



Overview of our Racial Justice Framework & Initiatives

On a Mission to Eliminate Racism

eliminating racism
empowering women

ywca

Glendale

Topics

- YWCA USA Legacy
- Framework for Change
- Building a Racial Justice Program
- What Can the Board Do?
- Elevator Speech

Our Legacy

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YWCA
IS ON A
MISSION

Our National Legacy

African American and Native American women have been providing leadership in YWCA's movement since the 1800s, and because of the leadership of women of color, in 1946 YWCA began working for integration throughout the entire organization, adopting an "interracial charter" that established that "wherever there is injustice on the basis of race, whether in the community, the nation, or the world, our protest must be clear and our labor for its removal, vigorous, and steady." That work culminated in the addition of the "elimination of racism" to our mission statement in 1970.

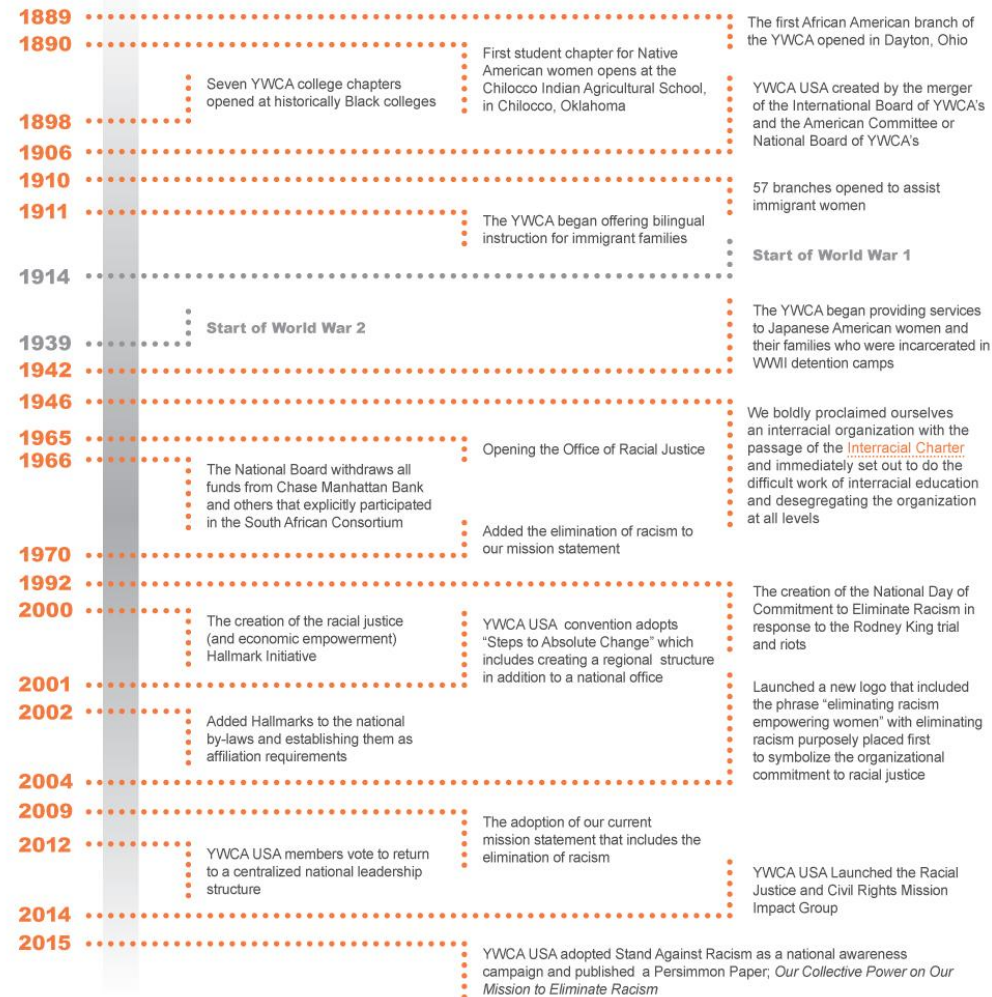
On a Mission to Eliminate Racism

The YWCA is a social justice organization and movement with over 150 years of experience providing direct service to, collaborating with, and advocating on behalf of the most vulnerable people in our society including low wage workers, the unemployed, women and girls, people of color, English language learners, immigrants, abuse survivors, as well as members and veterans of the military.

On a Mission to Eliminate Racism

We have a deep and abiding commitment to work on issues of economic, gender, and **racial justice**; particularly in the places where these **systems of oppression overlap each other**. Despite our long history as an anti-racist multiracial women's social justice organization, it is important that each generation of the movement assess our progress in mission fulfillment and explore new ways to enhance our capacity to efficiently and effectively increase our mission impact.

FIGURE 1: THE DEVELOPMENT OF RACIAL JUSTICE MOVEMENT WITHIN THE YWCA



On a Mission to Eliminate Racism

Our current mission commitment to eliminate racism is the direct result of our historical struggle to become an **anti-racist and inclusive organization, at all levels of leadership and service**. Our story is one of women becoming fully persuaded **that it is an impossible task to empower all women without also addressing institutional and structural racism**.

Our Framework for Change

“How can our organizations both be bold enough to alter the fundamental structural relationships in society, and wise enough to act according to principles of organizational sustainability and community transformation?”

Organization Development for Social Change: An Integrated Approach to Community Transformation



The Socio-Ecological Model



Building a Racial Justice Program

The Work We are Already Doing

01

Addressing intersectionality of gender and race in our DV advocacy work

02

Promoting diversity, equity and inclusion in organizational hiring practices & board recruitment

03

Increasing staff & board knowledge through training and education

04

Partnering with local organizations and community groups to amplify their voices

05

Increasing individual & community awareness

06

Addressing structural and insitutional racism



Racial Justice Initiatives

- ❖ Stand Against Racism
- ❖ 21 Day Racial Equity Challenge
- ❖ Coalition for an Anti-Racist Glendale

Stand Against Racism 2019





As an individual committed to social justice, I stand with YWCA Glendale against racism and discrimination of any kind. I will commit to a lifetime of promoting peace, justice, freedom and dignity for all people in my community and the world.

Judee Kendall
 Hasmik Burushyan
 Elen Asatryan
 Maria Yllscas
 Neda Farhoudmand
 Morgan Whipp
 Shirley Ann Hill
 Elissa Glickman
 Lisa MacCarley
 Mercy Velazquez
 Kathy Kottaras
 Elizabeth Vitanza
 Phyllis Kim
 Susan Hunt
 Norma Mower
 Ingrid Gunnell
 Linda Fiaga
 Frank Douglas Ligon
 Tanita Harris-Ligon
 Tara Peterson
 Kate Eberle
 Bonnie James

Deborah Pasachoff
Vanessa Ynda
Sharon Weisman
Mia Porter
Alexa Rouso
Karen Green-Rose
Ronda Hammond
Cuqui Limon
Cynthia Maher
Elizabeth Sahagun
Jessica First
Daniel James
Magda Sellon
Toni Espinoza
Cynthia Kurtz
Shane Kinnison
Richard Bennett
Elizabeth Sadlon
Cheryl Scott
Todd Leonard
Jinette Simon



Registration Required
<https://zoom.us/join/registration/tJElD-GgpjgVdQsH9eh82bOm9gVeqNVLhb6>

STAND AGAINST RACISM: VOICES FOR PEACE AND JUSTICE

We invite you to join us for a virtual event created to uplift people's spirit. We'll hear encouraging words from faith leaders in our community to help us move forward during this unprecedented time.

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21 DAYS. UNLIMITED POSSIBILITIES.

Introducing YWCA Glendale &
YWCA Pasadena-Foothill Valley's
Racial Equity & Social Justice
21 Day Challenge: January 18 - February 7, 2021



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BLACK LIVES MATTER IN GLENDALE



Coalition for Antiracist Glendale

How the Coalition and YWCA Glendale Work in Concert

YWCA as the agency organizing the coalition, we are responsible for providing it with:

- The initial direction by identifying the goals and objectives of the coalition
- Our staff and our consultants will act as facilitators— moving the coalition forward and wearing several hats, including that of organizers, educators, counselors, mediators of conflicts, strategists, coalition builders, and visionaries

Coalition for an Anti-Racist Glendale Urges City Council to Pass Historic Sundown Town Resolution Acknowledging History of Racism and Commitment to a More Inclusive Glendale

City Council to Pass Historic Sundown Town Resolution Acknowledging History

September 9, 2020

Categories: News, Press

FOR IMMEDIATE RELEASE - September 9th, 2020

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(Glendale, CA) On Tuesday, September 15th, the Glendale City Council will have the opportunity to make history by adopting a formal resolution

for the century long exclusionary practices that prohibited African Americans from residing and prospering in the City of Glendale. Historical

accompanying the proposed resolution, demonstrate that Glendale was a sundown town for a majority of the 20th century, in which Black we

members, were excluded from residing or purchasing property in Glendale through discriminatory language in property deeds and covenant

Party who maintained active chapters and headquarters in Glendale.

During this historic moment where calls for racial justice are driving transformative social and policy change, former sundown towns across th

past. Sundown town resolutions offer a way forward in outlining three key steps to advancing change: acknowledgement of the City's intenti

public an apology for the injustices of the past; and atoning for the past by committing to concrete actions to repair and remedy those injustic

"The first step towards making Glendale a truly inclusive community is recognizing and making amends for the past and present actions that

are heartened that the city has accepted the challenge and wants to do the hard work of being a model for change and inclusion for other for

community coalition and city staff that crafted this resolution with its passing and implore you to follow this action with meaningful policies

Coalition Area of Focus

- **Racial Healing & Reconciliation**
 - Sundown Resolution
- **Data Collection & Analysis of Glendale Policing Policies**
 - Public Records Request
 - Meeting with Chief
 - Policy Recommendations to City Council
- **Promoting Diversity, Equity and Inclusion in Local Government**
 - City Manager Hiring Process





The Board's Role in Supporting Racial Justice through an Antiracist Lens

Strategy & Resources

- Approve strategic plan and budget that supports our racial justice work
- Prioritize racial justice advocacy work in our policy advocacy plan
- Help raise funds for racial equity initiatives through corporate sponsorships, individual donations etc.
- Identify opportunities to connect staff with potential stakeholders and partners
- Consider DEI in board recruitment
- Support executive coaching and professional development for CEO
- Commit time and resources to ongoing board development on implicit bias and anti-racism training

Personal Engagement & Advocacy

- Connect staff to opportunities to support or co-sponsor community led racial equity initiatives
- Have a basic understanding of YWCA Glendale's racial justice work
- Participate in racial and gender equity campaigns and activities
- Learn and understand YWCA's USA history in racial justice work
- Promote racial justice initiatives within own networks
- Help educate policy makers and the public
- Take individual action on YWCA USA racial justice and civil rights action alerts

Sample Elevator Speech

30 second: At YWCA, our mission is to eliminate racism and empower women. So every day we get up and do the work to address gender and racial equity. We provide services and advocate for girls, women, and communities seeking equity & justice.

60 second: Since justice looks different in every community, our work does too. In Glendale, YWCA is the only domestic violence service provider, and we offer dynamic and diverse programs to enrich the lives children & girls. We offer housing to women seeking a safe place to live. We address food insecurity for families. We provide trauma-informed care survivors of domestic violence and their children. We offer STEM programs for girls exploring their future, and a lot more. We're also on the front lines advocating for equal pay, racial justice, voting rights and many other issues that impact women and girls.

90 second: We do this work because we envision a world of opportunity, and we demand equity. We won't stop until the world sees women, girls, and communities the way we do: Equal. Powerful. Unstoppable.

