YWCA MADISON
2018 ANNUAL REPORT

YWCA MADISON IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL.
YWCA IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN, AND PROMOTING PEACE, JUSTICE, FREEDOM, AND DIGNITY FOR ALL.

This YWCA mission statement was adopted by YWCA USA General Assembly in 2009.

To fulfill our mission, YWCA Madison:

- Advances **race & gender equity** to create a more inclusive community.
- Helps people improve their financial situations through **employee & transportation**.
- Supports women and families in **housing & shelter**.

YWCA Madison envisions a community where people of all racial, ethnic, socio-economic and gender groups are valued and included, and discrimination and injustice are eliminated. To this end, YWCA Madison provides leadership in our community to create social change for all racial, ethnic, gender and economic groups. Through YWCA programming and collaborative initiatives, individuals, families and the community at large are empowered to greatly improve quality of life.
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For YWCA Madison, 2018 was a year of great transition. First and foremost, it was my first full year as CEO of the organization. It was a year that started the process of transformation for YWCA and also continued my growth as the leader of this organization. It was a year that saw many of our programs grow and thrive. You will read about the thousands of people served in 2018 in the pages of this report. In my first full year as CEO, I was reminded about just how much this organization does and how many lives we touch daily. I am reminded that we react to immediate needs, as well as do the work to dismantle harmful systems and advocate for a better tomorrow. **We are working for both a better present and a better future, and it is no small task.**

As much as we are excited about the great things that are happening at YWCA Madison, we also had some challenges in 2018. One of those challenges was our partnership at Tree Lane apartments, where we were providing supportive services in the 45-unit Permanent Supportive Housing Complex. You will notice that we are reporting on the Tree Lane Project in this 2018 Annual Report, as it was one of our agency’s activities. You may also know, as of March 2019, YWCA Madison is no longer providing supportive services at Tree Lane. It was a hard decision, but the best decision for our organization. Many have asked me why we “pulled out” of the project. There were many reasons, but one of the main reasons was that we were underfunded to provide the services necessary for the families in the building. I know that we made the right decision as an organization because the city recognized the need for more funding and agreed to provide significant additional supportive service dollars. Now, there is the capacity to provide more services to the families that deserve and need them. We care about the families at Tree Lane apartments and want to see them thrive and will continue to advocate for the city’s most vulnerable families.

**I am proud of, and challenged by, our fierce mission of eliminating racism and empowering women.** It is as important as ever and we are grateful to all our supporters, partners, staff and volunteer members, community members, and participants who make it possible.

**Thank you for standing with us.**

- Vanessa McDowell, CEO
FISCAL YEAR 2018

BOARD OF DIRECTORS

VOLUNTEERS ARE CRITICAL TO HELPING US ACHIEVE OUR MISSION. WE ARE THANKFUL TO THE VOLUNTEERS WHO ACT AS YWCA AMBASSADORS IN THE COMMUNITY AND BUILD OUR CAPACITY TO SERVE. THANK YOU!

OFFICERS
Paula Steinhorst
Chair
Kimila Daniels
Vice Chair
Justin Cruz
Secretary
Kamal Calloway
Treasurer
Margaret Leitinger
Member-at-Large
Vanessa McDowell
CEO

MEMBERS
Angela Arrington
Kamal Calloway
Justin Cruz
Joyce Dieter
Paulina Easterling
Marney Hoefer
Shobha Channabasappa
Kenchappa
Eric Kestin
Margaret Leitinger
Natalia Kruse
Stephanie Muñoz
Jessica Palmer
Ruth Rohlich
Adrienne Smolinski
Katherine Stadler
Paula Steinhorst
Teresita Torrence

STAFF
Jamie Adams
Anna Anderson
Rasheed Atlas
Bernard Bailey
Bill Baldon
George Bollis
Rosemary Brothers
Kiana Brown
Kayalyn Broy
Kiana Burnette
Erik Cadena Aguila
Mary Carrasco-Schoer
Andria Chatmon
Samantha Clausen-Ruppert
Jael Currie
Danielle Dieringer
Erin Farrar
Heidi Freymiller
Joelle Frey
Roberto Godinez
Arnold Greene
D.J. Hall
Jasmia Hamilton
Rachel Hernandez
Eugenia Highland
Chaka Hillman
Shawna Hunter
Jacqueline Ingram
Darnell Jackson
Shirin Kestin
Melissa Kidau
Alyssa Kleinsteiber
Maggie Porter Kratz
Tory Latham
Lucia Ledesma
Hannah Lenzo
Chris Luther
Allene Mayberry
Buckner
Vanessa McDowell
Aneesha Mitchell
Myeesha Mitchell
Ashley Moncrief
Katherine Nelson
Christopher Ognibene
Jessica Oswald
Geraldine Paredes
Vasquez
Alejandra Perfetti
Sanchez
Holly Ringen
David Rodriguez
Rhonda Schemm
Maria Schirmer
Tamaha Shepherd-Jones
Jillian Stacey
Dwain Sykes
Mark Terry
Mai Thao
Sandra Thompson
Elizabeth Tucci
Carmin Valerdi
Carley Waits
Asly Warren
Keith Wilkins
Orion Wells
Jay Young

465 VOLUNTEERS PROVIDED 2,147 HOURS OF SERVICES IN 2018.
YWCA Madison presented the 2018 Women of Distinction Leadership Awards to women who represented outstanding achievement in their field of endeavor and whose achievements were supportive of the YWCA mission. A committee of community leaders selected the award honorees from among a group of outstanding nominees. Women of Distinction’s achievements supported YWCA’s work to close the leadership gap and promote equity for all. Awards were presented to women who represented a diversity of race, age, occupation, and endeavor. This award was intended to recognize anyone who identifies as a woman.

WOMEN OF DISTINCTION ACADEMY
We are proud to have honored over 230 women since the awards began in 1974. https://www.ywcamadison.org/what-were-doing/race-gender-equity/women-of-distinction/women-of-distinction-academy/

NUMBER OF ATTENDEES
403
The Moxie Conference was designed for women who want to expand their network, impact, and leadership skills with an emphasis on leadership as a behavior, rather than a social location or title. Our approach was intersectional and focused on building meaningful relationships and networks that helped participants carry the conference forward. 2018 was our last Moxie Conference, as YWCA Madison decided not to continue this program in 2019.

**BREAKOUT SESSIONS OFFERED**

19

**NUMBER OF ATTENDEES**

303

**SESSION TOPICS INCLUDED**

- History of Women and Feminism
- Tapestry Model of Intersectionality
- The Art of Active Listening
- Emotional Intelligence and Mindfulness
- Johari window
- Internalized Sexism and Implicit Bias
- Own It: Building Your Brand
- Negotiation
- Leading Inclusively: Equity and Organizational Change
- Demystifying Mentorship and Mentoring with Purpose
- Inclusive Supervision, and Capacity Building
- Self-Care, Boundary Setting/Assertiveness, and Delegation
- Navigating Triggers in the Workplace
- Personal Purpose and Visioning

**NUMBER OF PARTICIPANTS**

15
CREATING EQUITABLE ORGANIZATIONS

Dismantling the manifestations of systems of oppression within our organizations requires honesty as well as intentional intervention and ongoing work.

The Creating Equitable Organizations work we do consists of services that uniquely respond to each organization’s challenges and opportunities. During the length of partnership, the services include a combination of training and skill building, organizational change consultation, and opportunities for ongoing learning in community.

ONGOING PARTNERSHIPS IN 2018

8

HOURS OF CUSTOMIZED RACIAL EQUITY TRAINING WITH 18 LOCAL ORGANIZATIONS

216

NUMBER OF PARTICIPANTS IN THE RACIAL JUSTICE WORKSHOP SERIES

101

TOTAL NUMBER OF PARTICIPANTS OF RACIAL EQUITY WORKSHOPS BY YWCA MADISON

1221

RACE & GENDER EQUITY

RACIAL JUSTICE SUMMIT

RECLAIMING OUR STORY

The Summit theme in 2018 was Reclaiming Our Story because the national and political narrative has generally been controlled by the dominant culture – which leads to most voices and experiences being silenced. At the Summit, we explored what it would look like and how it may be possible to reclaim our story to advance racial justice, healing, and reconciliation. Keynotes and break-out sessions offered participants the opportunity to connect to this theme. Featured keynotes included Adrienne Keene, Yosimar Reyes, Shakti Butler, Bettina Love, and Reanae McNeal. Their presentations included a combination of traditional keynotes, spoken word, film, music, and performance art as we explored different mediums to Reclaim Our Stories.

NUMBER OF ATTENDEES

914

BREAKOUT SESSIONS OFFERED

36

CEU AND CLE INFORMATION

The Wisconsin Chapter of the National Association of Social Workers has approved the Racial Justice Summit for up to 10.75 CEUs.

The Wisconsin Court System has approved the Racial Justice Summit for Continuing Legal Education credit hours. Up to 11.0 credit hours can be earned at the Summit.
Restorative justice is an alternative approach to wrongdoing that sees it not as a violation of rules and systems but rather as a violation of relationships and communities. Using restorative justice as an alternative to punitive school discipline and punitive juvenile justice has been shown to reduce racial disparities in punishment and interrupt the school-to-prison pipeline. YWCA uses a circle process which teaches empathy and helps resolve conflict. Middle School or High School students complete a 10-lesson curriculum to serve as Circle Keepers, which gives them the tools to facilitate circles with their peers. YWCA coordinators also provide training and job-embedded support to educators in order to develop restorative practices in classrooms and foster stronger school community.

**PROGRAM DEMOGRAPHICS**

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<th>Race/Ethnicity</th>
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</table>

**2018 PARTNER SCHOOLS**

- **Madison Metropolitan School District**
  - Black Hawk, Cherokee Heights, Jefferson, O'Keefe, and Wright Middle Schools

- **Monona Grove School District**
  - Glacial Drumlin and Monona Grove High School

- **Sun Prairie School District**
  - Cardinal Heights Upper Middle School

**SCHOOL-BASED PROGRAM**

We used circles in school to resolve conflict, engage in accountability, and provided support for students and/or staff. We also used circles in classrooms to build community, create shared values and guidelines, and resolve whole-class issues.
The collaborative made up of YWCA Madison, Briarpatch, and the Dane County Timebank provides a comprehensive continuum of restorative justice services, from prevention, to early intervention through diversion, including evaluation, resource distribution and training for adults in the community. This series of interventions seeks to minimize youth (ages 12-21) contact with law enforcement and the juvenile justice system, while improving their connections within their neighborhood and school communities. There was a specific focus on reducing racial disparities in the educational and juvenile justice system by serving a majority of youth of color with these interventions.

**Program Demographics**

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<tr>
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2018 Community Sites Where Programming Was Provided

Centro Hispano, Meadowood Neighborhood Center, and Warner Park Recreation Center.
FAMILY SHELTER

Family Shelter provides temporary housing (90-180 days) to families with minor children who are experiencing homelessness. The program offers 12 private shelter rooms and a shared kitchen. Families are supported by the Lead Shelter Case Manager and the Evening Shelter Case Manager who help them access community resources, search for and access housing to prevent future episodes of homelessness. **YWCA does not take direct referrals for Family Shelter.**

**PROGRAM DEMOGRAPHICS**

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Sex/Gender</th>
<th>Number of unduplicated participants</th>
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**YWCA Madison Housing Program**

This program takes referrals from the community priority list, which is accessed by going through the Coordinated Entry System and is located at our downtown location: 101 E. Mifflin St. Madison, WI.

**DANE COUNTY’S COORDINATED ENTRY**

Coordinated Entry is a process developed to ensure that all people experiencing a housing crisis have fair and equal access to housing services and assistance. Through Coordinated Entry, households in need of assistance are quickly identified, assessed for, referred, and connected to housing and assistance based on their strengths and needs.

Coordinated Entry is one way that some housing programs enroll individuals and households identified as those in our community with the greatest housing and service needs. This includes individuals and households that have been sleeping in emergency shelter, on the street, or in a car, and have experienced long-term homelessness.

Coordinated Entry is available, in person, at The Beacon, at 615 E. Washington Ave, # 202, Monday-Friday from 8:30 a.m. to 2 p.m. and office 201 from 2 p.m. to 4 p.m.
### Third Street

Third Street is a housing program for single mothers with one or two children, birth to 5 years old. The program offers 12 one or two bedroom apartments, which are private and affordable. The Third Street Program Coordinator supports families in nurturing their children by providing stability, programming, and advocacy. As a starting place, the program allows women opportunities to pursue their goals and build a positive housing history.

### Program Demographics

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<tr>
<th>Age</th>
<th>Sex/Gender</th>
<th>Number of unduplicated participants</th>
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<table>
<thead>
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<td>33</td>
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<tr>
<td>35 - 54</td>
<td>39</td>
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</tbody>
</table>

YWCA Madison Housing Program

This housing option is located at our downtown location: 101 E. Mifflin St, Madison, WI.
Empower Home is a transitional housing program (1-2 years) for female survivors of domestic violence who are homeless or in need of housing to flee a domestic violence situation. Two program options are available at confidential locations in Madison; 6 apartments for women with minor children or 3 apartments for single women without children. The program also has several community slots which serve large families (4+ household). Empower Home’s overall goal is to provide survivors a safe environment to heal. Women in the program work with the Empower Home Coordinator to maintain their housing and safety and make progress towards individual goals.

**PROGRAM DEMOGRAPHICS**

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Sex/Gender</th>
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<td>20 - 34</td>
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<td>5 Male</td>
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<td>35 - 54</td>
<td>8 White</td>
<td>4 Number of unduplicated</td>
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<td>55 - 64</td>
<td>1 Two or More Races</td>
<td>1 participants</td>
<td>32</td>
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**YWCA Madison Housing Program**

This program does not take referrals from the community priority list.
Housing for Single Women provides permanent housing options to single women without children. Apartments, 81 in total, range in size from single room occupancy (SRO) to one bedroom units and are all furnished. Case management is not provided to residents, however they are supported by the Residence Counselor to maintain housing and access community resources. Applications for housing are accepted when there are vacancies or expected vacancies. Once an application is completed, applicants need to complete an intake appointment to be screened for eligibility. At the meeting, applicants learn more about our housing and begin the process of having their application reviewed.

Additional Housing Services

RESIDENTIAL COUNSELING

The Residence Counselor is available to meet with residents to offer light supportive services focusing primarily on the following: reinstating insurance benefits, linkage to mental health services, linkage to alcohol and other drug abuse services, exploring other affordable housing options, advocacy for obtaining in home supports to maintain independence, linkage to food resources, linkage to supplies needed to maintain their units, exploring employment opportunities, mediating conflict with neighbors, processing current stressors, conducting wellness checks, and more. The Resident Counselor's main goal is to provide supports to residents in order to improve quality of life and autonomy.

In addition, the Resident Counselor works to provide programming opportunities for residents, which include a range of cultural, educational, vocational, faith based, and recreational programming, while taking into consideration nationally recognized holidays and awareness months.

Program Demographics

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<tr>
<th>Age</th>
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<th>Sex/Gender</th>
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<td>Two or More Races</td>
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</table>

YWCA Madison Housing Program

This housing option does not take referrals from the community priority list and is located at our downtown location: 101 E. Mifflin St, Madison, WI.
RAPID RE-HOUSING

Rapid Re-housing is a program that assists families moving out of homelessness (in shelter or on the streets) and into permanent housing by providing case management and a small rent subsidy for up to one year. Income sufficient to pay rent is required to be in the program. Case management services are provided by YWCA, The Road Home and The Salvation Army staff. YWCA coordinates the program.

**PROGRAM DEMOGRAPHICS**

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**FUND DEMOGRAPHICS**

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**YWCA Madison Housing First Program**

This program takes referrals from the community priority list, which is accessed by going through the Coordinated Entry System.

**Additional Housing Services**

**HIRE HOUSING**

HIRE Housing is part of the HIRE Initiative in conjunction with United Way of Dane County, which supports adults to find jobs, and help businesses find talent. HIRE also helps people get their GED and learn new skills. The initiative is comprised of several local non-profit agencies which include: Centro Hispano, the Latino Academy of Workforce Development, Literacy Network, Madison Area Urban Ministry (MUM), the Urban League of Greater Madison, and YWCA Madison. YWCA Madison provides support to HIRE participants who are in need of housing or assistance to maintain and/or stabilize their housing. Our HIRE Case Manager works with individuals referred for housing assistance. Assistance can include money to move into housing and/or avoid eviction and utilities disconnection, housing search assistance, and advocacy. Referrals are accepted by any of the HIRE partner agencies.
HOUSE-ABILITY

House-ability provides long-term (until the youngest child turns 18), permanent supportive housing to families with minor children and at least one adult with a disability. Participants pay 30% of their adjusted income to the YWCA for rent and utilities (if they have income). Ongoing case management is provided by staff at The Road Home and The Salvation Army. YWCA coordinates the program.

PROGRAM DEMOGRAPHICS

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<th>Age</th>
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<th>Race/Ethnicity</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>53</td>
</tr>
<tr>
<td>White</td>
<td>15</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>11</td>
</tr>
</tbody>
</table>

SECOND CHANCE APARTMENT PROJECT

Second Chance Apartment Project (SCAP) is a one year, transitional housing program for families (currently targeting young adults, ages 18-24). Move in costs, full rent subsidy, and ongoing case management are provided. If the participant has income, program rent is paid to the YWCA and put into a savings account for the participant that they can access to pay off past debts, bills, etc. Case management services are provided by The Road Home. YWCA coordinates the program.

PROGRAM DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Age</th>
<th>Number of unduplicated participants</th>
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<tbody>
<tr>
<td>Under 2</td>
<td>18</td>
</tr>
<tr>
<td>2 - 4</td>
<td>18</td>
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<td>5 - 14</td>
<td>12</td>
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<td>15 - 19</td>
<td>2</td>
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<tr>
<td>20 - 34</td>
<td>28</td>
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<tr>
<td>35 - 54</td>
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<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Number</th>
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<tbody>
<tr>
<td>African American</td>
<td>58</td>
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<tr>
<td>Latinx</td>
<td>1</td>
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<tr>
<td>White</td>
<td>9</td>
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<tr>
<td>Two or More Races</td>
<td>12</td>
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</table>

<table>
<thead>
<tr>
<th>Sex/Gender</th>
<th>Number of unduplicated participants</th>
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<tbody>
<tr>
<td>Female</td>
<td>44</td>
</tr>
<tr>
<td>Male</td>
<td>36</td>
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</table>

YWCA Madison Housing First Program

These programs take referrals from the community priority list, which is accessed by going through the Coordinated Entry System.
Tree Lane is a permanent supportive housing community on Madison’s west side, previously, YWCA Madison provided supportive services to the residents living there. As of March 2019, YWCA Madison is no longer providing supportive services at Tree Lane.

**Housing First Program**
This program takes referrals from the community priority list, which is accessed by going through the Coordinated Entry System.

**Family Housing Stability (FHS)** is a shelter diversion program for families who are doubled up or self-paying in a motel. When a family is accepted into the program, they are assigned a case manager who will assist them in finding housing and will continue to work with the family for up to 3 months after the family is stably housed.

**YWCA Madison Family Housing Stability**
This program does not take referrals from the community priority list.
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EMPLOYMENT & TRANSPORTATION

JOBRIDE

YW TRANSIT

YW Transit JobRide is an employment transportation program serving Dane County that provides rides for low-income people going to/from work and employment-related activities. JobRide’s model of using a rideshare vanpool offers riders flexibility and affordability.

PROGRAM DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Age</th>
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<tr>
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<td>Asian</td>
<td>13</td>
<td>5 - 14</td>
</tr>
<tr>
<td>Native Amer.</td>
<td>7</td>
<td>15 - 19</td>
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<tr>
<td>Latinx</td>
<td>6</td>
<td>20 - 34</td>
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<tr>
<td>White</td>
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<td>35 - 54</td>
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<tr>
<td>Multi Racial</td>
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<td>55 - 64</td>
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<tr>
<td></td>
<td></td>
<td>65 - 74</td>
</tr>
<tr>
<td></td>
<td></td>
<td>75+</td>
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</tbody>
</table>

YW Transit JobRide is an employment transportation program serving Dane County that provides rides for low-income people going to/from work and employment-related activities. JobRide’s model of using a rideshare vanpool offers riders flexibility and affordability.

CONTRACTED COMMUNITY RIDES

YW Transit provides contracted rides for community organizations or service providers looking for group transportation to/from support groups, community programs, or events.

Coordinated Community Transportation:
- Bridges the gap, allowing community agencies to connect with their client base by providing affordable group transportation
- Transports passengers in 4 to 14 passenger vehicles.
- Provides booster and car seats upon request.
- Trains and retains a professional, culturally-competent staff.
- Partners with interpreter services to reach the broader community.

The service is available throughout Dane County.

For more information, including information about accessibility, please contact the YW Transit Manager (Ashley Moncrief) at (608) 257-1436, option 3.

Yamaha

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YWCA IS ON A MISSION

YWEB CAREER ACADEMY

YWCA is on a mission to empower women and people of color who are underrepresented in the technology industry, to increase opportunities for people to obtain jobs that have family sustaining wages while also meeting the labor market gap that threatens the tech industry in Wisconsin. Approximately 15 to 20 individuals enroll in each class covering job readiness skills, team building, and hands-on learning in computer programming. Originally the class was paired with a paid internship, but in the last several cohorts we have found that having three main pathways available to participants is more effective: internships, career placement help, or entrepreneurial training and tools.

PROGRAM DEMOGRAPHICS

Age
15 - 19
20 - 34
35 - 54
55 - 64
Sex/Gender
Female
Male
Race/Ethnicity
African American
Asian
Native American
Latinx
White
Two or More Races
Data not available

Number of hours students received direct client services and follow-up
660
Number of unduplicated participants
33

DRIVER’S LICENSE RECOVERY PROGRAM

The Driver’s License Recovery Program is available to people working to reinstate suspended drivers’ licenses through partnerships with the court systems and the Department of Motor Vehicles (DMV).

PROGRAM DEMOGRAPHICS

Age
18 - 29
30 - 59
60 - 74
Sex/Gender
Female
Male
Race/Ethnicity
African American
Asian
Latinx
White
Two or More Races
Data not available

Number of unduplicated participants
245
FINANCIAL STATEMENTS

2018 REVENUE

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<tr>
<th>EARNED INCOME</th>
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<td>Investment Income</td>
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<td>Rent Income</td>
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<td>Contributions</td>
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<td>In-Kind Support</td>
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<tr>
<td>Grants</td>
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**$5,763,089**

2018 EXPENSES

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<td>Fundraising</td>
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<td>Management &amp; General</td>
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<tr>
<th>PROGRAMS</th>
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<td>RACE &amp; GENDER EQUITY</td>
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<td>Community Programs</td>
<td>1,099,845</td>
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<thead>
<tr>
<th>JOB TRAINING &amp; TRANSPORTATION</th>
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<td>376,210</td>
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<tr>
<td>Transportation</td>
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<table>
<thead>
<tr>
<th>HOUSING &amp; SHELTER</th>
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<td>Community Based Housing</td>
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<td>Permanent Housing</td>
<td>1,172,993</td>
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<tr>
<td>Shelter Services</td>
<td>354,726</td>
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</table>

**$5,799,290**
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YWCA IS ON A MISSION

EMPOWERMENT SOCIETY & BRIGHTER FUTURES

EMPOWERMENT SOCIETY MEMBERS HAVE TURNED THEIR PASSION AND SUPPORT OF YWCA MADISON’S MISSION INTO ACTION THROUGH A FIVE-YEAR ANNUAL PLEDGE. THESE GIFTS BRING STABILITY THAT ALLOWS US TO BE RESPONSIVE TO COMMUNITY NEEDS AND OPPORTUNITIES.

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LEGACY SOCIETY

MEMBERS OF YWCA MADISON’S LEGACY SOCIETY ARE INDIVIDUALS WHO ARE PART OF YWCA’S FUTURE. THESE THOUGHTFUL WOMEN AND MEN PLAN TO LEAVE THE WORLD A BETTER PLACE THROUGH THEIR LEGACY GIFTS WHICH WILL HELP PRESERVE AND EXPAND THE WORK OF YWCA MADISON FOR GENERATIONS. THANK YOU!

LEGACY SOCIETY MEMBERS
• Gloria and Mike Green
• Sharon Stark and Peter Livingston
• Ronald Luskin and M. Therese (Terry) Ruzicka
• Norma and Doug Madsen
• Jane and Daniel Tereba
• Steven Vedro and Beverly Gordon

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 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.

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WE ARE GRATEFUL TO THE INDIVIDUALS, BUSINESSES, FOUNDATIONS, AND GROUPS WHO PROVIDED GENEROUS SUPPORT TO YWCA MADISON.
OVER 500 DONORS ALSO MADE CONTRIBUTIONS OF $99 OR LESS AND SEVERAL DONORS GAVE ANONYMOUSLY. THANK YOU!

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POLICY PLATFORM

• YWCA Madison rejects racism in all its forms and bias against any group of people. It will support policy initiatives directed at eliminating racism and any form of discrimination based on race, creed, sex, national origin, disability, sexual orientation, age, or source of income. It will oppose measures judged to increase bias or conflict among groups.

• YWCA Madison supports policies that acknowledge housing is a community responsibility, that increase the supply of affordable housing for women and children, and assure access to available housing on a non-discriminatory basis.

• YWCA Madison supports policies that respect the rights of women of diverse cultures and perspectives to plan their lives and families and to control health and family planning decisions. It will oppose policies that seek to limit those freedoms or to impose a particular perspective on others.

• YWCA Madison supports policies directed at the reduction or elimination of violence in our society, especially those which impact women and children including, sexual assault, sexual harassment, and domestic violence.

• YWCA Madison supports policies designed to increase penalties and decrease the incidence of crimes directed at individuals because of their membership in a group.

• YWCA Madison supports policies that promote wellness and provide access to adequate nutrition, affordable, quality health, and mental healthcare for women and children.

• YWCA Madison supports the development of high-quality childcare that is culturally responsive, accessible, and affordable. Continuity and quality of care depend upon wages sufficient to recognize the skills of child care providers and to retain them through offering security and advancement opportunities.

• YWCA Madison supports public policies directed to the elimination and amelioration of poverty for women and families. When public assistance is necessary, it should be sufficient to support a simple, decent living standard for a family and access to education, job training, child care, and other services needed to secure and retain family supporting jobs.

• Working women should receive a living wage, equal pay for their work, and access to workplace protections against discrimination, harassment, and unsafe or unhealthy conditions. Taxes on earning should take into account the demands on low-income working families (e.g. Earned Income Tax Credit).

YWCA’S POLICY POSITIONS ARE INTRINSIC TO OUR MISSION TO ELIMINATE RACISM AND EMPOWER WOMEN AND GIRLS. PRIORITY STATEMENTS ADDRESS ISSUES DIRECTLY AFFECTING THE LIVES OF WOMEN AND CHILDREN, ESPECIALLY THOSE WHO RESIDE AT YWCA MADISON OR PARTICIPATE IN ITS PROGRAMS.
YWCA IS ON A MISSION

CONTACT US
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