YWCA MADISON is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.
ABOUT YWCA MADISON

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 employment & 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.
# Table of Contents

About YWCA Madison  
A letter from Vanessa McDowell, CEO  
Board of Directors, Staff & Other Volunteers  
Race & Gender Equity  
Women of Distinction & Other Awards  
Restorative Justice  
Housing & Shelter  
Employment & Transportation  
Financial Statements  
Empowerment Society & Brighter Futures  
Legacy Society & 2019 Donor  
Partner & Funders  
Public Policy Platform
Enclosed, you will find YWCA Madison’s Annual Report for 2019. It feels important to acknowledge that at the end of 2019, we had no idea what was in store for us as a community, country, and world. Our lives have become completely transformed in ways we hadn’t considered a year ago. As I ponder that reality, I am also thinking back to 2019, a year with so many highlights for YWCA Madison. We had our largest Racial Justice Summit ever, with nearly 1200 attendees gathering to deepen their understanding of racial justice. During the Summit, our time at Monona Terrace was powerful, difficult, and celebratory. We were together and the memory gives me hope.

Another great undertaking in 2019 was the starting process around our agency’s newly formed values: Humanity, Community, Growth, and Restoration. Tremendous thought and process went into the development of these values. The process included an all-day retreat with YWCA Madison staff. Guided by YWCA Madison’s internal Change Team (a team of staff members dedicated to maintaining and improving workplace culture and community), inclusive activities were led, giving each staff person a chance to share their voice. We reworked our values, defined what these words mean to us, and continued to bring them back to the table. Now they are guiding us collectively, not just in our work, but in our lives as individuals. That process began in 2019 but will continue for years to come.

As in past years, we served thousands of people through our many programs in housing, employment and transportation, race and gender equity, and restorative justice. We hosted our first ever summer cohort of YWeb Career Academy! With new program components and new values, we remain ever-dedicated to our mission: YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. As I have said before, we are working for both a better present and a better future, and it is no small task. Thank you for your support, your donations, your volunteerism, your partnership, your participation, and your dedication to our mission.

In Humanity, Community, Growth, and Restoration,

Vanessa McDowell, CEO
Board of Directors - 2019

OFFICERS
Kimila Daniels
Chair
Joyce Dieter
Vice Chair
Marney Hoefer
Secretary
Justin Cruz
Treasurer
Paula Steinhorst
Member-at-Large
Vanessa McDowell
CEO

MEMBERS
Angela Arrington
Takeyla Benton
Aimee Davis
Paulina Easterling
Donna Hurt-Moorland
Jenifer Juarez
Shobha Channabasappa
Kenchappa
Natalia Kruse
Monica Mims
Stephanie Muñoz
Ruth Rohlich
Adrienne Smolinski

Members 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!

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!

465 Volunteers provided 2,147 hours of services in 2019.

YWCA IS ON A MISSION

YWCA Madison

Staff - 2019

STAFF
Jamie Adams
Rasheed Atlas
Bernard Bailey
William Baldon
George Bolis
Rosemary Brothers
Kiana Brown
Kayalyn Broy
Kiana Burnette
Erik Cadena Aguila
Geri Carbone
Mary Carrasco-Schoer
Gloria Castillo
Andria Chatmon
Maia Chen
Samantha Clausen-Ruppert
Robert Cody
Jael Currie
Erin Farrar
Margaret Fitch
Heidi Freymiller
Joelle Frye
Andrea Gaines
Roberto Godinez
Isaac Gomez
DJ Hall
Jasmia Hamilton
Andrea Hastreiter
Rachel Hernandez
Eugenia Highland
Chaka Hillman
Stephen Hoch
Shawnna Hunter
Jacqueline Ingram
Alyssa Ivy
Charity Jackson
Darnell Jackson
Rita Jackson
Kyra Johnson
Shirin Kestin
Melissa Kidau
Tory Latham
Kim Leal
Lucia Ledesma
Christine Luther
Joann Matthews
Allene Mayberry
Buckner
Vanessa McDowell
Aneesha Mitchell
Myeesha Mitchell
Ashley Moncrief
Joann Mercurio
Katherine Nelson
Christopher Ognibene
Debra Olson

Jessica Oswald
Geraldine Paredes Vasquez
Alejandra Perfetti Sanchez
Jill Pfeiffer
Dwayne Phillips
Erin Quesnell
Holly Ringen
David Rodriguez
Suzie Sainvilmar
Rhonda Schemm
Maria Schirmer
Tamaha Shepherd-Jones
Jillian Stacey
Dwain Sykes
Mark Terry
Mai Thao
Sandra Thompson
Ali Trevino-Murphy
Elizabeth Tucci
Carmin Valerdi
Carley Waits
Asly Warren
Orion Wells
Lucy Williams
Jay Young

YWCA Madison

Page 5
YWCA MADISON

Racial Justice Series

Learning Experience to support the development of a foundational understanding of the system of racial inequity, and what we can do to transform it.

YWCA Madison offers a series of learning experiences as an opportunity to develop a foundational understanding the System of Racial Inequity in the context of the United States, and the impact it has at the interpersonal, institutional, and structural levels.

Through the development of this critical consciousness, we can also begin to build practices that interrupt the racial narrative of white supremacy and support personal and collective liberation grounded in equity.

All sessions will utilize multiple learning strategies, including: interactive activities, facilitated discussion, and film screening.

NUMBER OF PARTICIPANTS IN THE RACIAL JUSTICE SERIES
76

Amplify Madison

Amplify Madison funds collaborative professional development projects to build skill, voice, and visibility for all people that identify as women, including trans women and in particular women of color working in the Madison region’s thriving local community organizations.

Each team can select a conference, training or workshop of their choice across the United States or abroad.

Amplify Madison teams of three from different Madison area organizations.

Following their completed professional development experiences, each team is expected to co-organize community engagement activities to share and put into practice their knowledge and skills as developed with the greater community of Madison.

24 WOMEN ON 8 TEAMS ENGAGED IN PROFESSIONAL DEVELOPMENT OPPORTUNITIES AND BROUGHT THEIR LEARNING BACK TO THE COMMUNITY

Deep Diversity Institute

In collaboration with the Social Innovation and Sustainability Leadership Program (SISL) and Consulting Collaborative, is thrilled to co-organize this opportunity for transformational learning and capacity building for any organization committed to deepening the practice of inclusion and equity in the workplace.

The Deep Diversity® Institute skillfully integrates the latest research from neuroscience, psychology, prejudice reduction, organizational development and mindfulness with proven practices for sustaining organizational performance. This unique professional development opportunity is experiential and holistic, a challenging yet non-threatening approach to tackling issues of diversity, inclusion, and equity.

NUMBER OF PARTICIPANTS FROM 30 ORGANIZATIONS IN THE DEEP DIVERSITY INSTITUTE & FACILITATOR LAB
68

Deep Diversity Institute in collaboration with the Social Innovation and Sustainability Leadership Program (SISL) and Consulting Collaborative, is thrilled to co-organize this opportunity for transformational learning and capacity building for any organization committed to deepening the practice of inclusion and equity in the workplace.

The Deep Diversity® Institute skillfully integrates the latest research from neuroscience, psychology, prejudice reduction, organizational development and mindfulness with proven practices for sustaining organizational performance. This unique professional development opportunity is experiential and holistic, a challenging yet non-threatening approach to tackling issues of diversity, inclusion, and equity.

NUMBER OF PARTICIPANTS IN THE RACIAL JUSTICE SERIES
76
Racial Justice Summit
TRANSFORMING OUR FUTURE

The Summit theme in 2019 was Transforming Our Future. Our invitation to attendees of the Summit was to connect with the legacies of resilience, resistance, and co-liberation of individuals and communities throughout history. Co-inspiration and learning from the past as we re-imagine our lives and communities from this present-forward. We aim to do so holistically, at all levels of our racial justice practice: self, relationships, organizations, and communities, as well as at the structural level.

Climbing Poetree and Edgar Villanueva were the featured keynotes. Their presentations included a combination of traditional keynotes, spoken word, music, and performance art. Break-out sessions offered participants the opportunity to connect to this year’s theme at all these levels with the purpose of not only deepening our own personal practices and building community with each other but ultimately to strengthen our collective action for racial justice in Wisconsin.

NUMBER OF ATTENDEES
Over 1,100

NUMBER PEOPLE WHO PARTICIPATED IN LEARNING INSTITUTES
207

BREAKOUT SESSIONS OFFERED
42

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.

Creating Equitable Orgs.

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 2019
9

HOURS OF CUSTOMIZED RACIAL EQUITY TRAINING WITH 7 LOCAL ORGANIZATIONS
60

NUMBER OF PARTICIPANTS IN VARIOUS OTHER PRESENTATIONS, WORKSHOPS, OR TRAININGS HOSTED BY YWCA
173
Women of Distinction Leadership Awards

2019 honorees

HONORING TODAY’S LEADERS!
YWCA Madison presented the 2019 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.

NUMBER OF ATTENDEES
468

Women of Distinction Academy
We are proud to have honored 238 women since the awards began in 1974. https://www.ywcamadison.org/what-were-doing/race-gender-equity/women-of-distinction/women-of-distinction-academy/
Restorative Justice

SCHOOL-BASED PROGRAM

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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<tr>
<td>Two or More Races</td>
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</table>

| Number of unduplicated participants. | 1,642 |

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.

2019 PARTNER SCHOOLS

Madison Metropolitan School District
- Badger Rock, Black Hawk, Cherokee Heights, Jefferson, O’Keefe, Midvale and and Wright Middle Schools, and LaFollette High School

Monona Grove School District
- Glacial Drumlin, Monona Grove High School, and MG21 Monona Grove Liberal Arts Charter School

Sun Prairie School District
- Cardinal Heights Upper Middle School
Restorative Justice
THE DANE RESTORATIVE JUSTICE COALITION

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 12-17) 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.

HOW TO ACCESS DANE RESTORATIVE JUSTICE COALITION INTERVENTIONS
Participants for these interventions will be referred by Madison Police and Madison Municipal Court, as well as school based staff. Find information such as alternatives to incarceration and resources/tools for communities and law enforcement at http://www.danerestorativejustice.org.

2019 COMMUNITY SITES WHERE PROGRAMMING WAS PROVIDED
- Centro Hispano
- Meadowood Neighborhood Center
- Warner Park Recreation Center
- Elver Park Neighborhood Center
- James Reeb Unitarian Universalist Congregation Church
- Good Shepherd Lutheran Church
- YWCA Madison’s Empowerment Center.

PROGRAM DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Age</th>
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<td>14 year olds</td>
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<td>15 year olds</td>
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<tr>
<td>16 year olds</td>
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<td>17 year olds</td>
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<td>22</td>
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<tr>
<td>White</td>
<td>36</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>11</td>
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</tbody>
</table>

Total number of referrals received from Dane Co. DHS: 356
Number of unduplicated participants: 255
**Empower Home**

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.

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Sex/Gender</th>
<th>Number of unduplicated participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 5</td>
<td>African American</td>
<td>Female</td>
<td>8</td>
</tr>
<tr>
<td>5 - 14</td>
<td>Asian</td>
<td>Male</td>
<td>2</td>
</tr>
<tr>
<td>20 - 34</td>
<td>Latinx</td>
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<td>35 - 54</td>
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<td>8</td>
</tr>
<tr>
<td>55 - 64</td>
<td>Two or More Races</td>
<td></td>
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</table>

**Family Housing Stability**

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. This program is made possible due to support from the Henry J. Predolin Foundation and the United Way of Dane County.

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Sex/Gender</th>
<th>Number of households served</th>
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<tbody>
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<td>Female</td>
<td>26</td>
</tr>
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<td>5 - 12</td>
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<td>30</td>
</tr>
<tr>
<td>13 - 17</td>
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</tr>
<tr>
<td>18 - 24</td>
<td>White</td>
<td></td>
<td>9</td>
</tr>
<tr>
<td>25 - 34</td>
<td>Two or More Races</td>
<td></td>
<td>19</td>
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<td>35 - 44</td>
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<td>Unknown</td>
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**Program Demographics**

- **Empower Home**:
  - Age: Under 5: 8, 5 - 14: 9, 20 - 34: 6, 35 - 54: 8, 55 - 64: 1
  - Race/Ethnicity: African American: 20, Asian: 2, Latinx: 5, White: 8, Two or More Races: 1
  - Sex/Gender: Female: 24, Male: 8
  - Number of unduplicated participants: 32

- **Family Housing Stability**:
  - Sex/Gender: Female: 73, Male: 52, Other/Unknown: 1
  - Number of households served: 36
  - Number of unduplicated participants: 126
**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.**

**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**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
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<th>Sex/Gender</th>
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<td>Female 55</td>
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<tr>
<td>Latinx</td>
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<td>Male 86</td>
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<tr>
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<td>35</td>
<td>Two or More Races 11</td>
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<tr>
<td>Two or More Races</td>
<td>11</td>
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<td>Female 71</td>
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<td>White</td>
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<td>White</td>
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<tr>
<td>Two or More Races</td>
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</table>
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. Residents 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.

**Program Demographics**

<table>
<thead>
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<th>Age</th>
<th>Race/Ethnicity</th>
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<td>75+</td>
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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. This program is made possible due to support from the Henry J. Predolin Foundation and the United Way of Dane County.

**Program Demographics**

<table>
<thead>
<tr>
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<th>Sex/Gender</th>
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<table>
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<tbody>
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</tr>
<tr>
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</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>Under 2</th>
<th>2 - 4</th>
<th>5 - 14</th>
<th>20 - 34</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex/Gender</td>
<td>Female</td>
<td>Male</td>
<td>Data Unknown</td>
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<tr>
<td>29</td>
<td>30</td>
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<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>African American</th>
<th>Latinx</th>
<th>White</th>
<th>Two or More Races</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>Under 2</td>
<td>2 - 4</td>
<td>5 - 14</td>
<td>20 - 34</td>
</tr>
<tr>
<td>58</td>
<td>1</td>
<td>9</td>
<td>12</td>
<td></td>
</tr>
</tbody>
</table>

Number of unduplicated participants: 60

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

<table>
<thead>
<tr>
<th>Age</th>
<th>Under 2</th>
<th>2 - 4</th>
<th>5 - 14</th>
<th>20 - 34</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex/Gender</td>
<td>Female</td>
<td>Male</td>
<td>Data Unknown</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>11</td>
<td>4</td>
<td>16</td>
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<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>African American</th>
<th>White</th>
<th>Latinx</th>
<th>Two or More Races</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>Under 2</td>
<td>2 - 4</td>
<td>5 - 14</td>
<td>20 - 34</td>
</tr>
<tr>
<td>27</td>
<td>6</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

Number of unduplicated participants: 38
HOUSING LOCATION
Housing Location services are provided to individuals and families experiencing homelessness and seeking assistance to secure permanent housing. Our Housing Locator develops and builds relationships with property owners, managers, and developers in order to increase the awareness of homelessness within our community, and partner to provide housing solutions for homeless families. These partnerships assist in increasing awareness of YWCA housing programs as well as the number of homes available to shorten the duration of family homelessness.

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.

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.

FUND DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Number of unduplicated participants</th>
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</thead>
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<tr>
<td>African American</td>
<td>15</td>
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<tr>
<td>Asian</td>
<td>3</td>
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<tr>
<td>Latinx</td>
<td>1</td>
</tr>
<tr>
<td>White</td>
<td>2</td>
</tr>
<tr>
<td>Data Not Available</td>
<td>1</td>
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<table>
<thead>
<tr>
<th>Sex/Gender</th>
<th>Number of children directly impacted through these supports</th>
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</thead>
<tbody>
<tr>
<td>Female</td>
<td>18</td>
</tr>
<tr>
<td>Male</td>
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</table>

Additional Housing Services

CHILDREN’S PROGRAM
Children’s Program provides developmentally appropriate social and recreational activities 5 days a week for children who reside in our downtown building. All programming occurs in the evening and on special occasion, during the weekend. Children’s Program is coordinated and supervised by the Children’s Program Coordinator and Children’s Program volunteers.
**YWCA IS ON A MISSION**

**2019 ANNUAL REPORT**

**YW Transit JobRide**

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>
</tr>
</thead>
<tbody>
<tr>
<td>African Amer.</td>
<td>18</td>
</tr>
<tr>
<td>Asian</td>
<td>13</td>
</tr>
<tr>
<td>Native Amer.</td>
<td>7</td>
</tr>
<tr>
<td>Latinx</td>
<td>6</td>
</tr>
<tr>
<td>White</td>
<td>11</td>
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<tr>
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<tr>
<td>Sex/Gender Female</td>
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<tr>
<td>Male</td>
<td>47</td>
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</tbody>
</table>

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 Employment Service Director (Ashley Moncrief) at (608) 257-1436, option 3.

YW Transit provides safe night rides for those in domestic violence situations as well as some of the community’s most vulnerable populations with the goal of reducing the potential of sexual assault.

**Program Demographics**

<table>
<thead>
<tr>
<th>Purpose of Sexual Assault Prevention Trip</th>
<th>Number</th>
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<tbody>
<tr>
<td>Medical</td>
<td>7</td>
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<tr>
<td>Employment</td>
<td>687</td>
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<tr>
<td>Education/Training</td>
<td>88</td>
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<tr>
<td>Social/Recreational</td>
<td>447</td>
</tr>
<tr>
<td>Shopping/Personal Business</td>
<td>324</td>
</tr>
<tr>
<td>Adult Day Programming</td>
<td>9</td>
</tr>
<tr>
<td>Crisis</td>
<td>16</td>
</tr>
<tr>
<td>Other</td>
<td>76</td>
</tr>
</tbody>
</table>

Number of one way Sexual Assault Prevention rides provided in 2019: 1654

**YWCA IS ON A MISSION**
YWeb Career Academy (YWeb) targets 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. In 2019, we introduced our first ever summer cohort!

**Program Demographics**

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Number of Hours Students Received Direct Client Services and Follow-up</th>
<th>Number of Unduplicated Participants</th>
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<tbody>
<tr>
<td>15 - 19</td>
<td>African American</td>
<td>4</td>
<td>1,150</td>
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<tr>
<td>20 - 34</td>
<td>Asian</td>
<td>7</td>
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<tr>
<td>35 - 54</td>
<td>Latinx</td>
<td>6</td>
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<tr>
<td>55 - 64</td>
<td>White</td>
<td>16</td>
<td></td>
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<tr>
<td></td>
<td>Two or More Races</td>
<td>6</td>
<td></td>
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**Program Demographics**

<table>
<thead>
<tr>
<th>Age</th>
<th>Race/Ethnicity</th>
<th>Number of Unduplicated Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 - 29</td>
<td>African American</td>
<td>165</td>
</tr>
<tr>
<td>30 - 59</td>
<td>Native American</td>
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<tr>
<td>60 - 74</td>
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<td></td>
<td>White</td>
<td>51</td>
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<tr>
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<td>Two or More Races</td>
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## Financial Statements

### 2019 Revenue

<table>
<thead>
<tr>
<th>Earned Income</th>
<th>Revenue</th>
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<tbody>
<tr>
<td>Fee Income</td>
<td>760,745</td>
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<td>Investment Income</td>
<td>364,995</td>
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<tr>
<td>Rent Income</td>
<td>569,218</td>
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**Private Sector Revenues**

<table>
<thead>
<tr>
<th>Description</th>
<th>Revenue</th>
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<tbody>
<tr>
<td>Agency Endowment Return</td>
<td>8,782</td>
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<tr>
<td>Contributions</td>
<td>1,513,102</td>
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<tr>
<td>Miscellaneous Income</td>
<td>6,595</td>
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<tr>
<td>In-Kind Support</td>
<td>9,700</td>
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<tr>
<td>Special Events</td>
<td>188,838</td>
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**Public Sector Revenues**

<table>
<thead>
<tr>
<th>Description</th>
<th>Revenue</th>
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</thead>
<tbody>
<tr>
<td>Grants</td>
<td>2,276,796</td>
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**Total Revenue**

<table>
<thead>
<tr>
<th></th>
<th>Revenue</th>
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<tr>
<td></td>
<td>$5,698,771</td>
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### 2019 Expenses

**Operations**

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<th>Description</th>
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<tbody>
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<td>Fundraising</td>
<td>369,303</td>
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<tr>
<td>Management &amp; General</td>
<td>752,389</td>
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**Programs**

**Race & Gender Equity**

<table>
<thead>
<tr>
<th>Description</th>
<th>Expense</th>
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<tbody>
<tr>
<td>Community Programs</td>
<td>1,181,277</td>
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**Job Training & Transportation**

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<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Employment &amp; Training</td>
<td>413,460</td>
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<tr>
<td>Transportation</td>
<td>669,442</td>
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**Housing & Shelter**

<table>
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<th>Description</th>
<th>Expense</th>
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</thead>
<tbody>
<tr>
<td>Community Based Housing</td>
<td>1,129,786</td>
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<tr>
<td>Permanent Housing</td>
<td>1,211,778</td>
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<tr>
<td>Shelter Services</td>
<td>362,316</td>
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**Total Expenses**

<table>
<thead>
<tr>
<th></th>
<th>Expense</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>$6,089,751</td>
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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 UNRESTRICTED GIFTS BRING STABILITY THAT ALLOWS US TO BE RESPONSIVE TO COMMUNITY NEEDS AND OPPORTUNITIES.

Kyle Ackeret
* Elizabeth Askey
Carrie Astin
Rasheid Atlas
Melissa Auchard-Scholz and J. Karl Scholz
* Maggie Balistreri-Clarke and Ed Clarke
* Diane Ballweg
Elizabeth and Charles Barnhill
* Michelle and John Bayouth
Terri Beck-Engel and Dave Beck-Engel
Dr. James Berbee and Karen Walsh
Madonna and Brad Binkowski
* Francisca Brown
Anna Burish
Staci Burkard
Mary P. Burke
Kamal Calloway and Christina Gates Calloway
Gina Carter
Lau and Bea Christensen
Karen and Craig Christianson
Beth Churchill and Stephen Schmid
Heather Clefish and Nathan Zolik
* Kathy Cramer
* Justin and Wendy Cruz
Jeannie Cullen-Schultz
Jael Currie
* Kimila and Jack Daniels
Aimee and Kyle Davis
The DeAtley Family Foundation
* Susan Denholm
Danielle Dieringer
Joyce and Steve Dieter
Jessica and Jim Doyle
Murphy Dunne
Sandy Eichel and Nancy Noet
Julie Eichhorn
Allison C. Evans
Todd Fancher
Dondieneita Fleary-Simmons
Raelene Freitag
Deirdre Garton
Erica Gehrig and Mark Gehrig
Charit Gent and Andy Kahn
Jennifer Giesler
Mindi S. Giftos
Amy Gilliland
Byron Glick
* Kari and Michael Grasee
Dianne Greenley
Tenisha Grimmer
Jeanne and Thomas Grist
* Brad Grzesiak
Mary and Carl Gulbrandsen
Katie Gustavson
Jane Hamblen
Scott Haumersen
Mercedes Hernandez
Linda Hmielewski
* Melissa Huggins and John Opel
Nyra Jordan
Jennifer Juarez
Paul Karch and Anne Karch
Amy Keely
Eric and Shirin Kestin
* Elizabeth Kirchstein
* Magda and Ken Kmiecik
Cynthia Buchko Knipfer and Mark Knipfer
Brenda Koenig
* Edward Krinsky
Maggie Kudick
Rachel Kvasnica
Gloria Ladson-Billings and Charles Billings
Anne Lawrence
Sally and Peng Lee
Margaret Leitinger
Elaine Lohr
Margaret Luby
* Jill and Peter Lundberg
Mary and Richard Lynch
Jeff and Tiffany Mack
Kirbie and Jeffery Mack
* Norma and Doug Madsen
Mary Kay and Peter McCanna
Candace and Charles McDowell
Vanessa McDowell
Sally and Charles Miley
Annette and Michael Miller
* Rose Molz
Lauri Morris
National Guardian Life
Insurance Company
Deb Neff and Kurt Sladky
Helene Nelson and James Arts
Stacy and Ismael Ozanne
Theresa Peachey
Jillana Peterson
Jill and Jacob Pfeiffer
Gregory Pfluger and Connie McElrove
* Joan Philip and Dave Boyer
BreeSean Pittman
Amber Porter
Beth and Richard Prestine
Mother Dorota Pruski
Rajesh Rajaraman
Dan and Patti Rashke
Susan Rather
Kathryn Richardson
Amy Robertson
Ruth Rohlich
Kelda Roys and and Dan Reed
Britt Ryan
Linda and John Schilling
Catherine Schulz
Mary Ellyn and Joe Sensenbrenner
Kate Serpe
* Christina Sheehan-Smith
* Sarah Siskind and Joel Rogers
* Suzanne and Robert Smith
Christina Smith Gallagher
Alexandra Spaight
* Alice Spencer
* James and Judy St Vincent
* Katherine Stadler and Mark Neuser
Jessie Stauffer
Paula M. Steinhorst and Shaun Steinhorst
* Doug and Beckie Strub
Eileen and Tom Sutula
Suzanne and Michael Swift
Jay Thomsen
William Tyler
Ann F. Wenzel
* Patricia White
Bridget Wilcox
Michele and Arland Wingate
* Christine Wood
* Jennifer Younger and Thomas Smith
Janet K. Zimmerman
(Ginger) Jane Zimmerman
Ciara Zimprich

* Recently completed their 5-year Empowerment Society commitment.

If you have any questions about this list please contact Jill Pfeiffer at (608) 257-1436, option 2.
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 Jill Pfeiffer at 608-257-1436, option 2.

2019 Donors

We are grateful to the individuals who provided generous support to YWCA Madison. Over 500 donors also made contributions of $99 or less and several donors gave anonymously. Thank you!

DONORS $100+ CONTRIBUTIONS

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aaron Voegeli</td>
</tr>
<tr>
<td>Abby Block</td>
</tr>
<tr>
<td>Abigail Busch</td>
</tr>
<tr>
<td>Adam Chorlton</td>
</tr>
<tr>
<td>Adam Clausen</td>
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<tr>
<td>Adrienne Smolinski</td>
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<td>Aimee LaDousa</td>
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<td>Amy Walker and Heidi Hoffland</td>
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<td>Andrew Ellis</td>
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<td>Andrew Wood</td>
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<td>Angela and Jeff Bartell</td>
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<td>Ann McNeary</td>
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<td>Ann Meyer</td>
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<td>Ann Muehl</td>
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<td>Anna Biermeier and Roger Hanson</td>
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<td>Athena Skaleris</td>
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<td>Audrey Schedgick</td>
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<td>Ben Wright</td>
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YWCA Madison

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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 childcare 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.