

our voice

eliminating racism
empowering women

ywca

Madison, Wisconsin

Spring 2006

Women of Distinction to be Honored May 11

On May 11, 2006, the YWCA of Madison will present the 32nd annual Women of Distinction Awards at the Concourse Hotel. Elizabeth Barnhill, Nancy Giffey, Jo Handelsman, Sharron Hubbard-Moyer, Carmen Skilton and Barbara Snell will be honored for work exemplary to our mission: eliminating racism and empowering women.

Since 1974, more than 150 women have been honored. Their community service, professional achievement, integrity, leadership and dedication to the lives of others and to the quality of life for all stands as a reflection of the YWCA's historic mission and values. This year's honorees are:

Elizabeth Barnhill's career as a mathematics educator spanned more than 30 years. During the time since her retirement, Elizabeth has volunteered her time to help create programs and services that empower women and families, provide opportunities for healthy life styles, and work for social justice in the community. Elizabeth is a former board member and president of the YWCA Madison.

Nancy Giffey is founder of the Artsbridge program at Bayview Community Center in the Triangle Neighborhood, home to some of Madison's most vulnerable citizens. Artsbridge provides cultural enrichment for adults with physical, developmental, and emotional challenges, and a diverse population of children.

Jo Handelsman is a professor in the Department of Plant Pathology at the University of Wisconsin-Madison. Professor Handelsman runs a large research lab that studies ways to harness bacteria for human benefit in medicine and agriculture. In addition to her passion for understanding the secret lives of bacteria, Dr. Handelsman is dedicated to improving science education and advancement of women and minorities in research universities.

Sharron Hubbard-Moyer is currently a Family Support Specialist at the Exchange Center for the Prevention of Child Abuse. In addition to her position at the Exchange Center, she is a volunteer EMT/Firefighter with the Town of Madison Fire Department, and a Respite Worker for children with disabilities with Family Support and Resource Center for over 15 years. Sharron has a strong philosophy of empowerment and believes that people can make positive change in their lives.

...Continued on page 2



Elizabeth Barnhill



Nancy Giffey



Barbara Snell



Carmen Skilton



Sharron Hubbard-Moyer



Jo Handelsman

New Program in Partnership with MCD



MCD Headquarters

This Spring, YWCA Madison and MCD Inc. have developed a unique internship program designed to provide classroom and paid on-the-job training to prepare women and minorities to work in the printing and manufacturing industry. This program is made possible by funding through MCD, Inc. and United Way of Dane County. MCD, Inc. is a printing and finishing company on the east side of Madison.

While clearly serving the community, this program benefits all involved. The internship program will give MCD the opportunity to diversify their workforce and strengthen their ties to the community. For YWCA Madison, the program fulfills our mission and provides an opportunity for the YWCA Racial Justice program to offer education and support to a local company.

The program begins with three weeks of classroom training through the YWCA to prepare students for an on-the-job internship experience. At the end of the three weeks MCD will conduct interviews and those selected for the internship will start immediately. The internship is scheduled Monday through Wednesday, from 7:00am—3:30pm to mirror a normal workday at MCD. As part of the training, students will work with MCD employee Mary Schumas, who will serve as a mentor through the internship. The days scheduled may vary throughout the internship for training purposes. Interns will spend two days each week working on their math and reading skills through small group tutoring, and attending workshops to enhance their employability skills. The students not selected for the internship at MCD will be redirected to another YWCA or community training program or a future internship program that suits their needs and interests.

The YWCA / MCD, Inc. Internship Program will join Job Options and the Displaced Homemakers Program, along with Transportation Alliance for New Solutions (TrANS), and Training Partnership for the Skilled Trades (TPST) at the YWCA Employment and Training Annex located at 338 W. Lakeside Street in serving our community by assisting individuals to become economically independent and strong contributors to society through job skills training and education.

To learn more about the YWCA Employment and Training Programs contact the YWCA Annex at (608) 255-3098 or visit our website at ywcamadison.org.

Donations Needed

Food for homeless shelter program.

We are currently trying to increase the amount of programming that we provide to families living on our shelter floor. Twice a month we are bringing in a speaker to do a presentation on a topic that interests the residents in our shelter. We have workshops planned around the topics of employment and training, health and nutrition, and safety. We will expand the topics based on resident interest.

In providing these workshops, we would like to provide an incentive to participants. We are having these workshops around the dinner hour and would like to provide food. We are currently looking for people who could donate dinner for our event. We expect about 8-12 adults to attend. Anything that you could give would be very helpful.

If you are able to donate something, please call Emily or Torrie at 257-1436.

Televisions for community lounges.

The YWCA recently installed cable in community lounges for residents of the building. We are looking for two cable ready, 20 inch TVs, in good condition. If you have a TV you are interested in donating, please contact Larry Allen at lallen@ywcamadison.org.

...Women of Distinction Continued

Carmen Skilton is aware of the important role our community plays in all of our lives and is committed to volunteering for a variety of programs and organizations. She was part of a team of women who founded the Junior League of Madison. In addition to the Junior League, her volunteer involvement has included the Madison Community Foundation, South Madison Health and Family Center Harambee, the YWCA, Madison Children's Museum and the Grand Opening of Monona Terrace.

Barbara Snell has spent her life improving the world around her. Early in her career, Barbara worked as a child protective services social worker in Northern Wisconsin and has held numerous leadership positions through the years. As Chief Executive Officer of Access Community Health Centers for the past eight years, Barbara's leadership and vision has enabled the organization to grow and provide health care to thousands of individuals and families in our communities.

For the full 2006 Honorees' biographies, visit our website at www.ywcamadison.org. Tickets can be purchased online or by contacting Debra Schwabe at 608-257-1436 or dschwabe@ywcamadison.org.

This year's event is sponsored by American Family Insurance, The Capital Times, Dean/St.Marys, LaFollette Godfrey & Kahn, Madison Gas and Electric Co., The Printing Partners, UW Health, and many other generous businesses.

Racial Justice Conference Featuring Dr. Taylor Cox

Save the Date - Conference October 19!

Conference break-out sessions include:



The Fifth Annual Racial Justice Conference will take place October 19th 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 an internationally recognized speaker on cultural diversity, Dr. Taylor Cox, as well as YWCA Racial Justice programming designed to support diversity initiatives.

Participants can expect both 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 holds B.S. and MBA degrees from Wayne State University and a Ph.D. in Business Administration from the University of Arizona. 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 coauthor 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, given by the National Academy of Management to the author contributing the most to the field of management for the previous two years. Dr. Cox also speaks frequently on the subject of managing and valuing diversity, including an appearance made in 2000 for the national government of Australia.

This conference will provide an opportunity for businesses, educational institutions, and non-profits to learn about different diversity initiatives and to come away from the conference having both mapped out the beginning of a diversity initiative and gained some tools and resources to support their work in this effort. The YWCA would like to thank generous conference co-sponsors: UW Extension, MCD, and United Way of Dane County! For more information, or to get involved, please contact Colleen Butler at 257-1436 or racialjustice@ywcamadison.org. You can also register online at www.ywcamadison.org.

Heart to Heart Conversation I: *The Way Home*. This program speaks to social issues of race, gender, class, and sexual orientation focusing on oppression through the lens of race. These conversations are sparked by a facilitator guided viewing of "The Way Home" which serve as a model for dialogue.

Heart to Heart Conversation II: *Making Whiteness Visible*. This workshop focuses on the learning experiences of white people committed to challenging racism in the U.S. The stories highlighted in the film speak to the subtle and overt behaviors stemming from bias that takes many forms and makes noticeable the impact and cost of racism to every member of this society.

Unlearning Racism I: *The Color of Fear*. This cornerstone program features the award winning film, *The Color of Fear*. It provides a forum for participants to discover conscious and unconscious ways that racism has impacted their lives. This powerful program is designed to foster a deeper understanding and appreciation of differences.

Unlearning Racism II: *Last Chance for Eden*. This workshop includes a facilitator guided viewing of the film, *Last Chance for Eden*: a documentary about racism and sexism in the workplace. This workshop explores perceptions and issues concerning racism, sexism, conflict, internalized oppression, and how these issues intersect.

Klinke Cleaners Suited for Success Clothing Drive April 17 - 29, 2006

Madison area Klinke Cleaners will clean and press three suits or dresses, then deliver the clothing to the YWCA. Drop clothes at any area Klinke Cleaners April 17th through the 29th.

Klinke Cleaners and Women in Government are partnering once again with the YWCA of Madison to launch a clothing drive for the YWCA's Suited for Success Program. This program gives business attire to women during the interview process. The YWCA is most grateful to Women in Government which is helping to promote the effort and to Klinkes for their generous contribution.

Donation receipts for tax purposes can be picked up at the YWCA.

Volunteers Lend Helping Hand - Five Honored

The YWCA recognized five volunteers for their outstanding contributions at the YWCA Annual Meeting April 12th. These volunteers have spent many hours in support of our programs and mission.

Ed Daub, a Milwaukee native, volunteers at the YWCA annex as a Math Tutor for participants in Training Partnerships for the Skilled Trades and the TrANS road construction program. As a tutor, Ed prepares these participants to pass their apprenticeship entrance exam. Ed has a degree in chemical engineering, is a former Naval Reservist, and ordained Presbyterian Minister. Ed spent time in Kyoto, Japan, working for the United Church of Christ. After returning to the States, he gained a PhD in the history of science at UW and taught at Kansas University and worked for the University of Wisconsin Madison. Since retiring, Ed has continued to develop publications in Japanese and volunteer in the community.



Ed Daub

Joan Deming's involvement in the Racial Justice Program began in 2002 when she was trained by StirFry Seminars to lead "Unlearning Racism" workshops using the film "The Color of Fear." Her experiences with the Racial Justice Program have continually stretched and strengthened her. The YWCA has helped her enter a community that values diversity and makes the Madison area a more humane place to live. Joan grew up in South Milwaukee and Oshkosh, spent her junior year of college at the University of Nairobi, Kenya—an experience of living as a racial minority that forever broadened her sense of her place in the human family, and is an ordained pastor. Several years ago she made a career course-correction, and now serves as Resource Development Director for Middleton Outreach Ministry, a social service agency that proudly partners with the YWCA. She is married to Don Schultz, and has 2 grown daughters.



Joan Deming

Magda Kmiecik first came to the YWCA as a student social worker in the Third Street program in September of 2004 as part of her social work field placement. After her placement ended, she continued to volunteer and interpret for some of the Latina residents on Third Street. She also helped develop a new fifth floor program by creating an interview process. Most recently Magda has helped reorganize the volunteer program.



Magda Kmiecik

Ashley Marshall, a senior majoring in Rehabilitation Psychology at UW-Madison, will be graduating and beginning graduate studies in Occupational Therapy. This past year she interned at the YWCA, setting up programs for children and adults with disabilities. She chose to do her internship at the YWCA because she was inspired by our mission. Throughout the course of her internship, Ashley says she has "learned so much about what it means to be a part of the YWCA's community and family. Whenever I need to be uplifted and empowered the YWCA is where you will find me. The YWCAs always a safe and welcoming place for all, but don't take my word for it, check it out for yourself!"



Ashley Marshall

Tracy L. Stewart was born and raised in Milwaukee, where she interned for the YWCA of Greater Milwaukee. She currently works as the Investigations Coordinator for the Fair Housing Center of Greater Madison and as a busy parent to Marissa and Malcolm. She began volunteering for the YWCA Madison as a Board Member in 2001. As a Board member she was a participant on the Racial Justice Committee and served as chair in 2003 and 2004. She is a trained facilitator for the Unlearning Racism I and II workshops, Heart to Heart Conversations, and It's Time to Talk discussions.

Volunteers make the difference.

“Mad City Broadband” Donates Computers and Internet Access to YWCA

Case Managers Honored by United Way of Dane County



Eileen Mershart, Dane County Supervisor Scott McDonell and Todd Anderson, Technology Project Manager for Mad City Broadband pose at the press conference.

Mad City Broad Band donated four new computers and monitors to the YWCA along with free internet access for our downtown location. Mad City Broadband is a wireless network being built in Madison by Cellnet Technology, Inc. Todd Anderson, Technology Project manager for Mad City Broadband and Dane County Board Supervisors Chair Scott McDonell presented the computers to Eileen Mershart, YWCA Madison Executive Director on March 10th.

“The creation of a wireless network and expansion of access to the Internet in Madison is very exciting and I want to commend Mad City Broadband for this demonstration of their commitment to our community,” said Mershart. “This gift will allow us to replace some of the outdated equipment on which the YWCA relies, without expending any funds needed to carry out our mission and programs.” Wireless access and computer stations will be available to residents of the YWCA.

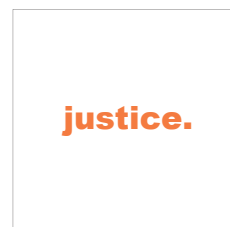
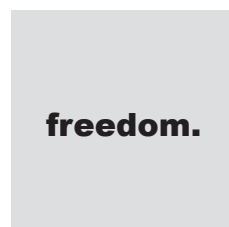
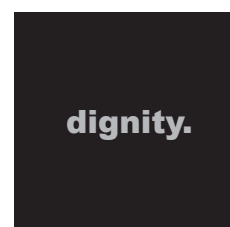
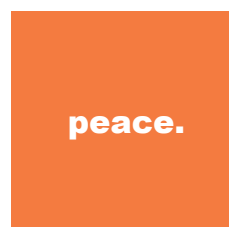
“Many of us take for granted all the advantages of having access to the Internet, including checking the newspaper and looking for job opportunities,” said McDonell, who has worked closely with Mad City Broadband to facilitate this donation. “Many are concerned that the benefits of technology have not reached everyone in the Dane County community. This is a step in the right direction,” he added.

Coverage for phase one of the network is nearly completed and includes the downtown area, including the YWCA Madison downtown location and extends to Highland Avenue on the west, the Yahara River on the east and the Beltline on the south.

On April 6, United Way of Dane County hosted a Case Management Symposium. The Symposium brought together case managers and other community members to discuss and learn best practices in case management. During the symposium, United Way highlighted five promising practices in case management. Emily Henken and Torrie Kopp, Case Managers and Residence Counselors at the YWCA, submitted an application explaining their best practices when working with clients. Last fall, Emily and Torrie attended a Bridges out of Poverty conference sponsored by United Way. At the conference, they learned new techniques for working with the homeless population and low-income people. Their application highlighted what they learned in the conference and how it has enhanced their practices. The work that Emily and Torrie do was highlighted as a promising practice in case management. They were rewarded \$1000 to use for their case management and hosted a resource table at the Case Management Symposium.



Case managers Torrie Kopp and Emily Henken receive their award.



Second Chance Family Finds Place to Call Home

Angela and her two children have been participating in the Second Chance Apartment Project for nearly 2 years. The family moved to Madison from Chicago in search of a better future and had planned to stay with friends until getting settled here. Unfortunately, things did not work out as planned, and Angela soon found herself homeless.

Angela and her children were placed at the YWCA's homeless shelter. Due to lack of rental history, past credit problems, and an income of under \$700/month on the W2 program, the family struggled to find housing. Eventually, Angela was accepted for the Second Chance Apartment Project.

Since entering the Apartment Project, Angela and her children have been housed in a 2-bedroom apartment sponsored by an area congregation. While in the program, Angela has received support from her Case Manager and a team of mentors from the congregation. This support, coupled with the security of an affordable home, has allowed Angela to complete the classes needed to work as a childcare teacher. She has been working for over a year now in this field. Angela has also been able to pay off past debts and clean up her credit. She has even set up her first bank account and is building savings. Her children are in stable child care and doing well.

Angela recently found that her hard work has paid off. She has been accepted for affordable subsidized housing at one of the many places that had denied her application nearly 2 years ago. Because she had cleaned up her credit and achieved stable employment, the landlord is now willing to rent to her. Angela and her children finally have the second chance they have been working toward.

The Second Chance Apartment Project is growing, and we need your help. If your congregation or other group is interested in sponsoring an apartment or if you are a landlord who would be willing to donate the use of an apartment, please contact Lisa Subeck, Second Chance Apartment Project Coordinator, at 257-1436 or lsubeck@ywcamadison.org. Congregations provide the rent for an apartment for 2 year, sign the lease for the apartment, provide furniture, and support the families with 2-3 mentors.



THE YWCA OFFERS:

- A convenient downtown location
 - Furnished rooms & apartments
 - Floor lounges with televisions
 - Onsite laundry facilities
 - Rents set below fair market values
 - Diverse housing community
 - A shared kitchen on each floor
 - Building security 24 hours a day
 - Local phone service & voice mail
 - Easy access to all Metro bus routes
-
- Handicap accessibility
 - Onsite beverage & snack vending
 - Utilities included
 - Support services
 - Informative educational programs
 - Non-smoking & smoking floors
 - Games & recreational activities

If you or someone you know are interested in applying for housing, please call 257.1436 to schedule an appointment.

SKILLS Session Begins

The YWCA Madison is excited to begin our Spring session of the S.K.I.L.L.S. Program (Student Knowledge of Independent Living and Life Skills) this April at some of the alternative high school programs for at-risk youth in the Madison Metropolitan School District. Since it's inception in Fall 2004, the S.K.I.L.L.S. Program has served 244 students by teaching them financial and tenant education to give them the tools they need to be successful independent adults. We would like to extend our gratitude to Summit Credit Union, Great Wisconsin Credit Union and UW Credit Union for collaborating with us by providing financial presenters. If you would like more information regarding the S.K.I.L.L.S. Program, please contact the Program Coordinator, Martha Lemnus, at (608) 257-1436. The YWCA is proud to be part of helping youth in our community!

Upcoming Racial Justice Workshops

"It's Time to Talk" April 25th from noon – 1:00 at the Catholic Multicultural Center.

Heart to Heart Conversations featuring *Making Whiteness Visible* May 10th from 1:00 – 4:00 at the Edgewood College Deming Way Site.

Unlearning Racism featuring *Last Chance for Eden* June 6, 2006, 8:00 am - 12:00 pm at the YWCA Annex.

You can make a difference. **Get involved.**



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

YWCA Board President Lynn Sproule announced the formation of the YWCA Madison Legacy Society at the Annual Meeting on April 12th. The YWCA Madison Legacy Society was established to provide the opportunity for our thoughtful donors to make a lasting gift for the future and to be honored in the present for their generosity and vision. According to Sproule “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,” Sproule said. She added “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 the elimination of 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.

make a difference.

name	company/organization
address <input type="checkbox"/> home <input type="checkbox"/> work	city/state/zip
phone number	email address

- Enclosed is a contribution of \$ _____ to the YWCA Madison.
- I would like to volunteer.
- Please send me more information about joining the YWCA Madison Legacy Society.
- Please contact me about: _____

Please mail to: YWCA, 101 East Mifflin Street, Madison, WI 53703.



Circle of Women



Thank you!



Thank you to our sponsors, table captains and guests for making the Third Annual Circle of Women Event a success. February 16th brought a blizzard with hazardous travel conditions and closed schools. For our guests who were able to attend, they heard the inspirational testimonials of three remarkable women who have faced storms in their lives and who have met those storms with grace and courage. We achieved our goals of raising awareness of our mission and programs and, with the help of our generous registered guests and sponsors, the YWCA Madison raised more than \$125,000 to help ensure our continued work to eliminate racism and empower women.



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- Endres Mfg. Co. Foundation • Famous Footwear • Group Health Cooperative • MATC • M&I Bank • J.H. Findorff & Son •
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