



# WOMEN



ANNUAL EQUITY REPORT 2024

S I N C E 1 8 8 5



# equity report

## 04 Timeline

## 08 Our Foundation

## 10 What We Do

Reproductive Justice and Maternal/Child Health

Early Childhood Education

Services for Survivors of Violence

## 18 Who We Are

Living into Our Mission

How We Evolve

# YWCA Kalamazoo

is a thread that is woven into the history of our community.

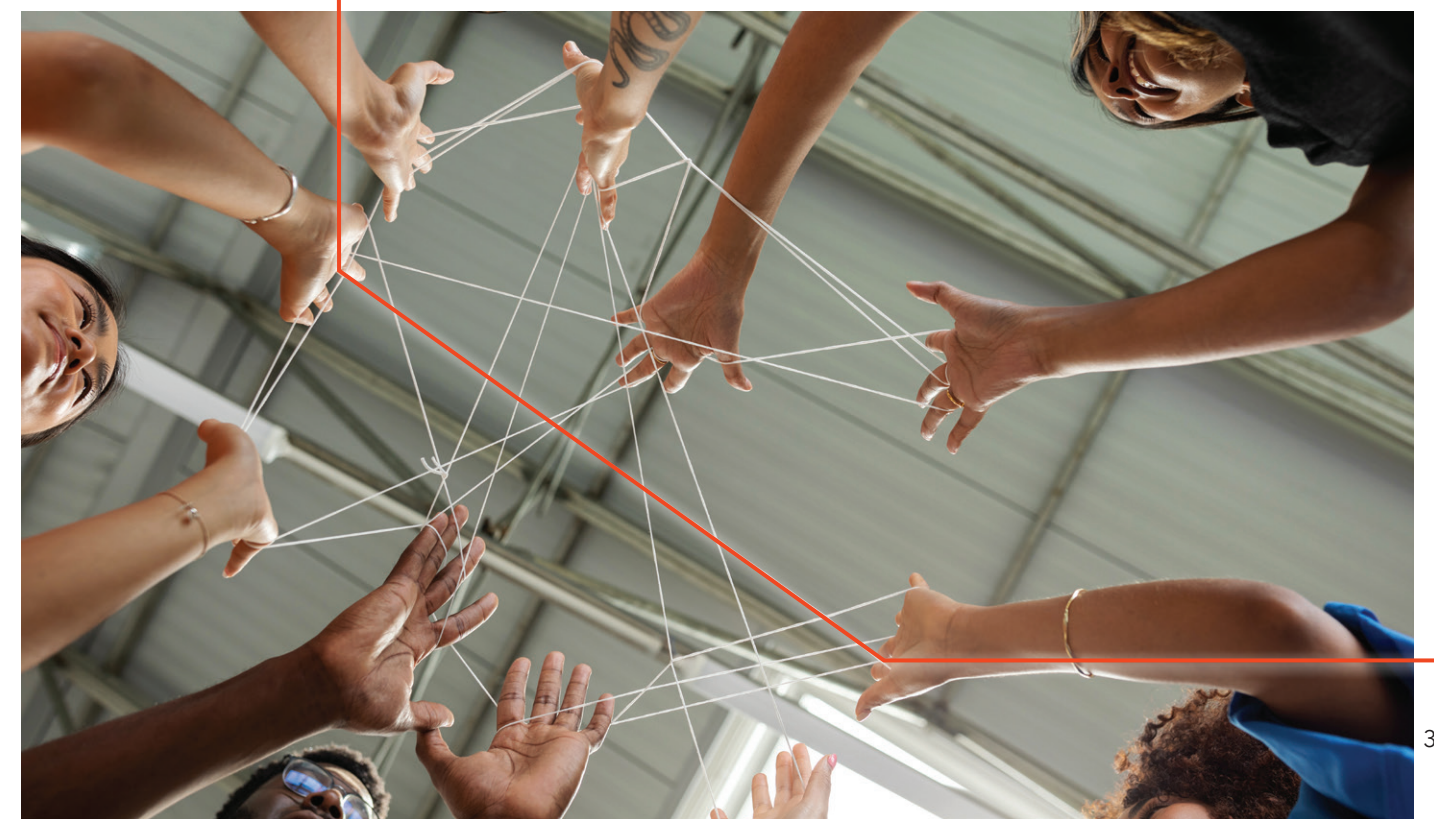
YWCA Kalamazoo may look different today than we did in 1885, but liberation – the freedom from oppression – has always been our through line.

For 140 years, YWCA Kalamazoo has served as a lifeline and safety net for, with, and by oppressed, marginalized, and minoritized community members. As the community's refuge, we see violence every day in its many forms.

However, we know we must all recognize violence as a symptom of oppression. Victimization is not an individual issue; it is a public health issue. At YWCA, we treat the symptoms of violence while we also treat the underlying oppressive systems and beliefs that make violence possible.

Since our founding, YWCA Kalamazoo has been a continuous thread within the fabric of this community, trailblazing new pathways to liberation. Today, we are leaders in early childhood education, reproductive justice and family health, violence interruption, and systems transformation. These are the pillars from which we seek to eliminate racism and empower women.

**Liberation is the through line, because every one of us deserves peace, justice, freedom, and dignity.**





# Creating a Movement

Racial and gender equity work have been at the core of our mission for 140 years at YWCA Kalamazoo and more than 165 years nationally with YWCA USA.

## The Tapestry of Our Growth

YWCA Kalamazoo has a long history of trail-blazing social change, including efforts for suffrage, desegregation, labor rights, reproductive rights, and more.

Throughout the 1960s, during the height of the Civil Rights Movement, we continued to advocate for racial justice and equality, fully supporting local and national efforts to end segregation and secure equal rights under the law.



**1988**  
YWCA Kalamazoo's Take Back The Night March for prevention of domestic violence at Bronson Park, which would evolve into our Day of Purple event.



**1988**  
YWCA Kalamazoo's display at the DAP Homeless Rally in Bronson Park.



**1985**  
YWCA Kalamazoo's Children's Center opens in our new building to meet the pressing need for quality and affordable childcare.

**1970**  
"Eliminating Racism" is added to YWCA USA's mission and placed above "Empowering Women" under our first Black national president Helen Claytor.



**1963**  
YWCA USA is a sponsoring agency for the March on Washington for Jobs and Freedom where Dr. Martin Luther King, Jr. delivers his "I Have A Dream" speech.



**1949**  
YWCA USA pledges to work for integration and full participation of minority groups in all phases of American life.

**1945**  
YWCA USA provides services for Japanese American women placed in internment camps.

**1930s**  
YWCA USA encourages members to speak out against lynching and mob violence, and for interracial cooperation and efforts to protect Black people's basic civil rights.



**1920s**  
YWCA Kalamazoo's cafeteria provides food for women.

**1920s**  
YWCA Kalamazoo works with local companies to enforce a 10 hour workday and provide restrooms for women employees.

**1908**  
YWCA is the first industrial federation of clubs to train girls in self-government.

**1909**  
YWCA begins offering bilingual instruction to help immigrant women.



**1898**  
YWCA branches open at seven Historically Black Colleges and Universities (HBCU).

**1850s**  
In New York City, YWCA is created by women of all means and social conscience to organize and create better working conditions, assist with housing and aid in the safe travel of working women.

**1989**  
YWCA Kalamazoo advocates for Federal protections of reproductive rights at the Pro Choice March in Washington D.C.



**1980-90s**  
YWCA Kalamazoo's Transitional Supportive Housing (TSH), a type of post-crisis-shelter housing, is established to expand longer-term housing options for survivors of domestic violence and their dependent children.

**1976**  
YWCA Kalamazoo's Domestic Assault Program is launched.



**1974**  
YWCA Kalamazoo's Sexual Assault Program is launched.

**1966**  
There is a global YWCA movement to divest our dollars in the South African Consortium.

**1965**  
YWCA USA opens the National Office of Racial Justice to lead our civil rights effort.

**1946**  
YWCA USA passes a desegregation charter, and under the leadership of Dorothy Irene Height, begins racial justice education. This is approximately 20 years before the passage of the Civil Rights Act.



At a time when racial discrimination was rampant, our association made the historic and significant decision to allow Black women to become full members. This challenged the systemic racism of the era and ensured our commitment that all women had equal access.

**1934**  
YWCA USA delegates support birth control and work to make it more widely available.

**1910**  
Fifty seven YWCA branches open to assist immigrant women.

**1910s**  
YWCA Kalamazoo volunteers would meet 17 trains a day to assist women, children, and older adults.



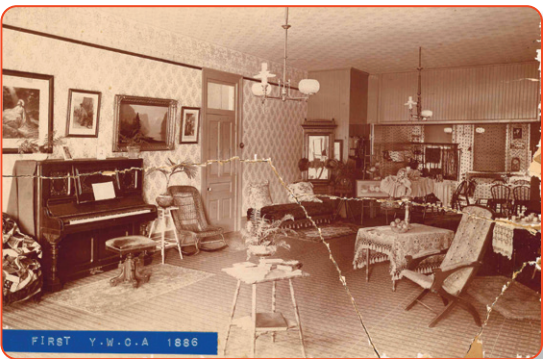
**1906**  
YWCA USA became incorporated to centralize the work and organize the movement.

**1906**  
YWCA USA is the first organization to introduce the positive health concept and sex education in all health programming.

**1893**  
YWCA Kalamazoo purchases its first building. The cost of a room and board for one week was \$3.50. One room was always reserved for a young woman experiencing homelessness.

**1890**  
The first YWCA branch of a student chapter for indigenous women opens in Oklahoma.

**1889**  
The first African American YWCA branch opens in Dayton Ohio.



FIRST Y.W.C.A. 1886

**November, 1885**  
YWCA Kalamazoo is founded by Ida Stearns with 29 charter members; the first YWCA in Michigan.

Two decades ahead of national desegregation efforts, we advocated for civil rights and fair treatment in all phases of American life.





**1992**  
YWCA Kalamazoo's annual Women of Achievement Awards celebration continues to grow, honoring women working to further social justice and change in our community.



**2001**  
YWCA Kalamazoo closes our Fitness Center to focus on services for vulnerable populations and system change work.



**2015**  
Cradle Kalamazoo was launched to bring together community leaders and organizations to implement research-informed and holistic interventions to reduce Black infant mortality.



**2016**  
YWCA Kalamazoo launches our Women and Infant Supportive Health (WISH) program, the only home visitation program in Kalamazoo County that has no eligibility restrictions.

**2016**  
YWCA Kalamazoo launches the only comprehensive human trafficking program in Michigan serving 10 counties.

**2017-2023**  
A time of major growth and expansion of YWCA Kalamazoo and its programs, growing from 40 to nearly 200 employees.

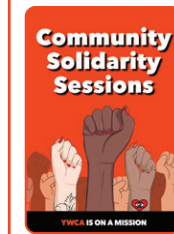
**2020**  
YWCA Kalamazoo is selected as one of three organizations to lead YWCA USA's efforts to end school pushout for youth of color through the Strong Attendance For Every Student (S.A.F.E.) Act.



**2024**  
YWCA Kalamazoo welcomes Susan Rosas as CEO, a second generation American and survivor. Under her leadership, sweeping changes are implemented to increase employee benefits and provide equitable pay.

**2022**  
YWCA Kalamazoo launches the only comprehensive Reproductive Health Fund in the nation that provides support for gender affirming care, abortion services and doula care.

**2023**  
YWCA Kalamazoo hosts Gov. Whitmer as she signs three bills expanding gun restrictions for domestic abusers.



**2024**  
In response to a period of renewed oppression, YWCA Kalamazoo launches a series of Community Solidarity Sessions to collaborate and strategize with fellow organizations around needs in the community.

**2025**  
YWCA Kalamazoo celebrates our 140th Anniversary of service to our community.



**2000**  
YWCA USA creates the Racial Justice and Economic Empowerment Hallmark Initiative.

**2004**  
YWCA Kalamazoo begins Sexual Assault Nurse Examiner services in the former fitness facility space.

**2014**  
YWCA Kalamazoo hires its first Black CEO, Dr. Grace Lubwama.



**2015**  
YWCA formally changes their corporate name from the "Young Women's Christian Association" to "YWCA USA" reflecting our commitment to social justice, no matter the religion.

**2015**  
YWCA USA's Stand Against Racism becomes a national signature campaign reaching over 700 locations across the nation.

**2017**  
YWCA Kalamazoo opens Koru House - the first shelter for women and men survivors of labor and sex trafficking in Michigan.



**2018**  
YWCA Kalamazoo Launches Men's Breakfast, engaging men in the community to discuss healthy masculinity as prevention during Sexual Assault Awareness Month.

**2019**  
YWCA Kalamazoo details new strategic Focus Areas to advance racial and gender equity: Improving The Lives of Children, Advocacy and Systems Change, Promoting Maternal and Child Health, and Caring for Victims of Abuse.



**2021**  
YWCA Kalamazoo opens our second childcare center - The Dreamery at Edison - the first, and only, childcare center offering 2nd/3rd shift scheduled care and 24-hour drop-in services in Michigan.

**2022**  
YWCA Kalamazoo successfully champions the passage of Proposal 3 amending Michigan's constitution to explicitly affirm Michigan's fundamental rights to abortion, birth control, prenatal care and childbirth.



**2024**  
YWCA Kalamazoo joins the ACLU in a lawsuit challenging the constitutionality of Michigan's ban on Medicaid coverage for abortion care.

**2024**  
Attorney General Nessel, partnering with YWCA Kalamazoo's Anti-trafficking program, prosecutes the first successful labor trafficking conviction in Michigan.



eliminating racism  
empowering women  
**ywca**





# Our Foundation

At YWCA Kalamazoo, our values and beliefs guide our actions. Through our work, we commit to transforming these principles into our behaviors, choices, and strategies. It is from this foundation that we honor our mission of eliminating racism and empowering women.



# YWCA IS ON A MISSION

### Mission Statement

**YWCA Kalamazoo is on a mission to eliminate racism, empower women, and promote peace, justice, freedom and dignity for all.**

### Core Values

- Anti-racism
- Feminism
- Trauma Responsiveness

### Beliefs

At YWCA Kalamazoo, we honor the inherent value in every individual.

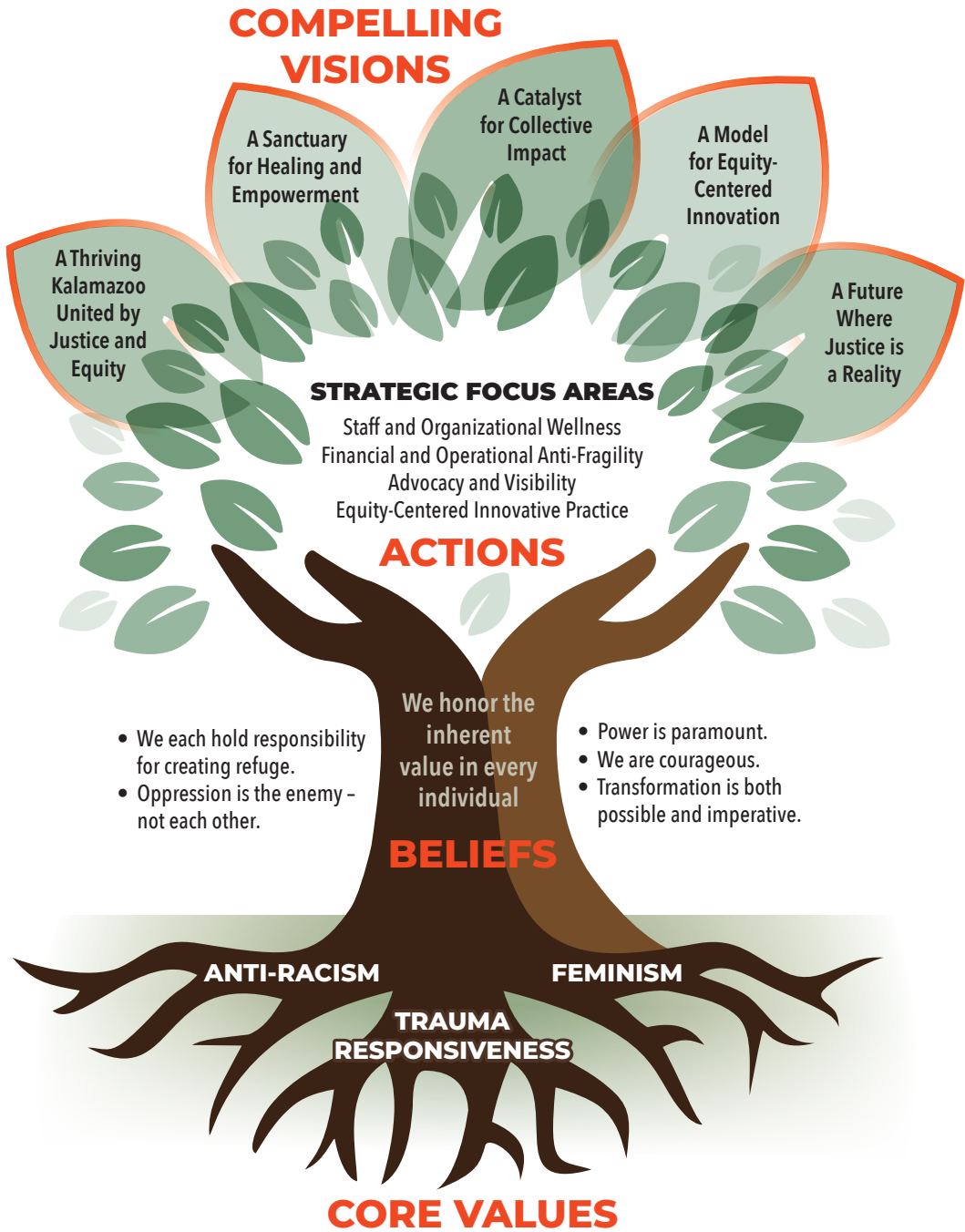
**We each hold responsibility for creating refuge.** YWCA is a place of holistic healing and safety. We resist the urge to oppress others and ourselves. We alleviate fear in one another with transparency, consistency, compassionate honesty, humility, and a prioritization of personal and communal wellness.

**Oppression is the enemy - not each other.** We must examine systems and embrace the people. We actively work to dismantle oppressive structures and practices while nurturing one another's growth. People are at their best within equitable systems.

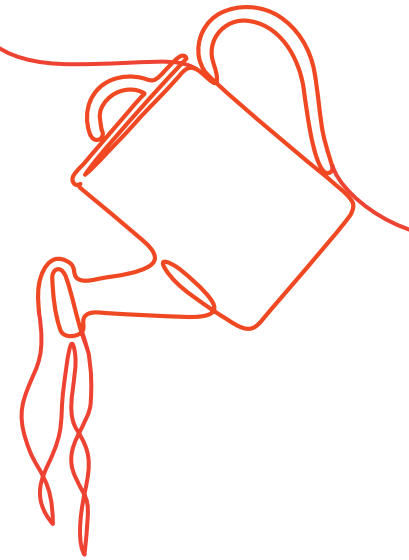
**Power is paramount.** We continuously assess and acknowledge the power we each hold, and our own relationship to power. We use and share our power with intentionality, uplifting voices, reducing power imbalances, and prioritizing the collective.

**We are courageous.** We share and listen to difficult truths. We appreciate healthy conflict. We encourage authenticity, and we do not confuse cruelty for honesty. We are bold, innovative, and see failure as an opportunity to learn. We challenge binary thinking and embrace many truths. We take accountability for the role we play in all dynamics, even through discomfort.

**Transformation is both possible and imperative.** We believe in everyone's capacity to realize positive change, including within ourselves. We understand that paths to personal growth are continuous and life-long. The change we strive to enact must center the people most impacted. Our efforts are intentional, data-informed, and designed for mission-driven impact.



Growing a Value-Driven Community





# What We Do

YWCA Kalamazoo offers three interconnected focus areas of direct service:

- Reproductive Justice
- Early Childhood Education
- Interrupting Violence

We underpin each service area with a systems change strategy. In so doing, we treat both the symptom of oppression and the systemic root causes for lasting change.

Reproductive Justice



Early Childhood Education



Interrupting Violence



Advocacy and Systems Change

Each focus area is intentionally designed to counter systemic oppression, interrupting intergenerational social, economic, and health disparities experienced by Kalamazoo’s marginalized and minoritized community members.

YWCA Kalamazoo was founded 140 years ago in support of women experiencing oppression. Today, our programs are designed to target key root contributors to oppression in today’s world.

“No one is free until we are all free.”  
- Fannie Lou Hamer







# Why Reproductive Justice and Maternal/Child Health?

10  
YEARS

**YWCA Kalamazoo has furthered reproductive justice in Kalamazoo since 2015, in recognition that systemic racism and sexism within healthcare have life threatening impact on women and the LGBTQIA+ community, with a particular impact for Black birthing people and Black babies.**

## Why it Matters

- Poverty and poor health are mutual feedback loops. Poverty leads to poor health, and poor health leads to poverty, and this repeats intergenerationally as more babies are born premature/with health complications in poverty.
- When economic stability increases, so do positive birth outcomes.
- When maternal and child health improve, so does economic mobility. Bodily autonomy is a key indicator for a developed society. Women forced to carry pregnancy to term are four times more likely to experience severe poverty than their peers.

YWCA Kalamazoo

## Reproductive Justice in Action



YWCA Kalamazoo operates Cradle Kalamazoo, a 26-partner collective action consortium designed to interrupt key systemic failures that contribute to racial disparities in infant mortality.



Within Cradle, YWCA Kalamazoo also operates WISH (Women and Infant Supportive Health), a home visiting program for pregnant and newly parenting families who are otherwise ineligible for other local home visiting services.



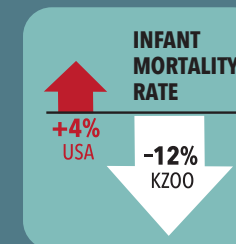
YWCA Kalamazoo operates the country's first comprehensive reproductive health fund designed to ensure all community members can access doula care, abortion care, and gender affirming care.



YWCA Kalamazoo, along with the Kalamazoo Community Foundation, helped to secure and is the local operating partner for Rx Kids, a cash assistance program for pregnant moms and babies.

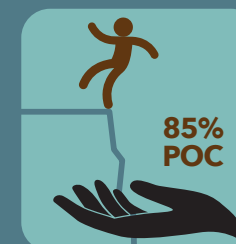


## The Impact



In the last 3 years, Cradle Kalamazoo has supported Kalamazoo to reduce its infant mortality rate by 12%, even as the country saw a 4% increase in infant mortality during the same time period.

**182** families connected to Cradle partner resources



To counter systemic racism in access to home visitation, YWCA Kalamazoo's WISH program serves families who fall through the cracks of existing home visiting program eligibility requirements.

**241** families received WISH home visiting services through YWCA Kalamazoo

**116** high risk babies celebrated their first birthdays

**85%** of families served identify as a person of color.



**6** healthy babies were born in 2024 to high-risk families who previously experienced poor birth outcomes.

**17%** of families served have previously experienced poor birth outcomes.



YWCA Kalamazoo supported the securing of State and County appropriations for Rx Kids Kalamazoo. YWCA will be the local operating partner for the program, launching February 17, 2025.



**31%** Family resilience increased by 31% for families served by our WISH program.  
\*As measured by the PFS.



**462** marginalized individuals have received services through our Reproductive Health Fund.

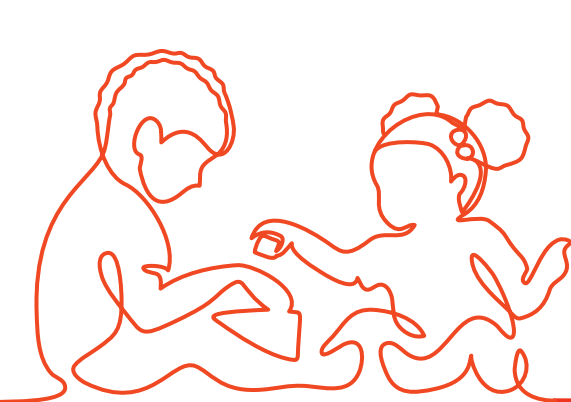


**92** community members were assisted with gender affirming care and products in 2024.



YWCA Kalamazoo and ACLU partnered to sue the State of Michigan to eliminate discriminatory barriers to abortion care in Medicaid insurance coverage.





# Why Early Childhood Education?

40  
YEARS

YWCA Kalamazoo has provided early childhood education since 1985, in recognition that high quality, accessible, affordable childcare is one of the greatest investments a community can make in interrupting racist and sexist systemic barriers and breaking cycles of intergenerational poverty.

### Why it Matters

- Families who access **affordable** childcare are more likely to secure and sustain gainful employment. Childcare is the #1 barrier to employment for parenting workers, disproportionately impacting women.
- Children who receive **high quality** early childhood education are more likely than their peers to graduate high school, sustain healthy relationships, and have economic stability. These *children's children* sustain the same outcomes.
- Communities of color experiencing poverty have highly disparate access to high quality, affordable early childcare, and are more likely to work second and third shifts, when childcare is unavailable.
- Childcare work across the country is high stress, low pay, and degree-dependent, creating sexist and racist barriers to professional growth and economic stability.



YWCA Kalamazoo  
**Early Childhood Education in Action**



YWCA Kalamazoo operates two high quality early child education ("the Dreamery") sites, each located in low-income communities in Kalamazoo.

**YWCA is the largest community provider of early childhood education for children ages 0-3 years.** Our childcare model is explicitly anti-racist in design and implementation.

**We specialize in:**

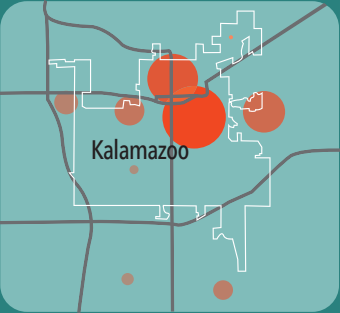
- 24 hour care, offering full-time early childhood education for second and third-shift workers, as well as 24 hour drop-in care.
- Trauma-responsive early childhood education for very young children exposed to violence, operated in a secure setting.
- Respite care for single parents without a support system.
- High quality child nutrition programs, serving all farm-fresh meals and providing food education for children and families.

# The Impact

Equity means high quality early childhood education is within reach for all families, regardless of income, identity, or geography.

185 children served >>> from these neighborhoods

**\$33,883**  
the average salary for families of four served by YWCA's early childhood programs.  
\*As measured by the ASQ.

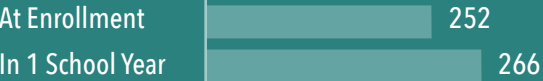


As measured by the State, YWCA educator quality outperforms national benchmarks in all measures.

CLASS		SECTOR BENCHMARK	YWCA
Infant	Responsive Caring	4.39	6.4
Toddler	Emotional Behavioral Support	5.43	6.6
Toddler	Engaged Support for Learning	1.73	3.1
PreK-3	Emotional Support	5.54	6.9
PreK-3	Classroom Organization	5.23	6.8
PreK-3	Instructional Support	2.46	3.8



After 1 year in class, children served by YWCA accelerate beyond benchmark developmental milestones faster than they did at enrollment.



\*As measured by the ASQ.



**27** early educators were supported to secure their Child Development Associates (CDA)



YWCA Kalamazoo is recognized statewide and nationally for its high quality food programs for young children.



**100%** of meals served using only farm-fresh ingredients. Our community's littlest bodies deserve nutrient-rich food to be at their best!





# Why Services for Survivors of Violence?

50  
YEARS

YWCA Kalamazoo has served survivors of violence since 1975, in recognition that gender-based violence is endemic and a primary form of oppression.



We provide systems of support to interrupt violence and help survivors regain their power to lead safe, healthy lives.



## YWCA Kalamazoo uplifts survivors of

Sexual Assault      Domestic and Intimate Partner Violence      Human Trafficking

- Crisis Response
- Case Management and Advocacy
- Shelter and Housing
- Legal Services
- Therapeutic Services

Children's Services  
designed to interrupt intergenerational cycles of violence

Violence Prevention Education and Systems Change

## Why it Matters

- Oppressive societal norms create the context for violence. Violence and exploitation thrive in the imbalance of power. Inequity results in violence.
- People with intersectionally oppressed identities are more likely to experience poverty and related violence, and less likely to receive help.

“They (staff) were able to feel all of my feelings. They were able to put on my shoes and see everything from my perspective.”

- 2024 Survivor of Human Trafficking

# The Impact



716 survivors served  
258 children of survivors served



178 sexual assault nurse exams (SANEs) facilitated  
49 pediatric SANEs facilitated



16,901 bed nights at our emergency shelter  
11,290 bed nights for children



35% Police  
60% YWCA

CALLS FOR HELP BY SURVIVORS WHO IDENTIFY AS BLACK

Although 35% of Kalamazoo survivors who call the police for help identify as Black, more than 60% of survivors who call the YWCA for help identify as Black.

This tells us that in Kalamazoo, Black survivors of violence feel significantly safer contacting YWCA Kalamazoo when in crisis than they do calling law enforcement. YWCA Kalamazoo is meeting an otherwise unmet systems need for Black survivors of violence.



YWCA Kalamazoo’s legal team supports Michigan’s first survivor of labor trafficking to see their trafficker prosecuted by the AGs office.



455 number of clients served in our housing programs  
Emergency Shelter  
Temporary Supportive Housing  
Permanent Supportive Housing

DV HOMICIDES  
83%

YWCA’s collaboration with local law enforcement reduced domestic violence homicides in Kalamazoo by 83% in 3 years.

After receiving YWCA Kalamazoo advocacy, survivors show

57% reduction in survivor risk for housing instability

56% reduction in survivor psychological distress symptoms

87% reduction in risk for revictimization



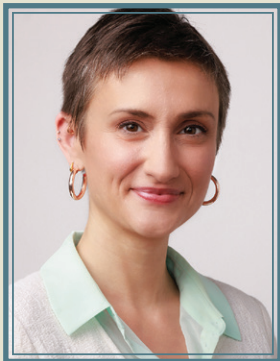
# Who We Are

YWCA is proud to represent the communities we serve.

YWCA Kalamazoo is a 200 employee strong agency.



We welcomed and engaged three new senior leaders to the YWCA team.



**Susan Rosas, MSW**  
Chief Executive Officer



**Andre Carr, M.Ed**  
Vice President of  
Improving the Lives of children



**Jameca Patrick-Singleton, MSW**  
Vice President of Community Health,  
Executive Director of Cradle Kalamazoo

Dear Friends of YWCA Kalamazoo,

In early 2024, I had the honor of joining YWCA Kalamazoo as the organization's new CEO. And truly, it has been an honor. YWCA Kalamazoo has a 140-year legacy of social justice, firmly aligning with community members experiencing oppression in its many forms. 2024 marked a year of bold initiatives to enhance our internal commitments to equitable practice - equitable pay, equitable policies, equitable strategy. Accordingly, we have decided to shift our traditional annual

report to our Annual Equity Report, explicitly naming the ways in which we are advancing social justice and reporting the data which demonstrates our equity impact. We are proud to share how we've been living our mission to eliminate racism and empower women in 2024. Thank you for uplifting YWCA Kalamazoo as we carry forward 140 years of anti-racist, feminist, and trauma responsive tradition. Your partnership creates a more just Kalamazoo.

In Solidarity,

*Susan Rosas*

We were fueled by volunteers!



Kathy Balik was awarded the Governor's Service Award for serving over 15,000 hours as a YWCA emergency response volunteer. She was an invaluable part of the team and gave support to many clients in crisis.



Author and artist Vashti Harrington stopped by to read her books and give a drawing demonstration to our kids at the Dreamery. Each student was able to take home a personalized and signed book.

Our 15-person board remained all-woman and majority people of color, chaired by long-serving board member and community leader Dr. Regena Nelson.



**Dr. Regena Nelson**  
Board Chair, YWCA Kalamazoo

## Board of Directors

### Officers

- Dr. Regena Nelson  
Chair
- Artrella Cohn  
Vice Chair
- Elisabeth Von Eitzen  
Secretary
- Susan Springgate  
Treasurer
- Demarra West  
Past Chair

### Members

- Dr. Nakia Baylis
- Kim Brinkman
- Dr. Deveta Gardner
- Lakeysha Ivy
- Katie Paauwe
- Margaret Patton
- Kimberly Peterson
- Samantha Phillips
- Leigh Ann Sayen
- Cathy Wortham



# Living Into Our Mission

In 2024, YWCA Kalamazoo began several initiatives to strengthen our organization’s demonstration of its anti-racist, feminist, and trauma-responsive identity.

## Stabilization

YWCA Kalamazoo has seen significant workforce stabilization in the last year, following previous upward trends in turnover related to the pandemic and to rapid expansion.



## Transparency

- YWCA began several transparent processes, including:
- Town Hall meetings with the CEO
  - Monthly Key Performance Indicators reports, shared with the Board of Directors and staff
  - Open office hours with Leadership staff
  - Collaborative budget design



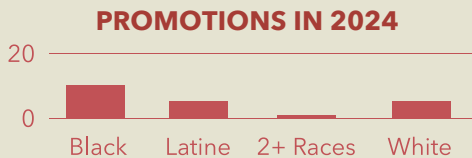
## Fully Paid Parental Leave

YWCA Kalamazoo implemented fully paid 12 weeks of parental leave for all new parents and caregivers of all genders.



## Promotions

YWCA Kalamazoo promotes on merit. In 2024, we internally promoted 21 employees. Demographics of new supervisors roughly approximated the workforce’s non-supervisory composition, demonstrating equitable opportunity for upward mobility.



## Pay Equity

There is a profound history of racism and sexism imbedded in our society’s valuation of education and social work jobs. The women and people of color who predominantly and historically comprise the nonprofit workforce are paid less not because their work requires any less skill, but because of wide-reaching systemic oppression.

**YWCA is fiercely committed to walking the talk,** and equitable practice starts right here at work.

In 2024, YWCA raised employee salaries to match the compensation afforded to equivalently qualified positions in other departments with historically higher pay. This most dramatically impacted entry-level and direct-service positions, particularly within early childhood education. As YWCA Kalamazoo’s workforce is comprised of the very communities it serves, the resulting impact was a powerful community investment for families fighting to break intergenerational poverty.

**75%** of employees who received an adjustment reported having lived in poverty.

**82%** reported that they believe their pay adjustment will prevent them from future experiences of poverty.

**\$8,071** The average pay equity adjustment per person.

**84%** of the staff who received an adjustment were in non-leadership positions.

### MORALE IMPACT OF PAY EQUITY ADJUSTMENTS

Reported Increases in:

Sense of Belonging at Work **78%**

Trust in the Agency **80%**

Commitment to Stay and Grow with YWCA **89%**



A heartfelt thank you to our Human Resources team for their months of dedication and tireless commitment to complete this project.



**MY PAY EQUITY ADJUSTMENT ALLOWED ME TO...**

**10%** Stop working a second job

**15%** Avoid eviction

**18%** Improve quality of childcare

**18%** Enroll in higher ed or class

**21%** Move into a better home

**53%** Improve nutrition for my family

**56%** Practice more self-care

**60%** Reduce debt

### Staff Comments

“My children are now seeing what it looks like to dig our way out of poverty and attain a better life, one they have not seen the likes from any of their family before them. I can finally give to my children what my mom was not able to give to me or her mother to her. I finally feel like, with careful planning and budgeting, I can create a better life for my children and leave an inheritance for my children’s children.

It allowed me to be in a financial position to buy my first home.

This pay adjustment has literally changed the trajectory of my family’s future.

The biggest positive outcome for me is the motivation to go back to school.

I no longer have to go to the food bank to feed my family.



# How We Evolve

YWCA Kalamazoo builds and improves our programs in partnership with people we serve.

**57**  
**Surveys**  
2981 responses

**23**  
**Evaluation Interviews**

**3**  
**Advisory Councils**

- Survivor Advisory Council
- Parent Advisory Council (ILC)
- Parent Advisory Council (Cradle)

Our Community Engagement and Outreach efforts foster meaningful connections and empower our community to actively create positive change.

YWCA leads discussions with community members to identify needs, share resources, and develop strategies for effective solutions. We foster a collective effort to address those results in discussions that provide a deeper understanding of the local issues and create opportunities to form equitable and actionable plans that drive lasting change.



YWCA Kalamazoo values the strategic guidance, expertise, and justice-forward consultation from anti-racist collaborators across the country.



**Ruchi Warriier**  
and amalia deloney  
Strategy and Seva

Ruchi founded Strategy and Seva as a social justice-centered strategic planning consulting firm.

Ruchi leads YWCA Kalamazoo's 2025-2028 strategic planning, using power-sharing and widely inclusive strategies to shape organizational direction. The plan is anchored in YWCA's core values of anti-racism, feminism, and trauma-responsiveness.



**Dr. Durrelle Brooks**  
Love and Justice Counseling

Dr. Brooks founded Love and Justice Consulting to "help Progressive Leaders Build Inclusive and Resilient Teams, Organizations, & Cultures."

Dr. Brooks provides culture strengthening consultation and leadership coaching to teams and leaders across YWCA Kalamazoo. He trains YWCA's HR department in Non-Violent Communication and in team healing practices.

## Brava

Brava Leadership Institute (BLI)'s mission is to connect leaders of multicultural institutions with the care and resources they need; in the form of coaching, training, facilitation, and strategic support; to achieve their vision of a more just and inclusive world.

BLI provides leadership training and coaching to YWCA Kalamazoo's program executives, to enhance our leader's execution of leadership through a pro-Black, pro-immigrant, pro-LGBTQIA+, pro-working class, pro-disability justice lens.



**YWCA IS ON A MISSION**  
*and we will not waver.*





353 E. Michigan Ave, Kalamazoo, MI 49007 (269) 345-5595 [ywcakalamazoo.org](http://ywcakalamazoo.org)  
**24-Hour Crisis Line: (269) 385-3587**



YWCAKzoo



[ywcakalamazoo](https://www.instagram.com/ywcakalamazoo)



YWCA Kalamazoo

