



NEWSLETTER

MEMBERS

ONE IMPERATIVE: To thrust our collective power toward the elimination of racism wherever it exists and by any means necessary

NEW! Unlearning Racism Community Education Programs

On Friday, November 1st the YWCA kicked off the first annual Unlearning Racism Community

Workshop, a program

aimed at combating racism in the community. This event was just the beginning of the YWCA's efforts to bring Racial Justice programming to Madison. Nearly 250 people saw *The Color of Fear* and participated in

"Lots of personal insight — I am inspired to act when afraid or uncomfortable."

the Unlearning Racism workshop led by Lee Mun Wah, creator of film and nationally acclaimed lecturer. Elected officials and their staff, business and community leaders, non-profit agency executives, university administrators, faculty and students, school district administrators and classroom teachers, and church group members gathered at the Monona Terrace Community and Convention Center for the all-day event. Perceptions of racism, internalized racism, conflict and healing were all explored.

The goal of the event was to get people of different backgrounds to talk about an issue that is often ignored or too painful to discuss. "It's a very painful issue for all of us," YWCA Executive Director Eileen Mershart said. "People are afraid of making a mistake, or saying something that reveals how imperfect we all are."

The centerpiece of the workshop was a 90-minute video titled *The Color of Fear*, which is based on the experiences of eight men of different ethnicities. Participants spent part of the day with a partner, someone they did not previously know and who is different from themselves, to discuss the film and

"Really opened my eyes to my own racism."

"It encouraged me not to give up."

Participate in a Workshop or Schedule One of Your Own

The YWCA of Madison, as part of its renewed commitment to combat racism, is sponsoring ongoing Unlearning Racism Workshops. The workshops provide a forum for participants to discover conscious and unconscious ways that racism has affected their lives. This powerful program is designed to foster a deeper understanding and appreciation of differences. Participants explore personal perceptions and issues concerning race, conflict, and internalized racism. This four-hour workshop includes the viewing of the 90-minute film, *The Color of Fear*.

For information about upcoming workshops, or to schedule a workshop for your organization or business, contact Jessica Spotts by phone at 608-257-1436 or by e-mail at jspotts@ywcamadison.org.

You can also check out YWCA activities on the internet at www.ywcamadison.org.

their own experiences with racism. The idea was to make the pain of racism palpable by communicating experiences face-to-face.

Although some individuals who have been actively working to eliminate racism attended the workshop, most participants had not been deeply involved with this issue. This was not an occasion when one was "preaching to the choir."

The YWCA believes that much of the work to eliminate racism is done on an individual basis through acts of responsibility and courage that take place everyday by simply looking around to notice who is not at the table. The hope is that community discussions like these will lead toward a better understanding of the pain caused by racism and the need for its elimination. The YWCA will continue its fight against racism through half-day Unlearning Racism workshops in the community and by strengthening programs that already exist. ■

"Made me face realities that I choose not to think about."

2002 Racial Justice Award

In keeping with the YWCA's One Imperative, "to eliminate racism wherever it exists," we are proud to continue our annual tradition of honoring "ordinary people doing extraordinary work" in the area of racial justice.

On Friday, November 1, as part of the Unlearning Racism Community workshop, the YWCA honored Richard Davis and the Madison Repertory Theatre with the 2002 Racial Justice Award for their efforts to create a more tolerant and diverse society. Mike McKinney, the 1999 Racial Justice Award winner, presented the awards.

Richard Davis was recognized for his work both with the development of the Institute for the Healing of Racism in Madison and the Retention Action Project (RAP) at the University of Wisconsin. In the Institute, he has brought together dozens of people for 8-week sessions to discuss racism and social justice. The success of this program is based



Lee Mun Wah, left, with Racial Justice Award Winner Richard Davis.

on his enormous energy and personal commitment to the effort. Richard's RAP project goal is to improve the retention rate of students of color on the UW campus.

Madison Repertory Theatre was honored for including in its programming plays such as "Spinning into Butter" which highlight the struggles that African-Americans have faced in our country. These plays have been accompanied by "talk back" sessions facilitated by community leaders. These sessions allow attendees to process the thoughts and feelings provoked by these plays. Hundreds, if not thousands, of people have seen the plays and participated in the "talk back" sessions.

The YWCA of Madison has given its Racial Justice Award since 1990. Its purpose is to recognize and honor individuals, corporations, and organizations that work toward the elimination of racism and creation of racial equity. ■



Tony Forman, left, pictured with representatives from the Madison Repertory Theatre.



Janet Ady, YWCA Board of Directors and Richard Davis, 2002 YWCA Racial Justice Award recipient partner up to discuss their personal experiences with racism.

MARK YOUR CALENDAR!

April 22, 2003 - 29th Annual Women of Distinction Awards

Three Ways to Get Your Nomination Form Beginning December 31:

Web: Download from www.ywcamadison.org.

Mail: Call Debra Schwabe at 257-1436

In Person: Stop by the YWCA, 101 E. Mifflin Street, and pick one up.

Update on Children's Programs



A group of children attended the Children's Extravaganza at James Madison Park put on by the Wisconsin Student Alumni Board. A highlight of the event was Bucky Badger, who amused and delighted the children with his silly antics.

On October 28, children from our homeless shelter and Third Street program "trick-or-treated" throughout the YWCA resident floors. We provided each child with a costume to keep, and a toothbrush to go along with all of the candy they collected. This annual event is eagerly anticipated by the adult residents who look forward to the children parading in their costumes during their visits to each floor.

We have many more exciting holiday and seasonal events and outings planned for the children through the end of the year. If you or your family would like to volunteer or contribute, please contact Marcy Stutzman at 257-1436.

Calendar of Events

December 2002

- 11 "Value of Networking" — YWCA Annex
- 12 Unlearning Racism Workshop

January 2003

- 1 World Peace Day
- 21 TrANS Classes Begin
- 20 Martin Luther King, Jr. Day
- 28 Women of Distinction Nominations Due

February 2003: Black History Month

- Community Baby Shower (date to be determined)
- 22 TrANS Classes End
- 24 C.N.A. Classes begin

March 2003: Women's History Month

- 4 Mardi Gras
- 8 International Women's Day
- 21 International Day to Eliminate Racism

April 2003: Sexual Assault Awareness Month

- 10 Annual Meeting
- 11 C.N.A. Classes End
- 22 Women of Distinction Luncheon

Bold Face indicates YWCA events

YWCA Board of Directors

President Sally Miley

Vice President Janet Ady

Secretary Ginger Hinderaker

Mary Ann Cook

Jacquelyn Hunt

Elizabeth Barnhill

Tracy Washington Stewart

Gloria Green

Eve Galanter

Pat Roggensack

Teresa Tellez

Kay Simmons

Making A Difference

Seminars or trainings alone will never end racism. Below are some suggestions for actions that you can take to add your energy to promoting ethnic diversity and interracial harmony. Everyone can do something.

- Read books written about racism to broaden your understanding.
- Commit to getting to know co-workers of different ethnicities.
- Speak up when you hear someone making a racist remark.
- Learn about the histories of other ethnic groups.
- Form a lunch group at work that meets on a regular schedule to talk about racism.
- Become aware of how different groups have different holidays or even celebrate familiar ones differently.
- Commit yourself to becoming aware of what assumptions you may have about other ethnic groups. Make a list of them and commit yourself to counteract or unlearn them.
- Attend classes, seminars and workshops on unlearning racism.
- Take an active role in refuting the denial of racism.
- Support organizations and groups that are promoting diversity and racial harmony.
- Volunteer your time or contribute funds.
- Notice how people avoid talking about differences. Think about what this avoidance creates and talk about it.
- Find others that are taking active steps to dismantle racism and bond with them. You need to have allies for support.
- Research whether your family name was ever changed or anglicized by your predecessors.
- Read magazines that are directed at ethnic groups other than your own.
- Learn how our economy's need for labor has affected our immigration policies.
- Notice what ethnicities are missing in meetings, groups, conferences, etc., and speak up about it.

Second Chance

The Second Chance Apartment Project is growing! Thanks to a generous donation by an anonymous landlord, the Apartment Project has added its second apartment and placed a family from the YWCA shelter into transitional, affordable housing! She and her 4-year-old daughter have moved into the apartment and are settling in nicely. Covenant Presbyterian Church sponsored this family, in addition to our first family in the program, and has helped her to furnish her beautiful two-bedroom apartment on the West Side of Madison. They are providing a team of mentors to work with her in addition to the case management services that she is receiving from the YWCA.

The Apartment Project hopes to continue to partner with Madison area landlords. With landlords providing free or reduced rent apartments, they can claim a tax deduction, while making the choice much easier for congregations to sponsor apartments due to the decreased financial obligation. This partnership benefits families, landlords, and the community by expanding affordable housing options, while guaranteeing services to families placed in the program. This benefits the families and the landlords by helping the family meet their goals and by providing assurance to landlords that we will monitor the guests, behavior and cleanliness in their unit. We are extremely grateful to the first landlord who engineered this partnership and expanded the ways in which we had hoped to grow this program. The Second Chance apartment project is a collaborative effort with Interfaith Hospitality Network.

For more information on the Apartment Project or if your congregation is interested in sponsoring a family, please contact Colleen Butler at 257-1436 or via e-mail at cbutler@ywcamadison.org

Get all the Latest on Our Website!
www.ywcamadison.org

Hear Their Stories

This past month shelter floor families organized in an attempt to tell their stories. The children drew pictures answering the question: "How do you feel about being homeless?" The kids drew some amazing pictures. Their feelings about homelessness came across very clearly in the artwork. They are angry, sad and scared. The women on the shelter floor wrote their stories about being homeless. They talk about the hoops they have to jump through in order to access services in Madison. The stories also talk about the women's feelings about being homeless and ways they would like to see the system changed. The pictures and stories will be used for presentations and displays to show how people in the shelter system feel about being homeless.

The YWCA shelter floor has twelve rooms, some of which can be combined to accommodate larger

families. There is a common area and kitchen for the families to use. The shelter is almost always at capacity, making it a busy place. When a family is placed at the YWCA, they go through the intake process, which includes paperwork, going over the rules, and learning how our shelter runs. Then they will meet with their case manager, who helps the family establish steady income, work on their housing search, and provide support and assistance with anything else that might arise. This is a very busy and stressful time for families, as they are trying to pull their lives back together in only 30 days. Our food pantry helps families with food and personal supplies, and the Annex is a great help to those looking for jobs. We try to help people find all the resources they need to make their transition out of shelter successful.

Yes, I would like to help!

Name _____

Address _____

City/State/ZIP _____

Phone _____

Email _____

Fax _____

New Membership Categories

Student and Senior \$20

Regular \$35

Supporter \$100

Friend \$250

Sustaining \$1,000+

My check is enclosed for \$_____. Checks should be made payable to the YWCA of Madison.

Mastercard/VISA Card Number _____ Exp. date _____

Mail to: YWCA of Madison, 101 E. Mifflin Street, Madison, WI 53703

2002 Week Without Violence

Our 7th Annual Week Without Violence was a great success this year with several new twists. The week began with a proclamation from Mayor Sue Bauman declaring October 20–26, 2002, Week Without Violence in Madison. On Monday, October 20, East and West High Schools joined forces with the YWCA and Path of Voices by holding candlelight vigils for the Day of Remembrance to honor those in the



Madison Schools Superintendent Art Rainwater spoke at the event.

community who have been affected by violence. Tuesday, October 21, focused on Making Our Schools Safer with the Annual YWCA Poster & Essay contest for Madison fifth graders. The Recognition and Award ceremony was held at the Madison Senior Center and featured DJ Juli Hinds of Magic 98 and a performance by JABONGGIT (Just A Bunch of Ordinary Guys & Gals in Theatre) of Briarpatch. Over 700 total entries from 21 Madison schools were submitted, and more than 250 people were in attendance at the award ceremony, which was extensively covered by local media. "We are so pleased with the unprecedented amount of entries we received this year and the high enthusiasm from the students and teachers," said Eileen Mershart, Executive Director of the YWCA of Madison. "I feel a strong sense of hope that with all of the continued community participation with the Week Without Violence we have begun to make the necessary impact toward positive change in this community."

1st, 2nd and 3rd place winners were selected in each category from each participating school by judges from the Madison community. The first place winners at each school were then judged together to choose the All-City Poster and Essay winners. Thanks to area businesses, winners received a variety of prizes including movie tickets, frozen custard cones, pizza, and gift certificates for educational toys. All participating students received a Week Without Violence water bottle.



Executive Director Eileen Mershart, center in white, and DJ Juli Hinds of Magic 98, celebrate with All-City Poster winner Jenni Mohoney (with teacher Ms. Nielson) from Thoreau Elementary, and All-City Essay winner Sasha Sigel (with teacher Ms. Weesner) from Van Hise Elementary.

Thursday, October 24, dealt with Confronting Violence Against Women. The YWCA sponsored a performance by the Wind Up Dolls feminist theatre troupe from Milwaukee. Through humor they broached controversial and serious topics with a sense of the absurd. Special thanks to Edgewood College for hosting this event.



The Wind Up Dolls gave a memorable performance!

We owe our deepest gratitude to the following individuals and businesses for their time and support of the 2002 Week Without Violence:

Edgewood College, Holt, Smith & Yates Advisors, AGT Enterprises, Lands' End, Madison Police Department C.O.P.S. Program, Michael's Frozen Custard, Path of Voices, The Puzzlebox, Rocky Rococo, Inc., Bob Baggot, Elizabeth Barnhill, Linda Brazill, Bill Clingon, Grace Chosy, Susan Crowley, Kelly Donahue, Virginia Grabel, Tom Gubbin, Kia Karlen, Moira Kelley, Yong Kim, Heidi Knight, Deborah Lawson, Claudia Lipke, Bill Lueders, Suzanne Mathews, Amy Mertz, Sandy Miller, Sachin Pandya, Teresa Tellez, Hathaway Terry, Mary Anne Thurber, and Robert Wrenn.

Third Street and FWI: A Great Partnership!

The Madison Chapter of Financial Women International (FWI) began working with the Third Street program last year to provide educational workshops on banking, credit, money-management and employment opportunities. They came with great enthusiasm, embraced the program and saw it as a positive



Lisa Garcia, Rose Brown & Diane Humboldt from FWI bring in the Suited for Success donation they organized with their colleagues from M&I Bank.

project for their group. They also contributed money they raised for the Third Street holiday program.

This year FWI broadened their involvement by coordinating a clothing drive for the YWCA Suited for Success Boutique. They have raised some funds that have been used for special events and continue to keep an eye out for topics and speakers for Third Street workshops.

FWI brought Nancy Krushke from Successful Organizing Solutions to do a project for Third Street. Nancy did a workshop for Third Street during National Get Organized Week about organizing the papers in your life and time management. Eldon Office Supplies donated file boxes, which



Nancy Krushke, President, Successful Organizing Solutions, set up a filing box for each Third Street resident.

Nancy set up for each woman with a filing system. Nancy hopes to continue to work with Third Street helping the women and staff organize their apartments and offices at the YWCA.

Thank You!

Thank you to **Dane County Employees Local 720 & 705** for donating school supplies and backpacks to all of the school aged children staying in our shelter and 3rd Street programs.

A big thank you to **Tim Fast and the Shoe Box** for providing new gym shoes for each of the children.

It is much easier to learn and succeed if you have the proper tools.



Pictured are employees of Fleet Guard Nelson who volunteered at the YWCA for the annual United Way Day of Caring. This year's project was painting the lobby and shelter floors. The volunteers' time and the donated paint from the United Way helped the YWCA enormously. We offer our deepest gratitude!



The West High School Varsity Soccer Team did a community service day at the YWCA. They filled a large dumpster and helped with our cleaning and organizing project.

Wish List

Bus tickets (a big need)

BABY ITEMS

Disposable diapers and pull ups (Sizes 3, 4, & 5)
Baby thermometers
Wet wipes
Crib sheets

HOUSEHOLD NEEDS

Pots and pans
Dishcloths and towels
Bath towels and washcloths
Single bed sheets and pillow cases
Kitchen utensils
Mops, brooms and dustpans
Household cleaners
Laundry soap (powdered)
Stackable storage bins
used items appreciated if in good condition

PANTRY ITEMS

Meals in a can or box
Canned vegetables, fruits and meats
Canned juices and juice boxes
Cereal
Toothbrushes and toothpaste

PERSONAL ITEMS

Note cards and stamps
Relaxation music CDs
Tote bags
Plastic filing boxes and hanging files
Calculators
Phone cards



C.N.A. Alliance Classes

Take the First Step! Sign Up Today!

The next seven-week State Registry-approved C.N.A. Alliance classes for Certified Nursing Assistants are scheduled for:

February 24 to April 11, 2003
and
August 25 to October 20, 2003

Classes are held Monday through Friday at the YWCA Employment & Training Annex from 9 AM to 2 PM. Enrollment is limited to 12 students for small, one-on-one, hands-on learning. Apply now to take advantage of this fantastic opportunity! Becoming a certified nursing assistant through the C.N.A. Career Alliance offers:

- ✓ Total tuition payment for training concluding with State Certification;
- ✓ Assistance with books, lab supplies and uniforms during training;
- ✓ Placement in a health care job with a minimum \$9.50 starting wage;
- ✓ Staff support with career advancement for up to 3 years after training.

For more information and an application, call 255-3098 or write:

The CNA Career Alliance, the YWCA Employment & Training Annex, 338 W. Lakeside Street, Madison, WI 53715.

C.N.A. Career Alliance Update

New Testing Procedures for Nursing Assistants

The C.N.A. Career Alliance has successfully completed its three training sessions for the year. Since 1997, the program has enrolled 145 students and graduated 120 for an 83 percent completion rate. Almost 70 percent of all graduates continue to work in health care and 15 percent of these are in continuing education to become nurses. There are over 100 people on the waiting list for next year's classes.

The Wisconsin Nurse Aide Registry is undergoing major changes in its procedures for testing newly trained and re-entering nursing assistants. Effective November 2002, nurse aide trainers will no longer be allowed to test their own students and all nurse aide tests will be standardized and administered through a company from Ohio called Promissor, Inc. The goal of the changes is to increase the efficiency and efficacy of nurse aide certification and improve the

ability of the State Registry to concentrate on expanding and maintaining the current list of available frontline caregivers.

The YWCA Employment & Training Annex has been designated as a regional testing site for Wisconsin, which means almost every Saturday, the Annex will be testing anywhere from 15 to 35 nursing assistants.

Kay McGee has joined a group of health care professionals called the Wisconsin Long Term Care Workforce Alliance. The group is composed of representatives from the State Bureau of Aging, Board on Aging and Long Term Care, Health Provider Trade Associations, the Nurse Aide Caregiver Association and the Regional Area Agency on Aging. Kay will be attending meetings along with several graduates of her C.N.A. classes, doing what they can to try to solve the health care worker crisis.

Employment & Training TrANS Program

Is TrANS Right For You?

The next TrANS Program Orientation will be held on Wednesday, January 8, 2003, and will begin at 5:30 PM. Applicants can take the qualifying TABE test immediately after the orientation. Classes are tentatively scheduled to begin January 21. The second session will begin in March, and the third in June.



The TrANS Program graduated 36 participants in 2002! Although road construction suffered from the slow-down in the economy, 19 (52%) of the graduates got construction jobs in the 2002 season. In addition, all of the contractors contacted reported being very pleased with the performance of the TrANS program employees.

TrANS is a 120-hour training program that prepares adults for entry-level jobs in road construction, an industry that traditionally has relied on word-of-mouth and union-hall recruiting. Many contractors have difficulty meeting the diversity requirements that are required by state- or federal-funded projects, and welcome the opportunity to hire trained non-traditional workers. Classes are held for 5 weeks, from 5:00-9:00 PM Monday-Thursday, with hands-on projects on



Saturdays. The instructors are construction company employees or owners, and union apprenticeship program coordinators. TrANS funding comes from the Wisconsin Department of Transportation. For more information, contact the YWCA Training Annex at 255-3098.

Employment & Training

Employment-Related Information Sessions

The YWCA Employment & Training Annex hosts monthly information sessions where community professionals provide YWCA clients and the general public with information on employment related topics.

All sessions are free of charge except Exploring Entrepreneurship. Scholarships are available to individuals meeting financial requirements.

All events are held at the YWCA Employment & Training Annex, 338 West Lakeside Street.
If you have any questions contact
Caryn Fisher @ 255-3283.

Some of the topics addressed are:

- Exploring Entrepreneurship
- Debt Management
- Interviewing Techniques
- The Legal Forum
- The Value of Networking
- Conflict Resolution
- Motivation & Procrastination
- Portraying a Positive Self-Image
- Returning to school
- Professionalism and Company Cultures
- Goal Setting
- Self Talk - Optimism vs. Pessimism

Join Us for the Screening of "Two Towns of Jasper"

Join Wisconsin Public Television and Madison leaders for a preview screening of "Two Towns of Jasper," a P.O.V. documentary about a community dealing with a race-related murder in 1998. The result is a troubling portrait of race that forces every American to ask how and why a crime like this could have occurred.

The free screening will be followed by a facilitated panel discussion on the status of race and diversity in Madison and Dane County. "Two Towns of Jasper" is for mature audiences only.

7 PM • Tuesday, January 21, 2003
First Unitarian Society
900 University Bay Drive, Madison



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Madison, WI 53703

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