

eliminating racism
empowering women

ywca

Kalamazoo



2022 ANNUAL REPORT



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Introduction5

Letters from YWCA Leadership 12

STRATEGIC FOCUS AREAS



Improving the Lives of Children 14

Providing accessible high-quality early learning and childcare for families



Promoting Maternal & Child Health 18

Addressing maternal and child racial disparities with evidence-based programs



Caring for Victims of Abuse 22
Providing services for domestic violence, sexual assault, and human trafficking victims and survivors



Advocacy & Systems Change 26
Creating a just community by addressing systems that cause racial and gender disparities

Financial Outlook 36
Join Our Movement 37
Thank You 38

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YWCA

YWCA IS ON A
MISSION TO
STAND UP
FOR SOCIAL
JUSTICE

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YWCA
STAND
AGAINST
RACISM

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STAND
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RACISM

YWCA IS ON A
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STAND UP
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JUSTICE

ELIMINATING RACISM
EMPOWERING WOMEN
JOIN US.

PRIDE • SOLIDARITY • INSPIRATION • EMPO
WE • FAMILIES • COMMUNITIES • STRENGTH
CHANGE • COMPASSION • COMMITMENT • PUR
JUSTICE • FREEDOM • DIGNITY • VOCACY
DARITY • INSPIRATION • EMPLOYMENT • JUSTICE
COMMUNITIES • STRENGTH • COURAGE • PEACE
FREEDOM • COMMITMENT • VOCACY • IN
INSPIRATION • COURAGE • JUSTICE
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MITMENT • PEACE • JUSTICE • FRE
DIGNITY • ADVOCACY • SOLIDARITY • IN

eliminating racism
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ywca
National Capital Area

CLIMATE
ACTION NOW

YWCA
IS ON A
MISSION TO
ELIMINATE
RACISM

YWCA IS ON A
MISSION TO
STAND UP
FOR SOCIAL
JUSTICE



YWCA Kalamazoo has never waited patiently for change.

We are a public health organization focused on social justice and providing services for vulnerable communities in Kalamazoo.

We operate at the intersection of racial and gender equity, creating new partnerships, programs, funds, and impact to directly and immediately accomplish change.

We leverage the power of partnership.

YWCA Kalamazoo uses its foundational position in the community to be a coalition catalyst. By bringing together the populations we serve, like-minded organizations, academic experts, government entities, elected officials, and funders, we are able to achieve remarkable, sustainable solutions through advocacy and systems change.



We fiercely and comprehensively support equitable opportunity for mothers and children.

Our approach is innovative and holistic. Beginning with prenatal care, healthy births, and reducing infant mortality, we give mothers, birthing parents, and babies the start they deserve. We support them in our affordable, trauma-informed childcare centers, while also training community members to be effective childcare providers. And we create safe spaces for women and children free from violence, coupled with comprehensive services such as therapy, legal service, and opportunities for economic advancement.





Founded in 1885. Built for today's Kalamazoo.

YWCA's across the country share a mission: Eliminating Racism. Empowering Women. In Kalamazoo, we pursue that mission by addressing the social determinants of health. We understand that racism is a public health crisis.

When the need grows, we grow. When policy isn't inclusive, we transform it. When the community is at risk, we step in with new support. When racism rears its head, we are champions for an anti-racist community.

Join us in our fierce, focused fight to expand the foundations of racial and gender equity in Kalamazoo.



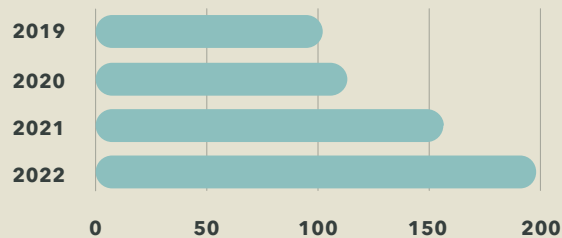
YWCA KALAMAZOO WORKFORCE PROFILE

YWCA Kalamazoo is committed to diversity among its workforce. Specifically, 46% of its workforce identify as Black or African American, 31% identify as White or Caucasian, 13% identify as Hispanic or Latino, 6% identify as two or more races, 3% identify as Asian and 1% identify as American Indian or Alaska Native. This diversified workforce allows YWCA Kalamazoo to effectively service the needs of the diversified Kalamazoo community.

**This is not additive as the U.S census considers Hispanic/Latino an ethnicity rather than race. Source: <https://www.census.gov/quickfacts/fact/table/kalamazoochartertownshipkalamazoo-countymichigan,kalamazoocitymichigan,kalamazoocountymichigan,US/PST045221>*

2022 WORKFORCE PROFILE:

NUMBER OF EMPLOYEES



**Since 2019, there is an increase of 83 employees equating to a 76% increase in the YWCA Kalamazoo workforce.*

RACE DISTRIBUTIONS

	YWCA	KZOO COUNTY CENSUS
BLACK OR AFRICAN AMERICAN	46%	12%
WHITE/CAUCASIAN	31%	81%
ASIAN	3%	2.8%
HISPANIC OR LATINO	13%	6%
AMERICAN INDIAN OR ALASKA NATIVE	1%	0.5%
TWO OR MORE RACES	6%	3.9%

9 Out Of 10

During exit interviews, 9 out of 10 YWCA Kalamazoo former employees would recommend YWCA Kalamazoo to a friend. Opportunities for improvement included more training, improved onboarding, improved communications, increased transparency, increased accountability, opportunities for team building, and increased staff engagement. Human Resources have since introduced a 3-day onboarding orientation for all new employees.

SERVICES PROVIDED BY YWCA KALAMAZOO:

During 2022, YWCA Kalamazoo served an unprecedented 8,300 community members. This was accomplished through Advocacy & Systems Change, Caring for Victims of Abuse, Promoting Maternal and Child Health and Improving the Lives of Children. Below is a breakdown of the programming and services provided to the Kalamazoo community:

ADVOCACY AND SYSTEMS CHANGE



CARING FOR VICTIMS OF ABUSE



PROMOTING MATERNAL AND CHILD HEALTH

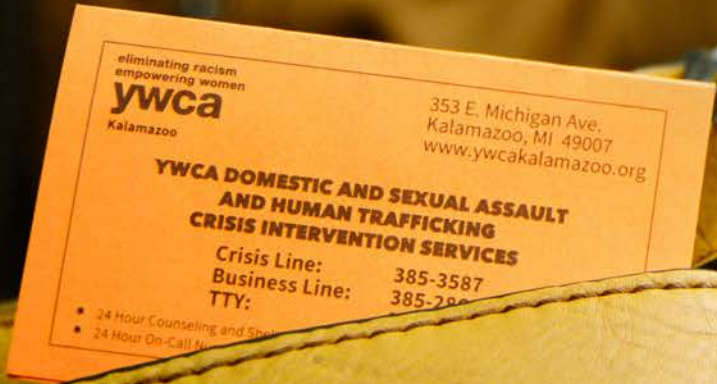


IMPROVING THE LIVES OF CHILDREN



Total 8,300 people

^Total unduplicated clients. *Number of community members interacted with.



To Our YWCA Supporters

At YWCA Kalamazoo, we believe in breaking barriers so that everyone in our community can not only survive, but thrive.

We believe that disparities and injustices in our community need to be addressed in strategic and intentional ways that create sustainable and long-term change. We believe that eliminating racism and empowering women are inextricably bound. We cannot achieve one without the other. Our work to promote peace, justice, freedom and dignity for all is not complete until no one in our community is hurting, no one is under attack for living an authentic life, and no barriers are preventing those with the most vulnerable and intersecting identities from living equitable and empowered lives. The unprecedented challenges our nation has faced in recent years have brought longstanding systems of oppression to light more than ever before. With communities still reeling from the effects of the COVID-19 pandemic, continued attacks on reproductive freedom, and the compounded effects these issues have on gender-based and intimate partner violence, our work at YWCA Kalamazoo has never been more vital, especially to those who are Black, Indigenous and Women of Color, undocumented communities, LGBTQIA+, and low-income individuals. Intentionally operating at the intersection of race and gender, our programs and services are driven by an informed approach which centers the communities we serve. 2022 indeed posed many obstacles, but our organization rose to the challenge with a growing number of dedicated staff, volunteers, and stakeholders to continue to prioritize the needs of those we serve. While our fight for racial and gender equity is ongoing, it is important that we take the time to recognize and be proud of our accomplishments and how we have shown up for the people of Kalamazoo and beyond. We must maintain an unwavering commitment to our mission, vision, and values, and I am confident in our ability to remain resilient and energized as we forge onward in creating a just and equitable community for all.

Reporting fiscal year 2022 in solidarity, solace, and perseverance,

DR. GRACE LUBWAMA, CEO

2022 ACCOMPLISHMENTS

1. YWCA Kalamazoo staff grew from 109 in 2019 to 192 in 2022. To ensure there is space to continue to serve the community, we have identified and are in pursuit of a location for YWCA Kalamazoo expansion.
2. We served 8,300 unduplicated community members in 2022.
3. Our staff members are representative of the community we serve. 46% of our staff are Black or African American-identifying individuals.



From Our Board Chair

In the tumultuous year of 2022, marked by profound social and political upheaval, we have been deeply challenged in our steadfast commitment to the fight for social justice. The battle for reproductive freedom, traditionally and predominantly led by Black women, Indigenous women, women of color, and LGBTQIA+ individuals, faced a devastating setback with the overturning of *Roe v. Wade* and the erasure of the constitutional right to an abortion.

In the face of this unprecedented attack on personal freedom, Dr. Lubwama and her team remained unwavering in their commitment to advancing the Reproductive Justice Movement. The first-of-its-kind initiative in the nation, YWCA Kalamazoo's Reproductive Health Fund extended access to comprehensive reproductive health services to an ever-growing number of people in Kalamazoo County. By eliminating the financial barriers to reproductive care, YWCA Kalamazoo provided crucial support to those most in need, including gender-diverse individuals, Black and Indigenous women, people of color, and those striving to make ends meet.

Under Dr. Lubwama's exceptional leadership, YWCA Kalamazoo also played a pivotal role in garnering support for the historic Reproductive Freedom Act (Proposal 3), which was successfully passed in November of 2022. This landmark achievement enshrined the right to reproductive freedom into our state constitution, marking a significant milestone in our pursuit of equity and justice.

Dr. Lubwama expertly mobilized the collective strength of YWCA Kalamazoo's dedicated staff and board to forge an enduring commitment - one that reaches beyond the fleeting surges of viral uprisings, in our relentless pursuit of advancing racial and gender equity. Her resolute leadership serves as an unwavering wellspring of inspiration, compelling us all to stand firm in our commitment to eradicating racism and empowering women.

Our Board of Directors wholeheartedly embraces this noble mission, deeply ingraining the principles of anti-racism into our governance practices. During this year of serving as Board Chair, we instituted anti-racism practices including comprehensive anti-racism education and planning, development of an equitable conflict of interest policy, instituting a board mentorship program, allocating funding for board sisters to deepen their individual anti-racist analysis, and further diversifying our committees.

Serving as the Chair of the Board of Directors during this transformative period has been one of my greatest honors. I can't wait to see what we will create together as we embark on this next chapter in the fight for racial and gender justice.

In love & light,

DEMARRA WEST, BOARD CHAIR 2021-22






Improving the Lives of Children

Providing accessible high-quality early learning and childcare for families

1.

**Every child
deserves an
equitable
start
in life.**

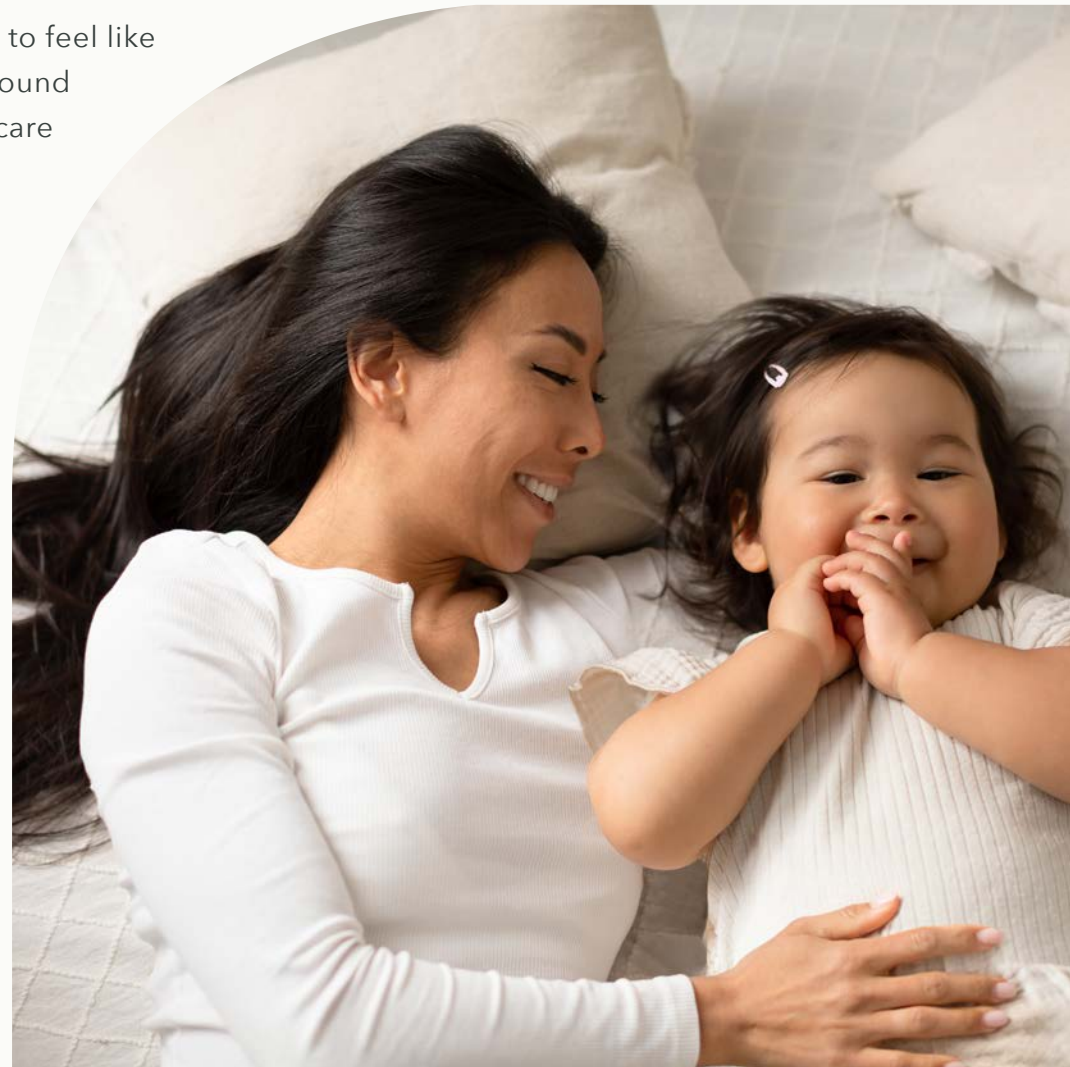


YWCA Kalamazoo focuses on improving the lives and well-being of children through innovative high-quality childcare and educational programs that support vulnerable children with trauma-informed racial and gender-justice curricula.

YWCA CHILDCARE CENTERS:

The Dreamery childcare centers at YWCA Kalamazoo are designed to feel like a hug. When children are vulnerable and experiencing stressors around them, we provide them with a trusted space in their day. Our childcare centers are staffed by childcare professionals and provide high-quality childcare at affordable prices so families can work outside the home with the confidence of knowing their children are safe, learning, and having fun.

We provide childcare for children ages 6 weeks through the year before they enter kindergarten. The Dreamery at Downtown and Edison childcare centers offer high-quality early learning experiences, childcare, and Great Start Readiness Programs. They also provide well-rounded programming that includes tuition assistance, transportation, and additional support, for homeless and low-income families.





Case Studies

– CHARLIE –

Charlie is sweet and energetic. **Charlie began the developmental journey with the Dreamery at Downtown.** After spending some weeks learning about the teachers, peers, and classroom, the teachers screened Charlie, per program requirements using the Ages & Stages Questionnaires (ASQ). However, multiple areas needed follow-up, specifically in communication, fine motor skills, and personal-social development. **The teachers created individualized lessons to meet Charlie's needs.**

As Charlie transitioned to the next classroom, the teachers met with Charlie's mother and created a plan. The plan would be that if Charlie did not meet the expectations after being screened again, the teachers would need to refer Charlie for an evaluation. The mother was reluctant to the thought of her child needing an evaluation and initially denied the need for intervention services. **The teachers continued reassuring the mother that they would support her through the process.**

Unfortunately, when Charlie was screened in the fall of 2022, Charlie scored below in multiple developmental areas and in several objective areas using Creative Curriculum. With encouragement from the teachers in the prep classroom, Charlie's mother completed the referral and it was determined that special education was the next step in Charlie's journey.

The mother was able to get an Individualized education plan started with Kalamazoo Public Schools so that Charlie could begin learning in an environment that fit Charlie's needs. However the half-day program presented a problem as Charlie's single mother was working and attending school so she could not transport Charlie between sites. The administration team sat down with her to assist with getting Charlie enrolled while identifying transportation needs.

Charlie attends the KPS special education program for half a day and comes to the Dreamery for the other half. KPS transports Charlie to our site, and we ensure Charlie's teacher is at the bus stop, ready to greet Charlie.

The community support from the Dreamery allows Charlie to shine. The Dreamery is thrilled to have successfully built a trustworthy relationship with Charlie and Charlie's mother. Relieved that we could support her during this process, Charlie's mother is excited for Charlie and hopes that he can continue being a part of the Dreamery family.

< COMMUNITY MEMBERS SERVED BY IMPROVING THE LIVES OF CHILDREN

173
 children enrolled
 in the Dreamery
 in 2022
 (not including drop-ins)

**BREAKDOWN OF TUITION ASSISTANCE FUNDING
 SUBSIDIZED BY DHHS & YWCA:**

\$161,124 Total amount
 subsidized - DHHS
 Tuition Assistance

\$201,848 Total amount
 subsidized - YWCA
 Tuition Assistance

– DANA –

One family came to the Edison site for daily essentials such as diapers and laundry detergent but was hesitant to ask for help. **Our staff contacted Dana's family and asked about ways they could help.** Through the staff's relationship-building with the family, the Dreamery was able to provide Dana with diapers and the family with laundry detergent and other resources.

When the staff at the Dreamery found out that Dana needed a specialized behavioral health program, the Dreamery staff provided the referral. **Dana's family were grateful for the YWCA and knowing they have a trusted team who is able to help make a lasting impact on their family!**





Promoting Maternal & Child Health

Addressing maternal and child racial disparities with evidence-based programs

2.

**Every baby
deserves
to thrive.**



YWCA Kalamazoo is leading the effort to curb infant mortality in Kalamazoo. The death of a baby before their first birthday is called infant mortality. The infant mortality rate is the number of infant deaths that occur for every 1,000 live births. Infant mortality affects all of us because we are all a part of this community.

Our goal is for every mother to have a healthy pregnancy and for every child to reach their third birthday with key developmental milestones met. Our Women and Infant Supportive Health program promotes healthy pregnancies, positive birth outcomes, and overall well-being of infants and mothers living in Kalamazoo. There are three programs that we focus on:

Women and Infant Supportive Health (WISH) Home Visitation Program

YWCA Kalamazoo Women and Infant Supportive Health (WISH) program equips families in Kalamazoo County with skills and resources necessary for healthy pregnancies and raising healthy babies. YWCA WISH is a home visitation program that offers a high-quality, culturally relevant, and evidence-informed curriculum. YWCA WISH works with families to meet their goals at being the best parents they can be! Our services include:

- Advocacy and transportation to doctor visits
- One-on-one and group education for parents
- Goal setting and skill-building
- Assistance meeting needs
- Social support

Prenatal and Parent Education

YWCA Kalamazoo offers parent education and support groups to equip families with knowledge and skills to teach, bond, and interact with their children. The education opportunities include, the “Baby Bump” peer support group that focuses on the following:

- Baby’s care and safety
- Baby’s growth and development

- Baby’s nutrition
- Breastfeeding
- Healthy relationships
- Mom’s health during and after pregnancy
- Reproductive health
- Safe sleep practices

Infant Mortality Initiative

In January 2014, YWCA Kalamazoo created the Kalamazoo Infant Mortality Community Action Initiative, which has grown from an abstract idea to a great collaborative effort: Cradle Kalamazoo. The Cradle collaborative encompasses a solid commitment from community partners, several healthcare institutions, key funding agencies, local academic institutions, multi-denominational faith-based organizations, and both for-profit and non-profit organizations: All engaged in reducing racial disparities of infant mortality rates in Kalamazoo. YWCA continues to manage Cradle, and remains a vital partner in advancing the goal of reducing infant mortality disparities through strategic objectives that include health equity, community engagement, and home visitation programs.

2022 IMPACT: COMMUNITY MEMBERS SERVED BY PROMOTING MATERNAL AND CHILD HEALTH

317
total clients

227
new enrollments

WISH events

(baby bump, car seat, safe sleep, and outreach)

events.....46
participants....288

women with previous poor birth outcomes

black women	low income women	previous poor births
216	291	56

408
referrals

total births

37

healthy birth - 29
poor birth - 1
pre-term birth - 6
underweight birth - 1

96%
satisfaction with overall program

198
first-time moms

84
first birthdays celebrated

Case Study

– BLAKE –

Blake became a part of WISH in 2021 when he tragically lost a child to an accidental shooting.

Subsequently, Blake's remaining six children were removed from the home. Unfortunately, Blake lost housing and had to move into a local hotel. His income could not sustain the extended hotel stay, and Blake reached out to the WISH Outreach Worker for support.

WISH supported Blake in the following ways:

- **Food referral for the family from the local food bank**
- **Housing support for permanent and affordable housing**
- **Financial assistance for the hotel stay**
- **Referral and assistance to secure affordable housing**

WISH staff successfully advocated, alongside the WISH Director and DHHS worker, to expedite the application process. With the combined assistance, Blake moved into the new, affordable, and permanent house two weeks later. YWCA also provided a few additional services to make Blake's move a positive experience:

- Furniture through community referrals
- Transportation assistance to visit Blake's children and to medical appointments
- Complimentary mental health support
- Christmas gifts
- Ongoing visits to create continued emotional support





Caring for Victims of Abuse

Providing services for domestic violence, sexual assault, and human trafficking victims and survivors

3.

We create paths
to live without
violence.



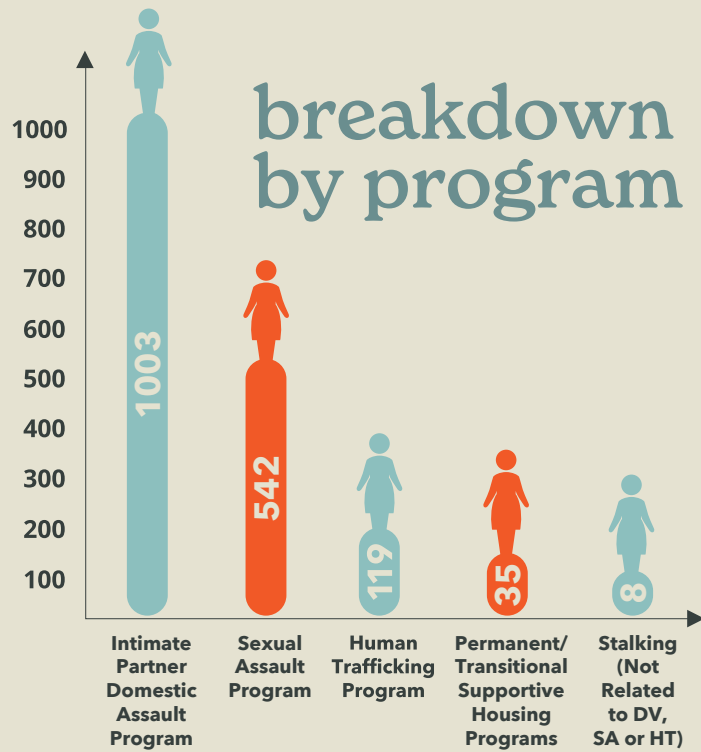
YWCA Kalamazoo lifts up the voices of victims and survivors of violence (domestic violence, sexual assault, human trafficking); provides high-quality, comprehensive programs and education that create change, increases an understanding of the impact of violence, and develops collaborative and community action initiatives to identify and address the root causes of violence. We strive to help survivors lead lives free of violence.

OUR COMPLIMENTARY SERVICES FOR ADULTS AND CHILDREN INCLUDE:

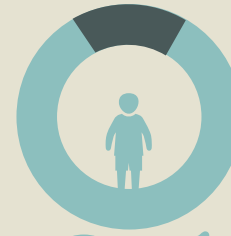
One-on-one counseling, victim advocacy and emergency response to:

- > Sexual assault
- > Domestic violence
- > Human trafficking
- A variety of free support groups for survivors of both domestic violence and sexual assault.
- A full legal team including an attorney, case managers, and paralegal on staff.
- Emergency nights of shelter.
- Childcare while receiving personalized services.
- Caring for Victims of Abuse provide services in both English and Spanish.

COMMUNITY MEMBERS SERVED BY CARING FOR VICTIMS OF ABUSE



160 total sexual assault nurse examinations



25
pediatric
(under 13)



36
teen
(13-19)



99
adult
(over 20)

legal services

437
clients



4,587
hours

680 emergency response encounters

20,967
nights community members spent at shelters

Testimonial

– YWCA CLIENT –

The Caring for Victims of Abuse team made impossible things possible. My kids and I were homeless. Now, I'm working, kids are studying, and we got status. Please, feel free to use my feedback.

I was in the shelter three times and was forced to flee for my safety and freedom because of my abusive relationship. Every time I was trying to get along and figure out my problems without the police, YWCA, or court, I was going back to him. I am from a highly corrupt country and was not sure I could achieve justice without financial resources. I was afraid that my abuser would “buy” the system for his own benefit.

However, I was wrong. With a professional team of YWCA and human trafficking clinics, we were able to achieve justice. Thanks to a meaningful and strong victim impact statement, we were able to influence the judge's decision, and he changed the plea agreement. We were able to obtain a Human Trafficking Visa (T-visa) because of a strong T-visa application and declaration; yes, USCIS issued me a T-visa.

Throughout these times, the caseworkers and housing team were right there beside me, supporting me from all sides and with all of my daily issues, being very flexible with meeting times in order to meet my expectations and solve my problems. I am extremely grateful for all of your help and for bearing with me through everything!

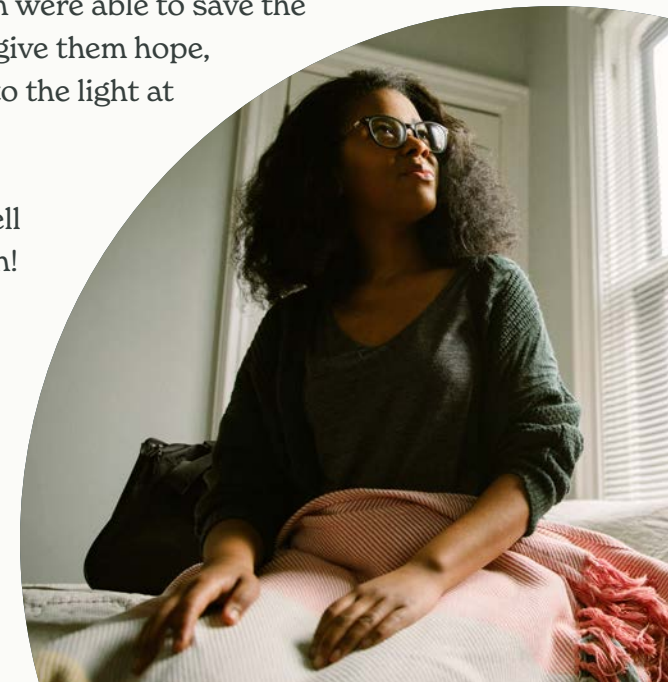
I write today to express my gratitude for your help - thank you. I can only hope your reflections of me can be seen by others—by other victims, by other traffickers. What you did can't be valued by anything. It is priceless. You all were right next to me when I was alone in the world with three kids, no money, no place to live, and no food to eat.

After an abusive relationship, after getting physical, mental, emotional, economic, and psychological traumas, along with huge anxiety, which caused me to feel hopeless. No hope, no trust in justice, for safety, for the future, for a better life. I lost my ability to eat, sleep, focus, have peace, and enjoy life.

I can't express all my gratitude, I'm still in tears, but now they are tears of gratitude and happiness. We got through it, we're alive and safe, and we DID IT! The YWCA and [Human Trafficking] team were able to save the lives of my entire family, give them hope, and show them the way to the light at the end of the tunnel.

This is a real job! Very well done! Thank you so much!

Thank you so much for your professional work!





Advocacy & Systems Change

Creating a just community through addressing systems that cause racial and gender disparities

4.



Addressing the systems that cause injustice.

YWCA Kalamazoo is a recognized advocate for social justice by advancing racial and gender equity, advocating for public policy changes, providing education that promotes equal protection and safety for families and equal opportunities for people of color, women, girls, and the most vulnerable in our community. Below are some of the areas of concentration.

Systems Change and Public Policy

By educating the public and policymakers at local, state, and federal levels regarding women's health and safety, women's economic empowerment, and racial justice and civil rights, YWCA Kalamazoo amplifies the voices of underrepresented communities. We work to raise awareness and foster systematic change around racial and gender equity as they relate to YWCA's policy initiatives.

Community Education

YWCA Kalamazoo provides education and awareness of the impact of domestic violence, sexual assault, human trafficking, and more to increase community awareness. Using videos, open and honest dialogue, and interactive learning experiences, the YWCA Presentation Series aims to raise awareness, build personal and collective responsibility, and provide skills to challenge violence throughout our lives and community.

Social Justice Impact and Events

YWCA Kalamazoo promotes systems change through community engagement and by promoting racial and gender inclusiveness, as well as activities that foster participation and engagement of community partnerships to advance our mission and movement.

Infant Mortality Initiative

YWCA Kalamazoo works on community engagement and health equity strategies, with special emphasis on the maternal and infant health disparities within Kalamazoo. Infant mortality affects

all of us because we are all part of this community, and this rate is often used to measure a community's health and well-being. The reason: factors affecting the health of entire populations can also impact the death of infants. Kalamazoo has an alarmingly high infant mortality rate for babies of color. This statistic negatively reflects who we are as a community because we can greatly improve the lives of all Kalamazoo babies.

Reproductive Health Fund

Access to reproductive health services is crucial to living a full and authentic life. We know that many barriers exist, such as lack of finances and transportation that make it difficult to access these services. YWCA Kalamazoo's Reproductive Health Fund is here for you! This health fund works with community partners to provide doula services, abortions, gender-affirming name changes, hormone replacement medications, PEP for HIV prevention, emergency contraception, and transportation – all at no cost to you.

Get Out the Vote

YWCA Kalamazoo continues its bold and historical work of advancing Reproductive Rights across Kalamazoo County! Our Get Out the Vote (GOTV) campaign is focused on increasing awareness around the state of reproductive health care access here in Kalamazoo County. We also prioritize educating our elected officials and holding them accountable for addressing the barriers communities of color face in accessing comprehensive reproductive health care.

COMMUNITY MEMBERS PARTICIPATING IN THE ADVOCACY FOR SYSTEMS CHANGE

Total
6,581
people
268 events

CRADLE KALAMAZOO

951
people
26
events

COMMUNITY EDUCATION/TABLING EVENTS

3,049
people
38
events

TRAINING & TECHNICAL ASSISTANCE

1,132
people
122
events

PREVENTION EDUCATION

1,299
people
79
events

ADVOCACY AND SYSTEMS CHANGE

150
people @
3 events



ADVOCACY AND SYSTEMS CHANGE OVERVIEW

2022 was a busy year for the public policy program. ASC had clear and specific objectives for the program. Many of those objectives were met because of the support of partners, colleagues, and leadership. We started the year by building on the work that started in 2021, regarding the protection of reproductive justice at the local and state level. Broadening our brand and recognition in the advocacy and public policy space and strengthening our foundation to continue bold and progressive policy work.

Mid-September, YWCA Kalamazoo successfully launched the first Get Out the Vote (GOTV) initiative, where we engaged over 50,000 voters - via mailers, and door-to-door canvassing - across six targeted districts in Kalamazoo County—aimed at providing voter education, encouraging a “Vote YES” on Proposition 3 that protects abortion rights in Michigan.

Over the summer, we executed our most successful Stand Against Racism (SAR) to date. Everyone from volunteers to Board Members participated in helping garner close to 1,000 signatures to support the Reproductive Freedom for All (RFFA) initiative to get on the November 2022 ballot. This 12-hour petition drive helped YWCA Kalamazoo gain recognition from state partners, which heightened our credibility to do stronger advocacy throughout the southwest region.



ADVOCACY AND SYSTEMS CHANGE OVERVIEW

In addition to our local GOTV efforts, YWCA Kalamazoo garnered support from our national partners to provide messaging and voter education across the state to encourage voter turnout and support for the Proposition 3 ballot measure. Especially for our Black and Brown communities, those identifying as LGBTQIA+, and survivors of violence.

Our efforts resulted in over 7 million text messages being sent and shared with voters across the state of Michigan, over 170,000 residents of southwest Michigan being reached via television commercials, 140,000 plus phone calls that were made to residents across the state of Michigan, and over 1.5 million impressions via digital ad displays on YouTube and social platforms.

Public Policy

We built a successful relationship with Kalamazoo College (K College) regarding engaging their students in our public policy and advocacy efforts. For the past 3 summers, YWCA Kalamazoo has onboarded and worked with a K College Community Building Intern. We work closely with the intern as they analyze racial and gender equity, and in turn we apply that analysis to our public policy and advocacy efforts. For three months, the intern is intentionally developing a project that will directly impact the success of our program long after their time with us has expired.

Our last intern supported our summer efforts to garner signatures for the Reproductive Freedom For All (RFFA) Ballot Initiative to help protect reproductive freedom - including access to abortion. The CBI had dedicated hours of coordination, research, and problem-solving while ensuring YWCA Kalamazoo was represented as a

committed stakeholder in the reproductive justice movement. In the end, the intern understood the various levels of advocacy work and the role local organizations play at the local and state level, especially when it comes to an understanding the positive impact of progressive policies on black and brown communities.

Community Impact

YWCA Kalamazoo has been working with Residential Opportunities, Inc. (ROI) by building out three phases of programming to prime ROI for racially equitable infrastructure. ROI has requested guidance due to internal conflict. In 2022, we facilitated 10 Brave Spaces. As a result, ROI developed the capacity for shared language, analysis, and experiences, increasing alignment in the agency. Now we are successfully facilitating brainstorming sessions from all levels of the agency through our 1-Day Racial Equity workshops as we have built trust.

Community Impact gets requests for Human Trafficking 101 presentations due to misinformation in the community on sex and labor trafficking. The Community Impact team and Anti-Trafficking Program have evolved our community education efforts. Whenever Community Impact has a request for presentations at organizations with possible referral pathways, we pair with a caseworker to create relationships for future clients.

A client testimony in a post-assessment wrote, "I really enjoyed the presentation and learned a lot about the myths of human trafficking. The presenter made the content accessible, and now we are going to take what we have learned and inspect our screening process." We have received positive feedback on relationship building and established a smoother referral process for the Anti-Trafficking Program.



INFANT MORTALITY INITIATIVE

Testimonial

- ANASIA'S STORY -

I joined Nurse-Family Partnership (NFP) due to being flagged for THC at the beginning of my first pregnancy with my daughter. I was referred to the medical social worker, and she gave me my options of having support with CPS or support with NFP. I chose Nurse-Family Partnership because of the support that they were willing to give me. I'm married to my husband, whom I've been married to for four years, who I love. He's an amazing father. And I work for Harrington Team Five Star Real Estate. I've been doing that for about two years. And getting adjusted to a new job and a new baby, it was really helpful to have Maria, my Nurse-Family Partner, on my side.

Having Maria come over once a week, to once every two weeks, and then, you know, they space it out as your child gets older. Having her check on me and visit me made a world of difference to just have that support from a registered nurse, to know that I can lean on and call on at any time. I remember my first medical emergency with my daughter. She was having a hard time breathing, and I called Maria first just to make sure I needed to call 911.

And to have somebody like her in my corner just made a world of difference in my confidence and becoming a mother.

Maria provides not only education and resources for me, she also provides diapers and wipes. They partnered with St. Luke's. They bring books to my child and to me as well. And my favorite thing I remember getting from Nurse-Family Partnership was a booklet—well, a pregnancy binder with a booklet in it—that showed how big my baby was getting throughout the pregnancy. And I still have that three years almost now later. Another thing that Maria introduced me to was the Nurse-Family Partnership parent leader program. We are kind of up and running now. And for that, I'm so grateful to be heard in the community. To know that I'm working with other people who've had similar experiences to me to try to make their experience just a little bit better than mine was.

I just want to remind people that you can never be supported too much. But you can be supported too little. Having the support from Maria boosted my confidence and helped me become the mother I knew I could be.



Scan QR Code
to Watch Anasia's
Interview

cradle
KALAMAZOO



INFANT MORTALITY INITIATIVE

*Testimonials***- DAKOTA: AN INTERVIEW -**

I found out I was pregnant one week after graduating with my bachelor's. I was scared and surprised and didn't know exactly what steps I would take. My now husband was very supportive, and we knew we were keeping the infant. I decided to accept the NFP for the knowledge she could bring for my newborn and me. At first, I was skeptical, but she was always there for me to answer my questions and make not-so-normal things, very normal and approachable.

Q. What have you found challenging about becoming a mom? How did your NFP nurse support you?

The adjustment to motherhood is challenging within itself. I had a hard time understanding eating habits. Ann assisted me by sending eating charts and always checking on what I was eating and what we were trying next. The charts/lists that she sent I still use to this date with my second daughter.

**All names have been adjusted to nonbinary names to protect the privacy of the community members.*



Q. What has it been like having your own personal nurse?

It has been amazing. She was always there when I had questions with speedy responses that always aligned with my daughters' doctor. She helped in so many ways, and I feel blessed to have had her as part of my child's childhood.

Q. Would you recommend Nurse-Family Partnership to other pregnant women?

Absolutely. Everything about NFP has helped me become a better mother. I've learned much about my kids and myself and feel prepared for every obstacle ahead of us.



- JACKIE -

Growing up, I never knew what love was. Yes, my parents loved me and did everything they could, but I never saw what a relationship should look like. I went through bad relationships after bad relationships. One day, I woke up sick of it all and decided to move to Michigan at 18. By age 20, who knew I'd run into the man of my dreams?

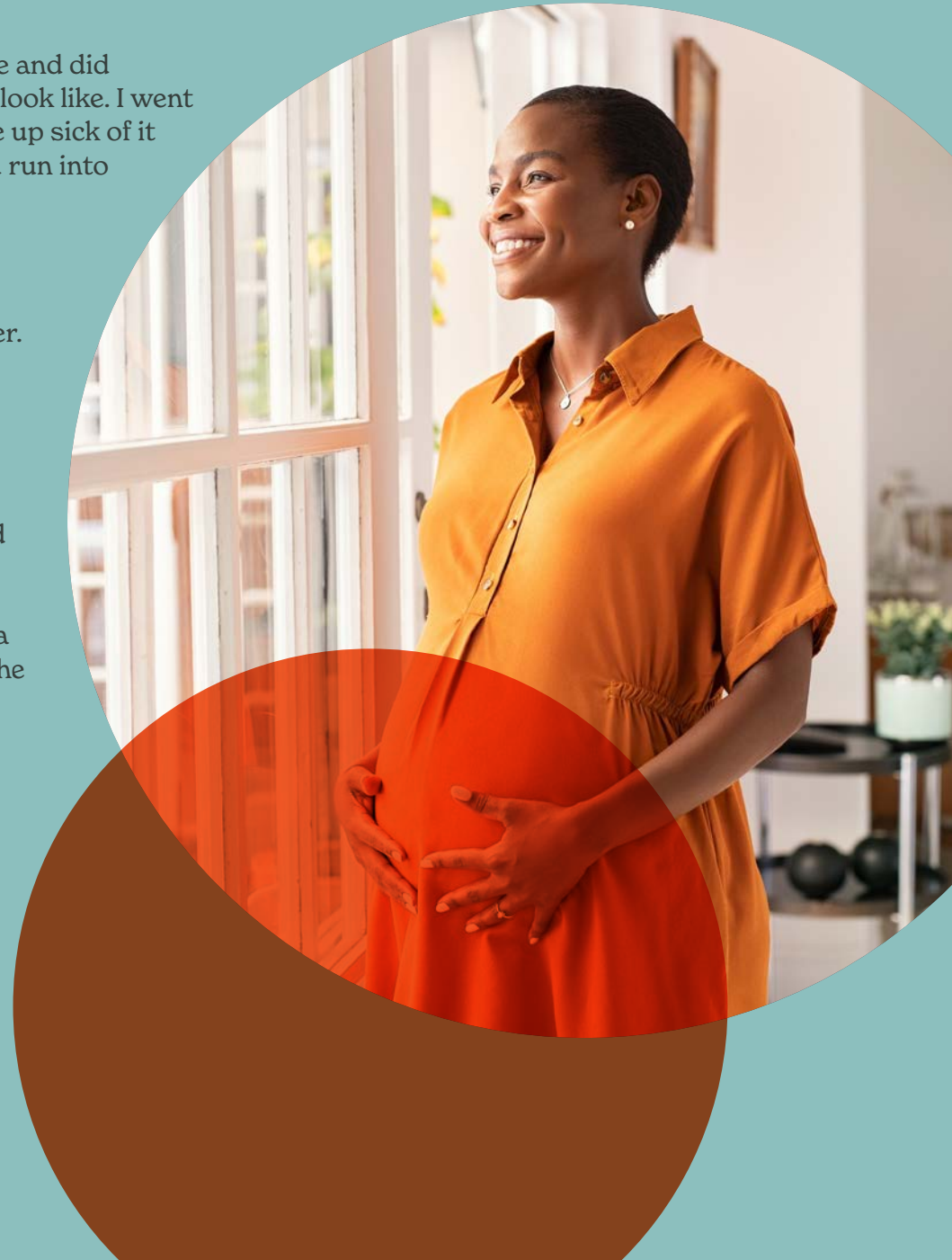
Three months into our relationship, I got the shock of my life. SURPRISE. I was pregnant, I was terrified. So was my now fiancé. This came with many battles. We had to bring our families together. Horrible idea! It was so much fighting and chaos!

By far, the best idea was my NFP nurse, but she became more! A friend, a listening ear but even more so - FAMILY!

She helped me with things I didn't think I'd overcome. She listened to me about things I couldn't get through... many battles. Not only with my family but the battle of becoming a mother too. She constantly reassured me that I was a great mother. I feared I'd be a bad mom. I loved partying and smoking weed, but I had to stop. She helped me grow into a better woman and mother! How much I appreciate her.

My son loves her. She will forever be a part of our family!

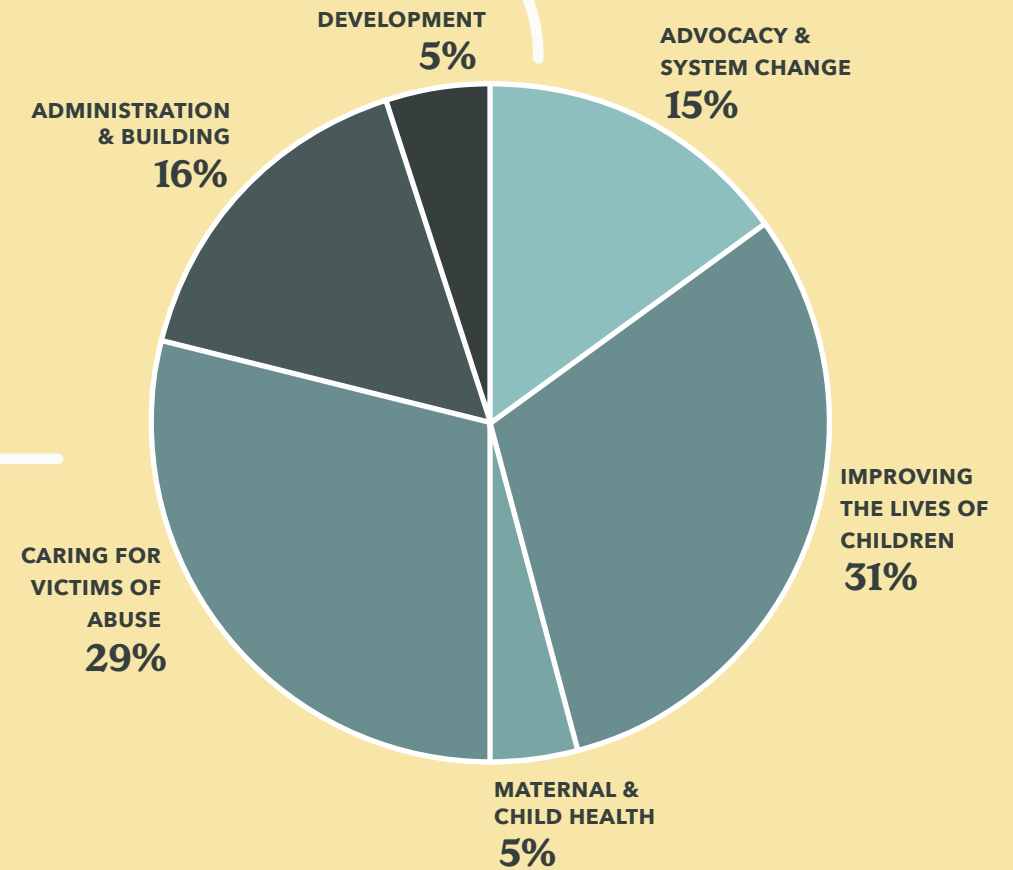
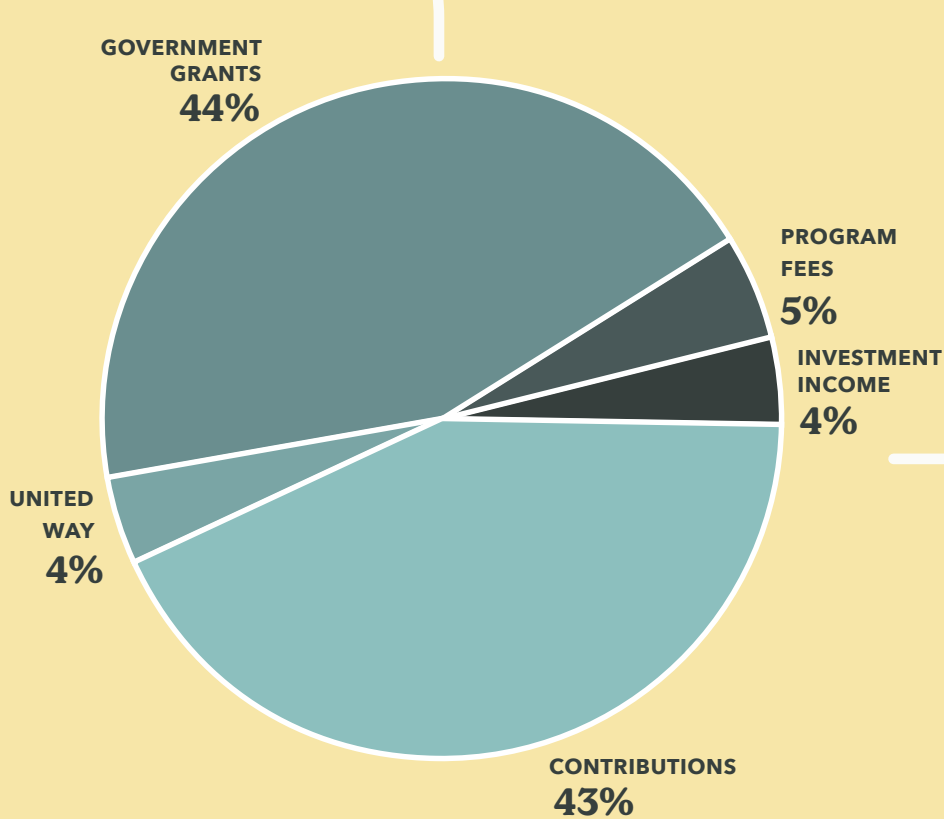
I highly encourage anyone, whether you are a new mom or a mother of multiple, to join this program. The support, physically and emotionally, is unforgettable! Thank you for everything.



Revenue & Expense Data 2022

TOTAL REVENUE:
\$10,012,537

TOTAL EXPENSES:
\$14,373,368



Join Our Movement



DONATE

Your donation helps us continue to be community allies in Kalamazoo by providing services and programs for women and their families in Kalamazoo County. Consider giving to any of our strategic focus services, the Reproductive Health Fund, In-Kind donations, or a Legacy Gift.



BECOME A MEMBER

Membership in the YWCA reflects your belief in the value of supporting a local organization that has represented women's interests since 1885 in the Kalamazoo community. It is also a cost-effective way to support vital services to children and families throughout the community.



VOLUNTEER

Your time, talents and energy are valuable gifts, and support the women, children, and families in our community. Learn more and submit an application to see how you can help YWCA support the Kalamazoo community.



BECOME AN INTERN

Interns get direct experience working with victims of domestic violence, sexual assault, and human trafficking, while gaining competencies in crisis intervention, empathy, advocacy and service programs.



BECOME A TEAM MEMBER

YWCA is dedicated to eliminating racism, empowering women, promoting peace, justice, freedom, and dignity for all through racial and gender equity services and programming that serve the Kalamazoo community. Be a part of our team.



SHARE YOUR STORY

YWCA offers great support for survivors of abuse by being a safe place to share your story, free of judgment, scrutiny, and criticism. In turn, your story can help other survivors as they navigate their own trauma. The shared experience is invaluable. Learn how you can share your story through discussion and letters of support.



Thank you for all you do

DONORS

We're so very proud that you join us in this important work. You helped us change lives by providing financial support that allowed us to be the leader in providing vital services for marginalized populations throughout the Kalamazoo community. Our appreciation is boundless!

SPONSORS

If not for your financial and in-kind support of our programs, events and activities, we would not be able to provide the valuable services that are vital to the Kalamazoo community. Words are not enough to express our sincere gratitude!

VOLUNTEERS

Your unconditional support of YWCA Kalamazoo is appreciated so much. You give so much to the Kalamazoo community and ask for so little in return. Giving is your reward. We're so fortunate to have you on our team because we're stronger together!

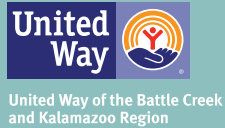
COMMITTEE MEMBERS

You carry the spirit of YWCA Kalamazoo in your heart. Your desire to serve, strategic direction and management support allows us to identify and satisfy the needs of the underserved in our community. We are forever grateful for your dedicated support!





WE ARE YWCA KALAMAZOO



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YWCA Kzoo



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