

our voice

eliminating racism
empowering women
ywca

Madison, Wisconsin

Fall 2006

YWCA OF MADISON TO BESTOW TWO RACIAL JUSTICE AWARDS at the 5th Annual Racial Justice Conference:

Creating the Multicultural Organization: A Model for Organizational Change

In keeping with the YWCA's One Imperative, "to eliminate racism wherever it exists," we are proud to continue this annual tradition of honoring "ordinary people doing extraordinary work" in the area of racial justice at the fifth annual Racial Justice Conference held October 19th. The YWCA of Madison has given its Racial Justice Award since 1990 in recognition of individuals, corporations, and organizations that work toward the elimination of racism and the creation of racial equity.

This year, the YWCA honors **Michael Thornton** with our individual award. Michael Thornton is the director of the UW Morgridge Center for Public Service and Professor of Afro-American and Asian-American Studies at UW Madison. Mike's professional and personal interests include breaking down racial and cultural boundaries and reaching out to all segments of the Madison community. He said, "I've reflected on our responsibilities as faculty to what happens in the world outside of academia. I believe we can forge a stronger link between research, the Madison community, and the university."

The group award will be given to **Seeking Tolerance and Justice Over Hate**, a collaboration of representatives from over 53 government agencies from the City of Madison, Dane County, the Madison Metropolitan School District, the State of Wisconsin, and the University of Wisconsin-Madison as well as community-based agencies throughout Dane County. STAJOH shares information and resources to address hate crimes in our community and was a key partner in the 2006 series *Communities United Against Hate*.

The Fifth Annual Racial Justice Conference will take place on October 19th at the Exhibition Hall at the Alliant Energy Center. We will offer a full day program on: *Creating a Multicultural*



Organization: a Model for Organizational Change. The conference will feature internationally recognized speaker on cultural diversity, Dr. Taylor Cox, as well as YWCA Racial Justice programming designed to support diversity initiatives spearheaded at the conference.

Participants can expect to design an organization specific template for their diversity initiative and to learn about different models of racial justice programming that are currently available in the Madison community. This conference will benefit any organization that is working to increase diversity and capacity for a more inclusive, multicultural workplace.

Dr. Cox is founder and CEO of Taylor Cox Associates, Inc., a research and consulting firm that specializes in developing diversity competency. He is a former tenured Associate Professor of the University of Michigan School of Business Administration. He has published three books and is author or co-author of more than 25 published articles. His 1993 book, *Cultural Diversity in Organizations: Theory, Research, and Practice*, was the co-winner of the prestigious George R. Terry book award.

The conference will provide an opportunity for businesses, educational institutions, and non-profits to learn about different diversity initiatives, map out the beginning of a diversity initiative and gain some tools and resources to support their work in this area. Co-sponsors for the conference are: **UW Extension, MCD, YWCA Great Lakes Alliance, United Way of Dane County, Metavante Corporation, and Holt, Smith & Yates.** For more information, contact Colleen Butler at 257-1436 or racialjustice@ywcamadison.org. To register please contact Debra Schwabe at 257-1436 or dschwabe@ywcamadison.org or register online at www.ywcamadison.org.

Block Party Shows Community Spirit



Double Trouble: YWCA staffer, Kati Schell (right), and her twin sister hold twin YWCA residents at the block party.

The YWCA's downtown building is a thriving community, home to a diverse group of people. On August 13, 2006 the YWCA Racial Justice Resident Advocacy Group held a block party for YWCA residents, board members, staff and YWCA neighbors. The purpose of the event was to allow the people who make up the YWCA and their neighbors to get to know one another and share their varied life experiences. With an overwhelming response, nearly 100 people turned out to celebrate their neighborhood. The street was blocked off so attendees could enjoy the cookout, dance in the streets, jump in the moon house, and play BINGO and other games. Some lucky residents won gift certificates through a raffle. One talented YWCA resident even gave a vocal performance that got everyone moving! This event was really fun and a great way to spend a summer afternoon.



A girl plays in the kiddie pool during the block party.

Third Street Fifteen Years Old!



Third Street families enjoying a beautiful summer evening with the cows on the capital square

Fifteen years ago next month, Third Street opened its doors on the third floor of the downtown YWCA. It welcomed single moms with one with young child (0-4 years old) who needed a safe and affordable place to live. Third Street offered and continues to offer young families a starting place. These families often have never rented, are homeless with no other housing options and may be fleeing domestic violence or other trauma. With stable housing and supportive programming, moms are able to provide a nurturing home for their children and pursue their goals.

Third Street began with six apartments on the third floor and in 1996 expanded to the fourth floor, doubling in size. In 2003, the Resource Room was opened on the fourth floor providing computers and internet access to all program residents. The Resource room was made possible by a grant from the 786 Foundation. In 2005 the program expanded again adding rooms on the fifth floor.

Third Street is a neighborhood where families build a sense of community. Families who have moved from the program into the larger community speak of the friends they met at Third Street with whom they stay connected years later. Each year, many return for reunions during the Third Street Holiday Party in December and the Annual Picnic each summer. Both have become a tradition that moms and children, who are now well past four years old, look forward to each year. Past participants return to present workshops to current Third Street Residents or to share with new families at weekly dinners and meetings. Families celebrate birthdays and successes as well as challenges.

The first child, who moved into Third Street fifteen years ago, is moving towards high school graduation. She and her mom return each year for the Holiday Party. Most everyone needs to feel connected and Third Street has provided that connection and community for many young families over the past fifteen years.

Got Books?



Jordan Smith poses with boxes of books she collected.

Jordan Smith is a girl who understands the importance of reading and giving. Got Books? was the slogan that helped Jordan collect 300 books for Girl Neighborhood Power (GNP). Jordan is an 11-year-old girl who attends Black Hawk Middle School. She took on the book drive in hopes of earning a bronze award in Girl Scouts. Her diligence and hard work paid off; not only did she earn her award and collect 300 books, but she learned about public speaking and interacting with people during this project. She hopes that one day everyone will be inspired to help make a difference.

The books Jordan collected will help Girl Neighborhood Power Book Clubs. GNP has clubs for all ages. *Reading Buddies* is a popular program that pairs GNP girls with senior volunteers. These volunteers listen as the younger girls develop their reading skills by reading aloud. For middle and high school GNP participants, girls are rewarded with a trip to Borders or A Room of One's Own to discuss the book of the month. Not only do they discuss the issues raised in the book, they also spend time searching for the next book to read and discuss. Girls are encouraged to familiarize themselves with their choice, and then present their choice to the group. Great debates occur when deciding the next book.

Book Clubs are one of the many strategies GNP staff incorporate into ongoing daily programming for girls to support their academic success. Through generous donations from a variety of organizations, GNP sites are developing libraries that allow girls to take books home to read. If a girl falls in love with a particular book, she may even get to keep it. If you would like to donate a book, or support a Book Club, contact Meme Kintner at 608-255-3295 or mkintner@ywcamadison.org.

Trick or Treat So Others Can Eat

Food Drive sponsored by Girl Neighborhood Power



The YWCA's Girl Neighborhood Power is sponsoring Dane County's 5th annual *Trick or Treat So Others Can Eat* food drive. Starting October 24 through November 3rd, youth from all over Dane County will be collecting food to stock area food pantries for the holiday season. Ten thousand specially designed *Trick or Treat* bags will be available to area schools, community centers, churches, 4-H Clubs and other youth organizations.

Area young people will add their support to fight hunger in Dane County by collecting food throughout the week, some going door to door on Halloween night or sponsoring a food drive at their school,

church or community organization. Community Action Coalition will supply food barrels to schools, churches and youth centers for food donations. Youth groups can sponsor the food pantry in their community, collecting food at area businesses or going door-to-door asking for food donations and then bringing the food directly to their community food pantry.

You can help fight hunger too with Food Drive Kits that include special bags, press releases, and articles for your newsletters. We can also help design something for your event. Contact Meme Kintner at 608-255-3295 or by email at mkintner@ywcamadison.org for more information. You can also order items directly off the GNP web page at www.girlneighborhoodpower.org. Thank you for your support!

The YWCA, in collaboration with
Humanities Exposed, presents an

Evening of Southeastern Asian Literature

Join us for tea and snacks, a short documentary, a discussion of reading groups. In this session, we will highlight *Transmission* by Hari Kunz-ru

November 1, 2006
6:30 - 8:30 pm
YWCA's Vilas Room
101 E. Mifflin Street
Madison, WI 53703

What can 36 volunteers do in two days?

- Paint the 2nd and 7th floors of the YWCA on Mifflin St.
- Paint the classrooms, kitchen and reception area at the YWCA Employment and Training Annex.
- Learn about the services of the YWCA.
- Tour the buildings
- And have lots of fun.

As part of the annual Day of Caring sponsored by the United Way of Dane County, thirty-six volunteers helped make a difference in the lives of the clients, residents and staff of the YWCA. The Day of Caring is an annual volunteer event that allows companies and their employees to work directly with nonprofit agencies. This year, YWCA Day of Caring volunteers painted and helped brighten the halls and classrooms of the YWCA.

Volunteers arrived as early as 8:00 am and armed with a few bagels and a cup of coffee; they were ready. With paint donated by Hallman/Lindsay in Sun Prairie and Madison, and the halls lined with lots of rollers, edgers, tape and drop cloths, the Oscar Mayer Sandwich Team transformed the second floor hall of the YWCA building on Mifflin St. in a few hours. That afternoon, volunteers from Famous Footwear tackled the 7th floor and created a new look for the residents.

The next day at the YWCA Employment and Training Annex volunteers from M&I Bank painted several walls in a bright shade of persimmon and many more a subtler shade of ivory. That afternoon volunteers from First Weber Group picked up where the morning crew left off and finished the classrooms, kitchen and reception area. Many of the all-women teams from M&I and First Weber had their first painting experience as part of this Day of Caring. They left feeling knowledgeable and ready to tackle some painting projects at home.

A few hours of time and a bit of effort can make quite a difference in someone's life. The companies and volunteers who participated in the Day of Caring made a noticeable change at the YWCA. Having so many enthusiastic volunteers pitch in to brighten the lives of our community is remarkable.



Employees from Oscar Mayer painted the shelter floor.



Famous Footwear Employees painted a permanent resident floor.

Lorraine Cole Named As CEO of the YWCA USA

Dr. Cole to Lead Mission of Eliminating Racism and Empowering Women



Dr. Cole

On September 18th Lorraine Cole, Ph.D., started as chief executive officer (CEO) of the YWCA USA. Dr. Cole was formerly president and CEO of Black Women's Health Imperative.

"Dr. Cole's extensive experience in leading national nonprofit organizations and advocating for issues of importance to women and people of color positions her

well to lead the YWCA USA at this exciting time," said YWCA USA National Coordinating Board Chair Suzanne Durham. "She is passionate about our causes and is the right person to help us advance our mission of eliminating racism and empowering women."

Dr. Cole is nationally recognized as a tenacious health advocate, advancing the health needs of minority and underserved populations.

Dr. Cole said, "I couldn't be more excited about the opportunity to join one of the most important and respected organizations in this country and in the world and to continue my quest to make a significant difference in the lives of women and girls."

YWCA Madison Legacy Society *Honoring the Past...Empowering the Future*

Many people say “I’ve had a good life and I’ve been successful and I want to give something back.” For these people, their charitable beneficiaries – church, school, health institutions, social service organizations, and others-- are deserving of support in life and in estate planning as well. You can perpetuate support people and groups that are important to you through a legacy gift in your will.

The YWCA created the Legacy Society to provide the opportunity for these thoughtful donors to make a lasting gift for the future and to be honored in the present for their generosity and vision. The YWCA often receives gifts from bequests that we were not aware of and we are unable to thank these people for their generous gifts. The Legacy Society will help us to recognize these gifts and donors in the present.

Members of the YWCA Madison Legacy Society are women and men who are part of the history of the YWCA and want to do more for the future by leaving a gift from their estate to the YWCA Madison, Inc. These thoughtful people want to leave the world a better place through their legacy gifts. Through a legacy gift, individuals of even modest means can help preserve and expand

the work of the YWCA Madison for future generations. With the generosity and vision of thoughtful donors to the YWCA Madison we will be able to assure that our mission of empowering women, children and families and eliminating racism continues into the future for the benefit of generations to come.

The YWCA Madison Legacy Society provides recognition for those who have included the YWCA Madison, Inc. in their estate plans. Benefits include:

- Inclusion on the YWCA Legacy Society Member plaque,
- Invitations to special events to recognize members of the Society,
- A specially designed lapel pin,
- A specially designed crystal memento, and
- Acknowledgement in the YWCA Newsletter and Annual Report.

For more information about becoming a member of the Legacy Society please contact Stevan Leger in the YWCA Development Department at 257-1436 or by email at sleger@ywcamadison.org. You can also download an application from our website at www.ywcamadison.org.


Historic Vote to Open Membership to Men

On April 29, 2006 the YWCA USA held an historic vote at the Annual Meeting in Washington D.C. to open membership to men. With 88% of the associations voting, the motion to open membership passed with 72% of the vote—376 yes votes to 146 no votes, with each association getting two votes.

“Within our family of the YWCA we recognized that times have changed and it was time to allow YWCAs the latitude to invite men to the table to work hand in hand with us to improve the lives of women and children and to work towards the elimination of racism in this country,” said Eileen Mershart, CEO of the YWCA Madison and member of the National Coordinating Board of the YWCA USA. “The vote was a vote for inclusivity and choice. And we in Madison were very happy with the outcome. It will mean that those YWCAs who want to change will be able to now.

The choice will be up to each YWCA to do what it needs to do.” As one of the YWCAs who changed its bylaws to include men in governance during the national moratorium on the issue, the YWCA Madison worked very hard for passage of the change to the national bylaws. “We are grateful to all of our colleagues around the country who heard the message and voted to allow for this change—we were simply very, very happy with the outcome,” Mershart added.

The YWCA Madison as well as the YWCA USA is committed to self determined social change for women of all racial, ethnic and economic groups. We provide leadership in our community, nation and the world in the struggle for peace, justice, freedom and dignity for all people.

make a difference.	
name	company/organization
address <input type="checkbox"/> home <input type="checkbox"/> work	city/state/zip
phone number	email address
<input type="checkbox"/> Enclosed is a contribution of \$ _____ to the YWCA Madison. <input type="checkbox"/> I would like to volunteer. <input type="checkbox"/> Please send me more information about joining the YWCA Madison Legacy Society. <input type="checkbox"/> Please contact me about: _____	
Please mail to: YWCA, 101 East Mifflin Street, Madison, WI 53703.	
eliminating racism empowering women 	

Fair Wisconsin

On the November 7th ballot, voters will be asked to decide whether to amend our state's constitution to permanently ban marriage and civil unions for Wisconsin's gay and lesbian couples.

This is the proposed amendment we'll consider at the ballot box: "Only a marriage between one man and one woman shall be valid or recognized as a marriage in this state. A legal status identical or substantially similar to that of marriage for unmarried individuals shall not be valid or recognized in this state."

The proposed ban will hurt thousands of families that live in every community in this state. Loving and committed gay families are living in every part of Wisconsin and are already hurt by the denial of marriage. These couples have taken on all the responsibilities of marriage, yet are denied the critical legal protections that marriage provides such as health and retirement benefits, bereavement leave, or automatic hospital visitation rights.

But Wisconsin's proposed ban goes even farther by permanently foreclosing the possibility of civil unions and jeopardizing critical rights like sharing healthcare or retirement benefits, pensions, hospital visitation and medical decision-making. These and more legal protections would be denied or seriously jeopardized for all unmarried couples – gay or straight.

The experience of other states that have passed similar amendments provides real-life evidence of the far-reaching consequences.

In Michigan, domestic partner benefits have been taken away from city employees in Kalamazoo, and several others are being challenged. In Ohio, judges have even dismissed domestic violence cases involving unmarried heterosexual couples because the victims were not married to their alleged abusers. Even though the women were not gay, the judges ruled that the state's new amendment prohibits legal recognition for any unmarried couples—even when it comes to domestic violence.

Please inform yourself and your neighbors about the civil unions and marriage ban. You can learn more at www.fairwisconsin.com.

Wisconsin has a long tradition of treating people with fairness and dignity. Vote "No" to maintain this tradition and to keep Wisconsin fair.

Visit our website!
www.ywcamadison.org
 Online giving and event registration
 now available!

Volunteer Spotlight



Last year Mary Burling's company, AT&T, gave her the day off to participate in the *United Way Day of Caring*. The *Day of Caring* is an annual volunteer event that allows companies and their employees to work directly with nonprofit agencies. So Mary put on her painting clothes and came to the YWCA for the day as a way to give back to the community. Mary's desire to volunteer came from a time when she herself had been a single low-income mother about twenty years ago.

As part of the *Day of Caring*, Mary toured the YWCA. Tucked in a small room up on the 12th floor, she found the *Suited for Success Boutique*. The Boutique serves low-income women who are seeking employment and do not have appropriate clothing for a job interview or for their first few days of work. When Mary saw the Boutique she thought, "That is something I'd like to do." For almost a year Mary has been coming once or twice a month to work in the Boutique. She says she enjoys working with the professional clothing of all sizes that is donated by both individuals and organizations to the Boutique. Helping a *Suited for Success* "shopper" put together an outfit that makes them feel confident is something Mary takes great pleasure in. The clothing at the Boutique is free.

If you have some time and an interest in contributing to the YWCA there are dozens of ways you can provide support and encouragement to the staff, residents and clients of the YWCA. If you like to work with children, tutor children or adults, use your interpreting skills or facilitate racial justice dialogues, the YWCA has a place for you. If you would like to explore volunteer opportunities at the YWCA check our website, www.ywcamadison.org or contact Volunteer Coordinator, Samantha River at 608-257-1436 or sriver@ywcamadison.org.

You Complete the Circle of Women!



Presents
YWCA Madison's Fourth Annual Circle of Women™
 Tuesday, February 27, 2007
 Exhibition Hall at Alliant Energy Center

The Circle of Women Event provides participants with the opportunity to learn about the YWCA and to network with others from diverse social, ethnic, economic, educational and cultural backgrounds. Funds raised at the event will support the YWCA Madison's employment and training, counseling, housing and racial justice programs, which enrich the lives of Madison and Dane County women and families.

Become a table captain and help complete the Circle of Women. Table captains commit to filling a table of ten. Each of the guests agrees to a minimum \$100 pledge to the YWCA. Through these individual efforts, combined with sponsorship dollars, we hope to raise more than \$130,000 over one lunch hour! Fill out the form below to become a Table Captain or attend, sign up to volunteer as a Table Captain online at www.ywcamadison.org or contact Debra at 608.257.1436 or dschwabe@ywcamadison.org for more information.



**Affiliated Engineers, Inc. • Madison Area Technical College
 Springs Window Fashions • UW Health
 Wegner CPAs and Consultants**

Associated Bank • CUES • David Helbach • Midwest Airlines • The Printing Partners
 Raymond James Financial Services: Linda Bergren • Rhyme Business Products
 Smith Barney: Mary Strickland • US Bank



Help complete the



Circle of Women!

- Yes! I'll help complete the Circle. Count me in as a **table captain** for the 2007 Circle of Women on February 27.
- I would like to **attend** the Circle of Women Luncheon. Please assign me to a table captain.

Name _____
 Address _____ Phone _____
 City/State/Zip _____
 E-mail _____

Please cut out this form and return it to:

YWCA Madison
 101 E. Mifflin Street
 Madison, WI 53703

You can also sign up to be a Table Captain on our website at www.ywcamadison.org. To attend contact dschwabe@ywcamadison.org.

**Generously Support
The United Way
of Dane County**



The United Way of Dane County brings people together to aggressively tackle the underlying causes of our community's most critical problems.

The YWCA is proud to be part of the United Way of Dane County, which means we have met the high standards set by the United Way volunteers and are targeting our services at critical needs identified in our community.

Mark your calendars!

- October 19, 2006 **Racial Justice Conference** at Exhibition Hall at Alliant Energy Center
- November 1, 2006 An Evening of Southeastern Asian Literature at YWCA Vilas Room
- November 2, 2006 *It's Time to Talk Brown Bag Lunch* at The Catholic Multicultural Center from noon to one.
- December 4, 2006 Women of Distinction Nomination Forms Available
- January 19, 2007 Women of Distinction Nominations Due
- February 27, 2007 **Circle of Women Luncheon** at Exhibition Hall at Alliant Energy Center
- May 31, 2007 **Women of Distinction Awards** at the Concourse Hotel
- September 11, 2007 **YWCA Annual Meeting** at Edgewater Hotel

For more information about these events please call the YWCA at 608-257-1436 or visit our website, www.ywcamadison.org.

YWCA to Celebrate 100 years in 2009

In preparation for the YWCA's 100th birthday in 2009, we are collecting materials to help commemorate our history in Madison. These items may include photos from past YWCA events, newsletters, and personal stories. Please contact Debra at 257-1436 or dschwabe@ywcamadison.org if you have any materials to help us celebrate 100 years of service to the Dane County Community or if you are interested in helping to document and preserve our history with archival skills.

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