Eliminating racism, empowering women, promoting peace, justice, freedom and dignity for all. Until Justice Just Is

Federal Reserve Bank of NY

September 24, 2020
YWCA Interactive Map
YWCA as a Catalyst

Our Network strength positions us as Catalyst for growth and change in communities

**Scalability Network**
Quickly implement and continuously refine best practices across 45 states to scale

**Activation Network**
Ability to activate and mobilize communities as a trusted partner

**Distribution Network**
Infrastructure to disseminate resources quickly and directly to communities most in need

YWCA can quickly and concurrently mobilize three distinct Networks, especially during times of crisis.
YWCA supports the lifecycle of children, women and families in the United States

**Children and Education**
- Childcare
- Early childhood education
- Afterschool programming
  - Summer camps
  - Enrichment

**Economic Empowerment**
- WE 360-Women’s & Minority Entrepreneurship
- Workforce Development
  - Access to Capital

**Community Resilience**
- Networked, but locally tailored response
- Capacity building and leadership across the networks
- Advocacy at local, state and Federal level

**Families**
- Gender-based violence
- Affordable housing
- Emergency Shelter
- Supportive and transitional housing
- Barrier reduction (food, transportation, childcare)
Social Impact in Action

Alejandra Y. Castillo
CEO, YWCA USA
Our Mission

In Action

YWCA USA at a Glance

YWCA’s Collective Social Impact

52,000+ Board Members and Program Volunteers
12,500+ Staff members
1,400+ Community and corporate partnerships
92,000+ Individual and business donors
$1B+ Net assets
$660M+ Revenues earned annually to provide services

YWCA 2017 Metrics and Impact Report

www.ywca.org  @ywcausa  @ywcausa  @ywca.org
The Need is Now: COVID-19

We are raising funds for the Short and Long Term

6 MONTHS OR LESS

Critical Services 60% Gap Funding
Community Resiliency 30% Re-program
Capacity Building 40% Navigating ‘new’ normal

OCTOBER 2020 AND BEYOND

Meeting Demand 40%
Re-building communities 70%
Ensuring viability 60%
The Need is Now: COVID-19

We are raising funds for the Short and Long Term

Million Dollar Fund for short-term operating grants and long-term loans for re-building...

Million already committed through internal resources and generous sponsors

Million needed to ensure the continued support of 2.3 million women, children and families in 45 states each year

https://www.ywca.org/covid-fund/
Justice & Equality is our **Legacy**

1850
- YWCA pushed to integrate racially segregated housing at associations across the U.S.

1920
- YWCA Montclair-North Essex Social Center for Black women

1950s
- YWCA pushed to integrate racially segregated housing at associations across the U.S.

1963
- YWCA pushed to integrate racially segregated housing at associations across the U.S.

1970
- The One Imperative adopted at national convention “To thrust our collective power towards eliminating racism wherever it exist by any means necessary.”

2020
- YWCA national launches Until Justice Just Is to leverage our collective power to eradicate racial injustice
In the movies, we have superheroes.
To swoop down and put an end to all the evil that surrounds us.
To obliterate the hate that pervades our streets and communities.
To save us from ourselves and all this unnecessary injustice.
Sometimes, we wish there were superheroes.
But this is the real world.
Superheroes won’t rescue us.
Superheros can’t fix this.

Only we can.
Together, we are combining our powers.
Forging together our collective strengths.
And fighting racism, hatred, discrimination and injustice.

直到正义真正来临。
**FIGHTING FOR RACIAL JUSTICE**

Blueprint for YWCA USA’s national strategy

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**Advocacy & Civic Engagement**

- Support key federal policies & legislation
- #StandAgainstRacism
- Voter registration, mobilization & education
- RJ Community Forums
- Technical assistance, training & toolkits to local YWs for community engagement efforts

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**Communications**

- Communications toolkits & digital resources for local YWs
- Racial Justice podcast series
- Virtual National Convening for Network
- Develop & amplify strategic nonprofit & corporate partnerships

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**Cross-Network Programs**

- Cross-network racial justice program evaluation & impact assessment
- Evaluate and scale most effective RJ programs
- Virtual National Convening for Network
**Local YWCA Programming at a Glance**

**Creating Equitable Organizations (YWCA Madison, WI)**
Provide support to local organizations in a change process to transform their culture to center diversity, equity, and inclusion

**Heritage Panel (YWCA Central Alabama)**
Program for middle schools and high schools focused on anti-discrimination, bullying, and harassment

**Racial Equity Institute (YWCA Greater Charleston, SC)**
Organizations sponsor board members, executives, staff, or volunteers to attend, or individuals attend on their own to help their communities address institutional racism

**“Why Can’t They Just...?” (YWCA San Antonio, TX)**
Project will provide smartphones to women served by YWCA San Antonio to allow them to video themselves as they navigate poverty-related challenges and tell their stories in their own words.

**The Art of Being an Ally (YWCA Greenwich, CT)**
Virtual conversations on how white women can find their place on the new frontlines

**Catalyst Circles (YWCA Metropolitan St Louis, MO)**
Cross-racial dialogue and study group. White participants are asked to complete Witnessing Whiteness before joining

**Community Healing Circles (YWCA Metropolitan St Louis, MO)**
Group gathering and process for black community members only to share stories, detoxify trauma and find healing.
Our work, Our voice, Our impact.

The moment is now for our collective voices to be heard across our nation.
Invest in change. Together with the YWCA, the WOMN ETF aims to put the power to empower women in everyone’s hands.
Click here to view the video: https://vimeo.com/showcase/6718486?video=451828432
II. About the WOMN ETF

- YWCA USA has partnered with Impact Shares, a nonprofit organization, to create a first-of-its kind Exchange Traded Fund (ETF). (NYSE: WOMN).

- The WOMN ETF:
  - Evaluates 1,200 companies and selects the top 200 companies based on 19 criteria.
  - Tracks the Morningstar Women’s Empowerment Index built with Equileap’s data and scoring methodology, which is designed to provide exposure to companies with strong policies and practices in support of women’s empowerment and gender equality.

- To be considered, companies must:
  - Have a primary listing on a U.S. national securities exchange,
  - Have average market capitalization of at least $2 billion over the past 12 months and average daily trading volume of $5 million; and
  - Not derive majority revenue from weapons, gambling, or tobacco industries.
II. About the WOMN ETF, continued

- Companies are ranked according to a score assigned by Equileap based on 19 criteria within the following categories:
  - **Gender balance in leadership and workforce**
    - Non-executive board
    - Executives
    - Senior management
    - Workforce
    - Promotion and career development opportunities
  - **Equal compensation and work life balance**
    - Fair remuneration
    - Equal pay
    - Parental leave
    - Flexible work options
  - **Policies promoting gender equality**
    - Training and career development
    - Recruitment strategy
    - Freedom from violence, abuse, and sexual harassment
    - Safety at work
    - Human rights
    - Social supply chain
    - Supplier diversity
    - Employee protection
  - **Commitment, transparency, and accountability**
    - Commitment to women’s empowerment
    - Gender audit
II. About the WOMN ETF, continued

- Every year, companies that comprise the WOMN ETF are reevaluated and receive a new Gender Equity Score.
- The WOMN ETF was launched on August 27, 2018.
- Impact Shares will donate the net advisory fees from the management of the WOMN ETF to the YWCA USA.
- YWCA USA will use the revenue to establish a YWCA Innovation Fund.
- The mission of the YWCA Innovation Fund is to drive social change by lifting up and scaling YWCAs innovative programs and initiatives.
YWCA + You

Opportunities for impactful partnership around gender equity and racial justice

Dismantling Systemic Racism & Empowering Communities of Color by Catalyzing Economic Opportunity

Potential areas for investment:

- Childcare
- YWCA USA racial justice advocacy and engagement efforts
- COVID–19 Emergency Relief and Community Resiliency Fund
- Financial literacy
- WE360– Women & minority entrepreneurship
- The Future of Work: Skills and Workforce development
- Domestic Violence Survivor Assistance