



community IMPACT report

eliminating racism
empowering women

ywca

Richmond

LEADERSHIP

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Rachel Yazdgerdi	Crisis Response Services Manager
Dershawn Jefferson	Clinical Team Lead
Keisha Fleming	Site Supervisor, Sprout School Bainbridge
Monshaye Burrell	Site Supervisor, Sprout School at Children’s Museum of Richmond



Dear Friends,

As I reflect on this past year, I'm drawn to those moments that inspired us all to rise up and keep moving despite the many challenges each of us faced. As Brene Brown so aptly said, "Sometimes the bravest and most important thing you can do is just show up." I am so thankful for how YWCA teachers, case managers, counselors, administrative staff, board members and leaders not only "showed up" but went the extra mile to ensure that we continued to provide resources to all the women, children and families who needed our services.

It inspires me every time I hear the personal stories of success, healing, and resilience. It inspires me every time I walk into the newly transformed downtown offices and witness how our Centers for Resilience, Engagement and Equity are meeting the needs of colleagues and clients alike. It inspires me every time I'm out in the community and someone thanks me and the YWCA for the work we do day in and day out to fight for gender and racial equality and to empower women.

As many of you may have heard by now, I will be retiring at the end of 2022 after 10½ years serving as CEO of this dynamic and vital organization. I could not be any prouder of the many accomplishments and milestones reached during my tenure because of the team here at YWCA Richmond, and because of all of you reading this report. I want to express my deepest appreciation to the thousands of donors, volunteers, and partners of the YWCA who have helped us achieve these amazing results. Thank you in advance for continuing this journey with the YWCA, and I will continue as well as a donor and volunteer.

Thank you for ALL you do,

A handwritten signature in blue ink that reads "Linda S. Tisiere". The signature is fluid and cursive, with the first name "Linda" being the most prominent.

Linda S. Tisiere

Chief Executive Officer

WHO WE ARE

Amid the challenges, YWCA Richmond continues to prove we are an organization that embraces change and uses the strength of our service to courageously carry out our mission in keeping with our vision, while honoring our values.

In 2022, YWCA Richmond commemorates 135 years of leadership and service. Through your generosity and support, we continue our mission to empower women and eliminate racism. This annual impact report reflects and celebrates the remarkable ways we have been making strides in our community.



“Advocacy to me means support and a proponent of change or accomplishments. I choose to come to work every day because I know that I will interact with someone who just needs to be heard and feel supported. I use my voice to help others get the change they need, whether it is shelter, supportive service, community-based services or just an opportunity for a better chance at life. Advocacy means helping someone discover their strengths and communicate their wants and needs and steps on how to get there.”



Mica Morgan

Director of EmpowerNet Collaborative Services

WHAT WE DO

Our Mission:

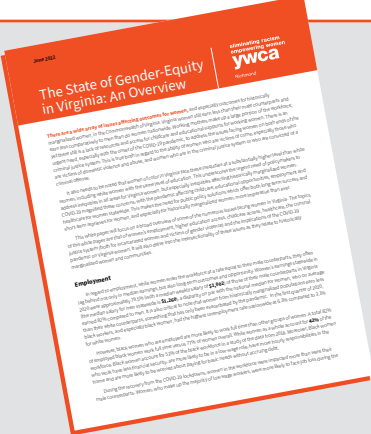
YWCA Richmond is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

Our Vision:

We transform lives by creating access to opportunities, strengthening resilience, and advancing equitable systems for lifelong success.

Our Values:

Respect, Integrity, Collaboration, Innovation



There are a wide array of issues affecting outcomes for women, particularly historically marginalized women, in the Commonwealth of Virginia. Virginian women are still earning less than their male counterparts. Childcare remains a barrier to advancement. Race and equity also play a part in the wealth gap. Our white paper, *The State of Gender-Equity in Virginia: An Overview* introduces a few of the current major topics of concern that impact women across all communities. All white papers are available at ywcarichmond.org/resources/.

Counseling

Infant Care

Early Childhood Education

Crisis Hotline & Response

Outreach

Advocacy

Women's Leadership

Youth Empowerment

Prevention Education

Racial Justice

Rapid Re-Housing

Employment Navigation

Court Advocacy

EARLY CHILDHOOD EDUCATION AND INFANT CARE

For working families, childcare is a necessary and costly expense. It is one of the major hurdles for women in the workforce. Refer to our white paper, [Early Education, Childcare, and the Workforce](#) to learn more about the intersection of gender and racial equity as it relates to our investment in high quality, full-day, full-year early childhood education, and infant care at the Sprout School.

At the Sprout School, we teach children starting at 2 months through 5 years old. The Sprout School inspires children to gain knowledge through the Reggio Emilia teaching philosophy. This model encourages children to discover, be creative, and be involved in the community.

When we consider the cost of childcare along with the average income of women in Virginia, we notice the wage disparity between men and women. Our white paper, [Women & Our Workforce](#) gives insight on the pay gaps and the impacts the COVID-19 pandemic has had on women and employment. The economics of childcare costs demonstrate why this is the case for many working mothers- the average monthly cost of infant care in Virginia is \$1,172 and for children 4 years old, a monthly cost of \$906. The Sprout School follows an income-based model to increase the affordability integrating our classrooms regardless of a family's ability to pay tuition. Today, over 200 children are on the waitlist for a spot at the Sprout School.

Even while COVID-19 created major concerns last year, the Sprout School:

- served **152** children
- **83%** from the City of Richmond

- **7%** from Henrico County
- **11%** from other localities
- **30** children graduated and were ready for kindergarten in 2022
- **6** children are receiving services, like speech and occupational therapy, as a result of developmental delay screenings using the Brigance Screening Tools

Sprout families come from many backgrounds, **40%** live in single parent homes and **24%** live at or below the federal poverty level, which is an income of \$26,000 for a family of four. Our Sprout School chef and team provide two meals and a snack daily and all students have access to books, school supplies, diapers, wipes, and formula at no cost to their families.



To continue being a part of the solution to provide quality and affordable childcare, Sprout School is expanding. Thanks to recent investments from the City of Richmond and investors like you, YWCA Richmond is bringing preschool back to 5th Street in downtown Richmond. In fall 2022, we will open 5 classrooms at Second Presbyterian Church across the street from our newly renovated YWCA building. With continued support, in 2023 we will open another Sprout School.



White Papers are available at... ywcarichmond.org/resources/



One Parent's Perspective

“Care, resilience, compassion and family are just a few words I can think of when it comes to the Sprout School. My daughter started at the Sprout School in 2016. I was nervous about placing her in a new facility and I was extra about everything! I even made her a nametag with her likes and dislikes on it. Two weeks after she started at the Sprout School, Ms. K_, one of the teachers, called to tell me that my daughter had a fever and I had to pick her up. When I arrived, Ms. K_ was sitting in a chair in the doorway of the class holding my relaxed and comfortable baby in her arms. I knew right then and there we had found the perfect childcare facility.”

“When I had my son in 2017, I was so eager for him to start the Sprout School that I had the application filled out by the time I left the hospital. By 2018, both kids were enrolled in the Sprout School, which allowed me to secure full-time employment. It felt as if everything was going perfectly and then I started dating the wrong person. I confided in Ms. E_ about the situation, which led to her referring me to the YWCA. I had no idea that the YWCA had so many resources, from monetary assistance to getting access to food banks. The assistance that I received, not only from the YWCA but from the Sprout School, helped me to leave the situation and not look back.”

Aria Hill

Aria's full story is available at ywarichmond.org/shining-with-sprout/

**WE ARE
HIRING!**
ESTAMOS CONTRATANDO!



- **Lead teacher**
Maestro/maestra principal
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- **Full or part-time teacher aid**
Ayudante al maestro de tiempo completo o de medio tiempo

➔ Apply at <https://bit.ly/SPROUTSCH>

DOMESTIC VIOLENCE AND SEXUAL ASSAULT

Violence against women persists as a nationwide crisis. It is pervasive. Both domestic and sexual violence are public health crises. Domestic violence and sexual violence happens across all communities and demographics. **One in three** women will experience intimate partner violence (IPV) during her life. With the COVID-19 pandemic, the ongoing domestic violence crisis only worsened. With more people remaining at home and unable to readily leave violence against women increased. Our white papers, [Violence Towards Women: An Ongoing Crisis](#) and [Behavioral Health Access & Trauma Informed Care](#) further elaborate on the severity of sexual and domestic violence and supports why YWCA Richmond remains adamant about being a solution.

The resources provided at YWCA Richmond are available to all, regardless of race, gender, age, national origin, ethnicity, immigration status, gender identity or expression, faith, sexual orientation, disability, or English language ability. **EmpowerNet** is our regional crisis hotline that is operated 24/7, 365 days a year in partnership with five domestic violence agencies, and it serves 6 counties and the Cities of Petersburg, Hopewell and Richmond. Our determination to continue providing secure confidential services during the isolation of COVID-19 allowed us to add a text and chat feature to the hotline and virtual crisis counseling appointments.

YWCA Richmond's Emergency Services:

- **EmpowerNet** access 24 hours a day, 365 days a year.
- Prison Rape Elimination Act Partner

- Safety Planning
- Regional Hospital Accompaniment Response Team (RHART)
- Emergency Shelter
- Crisis Intervention

Supportive Services:

- Court Advocacy
- Rapid Re-Housing
- Employment Navigation
- Individual and Group Crisis Counseling
- Case Management
- Child Crisis Counseling

Thanks to the many investments made by individuals, foundations, and government agencies, our domestic violence and sexual assault team were able to respond to individuals and survivors when they needed our services.

Last year,

13,219 calls were managed by **EmpowerNet**. This included inbound and outbound calls, care coordination for survivors, requests for resources, and referrals for other types of family violence.

1,785 calls were domestic violence/sexual violence calls.

2,412 contacts were managed via our new text/chat feature.

162 calls were the result of Richmond, VCU and VUU police officers conducting Lethality Assessment Protocol (LAP) when responding to intimate partner violence.

70 Regional Hospital Accompaniment Response Team (RHART) referrals were made by partners from Chesterfield County, Henrico County, and the City of Richmond. (Due to the COVID-19 pandemic restrictions, RHART Advocates provided resources and referrals to survivors by telephone or Facetime due to restrictions inside of the hospital.)

139 new individuals received emergency shelter for a total of **741** nights. Even during a statewide eviction moratorium we were able to move 21 clients into permanent homes and 39 into temporary housing.

92 individuals received employment navigation services. Our Workforce Navigator worked with clients to empower them as they secured employment, job training, and received certifications or additional education to further their careers.

172 survivors received court advocacy last year. Our Court Advocate provided information and accompaniment on protective orders and criminal and civil justice advocacy. Protections for survivors of intimate partner violence and domestic violence are difficult to obtain, and criminal cases involving domestic violence, stalking, sexual assault, and intimate partner violence remain difficult to prove. The complicated justice system is a major barrier to survivors pursuing legal action.

235 survivors received community case management that included referral, financial and housing assistance, and coordination of services.



White Papers are available at... ywcarichmond.org/resources/

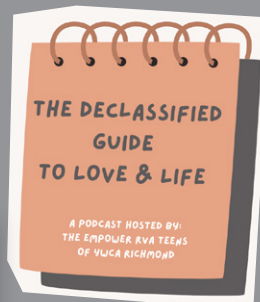
PREVENTION OF INTIMATE PARTNER VIOLENCE

Empower RVA Teens is a student-led, community-service leadership opportunity for local high school-age teens. It aims to prevent teen dating violence and sexual assault by empowering teens to teach their peers about healthy relationships, teen dating violence, sexual violence, and consent.

This past year, **7** new peer educators were trained on the basics of sexual assault, dating violence, healthy relationships, healthy sexuality, and consent. The training also included facilitator skills such as creating a workshop, how to facilitate, and how to work with a co-facilitator.

Empower RVA Teens

- Completed a Legislative Advocacy Day where they met with their state representatives to advocate for the protection of transgender students' rights in public schools.
- Launched a podcast, *The Declassified Guide to Love and Life*, on Spotify. They recorded and released four episodes on race and racism, the LGBTQ+ experience and issues, mental health, and relationships and the media.
- Conducted a community conversation on healthy sexuality for youth and adults.
- Built a safe space to determine best practices for adults to discuss healthy sexuality with young people in their lives.



[listen on Spotify]



WOMEN'S LEADERSHIP



YWCA Richmond has now honored and celebrated extraordinary leaders in our region for 42 years. Due to COVID-19 in the fall of 2021, we virtually hosted the 41st Outstanding Women Awards with 250 guests attending from their homes and offices to cheer the women leaders who were honored during the pandemic.

In 2022, we gathered 550 friends, in person, to celebrate the 42nd Outstanding Women Awards Luncheon. We honored 9 extraordinary women and, for the first time in YWCA Richmond's history, celebrated the incredible work of a transgender woman. With the support of Dominion Energy, Altria, and many other sponsors, we raised \$153,000 to support YWCA Richmond's programming. We are proud to take yet another step toward diversity, equity, and inclusion while inspiring the next generation of women leaders in the Richmond region.



WOMEN'S LEADERSHIP — THE NEXT GENERATION



Our Young Women's Leadership Alliance (YWLA) seeks to develop, strengthen, and sustain a diverse community of young women who are committed to creating a more equitable Richmond. Members engage in leadership development, which includes mentorship opportunities, dialogue and learning on topics about racial and gender justice, community building, and advocacy. YWLA's new strategic plan is a part of YWCA Richmond's 2020-2025 Strategic Plan, with a specific focus on YWCA Richmond's Goal 2: Action and Advocacy: Advance YWCA's impact on social justice issues that align with gender and racial

equity, women's leadership, women's economic empowerment, and the health and well-being of women — especially women of color and historically underrepresented individuals — and their families.

- Engage young women, especially women of color and other underrepresented groups, as voices for solutions and change.
- Develop, broaden, and strengthen relationships with community partners aligned with our priorities.
- Elevate visibility and expand programming in women's leadership and professional development in all life stages.

In 2021, YWLA continued Voices of Change; a three-part virtual dialogue centering the voices of women leaders

in our community who are championing racial and gender equity. Through authentic conversations with local leaders, advocates, and change-makers, Voices of Change was designed to inspire all to become change agents to promote justice and equity within our families, workplaces, schools, and communities. In 2022, YWCA Richmond adopted Voices for Change and this year the topics are focused on education, women's economic empowerment, and gender-based violence.

YWLA dedicated time to reimage, rebrand, organize, and prepare for their annual event, which is now called **community for change**. This event is a night of inspired conversation and collective action for racial and gender justice.



As part of celebrating extraordinary women, we honor a Rising Outstanding Woman. In 2021, the Rising Outstanding Woman Award recipient was **Amanda Eaddy McKeithan**. Amanda is an educator, storyteller, writing coach, creative consultant, and teen girl advocate in Richmond, VA. She is also the founder of The Literary Enthusiast Creative Firm, LLC where she teaches the busy, professional woman how to creatively change the world. She does this through editing, ghostwriting, coaching, and pushing them to share their stories on and off of social media. In 2015, she started BrandNew as an opportunity to mentor and encourage teen girls to change their environments by changing their daily narratives, mindsets, and moves.

OUTREACH AND ADVOCACY

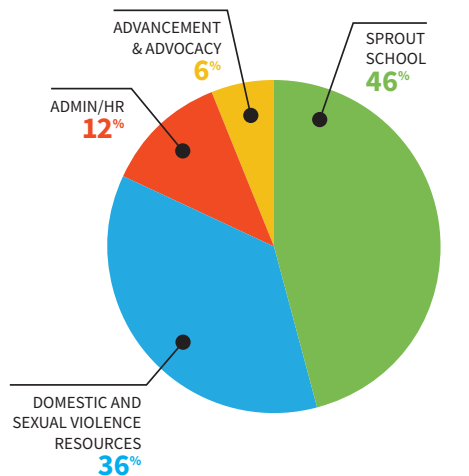
YWCA Richmond advocates for racial and gender equity, and social justice through legislative advocacy and community engagement. We educated a total of **1,033** people with community partners at events. We were able to share our knowledge about healthy relationship building skills, the importance of early education, and the intersection of racial and gender justice. We partnered with Waymakers Foundation to learn and connect in the Latinx community — contracting with them to assess our brochures, services, and policies for inclusion.

In 2022, we trained **14** volunteers through 40 hours of YWCA Richmond's Volunteer Advocacy Training, bringing in expert voices from with Voices for Virginia's Children, SCAN Greater Richmond, ChildSavers, Office of the Attorney General, Richmond City Police Department Chesterfield County Police Department, VCU Police, Victim/Witness Services Program, Richmond Office of the Commonwealth's Attorney, Virginia Anti-Violence Project, Virginia Poverty Law Center, to prepare advocates to serve as back-up hotline specialists.

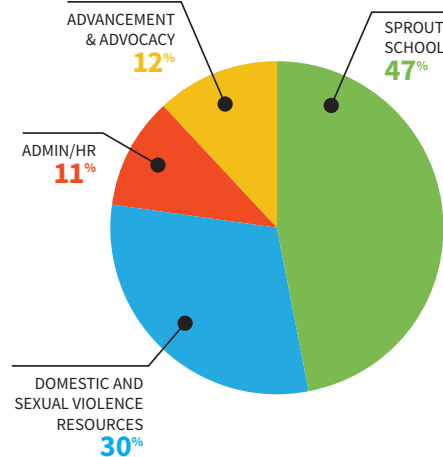
Additionally, we provided Domestic Violence Training (DV 101) in-person or via Zoom. This training goes over the dynamics and red flags of domestic violence as well as the barriers survivors face to leave. DV 101 also addresses how to respond when someone discloses to you that they are a survivor.



YWCA RICHMOND INCOME AND EXPENSES



INCOME BY PROGRAM:
\$4,388,887



EXPENSES BY PROGRAM
\$4,621,107

{ all figures less any capital campaign revenues and expenditures }

YWCA Richmond carried over funding to expand domestic & sexual violence services in the coming year.

We are excited to update you on the expansion of domestic and sexual violence services. We have hired a child counselor, court advocate, and a full time hospital accompaniment advocate with the carry over funds from FY22.

5th Street Building Renovations

The YWCA Richmond building has been fully renovated! In June 2022, we officially re-opened and welcomed many of our donors, OWA Honorees, clients, and visitors into our historic building. We now have our Center for Resilience where we can provide group therapy, crisis stabilization, counseling, and have a children's waiting room. Our Center for Engagement has been the heart of our events and extremely beneficial for our volunteers. Our Center for Equity allows for job training, leadership training, and gender and equity advocacy. We also welcome our partner agencies to use this space. Our administrative space is dedicated to Adrian Taylor for his lifetime of service to YWCA Richmond.



“This building embodies and reflects the fearless compassion the staff who work here bring to their work and their clients. It now embraces and supports everyone who comes here to give or to receive care, support, and a chance to rebuild.”

Frazier & Brad Armstrong

COMMUNITY PARTNERS

Our community partnerships and philanthropic support ensured that women remained safe and empowered, infants and children had space and resources to learn and grow, and families were supported throughout an unprecedented year.

Sprout School Community Partners:

ChildSavers
Children's Museum of Richmond
Head Start
Henrico LEAP
Richmond Public Schools
Second Presbyterian Church of Richmond
St. Andrew's School
SCAN
Smart Beginnings of Greater Richmond
The Collegiate School
VA Promise Partnership
Virginia Early Childhood Foundation
Virginia Preschool Initiative
Voices for Virginia's Children
Virginia Quality Birth 5 (VQBS)
Wolftrap

Domestic Violence and Sexual Assault Clinical Team Community Partners:

Chesterfield Domestic Violence Resource Center
CrossOver Health Care Ministry
Greater Richmond Scan Trauma Informed Care Network
The Daily Planet aka West Grace Center
Wellness Within, Inc. - Community Based Organization
VCU Counseling Services

Domestic Violence and Sexual Assault Case Management Team Community Partners:

CARITAS
Rising Family Creek Services
Richmond Redevelopment Housing Authority
Carol Adams Foundation
Little Hands Virginia
Marlee House
The Daily Planet aka West Grace Health Center
Yeshua House

Internship Program:

Boston University School of Social Work- Field Placement
VCU School of Social Work- Social Work Field Placement
Virginia State University School of Social Work- Field Placement
Widener University School of Social Work- Field Placement

Crisis Hotline/Crisis Response Services Partners:

Carol Adams Foundation
Little Hands Virginia
Marlee House
Richmond Behavioral Health Authority
Richmond Police Department
Richmond Redevelopment and Housing Authority
VCU Police Department
VCU Project Empower
Yeshua House

EmpowerNet:

Bob and Anna Lou Schaberg Foundation
Bon Secours
Community Foundation for a greater Richmond
GoochlandCares
Hanover Safe Place
Homeward
James House
Partnership for Housing Affordability
Thrive Virginia
Safe Harbor
VCU Health System

Outreach and Prevention Partners:

Arco Iris Supermarket
Body Politic
Chesterfield County Police Department
ChildSavers
Greater Richmond SCAN
Minority Health Consortium
New Virginia Majority
Office of the Attorney General
Richmond Redevelopment and Housing Authority: Creighton Court, Fairfield Court, and Whitcomb Court
Richmond and Henrico Health District, Community Health Worker and Health Support Worker Training Program
Richmond City Police
Richmond Public Schools, Office of Engagement
Virginia League for Planned Parenthood
VCU Police Department
VCU, University Counseling Services
Victim/Witness Services Program, Richmond Office of the Commonwealth's Attorney
Virginia Anti-Violence Project
Virginia Center for Inclusive Communities
Virginia Poverty Law Center
Virginia Sexual and Domestic Violence Action Alliance
Virginia State University
Voices for Virginia's Children
Waymakers Foundation

Community Partners:

Central Virginia Food Bank
Central Virginia Legal Aid Society
Commonwealth Catholic Charities
Chesterfield County Police Department
Chesterfield Domestic and Sexual
Violence Resource Center
Homeless Crisis Line/Homeward
Mercy Mall
New Directions Crisis Stabilization
Re-Establish Richmond Refugee Svcs
Richmond Behavioral Health Authority
Richmond Redevelopment and Housing
Authority
The Daily Planet aka West Grace Health
Center
Urban Baby Beginnings
VCU Health Nelson Clinic
VCU Project Empower

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Donate today to impact
the lives of women,
families, and children in
Richmond, Virginia.

ON A MISSION TO EMPOWER WOMEN, CHILDREN & FAMILIES TO LIVE THEIR BEST LIVES.

Since 1887, YWCA Richmond has been at the forefront of creating positive social change in central Virginia. In solidarity with YWCA agencies throughout the country, we are dedicated to eliminating racism and empowering women. We are a 501c(3) nonprofit on a mission to eradicate social injustices in the Richmond region and create a safer, stronger community.