

annual report

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



eliminating racism
empowering women

ywca

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eliminating racism
empowering women **ywca**

2014–2015 YWCA board of directors (terms)

| | | | |
|---------------------------------------|-------------|----------------------------|-------------|
| Chairperson: Magda Kmiecik | (2013–2016) | Eric Kestin | (2013–2016) |
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| Maureen Johannigman | (2014–2015) | | |

Dear friends of the YWCA,

For YWCA Madison, 2014 was a year of significant growth and impact. Our work in the community brought stable housing and better employment opportunities to more than 1,300 Dane County residents and helped move the critical conversations about race and disparities forward. In particular, I am excited about the highlights listed below.

Race and Gender Equity

- The October Racial Justice Summit saw record attendance, the Racial Justice Workshops sold out, and we increased the number of workshops offered. As a result, the YWCA provided racial equity training to the largest number of participants in our history: 278 more people than in 2013.
- We created a free toolkit for groups who want to discuss the *Race to Equity* report and trained 60 community facilitators who will assist in those conversations.
- Our Restorative Justice program served sixteen schools and secured contracts to serve an additional four sites in 2015.
- Four organizations—The Willy Street Co-op, The Madison Police Department, Unity Health, and Forward Community Investments—completed our Creating Equitable Organizations program. The feedback from these companies has been overwhelmingly positive.
- The Moxie Conference expanded to a full day and the second session of our YWomen Lead Development program is full and running well. In 2014, 208 women gained leadership skills through these programs. They discussed structural factors that contribute to the 33 percent U.S. women's leadership gap, as well as potential strategies for change.
- We implemented a number of internal strategies towards equity and are seeing results including greater racial diversity throughout the organization and a more equitable climate.

race & gender equity impact

- Racial Justice offerings attracted 278 more community members to learning about equity and engage in action.
- The YWCA launched new tools for addressing racial disparities in our community.

Job Training and Transportation

- We launched YWeb Career Academy, a new IT industry training program, which teaches web development skills and guarantees paid internships to all graduates. The first class commenced in late October and we anticipate that 16-18 students will complete the class in May.

- Construct-U conducted three successful sessions in 2014. In that time, 42 students graduated from the program and 67 percent found or improved employment. Others are using the skills and references gained during the class to pursue other employment.
- We partnered with the Urban League of Greater Madison, the START program, Latino Academy, Operation Fresh Start and the Workforce Development Board to win a collaborative grant from the City of Madison to provide funding specifically for work in job placement and retention.

job training & transportation impact

- 60% more students graduated from the Construct-U Program than in 2013.
- 18 students, mostly women and people of color, are on their way to learning skills to break into the tech industry.

Housing and Shelter

Housing & Shelter programs have grown significantly over the past five years. Thus, we did not anticipate much additional growth in this, our largest area of impact. Much to our surprise, an opportunity emerged to provide even more affordable housing. The City of Madison recently selected YWCA Madison and our partner Heartland Housing to develop and manage 40 units of affordable housing for homeless families!

housing & shelter impact

- By 2017, the YWCA anticipates increasing its affordable housing offerings by serving 40 additional families through a City of Madison project.
- YWCA housing programs served 867 people.

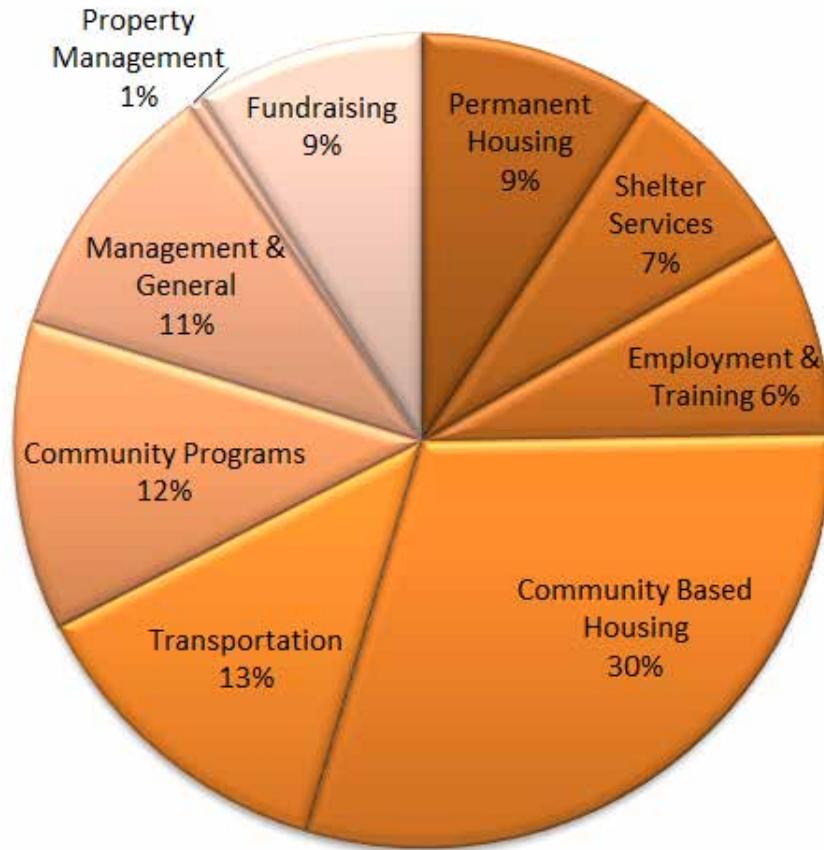
With all that we've accomplished in 2014, we're well positioned to make even more of an impact in 2015.



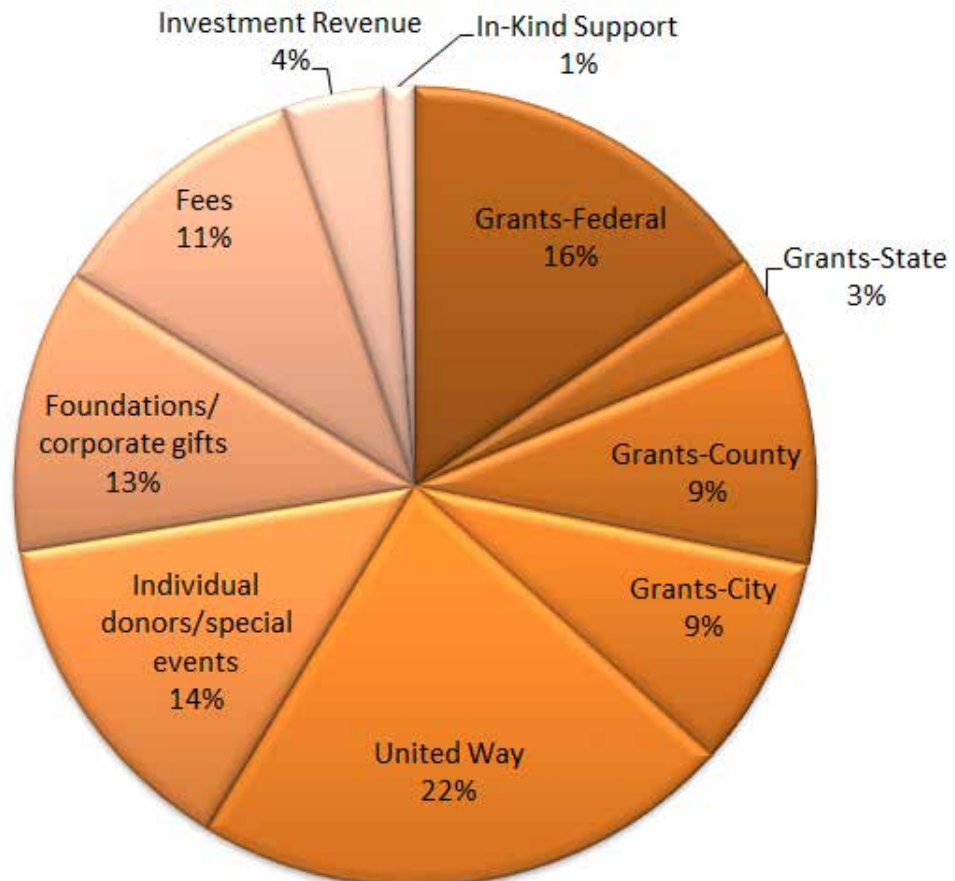
Rachel Krinsky, CEO



Expenses



Revenue



For the year ending December 31, 2014



Annual Community Awards

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

2014 Women of Distinction Award Winners

(from left to right)

Teresa Téllez-Girón

Dawn Crim

Emily Auerbach

Laurel Rice

Sally Miley

Sadat Abiri

View a complete list of the 208 Women of Distinction award winners honored since 1974 at www.ywcamadison.org/academy. Nominations for the next Women of Distinction awards are made available each year in December.

Heil Scholarships

The YWCA Heil Scholarship provides grants to pursue educational opportunities to students who are current or former YWCA Madison residents or program participants.

The goal of the scholarship is to assist the recipients in achieving personal and professional success so that they can provide an improved and stable quality of life for themselves and their families.

2014 Heil Scholarship Recipient

Bianca Birt

Ivonna Brown

Dezarae House

Marlene Patiño Quinto

Volunteers

The YWCA believes everyone has something to contribute and receive from participating in the YWCA community. Volunteers are an integral part of YWCA Madison's programs. The myriad activities staffed by volunteers help make YWCA programs quality experiences for both participants and volunteers.

Participant Demographics

443 (434 adults and 9 minors) people volunteered and provided 7,815 hours of service in 2014.

Ethnic/racial background of volunteers

| | |
|-----|-----------------------|
| 63% | (280) White |
| 12% | (53) African American |
| 5% | (24) Latin@ |
| 6% | (25) Asian |
| 2% | (7) Multi-Racial |
| 12% | (54) unavailable |

Gender of volunteers

| | |
|-----|------------------|
| 69% | (305) female |
| 23% | (104) male |
| 8% | (34) unavailable |

Age of volunteers

| | |
|-----|-------------|
| 1% | 5-14 |
| 16% | 15-19 |
| 32% | 20-34 |
| 18% | 35-54 |
| 7% | 55-64 |
| 5% | 65 and Over |
| 21% | unavailable |

My husband and I made time last year to volunteer in the Children's Program at the Downtown YWCA. Every Tuesday night we play with children while their mothers attend class. Holding infants, watching them learn to walk and talk, sitting on the floor and reading books, lifting them into the air and hearing their delightful laughs—all the problems of my day fall away in the deliciousness of the moment. These are two of our happiest hours each week.

Children's Program Volunteer

The YWCA Madison Supports People in Housing.

Housing & Shelter

Housing & Shelter programs offer safe, affordable, and supportive housing options on the Capitol Square and throughout the Madison area.

- *Ending Family Homelessness* – Shelter, housing programs, and case management services give families homes in which to live and grow.
- *Housing Single Women* – The YWCA Madison is the largest provider of affordable housing for single women in Dane County.

867 people

867 people (404 adults and 463 children) participated in YWCA housing programs.

Housing Outcomes

86%

86% (192 of 224) of households in YWCA housing programs maintained housing for one year or moved to other permanent housing during that year.

Other Outcomes

94% (116 of 124) of households participating in case management achieved at least one significant goal in addition to housing.

60% (26 of 43) of households who fully utilized YWCA shelter case management services moved into long term housing.

Housing Demographics

Participant Demographics

867 people (404 adults and 463 children) were served in YWCA housing programs.

Ethnic/racial background of housing & shelter participants

- 66% (570) African American
- 23% (199) White
- 9% (77) Latin@
- 1% (7) Multi-Racial
- >1% (5) Asian
- >1% (5) Southeast Asian
- >1% (4) Native American

Gender of housing & shelter residents

- 66% (569) female
- 34% (298) male

Participant Statistics

158 participants identified themselves as survivors of domestic violence or sexual assault.

160 participants identified themselves as having a mental illness.

I love living at the YWCA because it's in the heart of the city and gives me access to the buses. I also enjoy the affordable rents and security it provides. My neighbors and I enjoy a sense of community with each other and the caring staff.

A YWCA Resident

Housing Programs

- **Family Shelter** — The YWCA provides emergency shelter for up to 90 days for homeless families with children.
- **House-ability**, a collaboration with The Road Home and the Salvation Army, provides permanent housing to homeless families with minor children and at least one disabled adult.
- **Rapid Rehousing**, a collaboration with The Road Home, The United Way, and the Salvation Army, assists homeless families with minor children in moving from shelter into long-term housing in the community.
- **Second Chance Apartment Project**, a collaboration with The Road Home, provides homeless families transitional, affordable housing, and supportive services.
- **Single Women's Housing** — The YWCA is the largest provider of affordable housing for low-income women in Dane County.
- **Third Street** provides affordable apartments, supportive services, and a safe neighborhood for homeless or near homeless single moms with one child, birth to 4 years old, or women in their last trimester of pregnancy.



The YWCA Helps People Find Jobs.

Job Training & Transportation

Job Training & Transportation programs provide people with knowledge, skills, and transportation to improve their financial situations.

- *Delivering job training* – Employment and training programs help participants find and maintain work with family-supporting wages.
- *Getting people to work* – Transportation solutions offer people affordable, reliable transportation to and from their jobs.

Delivering Job Training

Construct-U

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 in the road construction industry and building trades.

Participant Demographics

53 adults enrolled in the Construct-U program.

Ethnic/racial background of Construct-U participants

- 75% (40) African American
- 19% (10) White
- 4% (2) Latin@
- 2% (1) Multi-Racial

Gender of Construct-U participants

- 81% (43) male
- 19% (10) female

Other Outcomes

79% (42 of 53) of participants graduated from Construct-U in 2014.

67%

67% (28 of 42) of 2014 Construct-U graduates found or improved employment.

YWeb Career Academy

YWeb Career Academy (YWebCA), a partnership with Adorable.io, targets and trains women and people of color ages 17 to 25 for jobs in the tech industry. After completing the class, participants are placed in paid internships with local tech companies. The first class will graduate in May of 2015.

Participant Demographics

25 adults enrolled in the YWebCA program.

Ethnic/racial background of YWebCA participants

- 32% (8) African American
- 28% (7) White
- 16% (4) Latin@
- 16% (4) Multiracial
- 8% (2) Asian/Pacific Islander

Gender of YWebCA participants

- 52% (13) female
- 48% (12) male

Thirty-six internship placements have been confirmed for the first two classes at the following companies:

| | | |
|--|---|------------------------|
| 100 Health | Getty Images | Rabble |
| Adorable.io | Hardin Design & Development | Ten Forward Consulting |
| Bendyworks | Latino Academy of Workforce Development | Wellbe |
| Dane County Time Bank & Mutual Aid Network | Madison Public Library | Widen |
| Flexion | Murfie | Yahara Software |
| | | Zendesk |

433 people

433 people participated in Job Training & Transportation programs.

Getting People to Work

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 for individuals at or below the poverty level is becoming a growing concern in Dane County and drastically limits employment opportunities for those affected.

90%

90% (73 of 81) of program participants who participated in DLRP case management reinstated their driver's license while using case management services.

Participant Demographics

166 adults participated in DLRP.

Ethnic/racial background of DLRP participants

- 75% (125) African American
- 16% (27) White
- 5% (8) Multiracial
- 2% (4) Latin@
- 1% (1) Southeast Asian
- 1% (1) Native American

Gender of DLRP participants

- 58% (97) male
- 42% (69) female

Other Outcomes

18 people were able to reinstate their license on their own after only attending the DLRP Information Clinic.

YW Transit

YW Transit provides community-based transportation throughout Dane County. The three primary components of the department are: JobRide, Sexual Assault Prevention, and Contracted Community Transportation. These programs provide safe, reliable, and affordable transportation options for the county's most vulnerable populations 24 hours a day, 365 days a year.

189 people

15 riders were able to find a new job, 77 riders maintained their job and 97 riders attended job training because of JobRide.

Program Statistics

- 22,492* rides were provided by YW Transit
- 8,658* Sexual Assault Prevention rides were provided
- 832 contracted rides were provided to community partners

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

Participant Demographics

Ethnic/racial background of JobRide participants

- 53% (101) African American
- 26% (49) White
- 8% (16) Latin@
- 6% (12) Asian
- 6% (11) Southeast Asian

Gender of JobRide participants

- 54% (102) female
- 46% (87) male

I'm so relieved that I don't have to walk to work.

JobRide Participant

The YWCA Madison Advances Equity.

Race & Gender Equity

Race & Gender Equity programs create a more inclusive community.

- *Eliminating Racism* – Racial Justice workshops and trainings teach people how to acknowledge the existence of racism and how to combat interpersonal and structural racism.
- *Keeping Kids in School* – Restorative Justice keeps students engaged in their school communities by reducing suspensions and expulsions, particularly for children of color.
- *Closing the Leadership Gap* – Women’s Leadership Initiatives help women develop skills for career advancement while breaking down barriers that prevent them from attaining leadership roles.

1,413 people

1,413 people participated in equity programs.

Eliminating Racism

Racial Justice Initiative

YWCA Madison is committed to improving race relations and working to eliminate racism through constructive dialogue and meaningful action. To that end, the YWCA hosts an annual Racial Justice Summit and offers a variety of Racial Justice training options to meet the needs of individuals and businesses looking to increase their capacity and skills in the areas of equity and diversity.

85-87%

87% (90 of 103) of Summit participants and 85% (65 of 77) of Workshop participants have talked or plan to talk with their colleagues at work about the racial/cultural climate in their organization.

Participant Demographics

640 adults participated in the Racial Justice Summit and Workshops.

Ethnic/racial background of Racial Justice Initiative participants

- 47% (299) chose not to identify an ethnicity/race
- 40% (255) White
- 6% (37) African American
- 4% (27) Latin@
- 2% (15) Multi-Racial
- 1% (4) Asian
- >1% (3) Native American

Gender of Racial Justice Initiative participants

- 42% (269) chose not to identify a gender
- 48% (306) female
- 10% (63) male
- >1% (2) transgender

Other Outcomes

89% (92 of 103) of Summit participants & 88% (68 of 77) of Workshop participants plan to apply knowledge or skills that they gained at our events to reduce racial disparities or to create or expand an initiative or program.

95% (98 of 103) of Summit participants & 94% (72 of 77) of Workshop participants have sought out or plan to seek out more information to enhance their own awareness and understanding of racism by talking with others, reading, or listening.

93% (96 of 103) of Summit participants & 96% (74 of 77) of Workshop participants spent time looking at their own attitudes and behaviors as they contribute to or combat the racism around them.

Approximately 150 people participated in the Creating Equitable Organizations training program.

Keeping Kids in School

Restorative Justice

The Restorative Justice Program aims to reduce school suspensions and expulsions, which disproportionately impact children of color. The racial disparities in school discipline directly correlate with the racial disparities in the criminal justice system. The YWCA uses restorative justice to provide alternative discipline models in schools to keep students in school and out of the justice system. This is a proactive approach to whole-school climate change based on improved communication and responsibility. Students who participate in referral circles are more likely to feel connected and engage with the school community. School engagement is an indicator that a student will be more likely to graduate from high school.

86%

86% (159 out of 185) students who participated in referral circles showed attitude and behavioral improvements.

Other Statistics

75% of Restorative Justice participants feel more connected to their schools.

233 school staff were trained in Restorative Justice Practices. The Restorative Justice program was held in 16 schools within 6 school districts.

Participant Demographics

417 students participated in Restorative Justice.

Ethnic/racial background of Restorative Justice participants

| | | |
|-----|-------|--------------------|
| 35% | (148) | White |
| 21% | (87) | African American |
| 19% | (79) | Latin@ |
| 16% | (68) | Multiracial |
| 3% | (14) | Asian |
| 3% | (11) | data not available |
| 2% | (9) | Native American |
| >1% | (1) | Southeast Asian |

Gender of Restorative Justice participants

| | | |
|-----|-------|--------------------|
| 49% | (205) | female |
| 43% | (181) | male |
| 6% | (27) | data not available |
| 1% | (4) | other |

Closing the Leadership Gap

Women's Leadership Initiatives

Despite many gains in access and equality, women in the United States still face significant gaps in wages, have lower representation in senior leadership roles, and live in a country where far fewer women hold leadership positions compared to other developed countries. The Moxie Conference and the YWomen Lead Series work to change this by strengthening attendees' leadership skills and creating a network of people dedicated to collective action aimed at removing barriers for women in leadership.

Participant Demographics

208 people participated in the Moxie Conference and YWomen Lead 2013-14.

Ethnic/racial background of participants:

| | | |
|-----|-------|------------------|
| 67% | (140) | Unknown |
| 24% | (50) | White |
| 4% | (8) | African American |
| 3% | (7) | Latin@ |
| >1% | (1) | Asian |
| >1% | (1) | Multi-Racial |

Gender of Women's Leadership participants

| | | |
|-----|-------|--------|
| 99% | (207) | female |
| 1% | (1) | male |

Program Statistics

81% (82 of 102) of Moxie Conference survey respondents rated the Moxie Conference as excellent or very good.

94%

94% (92 of 101) of conference attendees who responded indicated that they gained knowledge of structural barriers from the keynote

Other Outcomes

88% (63 of 72) of conference attendees who responded indicated that they gained knowledge of structural barriers from the plenary address.

89% (16 of 18) of the YWomen Lead 2013-14 session evaluations strongly agreed or agreed that the session increased awareness and knowledge of gender bias in our society.

YWCA donors make a difference!

Empowerment Society

Empowerment Society members support the YWCA's mission of eliminating racism and empowering women. They've turned that passion into a long-term commitment to moving our work forward by making a five-year annual pledge of \$1,000, \$5,000 or \$10,000. By making a multi-year pledge, the YWCA can count on incoming, sustained funding. Individuals under the age of 35 can join the Brighter Futures Society by making a five-year annual pledge of \$500 or more.

Advancing Change

(\$10,000+ annual pledge)

Diane K. Ballweg
Mary P. Burke
Lau and Bea Christensen
Janine & William DeAtley
Norma and Doug Madsen

Francisca Brown

Linda Clifford
Kristin Davis and Ken Taylor
Joyce Dieter
Barbara and Patrick Finley
B'Ann Gabelt
Roberta Gassman
Gloria and Mike Green
Jane Hamblen
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Cindy Buchko Knipfer
Ed Krinsky
Rachel Krinsky and Scott Titus
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Ellen Lindgren
Elaine Lohr
Peggy and Patrick Luby
Jill and Peter Lundberg
Mary and Richard Lynch
Mary T. Marshall
Mary Kay and Peter McCanna
Monsanto Fund (*company matching gift*)

Sally and Mike Miley
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Helene Nelson and James L. Arts
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Jessica and Neil Peters-Michaud
Beth Prestine
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Ruth Rohlich
Linda and John Schilling
Christina Sheehan and Karl Harter
Sarah Siskind and Joel Rogers
Katherine Stadler
Eileen and Tom Sutula
Joan Philip and Dave Boyer
Ann Wenzel
Cindy and Ted Witt
Jennifer Younger and Thomas R. Smith

Transform Lives

(\$5,000+ annual pledge)

Holly and Jim Berkenstadt
Dianne Cummings Christensen
Karen and Craig Christianson
Susan Denholm
Promega (*company matching gift*)
Betty Harris Custer and Corkey Custer

Create Opportunity

(\$1,000+ annual pledge)

Anonymous (3)
Elizabeth Hill Askey and Richard Askey
Maggie Balistreri-Clarke and Ed Clarke
Elizabeth and Charles Barnhill
Michelle Bayouth
Terri Beck-Engel
Linda Bergren
Patricia A. Brady

Brighter Future (\$500+ annual pledge for those under 35)

Anonymous (2)
Kelly & Beau Smithback
Allison Evans

Legacy Society

Members of the YWCA Madison Legacy Society are women and men who are part of the YWCA's history and want to do more for the future by leaving a gift from their estate to the organization. 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.

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.

Legacy Society Members

Anonymous (3)
Mary Jean Bartholomew Estate*
Nettie Wade Chase Estate*
Gloria and Mike Green
Margaret Nelson
Norma and Doug Madsen
Sharon Stark and Peter Livingston
Dorothy Roberts Estate*
Jane and Daniel Tereba
Diania C. Tweed Estate*
Margaret Winston
Jane H. Wood Estate*
Doris D. Woychik Estate*

*Legacy gifts realized



2014 donor list

We are grateful to the individuals, businesses, foundations, and groups who provided generous support to the YWCA Madison. 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.

| | | | |
|---|--|--|-----------------------------------|
| Sadat Abiri | Attic Correctional Services | Susan Benton | Dolores Buchler |
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