

YWCA BERKELEY/OAKLAND UNDER ONE ROOF & ANNUAL REPORT 2021-2022

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**YWCA IS ON
A MISSION**

eliminating racism
empowering women
ywca
berkeley / oakland

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Welcome



**From the Board President,
Marilyn Cleveland**

Greetings to our YWCA Community,

We hope you are all healthy and adapting to this “post-COVID” world, or more accurately, to a world in which COVID is ongoing. I am so excited about the ways in which our YWCA is adapting to this new environment. Our volunteers and staff are so energetic and invigorating, and our programs are continuing to thrive and evolve. Our Board brings insight and dedication to our mission of eliminating racism, empowering women, developing leaders and promoting peace, justice, freedom and dignity for all. Our supporters are the wind beneath our wings.

We are excited to welcome **Freda Statom-Greene** to the YWCA Berkeley/Oakland. Freda officially joined us on August 16, 2022. We are grateful for the leadership and guidance our Interim Executive Directors were able to provide us during this year, and we look forward to Freda’s vision and passion to help us fulfill our mission.

Named a Leader Spring 2022 Women of Color LeadStrong Fellow, Freda comes to the YWCA Berkeley/Oakland with more than 20 years of experience in fundraising/partnership strategy and revenue generation, board relations and support, communications, leadership, and community relations and advocacy. She has served in a number of leadership roles including with social justice organizations with missions and goals similar to those of the YWCA Berkeley/Oakland such as Blueprint Schools Network, After School Allstars and the KIPP Adelante Preparatory Academy. Freda has a Bachelor’s degree in interdisciplinary studies from the University of California, Berkeley. She has a certificate in fundraising management from Indiana University Center of Philanthropy. She has served on the advisory boards of the Hidden Genius Project and the Black Female Project and is an active member of Alpha Kappa Alpha Sorority Incorporated.

With Freda as our new Executive Director, we look forward to continuing and expanding the work that we are doing around eliminating racism and empowering women. We appreciate the leadership provided this year by **Kay Kelley, Jennifer Radics-Johnson** and **Jenny DeRuntz**.

As we reopened and expanded our programming, we have continued to pursue our mission by providing opportunities for black, indigenous and people of color in our community, especially for girls and women of color. We now provide programs in financial literacy and digital and workforce skills to survivors of domestic violence and other low income women. We also continue our programs serving elementary, middle and high school students.

Please enjoy this edition of our Annual Report and Under One Roof newsletter, visit our website, follow us on social media, and join us in this important work.

With love and best wishes to all of you for a happy and healthy year ahead,
Marilyn

In Memoriam



Marshall White June 20, 1939 - May 11, 2022

Marshall White of Kensington, CA passed away May 11, 2022 after a brief bout with cancer. He was born June 20, 1939, to **John Marshall White**, a gold miner, and **Nellie Martha Lievsay** from a Shasta pioneer family. Marshall was a longtime resident of the San Francisco Bay Area. His love of learning began in Shasta's two-room schoolhouse, and early on he was determined to go to college. He graduated from Shasta Union High School, attended Shasta Junior College, then Humboldt State where he earned a BS and a Master's in Wildlife Management. His PhD from Purdue University focused on growth & survival rates of white-tail fawns in South Texas.

He became a Lecturer in the U.C. Berkeley Wildlife Management group led by A. Sarker Leopold and a Research Associate in the Museum of Vertebrate Zoology, teaching classes, guiding student research, and conducting field projects on a uniquely wide range of species, from birds to mammals to reptiles. A fellow researcher remembers the tremendous breadth and detail of his knowledge, acting as a "human Google of that time for the department." For 14 years he was Assistant Director of the University's Sagehen Creek Wildlife Station in the central Sierra Nevada, where grad students and faculty conducted ecological research. Marshall was an enthusiastic supporter of young people learning about nature, becoming advocates for the land, and pursuing scientific careers with wildlife. In the 80's, as a farmer, he used this professional training to foster production in his rice and prune crops while simultaneously increasing wildlife habitat.

Marshall's attention to detail and wide-ranging knowledge led to his appointment as Editor of the California Department of Fish and Wildlife's five-volume California Wildlife Habitat Relationships System. This unprecedented reference manual identifies in detail every vertebrate species in the State. It is still available online.

In the mid 90s he became a Certified Financial Planner, turning a longtime interest in investing into his full-time vocation. He loved to help people plan for their future and learn how to fund their dreams, tailoring financial plans to fit their needs. An amazing listener and very patient, he had a special talent for sharing concepts of investing in an accessible way. He also excelled at untangling long-term financial knots, getting people onto more solid footing.

Marshall was humble and didn't look for thanks – he was happy to help those around him. He especially enjoyed working with young

people as they started to think about their futures. He was financial advisor to the YWCA Berkeley/Oakland pro-bono for 30 years, significantly increasing the organization's funds under his stewardship. Equally important to him was educating scores of women on the Asset Committee to become confident stewards of their own finances. All this time he continued to support wildlife conservation, wildlife colleagues, and funding student research in fields he loved.

A member of the Western Section of The Wildlife Society for over 50 years, Marshall was honored with their **Raymond F. Dasmann Award** for the Professional of the Year, the Distinguished Service Award, and the **James D. Yoakum Award** for Outstanding Service and Commitment (their lifetime achievement award). This was especially meaningful to him, as **Jim Yoakum** had been a good friend. Marshall held many Society offices and served as financial advisor for the Society's endowment. He was also active in the Bay Area financial planning community. In 2021 Marshall merged his sole proprietor practice with Capital Trust Advisors of Piedmont.

Friends and family will especially remember his warm gentle presence, love of books, and wry wit. He and his wife, **Jenny**, traveled the world and he delighted in going on birding and wildlife excursions with local guides. He took binoculars wherever he went, napped every afternoon, and was a lifelong night owl. He preferred pencils to computers, and he brought Cherry Pepsi with him to parties, so he always had his drink of choice. Walking was his favorite form of locomotion, and he was often seen in the neighborhood or at farmers' markets in his trademark sweater-vests, bow ties, and red Converse sneakers.

Marshall was preceded in death by his brother **John** of Redding, CA. He is survived by his wife **Jennifer** of Kensington, CA; daughter **Rebecca** of Brooklyn, NY; sister **Myrleann Schwerin** of Saline, MI; nephew **Rob Aramayo** of Albany, CA; and many more nieces, nephews and cousins who he loved very much.

A celebration of his life is planned for the Fall. Contributions in his honor can be made to the U.C. Museum of Vertebrate Zoology either online: <https://give.berkeley.edu/fund/FU0803000> or by check made out to "Friends of the MVZ Fund" and mailed to MVZ, 3101 Valley Life Sciences Building, University of California, Berkeley, CA 94720-3160. Alternatively, donations in his honor can be made to your favorite Audubon or conservation group.

Jennifer White, Board Member

In Memoriam



Julianne Hagar Rumsey
July 15, 1929 - March 21, 2021

Julianne Hagar Rumsey died on March 21, 2021 at the age of 91. Julie, daughter of **Gerald** and **Ella Hagar**, and sister of **Mary Hagar Hafner** and **George Hagar**, grew up in Berkeley and graduated from the University of California, Berkeley. After college, she lived and worked in Paris for three years, traveling extensively throughout Western Europe. While working for the Marshall Plan, she met her husband-to-be, George, and together they began a lifelong love of all things French. Back in the United States, they lived briefly on Mercer Island in Washington and then settled in Berkeley to raise their four children. Julie was a dedicated volunteer in the schools and neighborhood and served on a number of community and non-profit boards. She successfully led campaigns to build an independent school, a small theater and renovate a historic building in Berkeley. Travel, Tahoe and family were tops on her list of favorites. The family moved to Paris for two years so that the children would learn French and the love of travel. It was a resounding success on both fronts. Julie was predeceased by her husband George and by her daughter Mary. She is survived by **Schuyler (Wilma)**, **Peter (Anna Edmondson)** and **John (Lisa Bransten)**, son-in-law **Jim Dorskind** and five grandchildren. Julie was a longtime supporter of the YWCA Berkeley/Oakland.

Mary McCosker, Board Member



Elizabeth (Liz) Simmonds
1938-2022

Liz Simmonds died on March 26, 2022. She attended Berkeley elementary schools and graduated from Berkeley High School in 1955. She attended UC Berkeley, graduating with a degree in Social Welfare in 1960. As a Freshman she met her husband **Les** in the Reserve Book Room at the Doe Library! After their marriage in 1961, Liz and Les first lived in Sacramento and then in 1965, moved to Lafayette and lived in the same home for 57 years. Liz was an active member of the Orinda Community Church and served on numerous church commissions and posts over the years. She was active in school PTAs and Parent Clubs when her children were young and later was actively involved in Hope Solutions, an organization that works to provide affordable and safe housing for families in Contra Costa County. She is survived by her husband, two daughters, and five grandchildren. Liz was a longtime supporter of the YWCA Berkeley/Oakland. She will be missed.

Mary McCosker, Board Member

Faith B. Duhring

The YWCA Berkeley/Oakland has received a generous bequest, from the estate of **Faith B. Duhring** of Los Altos Hills California, in the amount of \$50,000. Both Faith and her husband were generous supporters of organizations that focused on youth development. She became a member of the YWCA in 1985 after being an active participant as a student of UC Berkeley. She will be missed by the board and staff.

In Memoriam



William A. Clemens Jr.
1932-2020

William (Bill) Clemens was the husband of the late **Dorothy Clemens**, longtime Board member and author of the book "Standing Ground and Starting Point (120 years)." Dorothy and he were longtime donors and supporters of all the YWCA programs. Bill was repeatedly recognized for both his scholarship and his service to his profession in paleontology. He received fellowships from both the Guggenheim and Alexander von Humboldt Foundations as well as support from the National Science Foundation in many forms. He served as Director of the Museum of Paleontology at Berkeley, President of the Society for Vertebrate Paleontology, and as both trustee and President of the Board of the California Academy of Sciences. He is survived by his children **Catherine, Elisabeth, Diane** and **William** and 7 grandchildren. Dorothy and Bill are greatly missed.



Susan Stangeland
1940-2020

Susan Jennings Stangeland was passionate about education and women issues. It is no doubt these concerns influenced Susan's involvement in the YWCA Berkeley/Oakland. Her mother, **Betty Jennings**, also was involved with our association. Sue was an enthusiastic member of the YW Auxiliary for more decades as well as a staunch donor. She always attended the YW's annual awards program, spending most of her time speaking with student volunteers and participants. She loved to learn from, encourage, and support young people.

The daughter of **Richard** and **Betty Jennings**, Susan was born July 25, 1940, in Berkeley, attended Berkeley schools and after attending UC Davis for a year and a half, graduated from the University of California, Berkeley. After graduation Susan worked as a social worker at Alameda County's Agency for Families with Dependent Children. Susan was a devoted volunteer in Oakland's Planned Parenthood and served on the board of the San Francisco chapter. While her children were young, she devoted her time to them. When they got older, Susan worked at the Childhood Education Center in Berkeley where she often sang with the children playing her autoharp. Her abiding interest in the welfare of people less fortunate than her led Susan to join Berkeley's homelessness commission and to volunteer at the Women's Daytime Drop-in Center in Oakland and the youth shelter, YEAH.

Susan met **Bruce**, her husband of 54 years, while he was in graduate school in Cal's Department of Chemical Engineering. After marriage Sue returned to school and earned a Master's in Social Welfare. They had two children, **Kirsten** and **Eric**. Susan was an avid gardener, sang for years with the Old Folkies New / Life Band, and loved being a grandmother to Russell and Piper. She was active in the First Congregational Church in Berkeley and served on the committee that makes awards to local non-profits.

Susan was diagnosed with bipolar disorder 15 years ago. As this condition worsened, she eventually moved into a care facility in Emeryville. Susan passed away on November 30, 2020. She is remembered as always being compassionate, and supporting and volunteering with numerous community groups working to better the lives of others.

Jennifer White, Board Member

YWCA Berkeley/Oakland Mission and 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 work to support full access and engagement for girls and women of color in our communities. When we center and follow the leadership of girls and women of color, and uplift the legislative priorities and solutions to problems from the most impacted, we can meaningfully engage in the fight for access, equity, and collective liberation.

YWCA IS ON A MISSION

eliminating racism
empowering women
ywca
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YWCA BERKELEY/OAKLAND

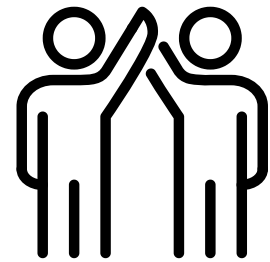
2021 - 2022 IMPACT & OVERVIEW



**548 Program Leaders
(volunteers, interns
and partners)**



**1,867 community
members reached**



**5,508 hours of volunteer
community service**



**77% of community
members reached are
low income**



**Young Leaders
under age 30:
64% women
53% P.O.C**



**17,998 program and event
visits from community
members and program
leaders**

YWCA

BERKELEY/OAKLAND PROGRAMS

- Racial Justice & Advocacy
- Financial Literacy
- Strive
- Tech GYRLS
- Moving Ahead
- English in Action
- Career Coaching

YWCA

BERKELEY/OAKLAND EVENTS

- Stand Against Racism
- Week Without Violence
- Shadow Day
- Young Women and Money Conference
- Festival of Women Authors

BUDGET FOR 2021 - 2022:

\$725,000

20 BOARD MEMBERS

- **1 of 13 YWCAs in CA**
- **1 of 205 local YWCAs of YWCA USA**
- **Represents YWCA USA as one of the 125 countries of World YWCA**

Event Highlights 2021-2022

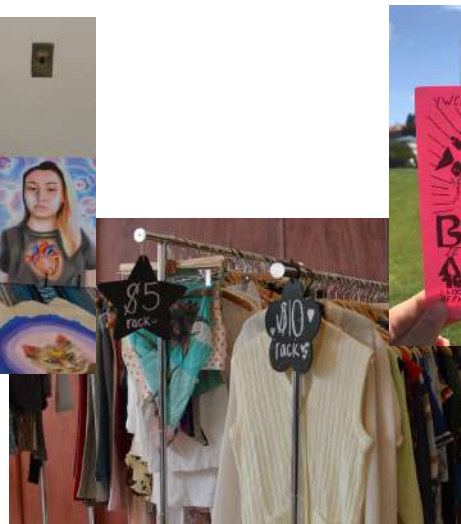
Young Women & Money Conference



In November of 2021, our Financial Literacy Program hosted the **14th Annual Young Women and Money Conference** sponsored by **Patelco Credit Union**. This was our first ever hybrid conference with one day in person and one day online!

- 80 young women ages 18-30 (77% women of color) participated in both in person and online workshops, engaged in networking opportunities, enjoyed a catered lunch and won amazing door prizes.
- 8 financial experts presented a variety of workshops from credit to savings to investing. Workshops included: "How to Have an Unshakeable Money Mindset" and "Paying Off Debt Without Sacrificing Your Life."
- Other major sponsors included North Berkeley Wealth Management and Golden 1 Credit Union.
- 10 community partners donated to exciting door prizes given out to participants.

YWCA Berkeley/Oakland Vintage Fair



In April 2022, we hosted our **1st Vintage and Artisan Bazaar!** This included 22 local businesses and artists who joined us for an in person marketplace to sell their handmade or curated goods. With over 200 attendees we were able to support local businesses while also welcoming many new faces to our building and the work we do! We also raised \$3,901 for our YWCA!

28th Annual Festival of Women Authors



"The Henna Artist"
by **Alka Joshi**



"The Names of All the Flowers: A Memoir"
by **Melissa Valentine**



"Unveiled" by **La Rhonda Crosby-Johnson**



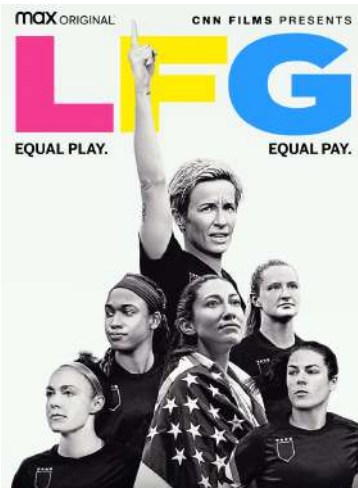
Authors, **Alka Joshi** and **La Rhonda Crosby-Johnson**, signing books for happy readers at the Festival of Women Authors



YWCA Staff (Left to Right) **Deyon Gaston**, **Will White**, and **Layla Dargahi**, running the book sales table at the Festival of Women Authors

After 2 years being virtual only, in April of 2022, the YWCA was proud to host the hybrid in-person and virtual **28th Annual Festival of Women Authors** event. Authors **Alka Joshi**, **La Rhonda Crosby-Johnson**, **Martina Reaves**, and **Melissa Valentine**, shared their wonderful and inspiring stories to 185 book lovers!

Women's History Month Film Screening, LFG



In March of 2022, we hosted a film screening, *LFG*, for **Women's History Month**. *LFG* centered around the theme of equal pay. It told the story of the United States Women's Soccer team, who filed a class action gender discrimination lawsuit against the United States soccer federation for equal pay. This film was a public screening, complete with concessions and an engaging discussion with over 30 audience members. Audience members were able to take home resource packages complete with calls to action that they can take in their community, a guide on how to negotiate salary as a woman, and further concepts around equity to digest at home.

Programs Overview and Impact 2021-2022

Financial Literacy

Financial Literacy provides youth and adults with foundational knowledge on the skills and topics to be financially independent and successful. We empower girls and develop future leaders.

The financial Literacy program is provided through 10 modules, which each cover a different financial literacy topic.

- We reached 67 high school aged students and young adult women at 3 high schools.
- 24 high school students earned a certificate for this program.
- 100% of the students improved their understanding or confidence with topics after the presentation.



*"I learned when I borrow money from a bank and pay on time, I can get higher credit and a lower interest."
Student, El Cerrito High School*

To read more about our Financial Literacy programming, please see page 16.

Moving Ahead

The Moving Ahead program gives domestic violence survivors opportunities to learn financial literacy, while empowering them to become financially independent. This program is sponsored by **The Allstate Foundation**. It focuses on financial management through a curriculum with a comprehensive package of tools and information designed to empower women.

- 103 survivors have started The Moving Ahead Curriculum.
- 88 survivors have been educated with different financial empowerment tools and strategies.
- 85 survivors were assisted to create a financial plan.
- 10 survivors were able to complete a matched savings program.



"Thank you for showing us the financial info. and learning new things. I learned a lot of things I didn't know about and now I could teach my son about what I learned" - Moving Ahead Community Participant

Programs Overview and Impact 2021-2022

YW Strive

YW Strive provides workforce development training to individuals without a four-year degree or access to job training or mentoring. This program is supported by **Comcast NBC/Universal Foundation** and **ServiceNow** and includes a curriculum with 19 topics spanning: digital literacy to leadership skills to traditional job and personal accountability skills. We also include programs designed to eliminate sexism and increase individual empowerment of women.



- We worked with 70 individuals within the Bay Area.
- 81% were people of color.
- 67% of the participants have found employment.

Success Story

One of the Strive program's participants, an individual who is also a domestic violence survivor, came for one-on-one workforce training. The training focused on building a strong resume and cover letter, interview skills, negotiation, and other soft-skills related to the workforce. As a result, the program participant was able to secure employment at an Alzheimer's nonprofit. The participant explained that the program "gave [her] confidence for the interview" and "helped her identify what questions [she] should be asking to ensure the job is a fit for her." The participant credits YW Strive as integral to her success in securing this job and giving her the confidence to enter the workforce after escaping domestic violence. By the time she arrived at the YWCA, she had already tried using other community resources, but was not able to find the personalized help and support that she found at our YWCA.

Career Coaching

Our Career Coaching provides a means for participants to attain their career goals. To access 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. Our in-house Career Counselor, **Claire Marchiano**, has supported 20 participants from the YW Strive, Moving Ahead and our other workforce development programs and provided coaching sessions.

To read more about our Career Coaching, please see page 19.



YWCA Career Resource Library

"For me, attending these sessions meant a lot personally and professionally, they helped me redo my resume and be able to get a better job." Anonymous Program participant

Programs Overview and Impact 2021-2022

TechGYRLS

This program empowers girls by building interest and offering experiences in STEAM (Science, Technology, Engineering, Art, Math). TechGYRLS mentors work with girls in 3rd-5th grades in East Bay schools to lead after-school projects. The program helps both mentors and mentees alike develop skills and confidence in multiple areas of their lives. When recruiting our volunteer mentors, we reach out to the local UC Berkeley and Berkeley City College communities (as well as the general Berkeley/Oakland community), in order to ensure that the mentees become connected with mentors that come from the same community/region as them.

- Served over 80 girls at three different elementary schools: Oakland Piedmont Avenue, REACH Academy and Washington Elementary.
- 75% of girls learned something new about STEAM (Science, Technology, Engineering, Art and Math).
- 50% of students said they would like to be a scientist when they grow up.
- 100% of mentors gave a score of 4-5 on a scale of 1-5 when asked how confident they felt expressing themes covered by the program.

To read more information about our TechGYRLS program, see page 19.

"We do fun projects and activities. I always have something to bring home! It is fun to get to actually make things and experiment. Also, we get to do art and drawing. It is really fun and we have great teachers and people!

- TechGYRLS Participant, Grade 4



Some interns from the Fall 2021 Communications & Marketing Team posing on the UC Berkeley campus. (Left to Right): **Nathalie Villarpando, Yoonji Lee, Darice Wong.**



From our TechGYRLS Mentors, Spring 2022:

"I believe in the YWCA's goal of empowering women and ending racism. I have really enjoyed my time working with my fellow mentors and getting to know the kids who participate in TechGYRLS, and I want to take on a larger role so that I can further support this initiative."

"I definitely feel like I improved my speaking skills and I feel less nervous in front of an audience! I also learned a lot about leadership especially during our training. I'm really glad we had the chance to talk about what it means to be a good leader/mentor!"

Communications & Marketing

Our Communications Team at the YWCA Berkeley/Oakland included students and graduates universities across the country. The team was eager to help our mission across all our digital platforms! The team of YWCA interns developed their own marketing and communication skills. Together they gave a voice to racial & gender justice in our local community, state, country, and around the world, especially during this time when information and media are rapidly spreading digitally. The communication and marketing team also provided training, and leadership opportunities for motivated young leaders!

Programs Overview and Impact 2021-2022

Racial Justice & Advocacy and Civic Engagement

Racial Justice & Advocacy (RJ&A) and Civic Engagement programming centers the voices and needs of women of color while providing education and developing community relationships. Last year our signature programming included:

- Week Without Violence and the Stand Against Racism Challenge, reaching over 110 community members.
- 50 members attended a public film screening for Women's History Month, focusing on equal pay in women's sports, and honored Asian American Pacific Islander Heritage month in El Cerrito.
- 225 participants and program leaders reached through voter registration drives and holiday drives.

Looking ahead we are piloting a sustainable reproductive justice project "Period Justice Now," ensuring free menstrual products in high school and middle schools.

To read more about our Racial Justice and Advocacy programming, please see pages 17, 18 and 20.

English in Action

English in Action (EIA) promotes diversity and fosters understanding between people who come from different cultures and backgrounds. EIA provides a space where people come together to learn, find support and build long-lasting friendships through English conversational practice. EIA pairs volunteers from the community to meet with UC Berkeley visiting scholars and their family members and adult school students.

- 85 new partnerships were formed during this period.
- 380 volunteers were matched with 485 English learners.

"I consider that I made a friend in the United States. My volunteer has been very important to me in this country." - English learning Partner

"I am super pleased with my new EIA partner. She is absolutely lovely and her English is superb! I am learning a lot about Chinese culture from her, as well as her adaptation to American life. The EIA Program is tops and I wish to send my best thoughts for its continued successes and a big THANK YOU for my new partner!" - Volunteer



*Spring Racial Justice & Advocacy Team (Left to Right): **Andrea Leigh Ferreria '22** RJ&A Intern, **Deyon Gaston**, RJ&A Director, **Lisette Gomez-Galvan '24**, RJ&A Intern.*



*English in Action volunteers and partners at our Spring 2021 EIA Party. Left to Right: **Roger Schrag**, volunteer, and **Haoyue Huang**, partner.*

Looking Ahead to 2022-2023

Young Women's Leadership Board (YWLB)

Young Women's Leadership Board is coming this spring! Modeled after our organization's past Student Leadership Board, the YWLB will be a place for like-minded women to come together and plan activities for the community, while developing their leadership skills. Previously, our long held program Student Leadership Board was an opportunity for students to lead community based projects such as Week Without Violence, Holiday Projects, Voter Registration Engagement, Shadow Day, and more! It's an exciting venture in its planning stages, and we're looking forward to supporting the young women of our local community through this program.

Girls Group Mentoring Program (GGMP)

Girls Group Mentoring Program is back and better than ever! GGMP works with middle school girls to provide a safe and empowering space for them. By connecting with mentors and discussing relevant topics such as identity, social justice, bullying, community building etc, our goal is for girls to feel empowered in their voices as they navigate the next stage of their lives. We're excited to reach middle school girls of the Berkeley/Oakland community, to help empower them in their identities, goals, and the role they wish to play in the world as advocates and beyond. In the past we've partnered with several schools including Willard and MLK Jr. middle schools and look forward to reconnecting with them come this fall. We have lots of exciting and engaging curriculum planned!

YW Tech Lab

We're happy to report a new program coming to the YWCA! Funded by Google, YW Tech Lab is a workforce development training workshop/course that is dedicated to bringing in more women, women of color, and people of color, into the tech space! The program will teach three different programming languages (HTML, JavaScript, and CSS) while empowering and bringing the local community into spaces in which they are traditionally underrepresented. This program is still in its early stages, as we search for an instructor to deliver this course. In order to make it more accessible, the curriculum will be delivered in a hybrid format, with a self-paced online course at the heart of it. We are sure this program will be a success and look forward to getting it up and running in the fall!

Digital Literacy

Digital literacy is a program part of the YWCA Berkeley/Oakland's on-going effort to help the local community develop their digital skills. We'll be going into senior centers and other community spaces to lead workshops to empower folks to become digitally informed, empowered, and equipped. Our goal is, especially with the world's increasing dependence on and integration with technology, to help address the digital gap that continues to occur to this day. We're excited to begin this initiative in the fall!

Financials

2021-2022

This report summarizes the work of the Asset Committee by areas of responsibility – the budget, our building, our investments, and reporting requirements.

Budget

The budget for 2021-22 was drafted in the spring of 2021, and finally adopted in October 2021. As pandemic uncertainties continued, the budget included a conservative set of figures and an ideal set, both for revenues and for expenses, reflecting the range depending on whether the pandemic would impact both the revenue and expense side of our programs and operations, just one, or neither. By year end, we conducted events and programs partly remotely and partly in person, not the extreme Covid shutdown of the prior year and not a return to pre-pandemic levels either.

The budget for 2022/23 was drafted in February, 2022, and adopted in May. Only one set of assumptions regarding both revenues and expenses was prepared.

During 2021/22, two revenue sources are of particular note: Grants, primarily administered by the YWCA USA, have been substantially higher than projected and now represent a significant share of total operating income. Lease revenue in 2021/22 was stronger than projected, despite restaurant rent reductions, thanks to leases of upstairs space to the construction companies with projects in the immediate vicinity. Also, community space rentals were better than anticipated. Other revenues were generally in line with the budget, often stronger than the conservative projections.

Expenses were more aligned with the conservative or lower projections. Staffing and related expenses, which typically are around 70% to 75% of total expenses, were in line with the lower projections. There was increased use of Work-Study students, an efficient resource.

The transfer from our investments that is budgeted every year for operations, per a formula instituted many years ago, was calculated at \$276,000. Investment funds were also transferred for building projects. Transfers from our investments totaled \$285,000, of which \$160,000 was for building improvements, resulting in only \$125,000 of our investments being needed for operations.

Investments

Meetings were held with our advisors at North Berkeley Wealth Management (NBWM) on multiple occasions. Our investments performed very well during calendar 2021, growing by 12.7% after accounting for our withdrawals for operations, building, and NBWM fees, ending the calendar year with a little over \$6 Million. Since early January 2022, values have decreased substantially, both in our equity and fixed income assets, consistent with the behavior of the market overall. At fiscal year end, the total asset value was a little below \$5 Million.

We continued to monitor our investments for ESG (Environmental, Social and Governance) behavior and actively invest a small share of our portfolio in funds that more aggressively select companies in line with our values and mission.

Building

Building issues, projects, and repairs consumed a part of every Asset Committee meeting owing to the age and condition of our building. Major projects and challenges during the year were:

- The construction of the new patio terrace trellis that was completed in the summer of 2021 and paid for during this fiscal year.
- A huge rainstorm in October opened up a hole in the roof; rot was found, and the skylights leaked. These issues are being addressed.
- The atrium had suffered from the building being closed during the pandemic; some new plants and an irrigation system were installed.
- The boiler replacement for the entire building was the major project of the year. We began getting quotes for the work in November and ultimately began work in January. It is almost fully completed and will be paid for during our 2022-23 fiscal year.

We now have more staff support for building concerns. At the suggestion of **Jerri Holan**, the architect who designed our terrace trellis replacement, we commissioned a complete building inspection for visible elements, a supplement to the termite and dry rot report prepared the prior year. The inspection report noted no problems with the foundation or roof, but did document extensive issues needing attention. An Ad Hoc Building Committee will develop a long-term building upgrade program.

Required Reporting

Our audit for the prior year was filed in March, 2022, and the Form 990 report was filed in May.

Under One Roof Narratives 2021-22

Teaching Financial Literacy in High Schools

During my time at the YWCA Berkeley/Oakland, I interned with the Economic Empowerment program, or what is now known as the Empowerment and Leadership program. I worked closely together with the Program Director and we designed a curriculum for a set of financial literacy workshops. On Fridays, we would travel to El Cerrito High School to host these workshops covering budgeting, applying for college, credit, the wealth gap, and much more. Each module was designed with intention and thoughtful consideration was put into including helpful resources that the students could take home to use and refer back to. In order to ensure that each lesson was both informative and engaging, each presentation included an interactive activity or simulation that would allow the students to reflect on their current spending habits or knowledge of the topic.

I was particularly interested in joining the economic empowerment team as financial literacy is an invaluable skill that not many students are taught in school. I personally was offered explicit guidance on how to manage money responsibly in school and in organizing the curriculum, I was able to learn some new skills myself. One immensely important aspect I learned from my experience is the importance of ensuring that each presentation included resources that were easily accessible and inclusive of all students. Some examples, in particular, are not assuming that everyone plans to go to college, including scholarships for students of all backgrounds, or sharing alternatives to buying ethically sourced products, which are not always the most affordable.



Lauren Clawson '24
UC Berkeley

At first, I was nervous as I am not the biggest fan of public speaking or giving presentations for that matter. Over time, I undoubtedly became more confident and even delivered an entire presentation on my own, which was a large accomplishment for me. It was rewarding to come in every week to a group of students who willingly came to learn about financial literacy during their lunch break. Each week, the attendance for the workshops was encouraging and the largest group turned out to be twenty-four students.

My experience as an intern at the YWCA was certainly unparalleled and nothing short of amazing. I truly enjoyed coming in every week to a welcoming and tight-knit environment. I loved hearing about the action that other programs were initiating and respect the tremendous efforts that the YWCA has spearheaded to empower youth and eliminate racism. The supportive community allowed me to fulfill my goals within the program and I can't wait to see the workshops become available to more schools and organizations.

- **Lauren Clawson '24**



Under One Roof Narratives 2021-22



YWCA Racial Justice and Advocacy Team table for Reproductive Justice Fair at Oakland Museum. (Left to Right: **Deyon Gaston** - Racial Justice & Advocacy Director, **Omolade Adesanya** - Racial Justice & Advocacy Summer 2022 Volunteer - Howard University 2024, **Jessica Arevalo** - Racial Justice Manager, UC Berkeley 2022)



Jessica Arevalo taking a call at the YWCA front desk, Spring 2022 .



YWCA Racial Justice and Advocacy Team table for Reproductive Justice Fair at Oakland Museum. (Left to Right: **Omolade Adesanya**, and **Jessica Arevalo**)

Wearing Multiple Hats at the YWCA: Front Desk, Communications & Marketing, Racial Justice & Advocacy

My name is **Jessica Arevalo** and I currently work as the Racial Justice Program Manager for the YWCA Berkeley/Oakland. I was introduced to the YWCA Berkeley/Oakland as a work-study student working as part of our Front Desk staff and later also working with the Communications team. I was in awe of such a lovely work environment where everyone was kind, helpful, and always willing to answer any questions. The organization's mission and work continues to deeply align with my values and I am so grateful to be working alongside a wonderful, like-minded team that all have similar goals and passions as I do.

As a front desk staff member, I was able to engage with community members entering our building and assisting with any questions regarding our programs, membership, and local community resources. I was also able to assist our Office Manager and Executive Director in office tasks that ranged from mailing to setting up celebrations for staff and guests. Having this background office knowledge has definitely helped me in my current position specifically in thinking about ways to outreach to our local Berkeley and Oakland communities and restructuring our current programs.

Being on the Comms team in the Fall of 2021 continues to help me to this day. I was able to engage with our program managers and their work by highlighting their efforts on our website, social media platforms, and newsletters. I learned so much from our multitude of platforms and various marketing strategies for engaging our audience and bringing folks into our building and programs. I was given the opportunity to use my creativity when creating content and had a core team that was always willing to help one another out.

I am so thankful to be working alongside our Racial Justice and Advocacy Director and Racial Justice volunteers, who continually make me feel supported and heard. We have so many ideas, goals, and strategies for working with the community and expanding our current reproductive justice, educational, and leading through listening programs. Racism is a Public Health issue that continues to affect the health and lives of so many Black and brown communities, and my only goal and hope is to implement programs that can help us heal and thrive. - **Jessica Arevalo '2022**

Under One Roof Narratives 2021-22

Affirming My Passion for Racial Justice & Advocacy

My experience at the YWCA Berkeley-Oakland is one that was fun, fulfilling, and illuminating. My interests align with public health and health equity, so I wasn't too sure what to expect when interning under the Racial Justice & Advocacy Program. The program did nothing but affirm my passions and I was quick to realize that the groundwork in public health lies in activism and social justice.

I always looked forward to the days where I got to meet up with my team at the YWCA. The staff and Program Director always fostered a welcoming and easygoing environment, even on days where we worked with heavy topics. The YWCA was a place where we could talk about a range of different topics and someone was always willing to hear our input on different issues.

I interned under the program during the spring semester in 2022. My favorite thing about the program is that although there were already planned programs throughout the semester, the internship was also left open ended in order to allow interns to pursue their own projects and interests as well, as long as they're mission aligned.

At the end of the internship, we were able to host a successful movie screening event for *LFG*, a movie about the United States Women's soccer team and their fight for equal pay, meant to stir the audience and think about gender inequalities in different aspects of our lives. We were also able to successfully execute the *Stand Against Racism* daily challenge by reading different topics about racial injustice and hosting a weekly discussion to unpack how these topics appear in our lives. Being able to help host these events was such a fulfilling experience, and I know that future interns will also find the same fulfillment working under the program!

I'm so thankful to the YWCA for having me as an intern! I've since graduated from UC Berkeley, but the experiences I've had from the program are ones that I will take with me when working in the community. - **Andrea Leigh Ferreria '22**



Andrea Leigh Ferreria '22
UC Berkeley



English in Action Holiday Party, Winter 2022
English in Action partners and volunteers. (Left to Right):
Ray, Paula, Laura, John, Ryuji, Saori, Haruna)

English in Action (EIA)

I have to share that volunteering with EIA has been one of the greatest rewards of my current life! I have loved each of my students (beginning in 2011 or 2012—can't recall!) and am still in touch with 3 out of the 4 of them. It has been really fulfilling—I have learned from them and they've learned from me. It has just been a great experience!

With the effort to further align with the YWCA's vision of eliminating racism and empowering women, EIA plans to expand the program to reach the new immigrant and refugee population in the near future! We look forward to how we can better serve our community this coming year! - **Abby Cohen**, Retiree and English in Action Volunteer

Under One Roof Narratives 2021-22

Career Coaching with Claire Marchiano

COVID has fundamentally changed the world of work. Hybrid work is here to stay. Work life balance is on everyone's mind. The need for more mental health services is apparent and more money is coming through government pipelines. Equity and inclusion are driving change. New services and ways to deliver services appear daily. Inflation is here and many employers and job seekers are wondering how they will be affected.

Does any of this affect you personally? Did you know that a free half-hour of tele-coaching comes with your YWCA membership? Click the link under "Career Coaching" on the YWCA website: www.ywca-berkeley.org. Fill out the electronic Personal Profile form under the "How to Sign Up" section and our career coach and YWCA will contact you.

Together we can assess where you are and strategize changes you might like to make. I am at the YWCA most Thursdays from 10:00 am until 1:30 pm and offer a series of small personalized workshops on a variety of career topics during that time. You are also free to browse the career library in Room 3. There are lists of local employers, binders with resources on various fields, books to inspire or give practical help on job search topics. You can also visit me for more resources at "Prime of Life Circle" at www.primeoflifecircle.com. I created many of the worksheets and lists to reach your prime.

I enjoy working with people at all stages of their careers and hope you or someone you know will make use of these career services available through the Berkeley/Oakland YWCA.

Claire Marchiano, Career Counselor - began in 1997 with The Turning Point Career Center until 2001. Returned in February 2015 as in-house Career Coach ever since.



Reflecting on Managing TechGYRLS and Taking on New Responsibilities

I was just a young freshman at UC Berkeley when I entered the doors of the YWCA Berkeley/Oakland, hoping to find a meaningful way to get involved in my new community. Now, nearly four years later, I couldn't be happier with my decision, as it has not only allowed me to connect with the greater Berkeley/Oakland community but also find a family among friends at the Y.

This past school year, I had the immense privilege to work as a program manager for TechGYRLS Mentoring Program. It was such a wonderful experience, especially as we transitioned back into in-person sessions again. Being able to see the students face to face, watching their joy, their excitement, their passion- it truly hits you how important the in-person connection is. Each week, as we worked on building curriculum for future sessions, I would keep in mind what the girls* wanted to see what they expressed they wanted to become, and what excited them. After all, my goal was to watch them continue to grow and develop their love for all things STEAM (Science, Technology, Engineering, Arts, and Math)!

Funnily enough, you don't really come to realize the impact you have on these girls, until you return the next semester, and they come running to you, with hugs and smiles, asking excitedly what we'll be doing over the next few weeks. I won't ever forget their excited faces and the welcoming love they received my return with; it's a memory I will carry with me for the rest of my life. It reminds me how the work we do is so important, reminds me that even if we don't see it right now, we're helping to shape our future by supporting the youth of today.

It's that same connection I value as I oversee the YW Strive program today. Being able to work with clients- to support them in the goals they have by providing the skills and training they need to succeed- is such a special role I get to take on. From working with domestic violence survivors to formerly incarcerated folks to those recovering from cancer and substance abuse, I've been able to get to know so many wonderful community members and learn more about their lives and experiences. Truly, I'm learning just as much from them as I hope they are from me.

These are connections and experiences not every college student gets, so I can't help but feel thankful I get to do that, everyday, at the YWCA Berkeley/Oakland. It's truly a special place to be! - **Tanaya Kollipara '23**, UC Berkeley

Under One Roof Narratives 2021-22

Volunteering Over the Summer of 2022 with Racial Justice and Advocacy

I am **Omolade “Lade” Adesanya** and I am the 2022 summer volunteer for the Racial Justice & Advocacy program. After finishing my sophomore year at Howard University in Washington DC, I was seeking volunteer opportunities that aligned with my passion for social advocacy and would provide relevant experience in my pursuit to improve the health and happiness of Black women. The YWCA Berkeley/Oakland has provided me with the perfect opportunity to learn new skills, connect with like-minded individuals, and see the social impact of a non-profit organization up close.

This opportunity has allowed me to further develop my skills in graphic design and media management. Over the summer, I gained experience using valuable software including Mailchimp, Canva, Linktree, and more. With these, I have helped to create newsletters, as well as research and compile the information and action items listed on them. I have also been given the opportunity to help plan multiple events including our event *Honoring Japanese Flower Farmers of El Cerrito* and our *Juneteenth* tabling event. For these events, I have brainstormed ideas, researched details, done outreach, and created graphics, social media posts, and other essential documents. It has been so fulfilling to help bring these events together and to see the positive impact they bring to the community.

I am beyond grateful for my experience at YWCA Berkeley/Oakland. Working with all of the staff, other program leaders and volunteers has been inspiring. It has given me the foundation I need to continue to strive to transform societal ills that impact Black women and other women of color. - **Omolade Adesanya '25** Howard University



Omolade Adesanya '24
Howard University



YWCA Berkeley/Oakland Historic Building

Appreciation for the YWCA and Our Historic Building

As the new Facilities Manager for the YWCA, I would like to extend my greetings to you. I come to the YWCA after a long career in international education, during which time I served as Peace Corps Volunteer in Poland and ESL program administrator here in Berkeley. My school actually leased the 2nd floor of the YWCA for many years until the start of the pandemic. Thus, I am very familiar with the intricacies of the YWCA building and have had a positive working relationship with the staff over many years.

In my first weeks on the job, we have completed the following projects: replaced/repainted east gate, removed vegetation from walls, repainted lower front exterior, repainted black tables, repaired/refurbished womens' restroom. We are almost finished with installation of a new boiler which will provide consistent heat to all areas of the property. We have many projects on the docket, for example women's restroom counter, seismic shutoff valve, roof patching, and ventilation filters. Thank you for your support in maintaining this historic property! - **Chris Carlisle**, Facilities Manager



Special Thank You to our Donors

Your support of the YWCA truly makes a difference! Your dollars sustain programs that directly impact our community. Your financial commitment is vital to fulfilling our mission. In partnership with you, we continue our tradition of excellence. We are appreciative of your gifts and are mindful of good stewardship in using them wisely. Thank you!

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- Community member Jim Oshima
- Dave Weinstien from the El Cerrito Historical Society
- Aunt Flow

YW Strive and Moving Ahead

- A Safe Place
- BOSS (Building Opportunities for Self-Sufficiency)
- NARIKA
- Oakland Elizabeth House
- Girlx Work - Roots Clinic
- Young Mothers Rising - Roots Clinic
- Covenant House California
 - Empowered Youth
 - Youth Advisory Clinic
- Building Futures With Women
- BFWC-Midway Alameda Shelter
- BFWC- San Leandro Shelter
- SF Department of Status of Women
- La Casa de las Madres
- Berkeley Public Library - THPS
- Mandela Partners-Hoover Library
- Mandela Partners- Oakland Kitchen
- Mt. Tamalpais College
- Monument Impact

Financial Literacy and Young Women & Money Conference

- El Cerrito High School
- Campolindo High School
- YWCA Board of Directors
- Golden 1 Credit Union
- Oakland Museum of CA
- In-N-Out Burger
- SF Giants
- Cheeseboard Collective
- Picante
- Boichik Bagels
- Quokka Brew
- Tech Exchange
- Pippa & Co.
- Berkeley Bowl Marketplace
- **English In Action**
- Berkeley International Office (BIO)
- Osher Lifelong Learning Institute (OLLI)

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