

# YWCA

## INTERPERSONAL RELATIONSHIPS

- CONNECTING PEOPLE
- ROUND FIT WITH YWCA
- WOMEN OF LIKE VALUES
- CROSS ORGANIZATIONAL FRIENDSHIPS
- SPEND TIME WITH AMAZING WOMEN
- STRONG PARTNERSHIPS AND RELATIONSHIPS
- ALREADY GETTING INVOLVED WITH OTHER ORGANIZATIONS
- NEW INTERACTIONS ALL THE TIME
- JOINED AWAY - ENJOY THE NETWORKING RELATIONS
- REMARKABLE GROUP OF WOMEN THAT ARE INVOLVED
- A COMMUNITY OF LIKE-MINDED BY DIVERSE PEOPLE
- FOR OPENING WALKING APPARATUS TO RE-ENTER COMMUNITY AND HAD TROUBLE MEETING PEOPLE WITH SHARED VALUES
- PEER SUPPORT: CREATING SPACE FOR PEOPLE TO CONNECT
- PROUD TO SHARE BEING A BOARD MEMBER - TO LET OTHERS SEE HE IS INVOLVED WITH THIS ORGANIZATION

## INTERPERSONAL OUTCOMES/IMPACTS

- FEELING MORE CONNECTED TO OTHER PEOPLE
- MORE CONNECTED TO THE COMMUNITY
- FEELING A SENSE OF COMMUNITY WITH SHARED VALUES
- IT'S GREAT TO MEET WOMEN AND ENTHUSIASM TO WORK ON SOLUTIONS BASED ON THOSE SHARED VALUES - PUBLIC POLICY
- CREATES A SAFE SPACE FOR DISCUSSION
- GOOD PLACE OF ADVISING - PLACE OF LEARNING - PLACE OF TRUTH

## MISSION/RENEWAL

- ACTIVISM DOESN'T EQUAL POLITICAL
- POSITIVE DEFINITION: GIVE BACK TO COMMUNITY -> MISSION FORWARD THINKING
- THE NEW DIRECTION OF THE YWCA
- OPENNESS TO NEW PROGRAMMING AND NEW ALLIANCES
- MOTIVATION
- CHALLENGING CONTEXTUAL BELIEFS OF WHAT THE YWCA IS/WAS...
- NEW MISSION - PUTTING THE FOCUS BACK ON YWCA
- STRENGTHENING OUR COMMUNITY THROUGH NEW PROGRAMS, SERVICES, NEW BOARD MEMBERS AND PARTNERSHIPS

"It's the drop that creates the ripples, but it's not a ripple itself" - Executive Director Andrea Huggewick

## PRESENCE

- YWCA HAS A LONG, PROUD HISTORY
- WOMEN'S SPEAKER CRAWL - IMPACTFUL PRESENCE IN COMMUNITY
- SHARING EVENTS AND TALKING ABOUT MEANING
- INCREASED COMMUNITY EXPOSURE
- SHARE NEWS WITH OTHERS
- SPREADING THE MESSAGE
- FACEBOOK POSTS HELP TO EDUCATE READERS ABOUT EVENTS AND CURRENT ISSUES IMPACTING WOMEN
- BLACK HISTORY MONTH - FREEDOM RIDES TO THE STARS - DEMANDER PRESENCE, NEW FOR WALKSAU

## PRESENCE OUTCOMES

- More interested from donors
- Larger Donations
- More interest from other partners and funding sources
- REFORMING WORK AHEAD
- HIGHENED AWARENESS OF INEQUITIES
- INCREASING AWARENESS OF CULTURAL CHALLENGES AND BIAS
- INCREASE AWARENESS OF BIAS
- MAKE DIVERSITY KNOWN AND ACCEPTING IT
- NEW AWARENESS
- INFORMATION ABOUT CULTURES AND DIVERSITY - EDUCATION
- HIGHENED COMMUNITY AWARENESS OF CULTURAL CHALLENGES AND BIAS

## COLLABORATION/NETWORKING

- CONNECTIONS WITH NEW MEMBERS THROUGH PARTNERSHIPS
- COLLABORATING WITH OTHERS: AARON I WALKSAU VIA AND OTHERS
- SMALL BUSINESS STARTUPS
- INNOVATIVE STRATEGIES FOR USE OF FACILITY
- OPEN DOOR TO OTHER GROUPS AND THE COMMUNITY
- CONNECTED WITH OTHER LIKE-MINDED ORGANIZATIONS
- YWCA GIVES MISSION ALIGNED GROUPS A PLACE TO MEET AND SHARE THEIR PASSIONS

## COLLABORATION/NETWORKING IMPACTS

- INCREASING ORGANIZATIONAL CAPACITY BECAUSE THERE ARE MORE PEOPLE WORKING TOGETHER
- INCREASED CAPACITY FOR EVENTS AND PROGRAMMING

## PROGRAMMING/EVENTS

### UNIQUE PROGRAMMING/ADVOCACY

- KEEP FAMILIES TOGETHER SIGN AND GET OUT THE VOTE SIGNS
- DEVELOPING UNIQUE PROGRAMMING NOT AVAILABLE IN THE AREA
- EDUCATION
- SANDY HOOK VISIT
- EDUCATIONAL PROGRAMS ON IMPORTANT ISSUES
- WILLING TO TAKE RISKS... SEXUAL ASSAULT, DIFFICULT TOPICS, ACTUAL DIVERSITY/BIASISM
- CULTURAL EXP - ISRAELI/PALESTINE, IMPLICIT BIAS, SEXUAL ASSAULT, BLACK HISTORY PROGRAM
- ABLE TO ATTEND EVENTS

### UNIQUE PROGRAMMING OUTCOMES/IMPACTS

- CITIZENS ARE ABLE TO ATTEND UNIQUE, RELEVANT EVENTS THAT ARE NOT TYPICAL FOR THE COMMUNITY
- PEOPLE ARE ABLE TO ENGAGE WITH DIFFICULT TOPICS
- NOT CONCERNED ABOUT TABOO TOPICS
- sexual Assault Advocacy Outcomes
- mental health - feeling of not being alone
- Impact: Community change in perspective - consent and assault
- women don't feel as isolated
- Empowering survivors
- Giving a Voice to some people who may be voiceless

### DIVERSITY EDUCATION

- HAVING EVENTS AND PROGRAMS THAT EDUCATE PEOPLE ON DIFFERENT RACES OR CULTURES GIVING AN OPPORTUNITY FOR UNBIASED LEARNING
- EDUCATING PEOPLE ON RACISM

### IMPLICIT BIAS OUTCOMES/IMPACTS

- PEOPLE ARE BECOMING LESS BIASED
- PEOPLE UNDERSTAND THEIR OWN BIASES AND PROBLEMS
- HIGHENED COMMUNITY AWARENESS OF CULTURAL CHALLENGES AND BIAS

### IMPLICIT BIAS

- CHALLENGING PEOPLE TO THINK ABOUT BIAS AND DOING BETTER
- IMPLICIT BIAS - EASY TO OVERHEAR BE PREJUDICIAL, CHALLENGING TRUTHS/REALITY
- EDUCATING THE PUBLIC ON ISSUES OF UNCONSCIOUS BIAS
- SHARE WITH OTHER: IMPLICIT BIAS - WE CAN DO BETTER
- IMPACT: HIGH COMMUNITY AWARENESS TO PROVIDE MORE PROGRAMMING ON RACIAL/IMPLICIT BIAS

### WOMEN OF VISION

- WOMEN OF VISION - STRONG WOMEN THE YWCA RECOGNIZED AND HONORED
- INSPIRING
- CELEBRATING WOMEN THROUGH WOMEN OF VISION
- MEETING YOUNG WOMEN OF VISION
- RECOGNIZING AMAZING, PROUD AND IMPACTFUL WOMEN AS WOMEN OF VISION

### WOMEN OF VISION OUTCOMES/IMPACTS

- CREATES INSPIRATION
- ENCOURAGES WOMEN TO BE MORE OUTSPOKEN AND CONFIDENT
- GIVES WOMEN PERMISSION TO DEFEND SPACE
- CREATES A CULTURE OF WOMEN CHERRISHING WOMEN

### BABYSITTING CLASSES

- BABYSITTING TRAINING
- LETTING BOYS KNOW ITS OKAY TO CARE ABOUT BOYS
- COMMUNITY PROGRAMMING - BABYSITTING CLASSES
- BABYSITTING CLASSES FOR BOYS AND GIRLS
- PROGRAMMING FOR YOUTH (IE: BABYSITTING CLASSES)

### BABYSITTING CLASS OUTCOMES

- MORE FINANCIAL AND ECONOMIC STABILITY
- HELPS CREATE EQUALITY IN THE WORKPLACE
- HELPS TO PROVIDE WORKPLACE LITERACY AND SKILLS
- EMPOWERING GIRLS FOR WORK

### BLACK HISTORY EVENT

- LOW BLACK HISTORY DINNER
- BLACK HISTORY MONTH - UNIQUE EVENT, ORGANS NEW AUDIENCE, CREATES NEW PARTNERS
- CELEBRATING DIVERSITY
- PROGRAMS - BLACK HISTORY MONTH

### BLACK HISTORY EVENT OUTCOMES/IMPACT

- WORK AWARENESS OF BLACK HISTORY
- MOVING PEOPLE FROM LISTENING UP WITH BLACK PEOPLE TO BEING EXCITED AND GLAD THAT DIVERSITY EXISTS IN THE COMMUNITY
- CREATES A DESIRE TO LEARN MORE ABOUT THINGS IN THE COMMUNITY THAT ARE DIFFERENT