- 35% male

Program Statistics

110 youth were trained to facilitate Restorative Justice circles at their schools.

10 student-led and five adult-led circles were held in 2011.

The eight-week curriculum was offered six times at five different sites in 2011.

The YWCA offered Restorative Justice Facilitator training to 38 school staff in 2011, increasing the capacity for alternatives to suspension and expulsion at five different schools.

Outcomes

92% of students who completed a Circle had noted short-term behavioral improvement following the circle process and 91% had long-term (12-month) behavioral improvement.

87% of students who completed a Circle had noted short-term (six-month) and long-term (12-month) decreases in antisocial behavior following the circle process.

95% of students indicated a change in knowledge following the eight-week Restorative Justice Curriculum and reported satisfaction with the program.

95% of partner school staff reported satisfaction with the program.

100% report increased knowledge and understanding of Restorative Practices and Principles.

What is a Restorative Justice Circle?

The YWCA Madison's Restorative Justice Program trains local school staff and students on alternative ways to address disciplinary issues (rather than relying on suspension or expulsion) in order to reverse the School-to-Prison Pipeline and the achievement gap that disproportionately impact students of color.

The program follows a process where accountability, not punishment, is paramount. This process is called a Circle. The referred student, staff members, and trained facilitators gather in a Circle where everyone is an equal participant.

The goal is to understand the root cause of problems and work together to create a solution students and the school community can agree on.

Circles are used to focus on various subjects, including discipline, racial conflict, and celebration of accomplishments such as completing the facilitator training. At each Circle, participants identify values they will honor, such as honesty, confidentiality, respect, and more. The Circles follow specific guidelines and are led by trained student or adult facilitators.





Annual Community Awards

Each year, the YWCA recognizes community members for their contributions and achievements.

2011 Women of Distinction Award Winners

(in order of appearance in photo above)

Anne Hartwig
 Marion Morgan
 Fabiola Hamdan
 Lisa Kvistad
 Gloria Hawkins

View a complete list of the 195 Women of Distinction award winners honored since 1974 at www.ywcamadison.org/academy.

2011 Volunteer Recognition Awards

Marissa Courey
 Leslie Perelman
 Molly Zemke

Heil Scholarships

Each year, the YWCA awards three \$500 Heil Scholarships to women studying at Madison College. To be eligible, students must be taking at least nine credits, have a minimum 2.0 Grade Point Average, and demonstrate financial need.

2011 Heil Scholarship Recipients

Melissa Barber-Pollard
 Leah Celler
 Kristine Shaw

Legacy Society

Members of the YWCA Madison Legacy Society are women and men who are part of the history of the YWCA and want to do more for the future by leaving a gift from their estate to the YWCA Madison. These thoughtful people plan to leave the world a better place through their legacy gifts. With a legacy gift, individuals of even modest means can help preserve and expand the work of the YWCA Madison for future generations.

Society Membership

Membership in the Society is open to any individual or couple that includes gifts to the YWCA Madison, Inc. in their estate plans. Membership in the Society may be obtained by making a planned gift in any of the following ways:

- A bequest in your will directing a percentage of your estate, fixed amount, or contingency statement that will direct an eventual gift to the YWCA Madison.
- Creating a trust or life estate agreement that eventually directs all or part of the principal or earnings to the YWCA Madison.
- Establishing a Charitable Gift Annuity or Pooled Income Fund Agreement to benefit the YWCA Madison.

The gifts provided through one or more of the above methods can be made through a gift or bequest of money, land, stocks and bonds, life insurance, savings or checking accounts or CDs, and assets in a qualified IRA. We encourage you to consult with your financial advisor and tax professional to assist you in making a thoughtful and effective estate plan. Working with these professionals will help you to fully evaluate personal and family issues of importance to you, as well as your wishes for any charitable donation to the YWCA Madison. If you would like more information on joining the YWCA Madison Legacy Society or making a charitable contribution, please contact the Development Department at 608-257-1436, option 2.

Current Legacy Society Members

Anonymous (2)
 Gloria and Mike Green
 Norma and Doug Madsen
 Sharon Stark and Peter Livingston
 Jane and Daniel Tereba

Volunteers

Volunteers are an integral part of the programs of YWCA Madison. Volunteers with the children's program cook, play games, and read with children from our homeless shelter and Third Street program. Suited for Success volunteers staff the boutique where low-income women can select work attire for job interviews or their first few days of work. Volunteers who work with the Racial Justice program provide a forum for participants to discover ways that racism has impacted their lives. These, and the myriad other activities staffed by volunteers, help make YWCA programs quality experiences for both participants and volunteers.

Ethnic/racial background of volunteers

- 69% White
- 14% African American
- 7% Asian
- 4% Latino
- 4% Native American
- 2% Multi-Racial

Gender of Volunteers

- 74% female
- 26% male

Participant Demographics

802 volunteers provided 8,846 hours of service.



Women in Focus Volunteers at the Third Street Book Fair.

A Story of Second Chances

Sarah, a single parent, attended the Second Chance Tenant Education Workshop while staying in the YWCA homeless shelter. After attending the Second Chance workshop, she decided to work with a case manager. Together, Sarah and the case manager set a goal to find stable housing for her family. Because she was homeless and earning minimum wage, she had difficulty finding an apartment she could afford. Sarah learned in the workshops how she could work towards improving her credit. Through the Second Chance program, which has relationships with landlords who are willing to give homeless families a “second chance,” she applied for an apartment that works with the YWCA’s program. Today, Sarah is living in a one-bedroom apartment that is in walking distance from her job, child care, and a bus line. She is working on her CNA license and getting her associate degree in nursing.



2011 donor list

We are grateful to the individuals, businesses, foundations, and groups who provided generous support to the YWCA Madison in 2011. We make every effort to recognize our financial contributors, but we may have inadvertently left someone off our list. Please let us know if we have left you off our list by calling the Development Department at 608-257-1436, opt. 2.

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I was at an all-time low during the time I lived at the YWCA. They always provided support in so many ways. I was able to graduate from MATC with a degree in Computer Information Systems, and secured a permanent position with the State of Wisconsin before my daughter was school age. In short, Third Street helped me develop the skills I needed to be self-sufficient.

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