

YWCA IS ON A MISSION

eliminating racism
empowering women

ywca

berkeley / oakland

Annual Report

• 2019-2020 •



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2019-2020 ANNUAL REPORT

Content Key

YWCA BERKELEY/OAKLAND

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President & ED Greetings

• MARILYN CLEVELAND & JENNY DERUNTZ •



Welcome to the YWCA Berkeley/Oakland's 2019-2020 Annual Report. The unexpected coronavirus pandemic and renewed awareness of the ongoing pandemics of systemic racism and climate crisis have created new challenges and opportunities for our YWCA staff, student leaders, board, donors, volunteers and the communities we serve. This annual report chronicles how we have met these challenges during the past year and suggests our path forward for the coming year. We are being asked to step up, give more of ourselves, and reach out to others at a time when we can not come together physically. As the 2020-21 Board president, I am honored to work with each of you to fulfill our mission, the elimination of racism and empowerment of women. Together we can address these ongoing and new challenges. Thank you all for being part of our YWCA community. I look forward to a year of growth and adventure for all of us.

Our YWCA Berkeley/Oakland has been providing services and programs to our Berkeley and Oakland communities for 131 years. We have thrived through generations of strong women's leadership, and we continue that legacy today. During a historical multi-pandemic time, we are rising past the challenges to be true to our YWCA mission in eliminating racism, empowering women and developing leaders. We are also aware that we still have a lot of work to do to truly meet our mission goals. Please explore and join us in learning what our "pivot" looks like, shifts in internal organizational work and the next generation of our YWCA.



YWCA Berkeley/Oakland Mission & Vision Statement



Mission: The YWCA Berkeley/Oakland is dedicated to eliminating racism, empowering women*, developing leaders and promoting peace, justice, freedom and dignity for all.

Vision: We will work to support full access and engagement for women and girls of color in our communities. When we center and follow the leadership of girls & women of color and uplift the legislative priorities and solutions to problems from those most impacted, we can meaningfully engage in the fight for access, equity, and collective liberation.

The One Imperative: The Association will thrust its collective power toward the elimination of racism wherever it exists and by any means necessary.

***Our use of “girls” and “women” is inclusive of all cis and trans women, non-binary, gender non-conforming, gender queer, and any female-identified folks.**

Statistics Infographic

·2019-2020·

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YWCA 2019-20 Overview

YWCA BERKELEY/OAKLAND SIGNATURE PROGRAMS

RACIAL JUSTICE
ADVOCACY
TECHGYRLS
GIRLS GROUP MENTORING
STUDENT LEADERSHIP
BOARD
CAREER COACHING
ENGLISH IN ACTION
FINANCIAL LITERACY

YWCA BERKELEY/OAKLAND SIGNATURE EVENTS

STAND AGAINST RACISM
WEEK WITHOUT VIOLENCE
SHADOW DAY
YOUNG WOMEN AND
MONEY CONFERENCE
FINANCIAL EMPOWERMENT
SUMMIT FOR HIGH
SCHOOL GIRLS
FESTIVAL OF WOMEN
AUTHORS
HOLIDAY TOY DRIVE

f /ywcaberkeley
t @ywcaberk
i ywca Berkeley Oakland

STAFF, VOLUNTEERS, MEMBERS, PARTICIPANTS



635
volunteers



39,178 volunteer
hours



17,709 individuals
in the community
reached



46% of
participants are
below the
poverty line



71% of
participants are
people of color



374 YWCA
members

YWCA BERKELEY/OAKLAND IS



One of 14 YWCAs
in the state of
California



One of 200+ local
YWCAs of YWCA
USA



Represents part of
YWCA USA as one of
125 countries of
the World YWCA

eliminating racism
empowering women

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berkeley / oakland

Highlights and Reflections

Our YWCA Berkeley/Oakland has done a lot of incredible work and collaboration with our community this past year to advance our mission of eliminating racism, and empowering women!

Some organization and program highlights include:

YWCA BERKELEY/OAKLAND ADDITIONS



Organization-wide Orientations:

During the Fall & Spring we hosted organization-wide Orientations which included a YWCA history presentation, and two workshops:

- Fall: **Implicit Bias Training** with a conversation on how we as an organization, across programs and roles, can work to collectively move our mission forward with passion and accountability.
- Spring: **Creating Affirming Spaces for Queer & Trans Youth**, hosted in collaboration with Seneca Family of Agencies.

The YWCA is committed to providing opportunities for learning, self-reflection and action each semester that center racial and gender justice.

Weekly Cross Program Strategy Meetings: This Spring and Summer during COVID-19 Shelter-in-Place, YWCA staff convened to hold weekly Cross-Program Meetings, to discuss, coordinate, and carry out our racial justice initiatives. Projects worked on include developing "Our Story," to better define the scope of our work and the communities we serve, reassess existing organization-wide survey tools for capturing data and feedback from our program members, community stakeholders, and partner orgs to enhance how we determine impact, and lastly outline goals and projects to advance our mission and vision.

Highlights and Reflections

YWCA BERKELEY/OAKLAND ADDITIONS Cont.

Theory of Change:

One of the outcomes from the Weekly Cross Program Strategy Meetings is the development of our Theory of Change. To begin the process of assessing impact, each program answered the statement "Describe the goal of your program" in one sentence. From there we reflected on the activities and desired outcomes of each program to determine its alignment to our mission and input responses into an impact spreadsheet. Each Program Director filled out a program-specific impact spreadsheet which outlined the theory of change process in a way that was approachable. We will revisit our Theory of change annually in the summer to continue to assess our impact.

Front Desk:

During this pivot towards remote work due to COVID-19, we remained dedicated to supporting our front desk staff, and provided ongoing compensation for them throughout the summer. The front desk staff worked remotely on special projects which included blog posts, video projects and developing an online store.



Anti-Racism Resources Webpage:

We added an Anti-Racism Resources webpage to our website in response to community requests for resources to begin and/or continue their Anti-Racism learning after the deaths of Breonna Taylor and George Floyd, among many others, sparked protests across the nation. The Anti-Racism Resources page will be updated periodically to ensure information remains current.



Expanding Communications Efforts:

This past Spring we developed a Communications Program to strategically carry out our Communications & Marketing. The program includes a Program Director and a group of interns and young leaders whose goal is to grow our online presence, membership base, and engage our community in meaningful learning & action around racial and gender justice. The Office Manager continues to oversee our traditional marketing through email, website management, and sending out bi-weekly newsletters.

Annual Events Spotlight

And how we overcame obstacles in 2020 & Covid-19



When the community was instructed to shelter in place due to COVID-19, the YWCA Berkeley/Oakland had to pivot our remaining annual events and programs to finish out the Spring semester online.



22nd Week Without Violence:

The Annual Week Without Violence Campaign focused on raising awareness about racial and gender-based violence and explored colonial, institutional and systemic violence that impact Queer and Trans, Black, Indigenous, and communities of color (BI&POC). We did so explicitly by partnering with, centering and amplifying local BI&POC-led organizations and groups working to transform systems of harm.

12th Annual Young Women & Money Conference:

The annual Young Women & Money Conference had increased engagement in the Oakland Community and was able to host groups from Hip Hop for Change as well as Merritt College. Attendees received resources for budgeting, investing and credit management.



Bi-Annual Financial Empowerment Summit: The Fall Financial Empowerment Summit for High School Girls had over 80 students sign up to participate which is more than double what we have seen in previous semesters. We continued to engage students from schools across Oakland Unified School District. Additional programming included high school presentations at Piedmont High School and Envision Academy.



Annual Events Spotlight

And how we overcame obstacles in 2020 & Covid-19



29th World Council Meeting:

The 29th World YWCA Council was hosted in South Africa and focused on Young Women transforming power structures. Executive Director Jenny DeRuntz, Board President Leslie Veen were in attendance. Program Director Maria Guillen was selected to be one of the six voting delegates representing YWCA USA for this quadrennial event, serving alongside Alejandra Castillo YWCA USA CEO, Beth McCaw USA Board Chair, Silvia Acosta CEO of El Paso YWCA, Carolyn Flowers from Grennsbrough and Mariah Gotsch from St Louis. Delegates voted on constitutional amendments and for the future board members for the next quadrennium.

26th Annual Festival of Women Authors:

We hosted our 26th annual Festival of Women Authors featuring authors: Paulette Boudreaux, Yangsze Choo, Elizabeth Farnsworth and Lauren Markham at the Doubletree Hilton at the Berkeley Marina. Close to 300 guests gathered on a Saturday to hear authors speak about their writing process and autograph their books, enjoy lunch with friends and enter exciting raffles. This year we had two sponsors: Dannis Woliver Kelley and EP Wealth Advisors.



27th Annual Shadow Day:

Due to COVID-19, we unfortunately had to cancel this year's in-person Shadow Day event. Our young leaders remained dedicated to being able to provide high school youth with resources and support. They created an official YWCA Shadow Day 2020 Resource Guide distributed to 400 students, featuring video testimony, infographics, countless resources, and powerpoint presentations on exploring their futures.



Annual Events Spotlight

And how we overcame obstacles in 2020 & Covid-19



10th Annual Stand Against Racism (SAR):
The Racial Justice Stand Against Racism Campaign Planning Committee, pivoted from a week long in person campaign to a virtual one using the zoom platform. The committee had about a month to coordinate with event presenters on how the campaign would look virtually. After the SAR campaign concluded there were many lessons learned regarding digital fatigue, capacity for coordinators when it comes to co-hosting virtual events and timing of sessions. The SAR campaign had over 100 participants across 6 events.

Empowerment Summit for Girls:

In the past, this conference hosted by Girls Group Mentoring Program has been focused on empowerment. In alignment with changes the program underwent in the 2019-2020 academic year, the conference has now become a multi-workshop experience where participants are able to explore the different facets of organizing and advocacy through games and discussion in community. Due to Covid-19 the Empowerment Summit date was pushed to happen in the Fall of 2020.



As we reflect on these accomplishments and continue to deepen our impact and mission, we acknowledge the challenges that have arisen this year due to COVID-19 and the continued violence against our Black communities. We recognize this historic moment, and the opportunity for our organization to move deeper into supporting the Movement for Black Lives, and to reflect our values of racial and gender justice throughout all of our organizational practices, to best meet the needs and goals of the communities we serve.



Programs Overview 2019-2020

Each program at our YWCA works to fulfill our mission to eliminate racism, empower women and develop leaders, and is dedicated to doing so with passion, accountability, and care. Our programs are where we engage most with the communities we serve and where we are able to identify the needs of our community.



Racial Justice



From Summer 2019 - Spring 2020, the YWCA Racial Justice Cohort has...

- Virtually Coordinated the 10th Annual Stand Against Racism Campaign
 - 6 Workshops
 - Over 100 attendees
- 3 Site visits to local organizations
 - Ella Baker Center
 - California Academy of Sciences - Race Exhibit
 - Oakland Museum of California - Black Panther Exhibit
- Raised awareness of Census 2020 by distributing pledge cards and sending emails
- Hosted the Racial Justice Symposium, topics included: Colorism, Microaggression, Police Brutality, Generational Trauma and the Nonprofit Industrial Complex
- Created an awareness video in partnership with RECLAIM Campaign and UCB Anthropology Department on the impact of un-naming campus buildings with a history of White Supremacy

The Racial Justice Program strives to transform communities, systems and public policies by creating opportunities for learning, dialogue and to take action against injustices in our communities today by understanding our history. One of the topics explored included examining structural racism and how it presents itself in the form of standards of beauty, institutional structures such as universities and our prison system. Fall of 2019 Program cohort members worked collaboratively with SLB to uplift the voices of our Indigenous community as well as those of students in the Reclaim Campaign who worked to rename UC Berkeley campus buildings with historical ties to white supremacy.



Programs Overview

Advocacy



The Advocacy Program focused on Voting Rights, Grassroots Organizing, and Civic Engagement for racial and gender justice. Cohort members made office visits to connect with CA legislation and local movements working on the frontlines to advance racial and gender justice, and explored the ways that grassroots movements combined with policy can be used as a tool for racial justice and collective liberation.

Due to COVID-19, cohort members decided to focus the remainder of the program on challenging “productivity” or “business as usual,” by openly discussing the importance of self and community care as antidotes to the harms of white supremacy culture and capitalism. They created a Zine, titled “Rest, Resistance & Resiliency in the Time of COVID-19.” This Zine features stories and artwork from the Advocacy Cohort.

From Summer 2019 - Spring 2020, the YWCA Advocacy Cohort has...

- Held 3 Voting Rights workshops
- Conducted 4 voter registration drives, registering 50+ new voters & 50 pledge to vote cards signed!
- Lobbied on 20+ bills in CA Legislature to advance racial & gender justice, aligned with our 2019-2020 legislative priorities:
 - Criminal Justice Reform
 - Healthcare Justice for Women & Girls of Color
 - End Environmental Racism
 - Education Justice
 - LGBTQIA Equity
- Letters of support to CA Legislators
- Entered 300+ surveys from Initiate Justice's members incarcerated in CA prisons & jails to expand access to rehabilitative programs

Programs Overview

Student Leadership Board



The Student Leadership Board is a youth-led council of students organizing community engagement and UC Berkeley campus wide projects that align with our mission to eliminate racism and empower women and girls. This year, program members worked to organize and host the popular Shadow Day and Week Without Violence events, and our annual Holiday Projects, partnering with the Western Service Workers Association, to support their Turkey and Toy Drives.

From Summer 2019 - Spring 2020, the YWCA Student Leadership Board has...

- Week Without Violence
 - 7 Workshops & Events
- Created meaningful, virtual alternative to Shadow Day & provided resources to high school participants with the copyrighted, YWCA Berkeley/Oakland Shadow Day 2020 Resource Packet!
- Coordinated Holiday Projects with Western Service Workers Association
 - Turkey Drive and Toy Drive



Programs Overview

TechGYRLS



The TechGYRLS Program operates in the Oakland Unified School District and is empowering women by building interest and offering experiences in STEAM [Science, Technology, Engineering, Art, Math] that may open the door to careers in STEAM. Program Members work to eliminate racism in STEAM fields by preparing underrepresented people of color to enter into lucrative and life sustaining careers. Students at Piedmont Ave Elementary school were excited that TechGYRLS was back and ended up over-enrolled, but all went well.

From Summer 2019 - Spring 2020, the YWCA TechGYRLS has...

- Expanded curriculum to include coding for students
- In order to make the program more standardized and more widely accessible across schools due to distance learning, we worked on creating four week modules in different STEAM areas.
- Piloted the program at West Oakland Middle School, focusing solely on coding.



Programs Overview

Girls Group Mentoring



The Girls Group Mentoring Program took on a social and racial justice approach this past year, beginning with community building through storytelling to introduce advocacy and community organizing. The program framework allows girls to select one semester long project to work on. Fall 2019 semester they chose Global Warming and Climate Change; In Spring 2020, our semester project was Housing Justice and Housing Insecurity.

From Summer 2019 - Spring 2020, the YWCA Girls Group Mentoring has...

- Worked with 75 girls at Willard Middle School, grades 6th through 8th
- Additional 1 hour curriculum development meeting in which 4 mentors met with the program director to plan lesson plans each week
- Some topics covered included: intersectionality, oppression and privilege, allyship, racism and identity, and indigenous stewardship, as well as empowerment topics, like self-care, bullying and social media, body image, and more.



Programs Overview



Young Women Financial Literacy Program



This past year the Young Women Financial Literacy Program explored financial literacy through a racial and gender justice lens by examining the structures that exist that have historically prevented BI & POC women and girls from creating generational wealth. The Fall Financial Empowerment Summit for High School Girls had over 80 students pre-register to participate which is more than double what we have seen in previous semesters. We continued to engage students from schools across Oakland Unified School District. Additional programming included high school presentations at Piedmont High School and Envision Academy.

From Summer 2019 - Spring 2020, the YWCA Young Women Financial Literacy Program has...

- Young Women & Money Conference had over 130 attendees
 - 8 Workshops
 - Expanded reach of attendees to include:
 - Hip Hop for Change
 - Merritt College
- Fall Financial Empowerment Summit had over 80 students attend
 - 2 workshops
- High School presentations at two locations
 - Piedmont High School
 - Envision Academy



Programs Overview

English In Action



English In Action (EIA) is a program in which volunteers meet with UC Berkeley international students, visiting scholars, and their partners, on a one-to-one basis or in a small group setting once a week. These weekly meetings help increase the partner's competency in the English language and help them to adapt to the lives in America, and give both parties an opportunity to learn about each other's culture.



From Summer 2019 - Spring 2020, the YWCA English In Action has...

- Total Volunteers 330
 - 94 Newly joined
- Total Partners 467
 - 135 Newly joined
- 7200 total hours
- EIA partnerships continue over the phone, Skype, Zoom, Google Meet, WeChat etc.
- Virtual Annual EIA Potluck



Programs Overview

Career Coaching



Empowering women and eliminating racism are part of the mission statement of the YWCA.

Personalized career coaching provides a means to attain these goals. To improve access to better and more diverse career paths, a person needs knowledge of self, the world of work and available resources. Career coaching provides these along with ongoing motivation.

From Summer 2019 - Spring 2020, the YWCA Career Coaching has...

- Successfully helped clients secure jobs by teaching them different techniques for resume composition and interview tips:
 - "Thank you for making such a difference in my trajectory into a BETTER work life after 50." - Career Coaching Client
- Topics included
 - Career Exploration
 - Career Shift at Midlife
 - 10 Steps to a Successful Career Change
 - See Where Your College Career Can Take You
 - Make a Career Comeback



While we were able to pivot the majority of our programs online at the start of the shelter-in-place, in order to offer continued engagement, we recognize the challenges that this shift has had on our staff and program member capacities. In this unique and historic time, our YWCA realizes the need for a sustainable model that can rise to and meet the needs of our organization and community at this time. Moving forward in our work requires strategy development to ensure we are meeting the needs of those in our community during COVID-19, and beyond.

A Look Ahead 2020-2021

Organization Commitments

To meet and advance our mission of eliminating racism, empowering women and developing leaders, we must foster a sense of community, a culture of collaboration, learning and growth across the organization. As stewards of this work, YWCA Staff, Program Members, Volunteers and the Board must engage in active anti-racist learning and action, to better inform our organizational practices and programming in racial and gender justice work. This work must be accessible and accountable to the BI&POC communities we partner with and serve in our programs.



How Will We Center Racial Justice?

ORIENTATIONS & PROFESSIONAL DEVELOPMENT:

We commit ourselves to Association-wide Orientations and ongoing anti-racist learning and action opportunities. We will continue to provide supplemental opportunities for learning and action around racial & gender justice that can best support Staff, Program Members, Volunteers and Board in how we individually and collectively show up in the schools and communities we serve, and as ambassadors of the organization.

UPLIFT & SUPPORT OAKLAND AND BERKELEY ORGANIZATIONS:

We cannot meet our mission of eliminating racism and empowering women without collaborating with other Oakland and Berkeley community organizations. We commit ourselves to continue partnering with, centering and amplifying local BI&POC-led (Black, Indigenous and People of Color) organizations and groups working to transform systems of oppression and harm.

LEADERSHIP DEVELOPMENT OF INTERNS AND PROGRAM MEMBERS:

Our Program Members and Volunteers which include our interns and young leaders, are the heart of our organization, and to invest in our mission and organizational growth is to invest in our young leaders. The leadership development of our Program Members includes increasing opportunities to access our resources for learning. By committing ourselves to paid opportunities for BI&POC and low-income folks to engage with our Association, we will simultaneously increase diversity and representation for the communities we serve.

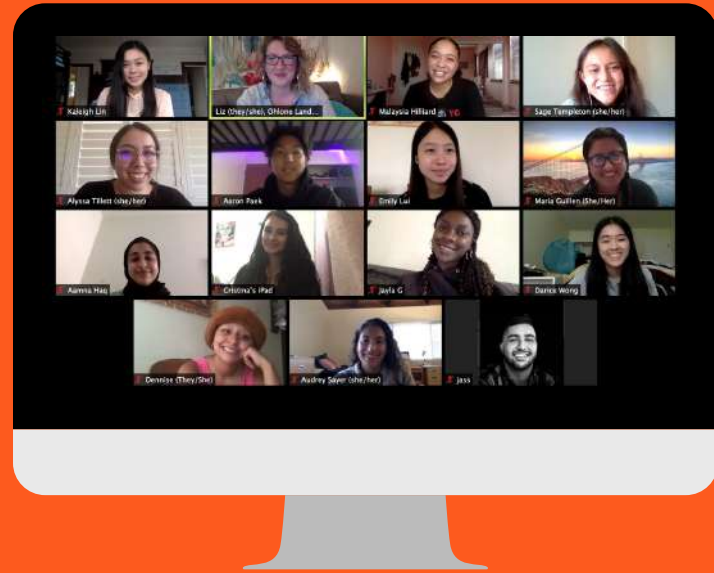
Program Updates & Centering Racial Justice

Racial Justice & Advocacy

The Racial Justice Program understands that anti-racism work requires ongoing learning and strives to transform communities, systems and public policies by creating opportunities for education, providing space to engage in dialogue and take action against injustices in our communities today by understanding our history.

The Advocacy Program supports young leaders in developing the tools they need to advocate for change and build collective power in our communities. This program especially focuses on the history of voting rights and voter suppression, current movement work led by BI&POC communities, and upcoming legislative actions that support racial and gender justice.

This Fall Semester the Racial Justice and Advocacy program will be collaborating and will meet virtually for weekly, interactive meetings. Cohort members will take a deep dive into the history of racial justice, the role of the legislative process, and will develop skills in advocacy work to advance the issues that matter to them. This program is aimed to provide tools young leaders need to increase civic engagement and build collective power in your community.



TechGYRLS

TechGYRLS primarily serves students of color in the Oakland Unified School District. This is especially important when considering that girls and women of color are the least represented in STEAM (Science, Technology, Engineering, Art, and Math) fields. Our projects are designed to engage students of all backgrounds, regardless of their previous experience in STEAM.

Our new video series has been created to provide students, who have limited access to materials, with science projects that they can engage with at home.

Additionally, we focus on sharing stories of women of color in STEAM to counteract the lack of representation in these fields.

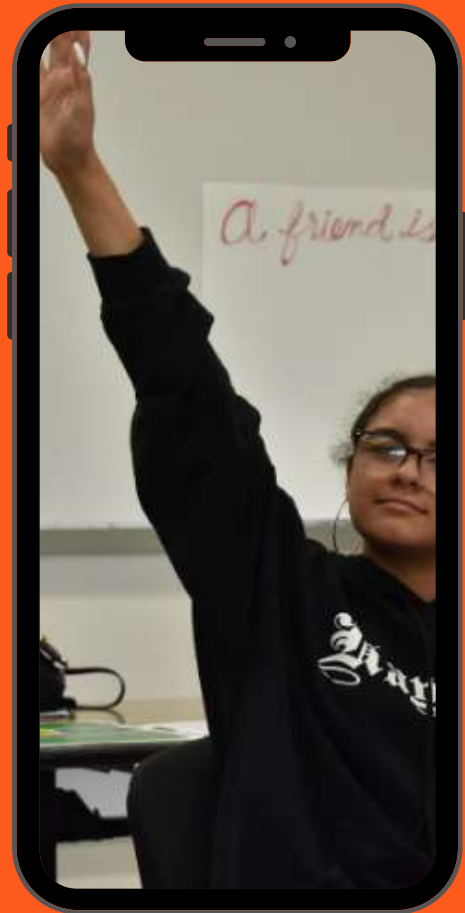


Program Updates & Centering Racial Justice

Girls Group Mentoring

The Girls Group Mentoring Program (GGMP) engages and provides tools to empower middle school girls. GGMP Mentors work in small, focused groups to provide support for our mentees on issues including boundaries, identity, family, and aspirations; we also help them to advocate for themselves and the issues they care about. The community reached in schools are primarily BI & POC, and because the program is designed to uplift projects and topics generated from the students, the work will always be BI & POC-centered. There is an ongoing effort to create a curriculum that is accessible and inclusive for students of all backgrounds.

This semester will be virtual, including both mentor meetings and engaging with the middle school students.



Career Classes

Workshops are provided by Claire Marchiano, NBCC Certified Career Counselor who brings wide experience working with clients of diverse backgrounds, education, fields and levels of experience. Although the topics are not solely intended for BI & POC, the goal is to provide an affordable and accessible option at the YWCA, for all people to receive career counseling.

Now offering one-on-one career coaching over the phone. Must be a YWCA Berkeley/Oakland member to apply (\$20 annual fee). The first 30-minute session is free! Continuing sessions are \$25/session.



Program Updates & Centering Racial Justice

Young Women Financial Literacy

The Young Women Financial Literacy Program [YWFL] seeks to deepen understanding of racial and gender injustices within the financial field and work to provide resources to economically empower young women. The YWFL program addresses the need to educate women in financial basics to increase their financial independence and economic success through our events: The Young Women and Money Conference and The Financial Empowerment Summit.

The YWFL Program will be coordinating our 13th Annual Young Women & Money Conference and will meet virtually to make educational resources for high school-aged young women in our community easily accessible. Program members build on their leadership and coordinating skills while exploring how existing systems create barriers to generational wealth and economic success for BI&POC individuals.



Student Leadership Board

SLB organizes the Annual Week Without Violence campaign, which aims to raise awareness about racial and gender-based violence including colonial, institutional and systemic violence against communities of color (BI & POC). Additionally, the Shadow Day program matches Bay Area high school students with UC Berkeley mentors, holding workshops and speaker panels and sharing resources to high school students on how to apply and pay for college. The Shadow Day program is geared towards immigrant, undocumented, BI&POC, and other students who have historically been underrepresented in the UC system. Program members also help facilitate our annual Holiday Toy Drive.

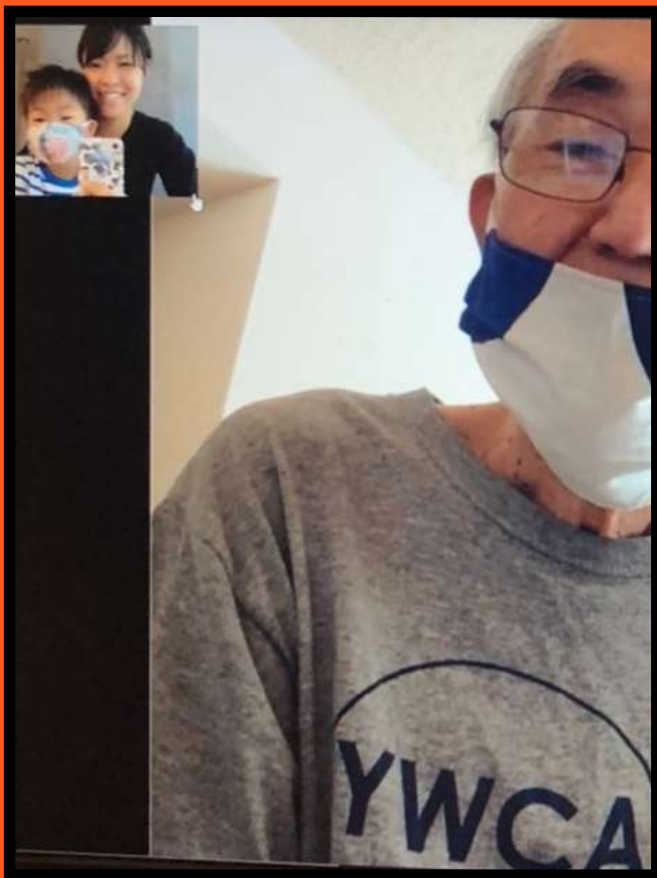


Program Updates & Centering Racial Justice



Communications

The YWCA Berkeley/Oakland communications team has always uplifted community organizing, political advocacy, and local events, but now, more than ever, we want to back our mission of Eliminating Racism and Empowering Women with clear action items. These actions include plugging the work of other nonprofits in the area, sharing resources for further community learning, and supporting national campaigns that align with our mission to eliminate racism and empower women.



English In Action

EIA Volunteer tutors meet up with international partners to practice conversational English for one hour a week, either online via video call or in person when it is safe to do so. While the heart of this program has always been language exchange, the built-in intercultural conversations create friendships and discourage stereotypes. We invite people from all ages, races, and nationalities to form a partnership that often lasts beyond the one-year commitment.



Glossary of Terms



Candidate - Individual wanting to be placed in a program or programs

Intern - A monetary paid position within a program. Interns are also those who are gaining units as compensation for their time. The intern, not the organization, is the chief beneficiary of the arrangement. Program names - Program Coordinator - Program Assistant - Program Lead

Program Member - The individuals who show up to weekly meetings and participate in discussion. They are welcome to be a part of the planning process of events. These individuals are expected to attend the semester orientations and be present at the first two meetings of the semester to have an understanding of the program goals and how it fits in with the greater YWCA mission and vision.

Volunteer - this refers to one-time volunteers who help during the day of events. Volunteers are also folks who are interested in being a part of the program but are unable to commit to weekly meetings. Instead, they may work on a single project i.e. a module or drop in at meetings. Exception: EIA volunteers.

Attendees/ Community Reached - The individuals who attend the YWCA events and program activities such as the Young Women & Money Conference, Voter Registration, and National Campaigns. They are those who receive an experience/engagement and are not involved in carrying out the functions of the program.

BI&POC- Black, Indigenous and People of Color. While there is no "one size fits all" language when talking about race, this term attempts to center the voices of Black and Indigenous communities, used by activists and social justice organizations.

Community Partner - Organizations and individuals that work with our programs as event hosts, guest speakers. We are working in accountability to and with based on the following criteria:

- Are we mission aligned
 - Who is in leadership - BI&POC and impacted leaders
 - Partnership is mutually beneficial and agreed upon
 - Sustainable regardless of who is holding program director position
 - Both orgs are receiving value & increased capacity relevant to the nature of the work involved in the partnership relationship
- Other references: Partners and Collaborators

Sponsor & Donor - Organization or individual that wishes to contribute to our YWCA in the form of one time volunteer opportunities, monetary donations, raffle donations. These individuals know and value the YWCA Mission and Vision.

World YWCA Theory of Change

• 2019-2020 •



GOAL 2035: THEORY OF CHANGE

The World YWCA is a movement that connects and mobilises girls, young women and women globally to change their lives, and the world, for the better. Goal 2035 is the collective goal of the movement and is a commitment to the future, and states the impact the YWCA will work to realise by 2035.

PURPOSE OF WORLD YWCA

The purpose of World YWCA is to develop the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people (World YWCA Constitution).



VISION OF WORLD YWCA

The vision of the World YWCA is a fully inclusive world where justice, peace, health, human dignity, freedom and care for the environment are promoted and sustained by women's leadership. The World YWCA recognizes the equal value of all human beings. ...Towards this end, the World YWCA advocates and supports volunteerism, membership, diversity, tolerance, mutual respect, integrity and responsible accountability. The strength and solidarity of the World YWCA is inspired by the faithfulness of its leaders, past and present, whose service to humanity advances the purpose of the World YWCA (World YWCA Constitution).



GOAL 2035



By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war, leading a sustainable YWCA movement, inclusive of all.

FOUNDATIONAL BELIEFS FOR GOAL 2035



Power structures prevent young women and girls from knowing and claiming their human rights and achieving their full potential.



The engagement and mobilisation of young women and girls is a catalyst of change for good.



When young women and girls, in all their diversity, act as leaders in their home, their communities and their nations, they transform formal and informal power structures.



Leadership of young women and girls is required to build a world of peace, justice, health, freedom and care for the environment.



A commitment to faith, social justice, and human rights drives the diverse and inclusive YWCA movement.

FOCUS FOR GOAL 2035



Engaged young women and girls and their allies



YWCA organisations, leaders and movement



Strategic partner organisations and leaders that contribute to Goal 2035

METHODS TO ACHIEVE GOAL 2035



Engagement that drives change by connecting, mobilising and consulting with on-the-ground leaders within and external to the YWCA.



Human rights-based, feminist, and faith and social justice driven leadership rooted in communities all over the world, informed by local, community, national and regional realities.



Purpose driven, authentic investment in young women's leadership.



Strategic collaboration between YWCAs around the world and individual and organisational allies to effectively impact the global human rights.



Inspiring, action-oriented, evidence-based advocacy to transform power structures.

Our Building



Our landmarked building, built in 1958 and designed by architect Joseph Esherick, is a space where programs and leaders gather regularly, every day to make change and better our community. Students and members usually hustle from one meeting to the next within our walls, and host large events such as the Financial Empowerment Summits, Shadow Day with 600 students and our annual Gala Fundraiser. Obviously with the pandemic and sheltering in place, it significantly impacted our programming. However we used the time while the YWCA was closed to maintain and fix aspects of our building to ensure the future of programs will thrive post pandemic.

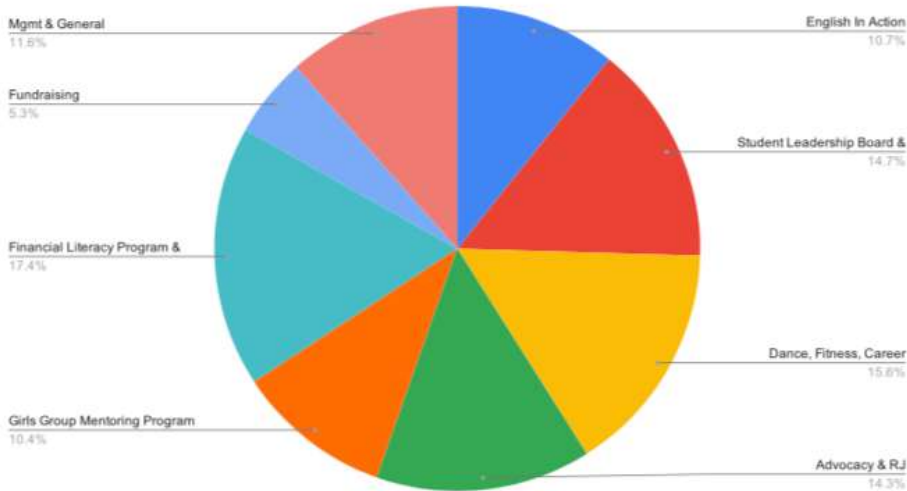
The pandemic brought economic downfall to many of our neighboring community organizations and businesses. We had two long term businesses in our building that both severely suffered, which resulted in one tenant needing to leave our space. Additionally, the other business, the restaurant pre-pandemic times, had long waiting lines of patrons to enjoy their food offerings from lunchtime to the end of the night and through the weekends. Unfortunately they now serve only take-out at a fraction of their productivity. Their success trickles down to the impact our YWCA can make in our communities. As a nonprofit, we rely on our tenants' success to help support and fund our programming. We look into the new year with hope that the restaurant will find its economic health again and that we can provide our empty space to another business.

2019-2020 Financials and Projections for 2020-2021

2019 - 2020 Program and Organization Expenses Actuals

Description	English In Action	Student Leadership Board & TechGYRLS	Dance, Fitness, Career	Advocacy & RJ	Girls Group Mentoring Program	Financial Literacy Program & Money Conference	Fundraising	Mgmt & General	Total Organizational Expenses
Program & Organizational Expense Spread 2019 - 2020	\$75,564.77	\$103,524.52	\$109,593.18	\$100,807.47	\$73,018.21	\$122,305.81	\$37,187.37	\$81,312.09	\$703,313.43

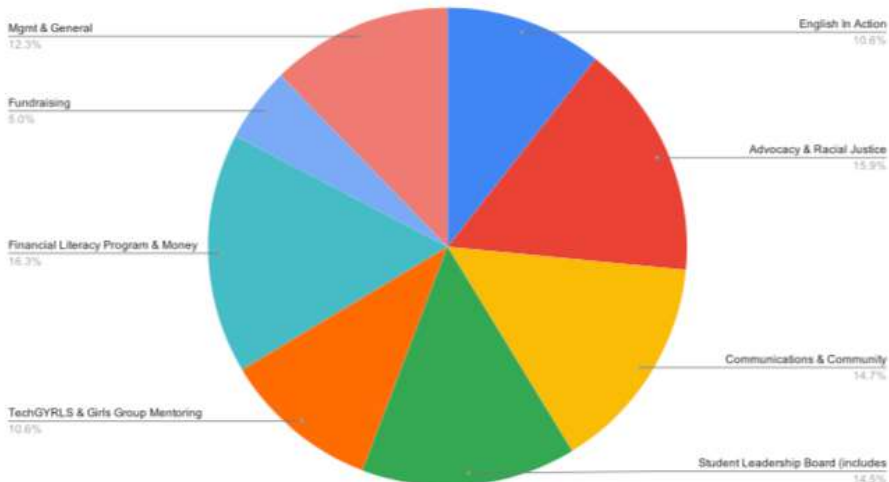
Program and Organizational Expenses



2020 - 2021 Program and Organization Expenses Actuals

Description	English In Action	Advocacy & Racial Justice	Communications & Community Space (includes Career)	Student Leadership Board (includes Shadow Day)	TechGYRLS & Girls Group Mentoring	Financial Literacy Program & Money Conference	Fundraising	Mgmt & General	Total Organizational Expenses
Program & Organizational Expense Spread 2020 - 2021	\$75,745.00	\$113,642.50	\$105,195.00	\$103,417.50	\$75,922.50	\$116,037.50	\$35,887.50	\$87,702.50	\$713,550.00

Program & Organizational Expense Spread 2020 - 2021



2019-2020 Financials and Projections for 2020-2021

Despite the March, 2020, closure of our building and the shift to remote programming due to the COVID 19 pandemic, the YWCA was financially sound at the end of our 2019-2020 fiscal year. Because of an unexpected lease of space in our building and government funding to offset the pandemic's impact, we were able to meet our financial needs for the 2019-2020 fiscal year.

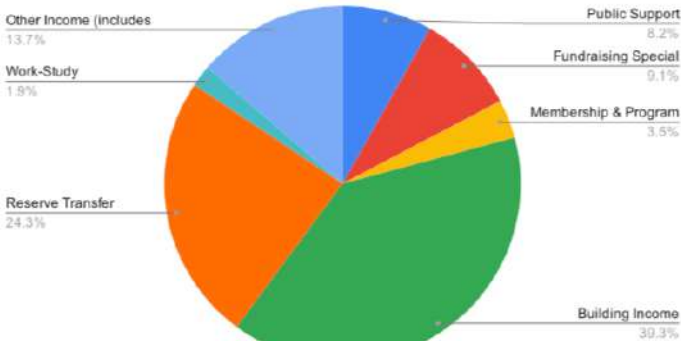
The 2020-2021 fiscal year presents a different picture, clouded with uncertainty. However, the extraordinary calls for the elimination of racism since June 2020 challenge our YWCA to continue and grow our efforts to eliminate racism, empower women, and address the multiple crises that we face.

Without further federal funding, with no tenants upstairs and our restaurant tenant struggling, we face a deficit unlike any we have encountered in the YWCA's life of over 130 years. While our investment funds, collected and nurtured under the careful stewardship of generations of YWCA women, allow us to budget for this year's programs, our YWCA needs additional support from our community to meet the challenges of 2020-2021 and beyond.

2019 - 2020 Revenue Actuals

	2019 - 2020 Revenue Actuals
Public Support	\$55,257.00
Fundraising Special Events & Grants	\$61,741.00
Membership & Program Income	\$23,824.00
Building Income (Leases and meeting space)	\$265,665.00
Reserve Transfer	\$164,130.00
Work-Study Reimbursements	\$13,139.00
Other Income (includes Federal Grants PPP, EIDL)	\$92,478.00
TOTAL REVENUE:	\$676,234.00

2019 - 2020 Revenue Actuals

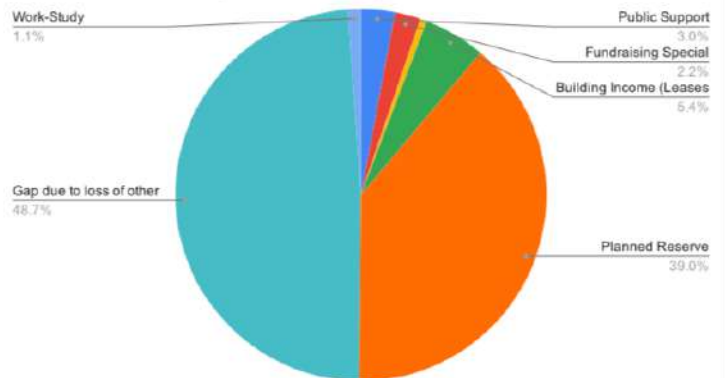


Looking ahead

2020 - 2021 Austerity Revenue Budget

	2020 - 2021 Austerity Revenue Budget
Public Support	\$21,100.00
Fundraising Special Events & Grants	\$16,000.00
Membership & Program Income	\$4,150.00
Building Income (Leases and meeting space)	\$38,193.00
Planned Reserve Transfer	\$278,300.00
Gap due to loss of other revenue	\$347,807.00
Work-Study Reimbursements	\$8,000.00
Other Income (includes Federal Grants PPP, EIDL)	\$0.00
TOTAL REVENUE:	\$713,550.00

2020 - 2021 Austerity Revenue Budget



Honor Roll of Sponsors, Donors & Supporters July 1, 2019- June 30, 2020



Sponsors and Foundations

YWCA Mid Peninsula Donor Advised Fund
BlackRock Gives Grant
A&A Charitable Fund of The Oregon Community
Foundation
Yearwood Family Foundation
San Francisco Foundation
Allstate Foundation Purple Purse

Dannis Woliver Kelley
Patelco Credit Union
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Merrill Lynch
UCB MBA Charity Challenge
UCB College of L&S
UCB College of Chemistry
UCB Residence Hall Assembly
UCB ASUC Grants
UC Section Club

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Dawn Weinstein



Honor Roll of Sponsors, Donors & Supporters 2019-2020

Draft



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Trader Joe's
Calavera
Pura Vida
The Body Shop
Hipline
The New Parkway
Six Flags
Super Duper
In n Out
The Body Shop
California's Great America
Cal Academy staff donation - Cal Academy Tickets
Cal Academy OMCA staff donation - OMCA Tickets
Liz Atkins-Pattenson
Susan D. Fross



Partners & Collaborators



Organizations & UCB Campus

Reclaim Campaign UC Berkeley
Multicultural Community Center, UC Berkeley
Mixed at Berkeley Retention Center
YWCA USA & CA State Pilot
YWCA SF/Marin/Silicon Valley
Ella Baker Center for Human Rights
People's Park Committee, Berkeley People's Park
Path to Care, UC Berkeley
Showing Up for Racial Justice (SURJ)
Bay Area Mauna Kea Protectors at UC Berkeley
Oakland Asian Cultural CenterAsian
Health ServicesWestern Service Workers Association
Black Student Union
Immigrants Rising
Experience Berkeley Transfer (EBT)
Black Recruitment & Retention Center
HES (Hispanic Engineers and Scientists)
Pioneers in Engineering (PiE)
Black Engineering and Science Student Association (BESSA)
Puente
Unit 3 Residencial Hall

Presenters

Shannon Blackmon CFP - Thomas Doll
Rebecca Delmundo - Golden 1 Credit Union
Krystal Fortner CFP - Brighton Jones
Nicole Middleton CFP - Strategy Squad
Paola Ramos - Mercer Advisors
Diana RUiz - Women's GLObal Leadership Initiative
Natalie Torres - Financially Savvy in 20 minutes
Saundra Davis - Sage Financial Solutions
Porsche Kelly - Poet Activist
Corrina Gould - Co Founder of Sogorea Te Land Trust
Dia Penning - The Equity Collective
Gabriel Cortez - Youth Speaks
Alexis Howard - Financially Brave
Mia Moore - Financial Empowerment Summit
Mallika Moghe - Financial Empowerment Summit
VINCENTE PEREZ for personal narrative workshop
Sarah Green - North Berkeley Investment
Jena Regan - North Berkeley Investment

Schools

McClymonds High School
Fremont High School
Unity High School
Castlemont High School
Oakland Technical High School
Civic Corps
Oakland High School
Holy Names High School
Envision Academy
Coliseum College Prep Academy
Mills College
METS Program
Brothers on the Rise
Latitude High School
John F. Kennedy High School
John Swett High School
College Track (Oakland & SF)
Skyline High School
Arise High School
Lighthouse
Oakland International
Dewey Academy
LPS Hayward
LPS Richmond
LPS SFEI
Cerrito High School
Emerson Elementary
Piedmont Ave Elementary School (and YMCA)
West Oakland Middle School
MLK Middle School
Willard Middle School
Kaiser Elementary School
Bella Vista Elementary School



2019-2020 List of Staff & Board



The Board and volunteers of the YWCA Berkeley/Oakland represent a great variety of employment fields, academic majors, and interests. The diversity of the Board of Directors, volunteers and staff reflects that of our community. The Board members range in age from the 20s to the 90s, with many religions and most ethnic, racial, and socio-economic groups represented. This diversity in all areas is reflected in our volunteer and staff groups as well.

Ineda Adesanya
Cherisse Baatin
Sharon Bettinelli
Marilyn Cleveland, Recording Secretary
Jennifer Farnstrom
Kate Earle Funk
Amy He
Mary Huang
Kate Ireland
Angela Jackson-Castain
Denise Jeffrey
Karen Jeffrey-Anthony
Laura Kirkwood-Datta, Vice President
Michele LeProhn
Treacy Malloy, Corresponding Secretary

Judy Martin, Treasurer
Mary Stewart McCosker
Jennifer Mitchell
Sarah Knox Miyazaki
Linda Oliver
Noni Ramos
Mary Remy
Lani Ingham Shepp
Leslie Veen, President
Dawn Weinstein
Samantha Wellerstein
Jennifer Meux White
Jacqueline Woods

The YWCA Berkeley/Oakland staff is hard working, well educated and extremely committed to social service and the goals outlined in our mission. Each staff member is uniquely qualified for their position and all of our programs benefit from the diversity of our staff.

Jenny DeRuntz – Executive Director
Virginia Morgan – Office Manager
Rena Marie Guidry – Program Director: TechGYRLS, Communications and Wellness
Maria Kristina Guillen – Program Director: Racial Justice, Financial Literacy and Room Rentals
Liz Atkins-Pattenson – Program Director: Advocacy and Student Leadership Board
Karen Lei and Marilyn Watson – Program Directors: English In Action
Claire Marchiano – Career Counselor and Coach
Allison Peck – Accounts Manager
Ana Rivas – Housekeeper
Felix Tsai – Caretaker

