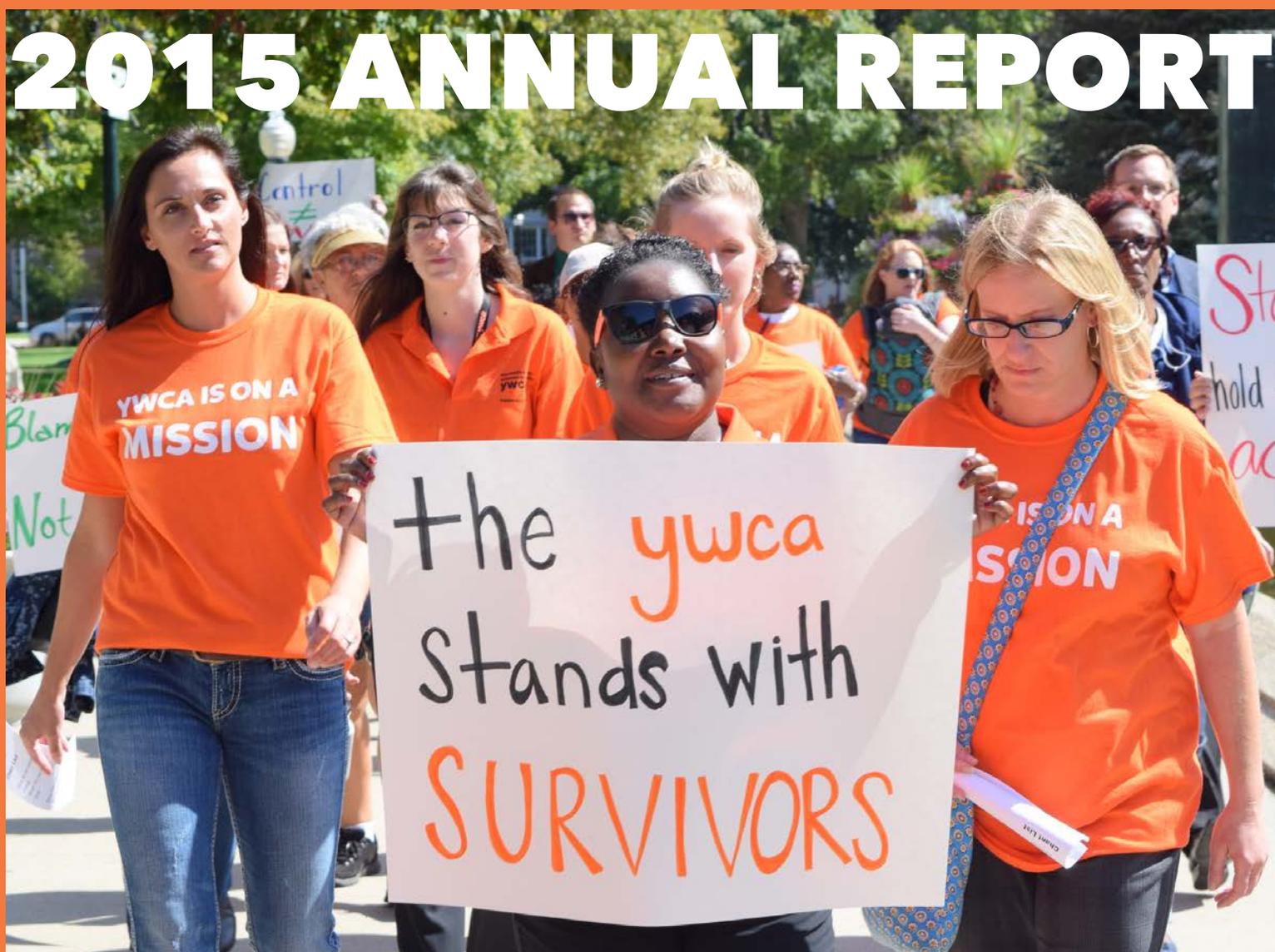


eliminating racism
empowering women

ywca

Kalamazoo

2015 ANNUAL REPORT



YWCA IS ON A MISSION

YWCA Kalamazoo is dedicated to eliminating racism and empowering women.

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**Board Members served June 2014-December 2015 unless otherwise noted.*

Dear YWCA Friends and Family,

If you haven't noticed, YWCA is on a mission. YWCA Kalamazoo has been on a mission since 1885, but we are now more than ever on a mission for women and girls of color. Together with our community partners, we are striving to serve the most vulnerable and underserved populations in Kalamazoo.

In 2015, YWCA Kalamazoo saw tremendous growth in our programs and services. In the spring, we created a Women's Initiatives department to lead our mission work of empowering women and eliminating racism. This department houses Community Education, Empowerment Programs, Infant Mortality, and Advocacy. They continue to push our messaging forward by creating ways to help prevent and overcome systems of oppression.

Our Children's Center and Victim Services programs embody our mission by focusing on the intentional growth of our services. These programs are finding innovative ways to address trauma that clients and their children experience, both within their home and their community. By providing a safe, non-judgmental, and confidential space we are striving to alleviate the cycle of poverty and abuse.

We are excited to have you join us on this mission to improve the lives of children, advance women in public policy, and advance health and safety of all of our community members. Sometimes it feels like our work is a secret due to the stigma surrounding domestic violence and sexual assault. We are no longer willing to be silent. We are ready to proudly display our work. We are ready to stand up and say we're on a mission. We hope you're ready to join us!

Sincerely,



A handwritten signature in black ink that reads "Namita Sharma".

Namita Sharma
YWCA Kalamazoo Board Chair



A handwritten signature in black ink that reads "Grace Lubwama".

Grace Lubwama
YWCA Kalamazoo CEO

YWCA Kalamazoo Children's Center

YWCA Children's Center is a licensed early education center that enrolls an economic and culturally diverse population of children. Lead teachers and trained, experienced child care providers offer care and learning experiences such as field trips and individual learning centers.



*"Your staff is more of a family than anything else. I wouldn't be able to do the work I need to do and worry about my children at the same time. I know I can trust your program."
- YWCA Children's Center Parent*

By meeting the needs of the most vulnerable and underserved populations in Kalamazoo, we are better serving all of our families. All of our children benefit from having personalized attention for their development.



Join us on our mission to nurture the social and emotional growth of our children in a respectful and culturally diverse environment.

In 2015, YWCA Children's Center had:



4 : 1

Student-to-Teacher Ratio

75 children from **59 families** enrolled

46%
increase in total enrollment
for our infant, toddler,
pre-school, and Great Start
Readiness Programs



89%
of parents **utilized our resources**



83%
of parents received tuition
assistance



56%
of parents received clothing
assistance



44%
of parents received
transportation assistance

YWCA Kalamazoo

Victim Services

Victim Services houses the YWCA Kalamazoo's Domestic Assault Program (DAP) and Sexual Assault Program (SAP). Each program offers vital services for the safety and healing of survivors of domestic violence and sexual assault. We are on a mission to stand with all survivors regardless of gender identity, race, socioeconomic status, or sexual orientation.



YWCA Kalamazoo Victim Service Advocates/Counselors offer support and guidance for survivors throughout their journey of healing. Not only do we offer support for those in immediate danger, but we also empower our clients to plan for their future. As the only Domestic Violence Shelter and Sexual Assault Nurse Examiner program in Kalamazoo County, YWCA is on a mission to support survivors and hold perpetrators of violence accountable.

“They (YWCA Kalamazoo) saved my life. They taught me that no matter what life can throw at me, I have a whole team of people willing to help put me back together when I fall.”

- Sophia Putney Wilcox



In 2015, YWCA Victim Services provided:



services to **640** total clients

22,282

nights of emergency
crisis shelter to
371 adults and
568 children



13,787

nights of
Transitional
Supportive Housing
to **23 adults** and
50 children



617.65 hours of support for
1,428 crisis calls made to the crisis line
seeking services, information, and referrals



132

Sexual Assault
Nurse Examinations



1,277 hours of
counseling and **291**
instances of advocacy
were provided



22 volunteers
provided **3,613.5** hours of service

YWCA Kalamazoo Women's Initiatives

While our mission is present in every aspect of our programming, the YWCA Kalamazoo wanted to create intentional programming for eliminating racism and empowering women. Women's Initiatives offers the community opportunities to engage in the work of the YWCA Kalamazoo. Community members are able to join us on our mission through advocacy, dialogue, training, and community meetings.



Women's Initiatives is on a mission to create dialogue and action around racism, sexism, violence, and poverty. Together as a community we can change the systems of power to create a more just and equitable society.



"The importance of women's initiatives is to engage the community in a meaningful way that is impactful and transformative," says Jen Frank Brenton, Director of Women's Initiatives.

In 2015, Women's Initiatives impacted:



53 young female scientists with our science, technology, engineering, mathematics (STEM) **TechGYRLS** Program



82 community members at our **People Who Think** and **Call-to-Action** events



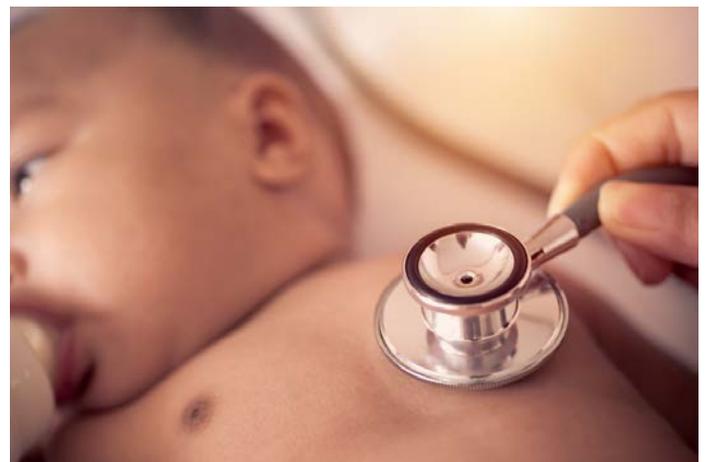
5,044 students and community members who attended or participated in **142** **community education** events

Kalamazoo Infant Mortality Community Action Initiative (KIMCAI)

The Kalamazoo Infant Mortality Community Action Initiative (KIMCAI), a collaborative led by YWCA Kalamazoo and comprised of local agencies, stakeholders, and community residents, which has an overarching goal of reducing the infant mortality rate in racial/ethnic minorities to 6.0 (per 1,000 births) in Kalamazoo by 2020.

"Infant Mortality is a key indicator of how well a community is doing."

*- Grace Lubwama,
YWCA Kalamazoo CEO*



In 2015, through two community meetings, KIMCAI sought to identify the health and service gaps that exist within the Kalamazoo community and created an action plan to address those gaps as they relate to race and poverty and its impact on infant mortality.

Grace Lubwama, YWCA Kalamazoo CEO states, "These efforts will continue to make sure that every child in this community, especially black babies, all start on a level playing field."



In 2015,



210

community members attended
KIMCAI community meetings

Statistics from the **Michigan Department of Community Health** show that for the years 2001-03, for every white infant who died before their first birthday, 2.3 black infants died. By **2010-12**, that disparity nearly doubled with **4.5 black infant deaths to every one white infant death.**

Five Focus Areas:

1. Infant Safety
2. Maternal Wellbeing
3. Infant Wellbeing
4. Women's Empowerment
5. Strengthening Families

KIMCAI Partners:

Arcus Center for Social Justice Leadership
Borgess Hospital
Bronson Hospital
Catholic Charities
Department of Human Services
Eliminating Racism Claiming/Celebrating Equality
Family Health Center
Gryphon Place
Interfaith Strategy for Advocacy & Action in the Community (ISAAC)
Kalamazoo Metropolitan Branch NAACP
Kalamazoo Community Foundation
Kalamazoo Community Mental Health
Kalamazoo County Health & Community Services
Kalamazoo Regional Educational Service Agency
Northside Ministerial Alliance
Planned Parenthood Mid & South MI
WMU Homer Stryker M.D. School of Medicine
WMU Department of Psychology

YWCA Kalamazoo Racial Justice



YWCA Kalamazoo addresses its mission of eliminating racism through trainings and public awareness events.

Kalamazoo's Summit on Racism is designed to address dismantling institutional racism.

Summit on Racism Partners:

Society for History and Racial Equity (SHARE)
Borgess Medical Center
Bronson Healthcare
Kalamazoo Community Foundation

YWCA Eliminating Racism is intended to bring together members of the community to increase awareness of the perpetual existence of and oppression caused by racism in our society and to establish a collective commitment to become anti-racist. It is based on the premise that racism is both carefully taught and absorbed, beginning at the earliest ages.

Using powerful videos, open and honest dialogue, and interactive learning experiences, YWCA Eliminating Racism creates awareness, builds personal and collective responsibility, and provides skills to confront racism in our lives and throughout our community.

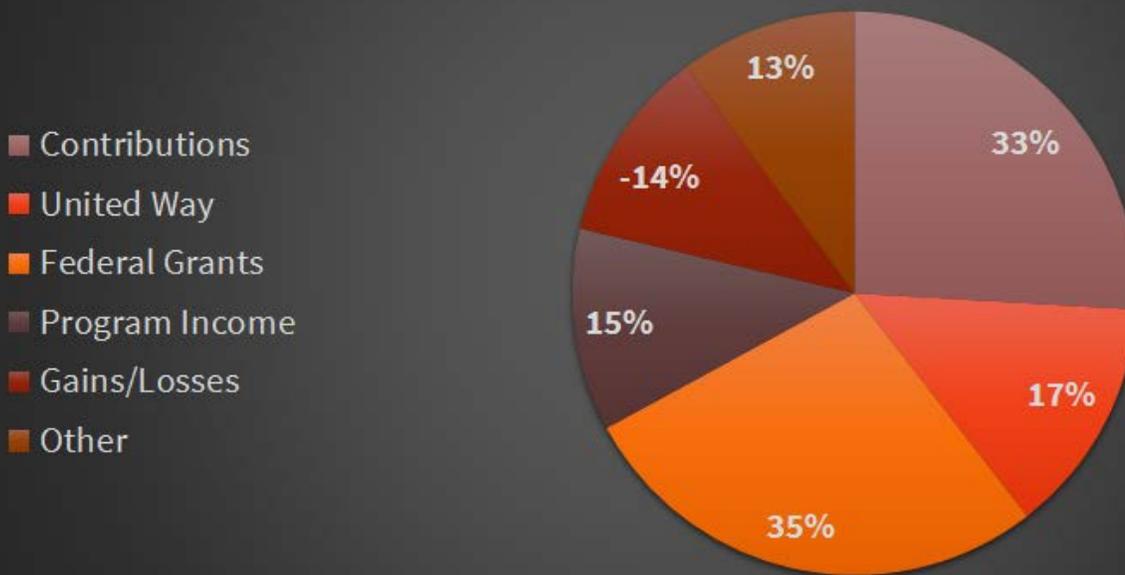


*"This workshop helped me to understand the definition of racism vs. prejudice."
-Eliminating Racism Participant*

YWCA Kalamazoo

2015 Financial Position

TOTAL REVENUE 2015



Government Grants and Contracts

YWCA Kalamazoo programs are supported in part by the following governmental funders:

City of Portage

Federal Emergency Management Agency/Emergency Food And Shelter Program

Michigan Department of Health and Human Services

- Michigan Crime Victim Services Commission¹

- Michigan Domestic and Sexual Violence Prevention and Treatment Board²

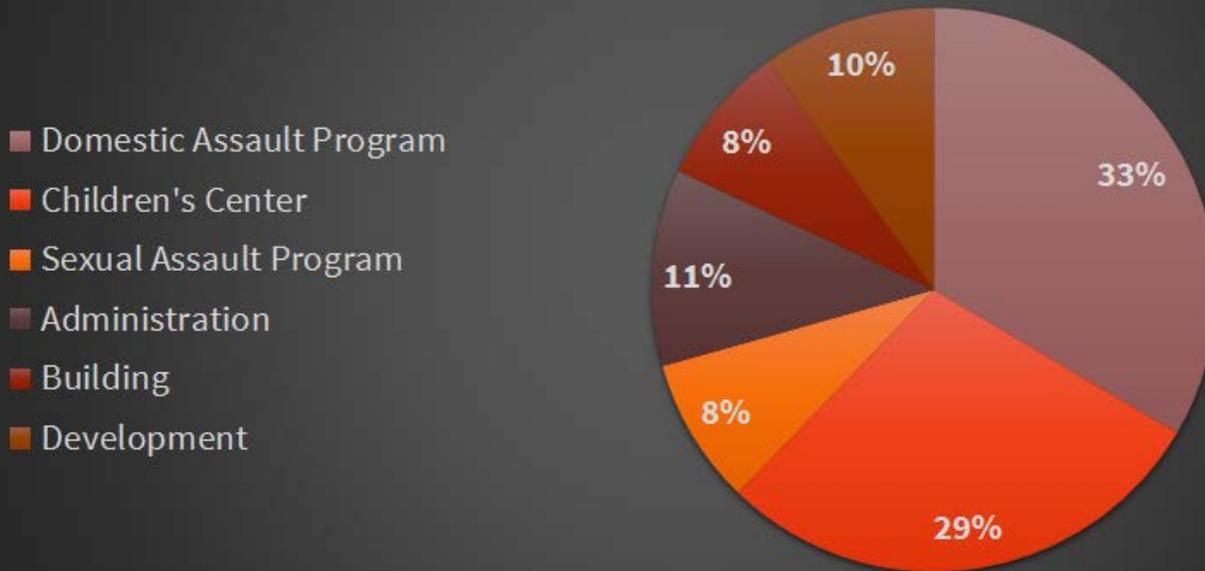
- Michigan Emergency Shelter Partnership Program

Michigan Department of Education

Michigan State Housing Development Authority



TOTAL EXPENSES 2015



1. This project, Assisting Victims of Domestic and Sexual Assault, was supported by Crime Victim Assistance Grant Award 20150140-00 awarded to YWCA Kalamazoo by the Michigan Crime Victim Services Commission, Michigan Department of Health and Human Services. The grant award of \$131,798 (80% of the project), comes from the Federal Crime Victims Fund, established by the Victims of Crime Act of 1984. The YWCA Kalamazoo provides the required match by the use of volunteers valued at \$32,950 (est. 2,210 hours).

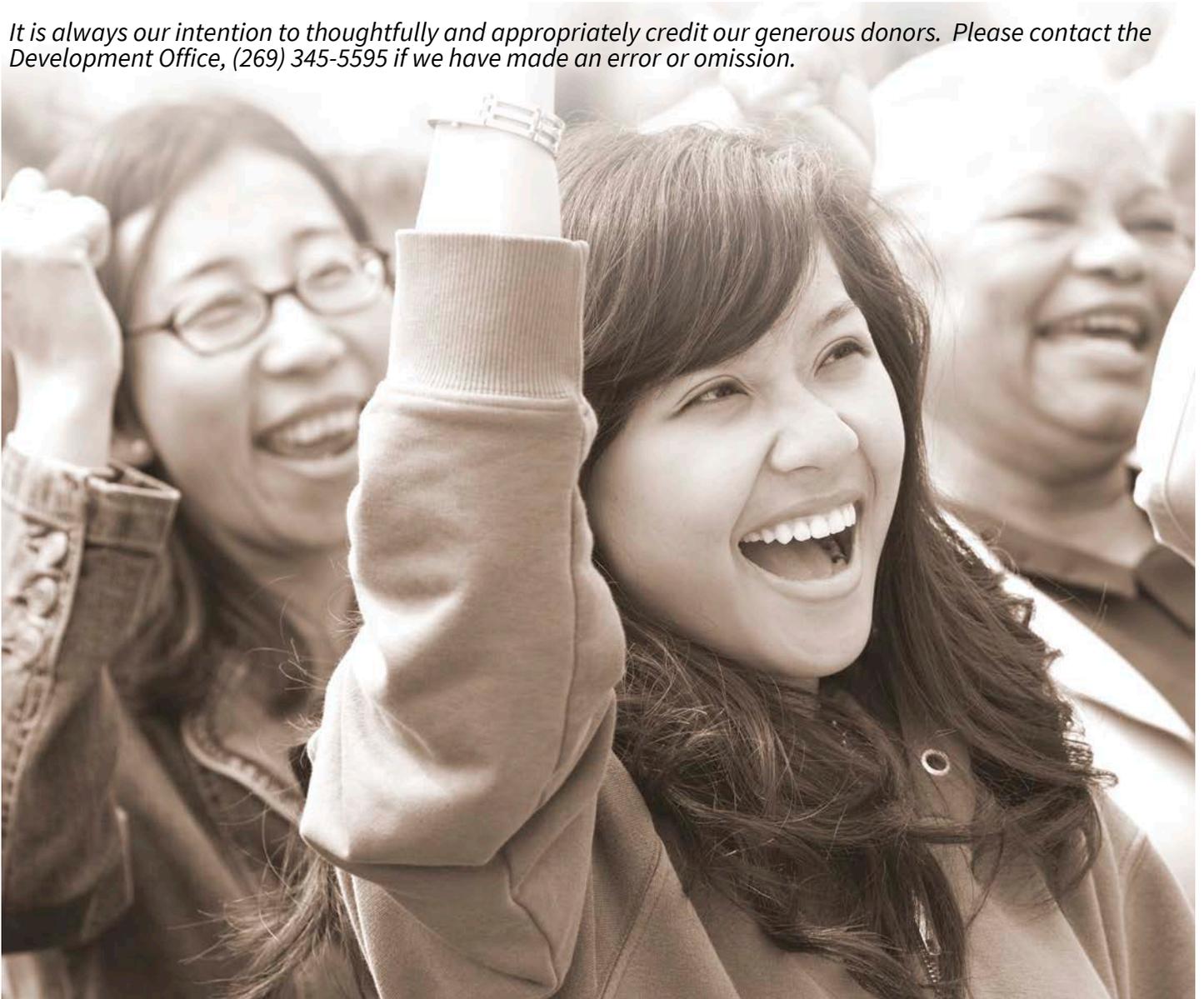
2. The YWCA wishes to thank the Domestic and Sexual Violence Prevention and Treatment Board (The Board) for their financial support of this project. Points of view in this document are those of the author and do not necessarily represent the official position or policies of The Board.



Thank You to our **Donors, Members, & Volunteers!**

The YWCA Kalamazoo would not be able to offer our services without the help of our donors and funders. We value every donation, no matter the size of the contribution. We take your generosity very seriously and hold ourselves accountable to the intention of each gift.

It is always our intention to thoughtfully and appropriately credit our generous donors. Please contact the Development Office, (269) 345-5595 if we have made an error or omission.



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