eliminating racism empowering women **YYYCA** Princeton

EQUAL Impact Report 2019-20 EXAMPLE A CONTRACT OF CONT

GET TO KNOW YOUR YW

AQUATICS

enhance their well-being. Our Aquatics program provides swimming lessons,

BREAST CANCER RESOURCE CENTER

YWCA supports improving access to women's health initiatives, thereby empowering women to take control over their physical, mental, and emotiona well-being. Our Breast Cancer Resource Center offers support to breast appointments, support groups, healing arts, fitness and wellness programs,

CHILDCARE

participation by women, particularly women of color, and providing children with culturally sensitive, developmentally-appropriate activities that enable them to succeed in school. The Burke Foundation Early Childhood Center at YWCA Princeton serves children ages 8 weeks to 6 years old.

ENGLISH AS A SECOND LANGUAGE

YWCA supports immigrant justice because it is integral to racial justice. All immigrants—regardless of status—deserve to be safe, healthy, and treated for themselves in every aspect of their lives. Our ESL program serves immigrants and adult learners in the Trenton and Princeton areas, and offers free U.S citizenship preparation classes.

HIGH SCHOOL EQUIVALENCY

YWCA supports education as a means to achieve equity. A high school diploma or equivalent is paramount to an individual's self-sufficiency and independence. Our High School Equivalency programs in the Trenton and Princeton areas

LATINAS UNIDAS

YWCA supports advancing the economic security, financial independence, and self-sufficiency of women, especially women of color, as a means of achieving true racial and gender equity. Latinas Unidas provides job readiness and placement as well as workforce development education to Trenton-based women.

NEWCOMERS & FRIENDS

YWCA supports creating inclusive spaces for community members to come together and feel accepted. Our Newcomers & Friends Club invites you to join a social group where new friendships are formed, experiences are shared, and a vibrant community is celebrated.

NEXT GEN BOARD

YWCA believes that empowered women empower women. NEXT GEN is a Board comprised of professional women ages 21–34 who want to advance the YWCA mission, as well as receive mentorship opportunities.

STAND AGAINST RACISM

YWCA Princeton founded Stand Against Racism with the former YWCA Trenton in 2007. It has since become a signature campaign of YWCA USA and all YWCAs across the nation. Stand Against Racism is a year-long campaign to unite our voices to educate, promote, and advocate for racial justice. Through this campaign, we invite our community to take a stand with us against racism.

STEM / ROBOTICS

YWCA supports STEM programming for women and girls of color because it reduces the gender and racial disparities present in the STEM field. Our program grades 4–12 to program, design, and build robots.



MEET THE CEO TAY L. WALKER

Tay Walker has been a public health leader and women's health advocate for over 23 years. She holds a master's in public health and is working towards her doctorate in psychology. She is a member of the American Public Health Association, National Society for Public Health Education, and Delta Sigma Theta Sorority. Throughout her career, Tay has successfully maneuvered the delicate balance between dedication to mission, bold entrepreneurial initiatives, and sound business management.



MEET THE BOARD PRESIDENT KAREN DELK

Karen Delk brings a wealth of knowledge working in Fortune 100 organizations holding progressive Human Resource responsibilities throughout her career in four different industries. Karen's leadership accomplishments include developing leadership programs, creating a compliance and sales suitability department, and supporting new business initiatives. Currently, Karen is Founder and President of Davis Delk Consulting, LLC., a boutique management consulting and executive coaching firm where she works with leaders in F500 organizations globally.





From the CEO I began my journey as the YWCA Princeton's new CEO on June 1, 2020. For nearly 100 years, this organization has advocated for women and girls in Mercer County and has changed countless lives. Advocacy is my passion. It is a privilege and an honor for me to advance the YWCA mission of eliminating racism, empowering women, and ensuring the wellbeing of children and youth in Mercer County. I am looking forward to leading YWCA Princeton into its next innovative phase of growth and development by engaging, networking, and enhancing relationships with our members, partners, donors, and constituents.

2020 has challenged and changed us all, from the global pandemic to the racial unrest to the contentious election. However, this year has also been filled with many triumphs. With the help of our Facilities Committee, Board of Directors, staff, and a very generous leadership gift from The Burke Foundation, we accomplished our goal of transforming our childcare center and administrative office space in our program building. In acknowledgment of their generous gift, the newly consolidated childcare wing has been renamed The Burke Foundation Early Childhood Center at YWCA Princeton. Additionally, our Breast Cancer Resource Center relocated back to our main campus!

Our mission-based programs are designed to educate and empower; to create opportunity; and to promote equity. Join us in eliminating racism and empowering women and girls by promoting peace, justice, freedom, and dignity for all.

Jay J. Walker

From the Board President Our strength is tested in times of turmoil and uncertainty; like the rest of the country, we had to make hard decisions in the second half of our fiscal year. As the new Board President, I worked closely with Tay Walker, our new CEO, to reopen childcare this summer in the midst of COVID-19 in a temporary location. At the same time, our program building was being renovated. We are proud of our dedicated staff who returned to continue their critical work in early childhood development. We ensured local families could continue being stably employed while offering a safe and fun learning environment for their children.

We are grateful for a major gift from The Burke Foundation; coupled with our work with local architect Hillier Group, we redesigned our program building to be bright, airy, and welcoming. We continued to provide critical support virtually to women diagnosed with breast cancer. We took the ESL program virtual and expanded globally with a student in Colombia.

Despite the challenges, the YWCA is resilient; with our dedicated staff, teachers, volunteers, and board, we continue to make a difference in the community. The work we do and the community we serve is important to us. We look forward to operating in our newly renovated space, and we invite you to see it through a virtual tour coming soon to our website!

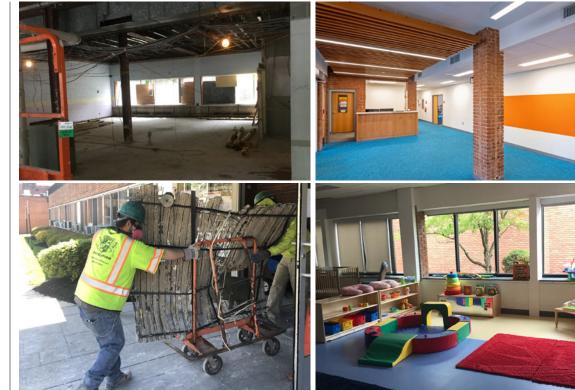


COMBATING COVID-19

When our childcare program reopened in July, there was much to adapt to: the program was temporarily relocated to a different space while The Burke Foundation Early Childhood Center at YWCA Princeton was being built, and extensive COVID safety protocols were put into practice. Namely, being covered in PPE: gowns, masks, face guards, and gloves were worn by all staff who interacted with infants (those practices are still in place at the new center), and all other staff wear masks and practice frequent hand washing.

To ensure a smooth transition for the families we serve, we shared photos of our staff with and without masks, so their friendly faces became familiar. All of our procedures were also communicated via email and Zoom presentations.

Children over the age of two years old are required to wear masks, and although it was initially challenging for some, our staff explained that masks keep their friends, family, and staff safe.





REFRESHED AND RENOVATED: A NEW LOOK

Originally built in 1958, our program building has served us well for sixty-two years—but it was time to make some major improvements. Barbara Hillier of StudioHillier has been working with our Facilities Committee for years planning how best to use our building and property. This project has evolved from needing new heating and cooling, to a full renovation and construction of our new childcare wing: The Burke Foundation Early Childhood Center at YWCA Princeton.

In the years YWCA has operated at a surplus, our financial stewards put money into a fund for future improvements. Additionally, thirty years ago the YWCA invested \$200,000 into a fund for facilities upkeep. This astute planning allowed us the seed money to begin this \$2.3 million dollar project. Several months into our project, we were awarded a leadership gift from The Burke Foundation, along with other generous donations.

The new building was constructed with accessibility in mind; the info center, lobby, and childcare wing are wheelchair accessible, bathrooms are gender neutral, and we created a lactation room for nursing mothers.

In addition, we refreshed our STEM and robotics lab. We completely renovated our office space, including consolidating our Breast Cancer Resource Center, English as a Second Language, HiSET Equivalence Testing, and racial and social advocacy programs into a separate admin wing. While our programming continues remotely for the time being, we look forward to coming back to the new, wide open spaces.



GALA GONE VIRTUAL

Typically held in March, we pivoted to host our **2020 Tribute to Women Awards** virtually in May. COVID could not stop us from recognizing 11 incredible women who embody the YWCA mission of eliminating racism and empowering women:

Adriana Abizadeh

Moriah Akrong—Young Woman Award Dr. Kemi Alli Kimme Carlos Mary Anne Haas—CommUNITY Award Dr. Merodie Hancock Lauren Lalicon—Young Woman Award Katherine Nunnally JoAnne Parker Sarah Torian Jerlene "Cookie" Worthy

The Young Woman Award was a new category this year, created to recognize young professional women between the ages of 21-34 making an impact in their industries and community early on in their careers. As of 2020, we accept nominations to recognize men who embody the YWCA mission, called the Man of Achievement Award. We look forward to celebrating a wider and more inclusive group of individuals who do impactful work in our communities!



BLACK LIVES MATTER

On June 2nd, YWCA Princeton staff, Board members, and community activists gathered among hundreds of peaceful demonstrators to demand justice for George Floyd. The demonstration was largely youth-led, and we, along with numerous local organizations and businesses, were both heartbroken and proud to stand and kneel in solidarity with them.

Throughout the summer, our staff continued to support local rallies to demand justice and address systemic racism throughout the various and layered ways it presents itself in our daily lives.

Each day, we work to provide resources on our website, collaborate with community activists, and support any and all efforts to bring about a more equitable society. We will get up and do the work until injustice is rooted out, until institutions are transformed, and all communities are safe and equitable **for everyone**.

HELP, HOPE, **& HEALING**

SHANTA'S STORY

My name is Shanta, and I am 26 years old. At 22, I was diagnosed with triple negative breast cancer; just last year, I received a second diagnosis of ovarian germ cell cancer. You may imagine my story is one of suffering and heartbreak; while it certainly has not been easy, my story is actually one of hope and healing. I would like to share it here with you today.

Being diagnosed with cancer at 22 turned my life upside down. I lost my hair. My chemotherapy schedule meant I had to stop working. With no income, I became homeless. Later, with ovarian cancer, I was told I would no longer be able to carry a child. I was in total and utter shock with both diagnoses. Cancer had come in like a tornado and torn my life to shreds. But I refused to let it win. I chose instead to focus on my strength and to keep smiling through each new day.

When I met my breast cancer oncologist and navigator for the first time, they introduced me to the YWCA Princeton's Breast Cancer Resource Center. I quickly contacted the BCRC and set up an appointment to visit. I was nervous. I had no idea what to expect. Turns out, I didn't need to worry. The BCRC greeted me with warmth and welcome. They took no time at all supplying me with a chemotherapy care kit; fitting me for wigs and bras with breast prosthetics; signing me up for the Young Survivors support group, an upcoming cookout, and conferences; and aiding me in identifying and pursuing financial resources. I suddenly had a second "pink" family.



Use your smart phone camera to scan this QR code and hear more from BCRC survivors and thrivers!

When COVID hit in the beginning of 2020, I was in the middle of ovarian cancer treatments. I remember feeling terrified and overwhelmed. As a survivor and current patient, I was considered high-risk. My body would face an uphill battle should I become ill. I also remember feeling alone. With new healthcare precautionary procedures, my mom would no longer be allowed to sit with me during chemo or wait for me through surgery.

The silver lining to my story is the BCRC. My "pink" family has been nothing less than a lifeline. They mean everything to me. The BCRC offers compassion, love, and support. I have formed long-lasting friendships with those experiencing and facing the same trauma as me. At the BCRC, I feel safe; I have found comfort in knowing I am not alone, and I am on my road to healing. Simply put, without the BCRC, I don't know where I'd be.

Shanta

Shanta T. BCRC participant Breast and ovarian cancer survivor





"Throughout the past year, I have taken part in as many of the Healing Arts classes as I've been able to...I put myself out there for the public to see. My inner feelings exposed on the surface. Medicine alone cannot heal us. I am forever grateful to the BCRC for giving me this incredible gift."

-Anna N. on participating in the BCRC's Healing Arts Program and sharing the art she's

Right: Healing Arts Program Zoom Meeting

total connections through outreach and education

niles driven with **84** wo

support group, healing arts, and wellness participants

red

new members welcomed



CREATING BRIGHT FUTURES



Two of our children potting plants on Earth Day. It's never too early to care about our planet!

98 families served

idents enrolle

Bilingual Nursery School

countries represented

languages spoken

PEYTON'S STORY

In the middle of widespread COVID-19 restrictions, Pedro and Sandra were desperately searching for a new childcare program. Their oldest, Peyton, had been having difficulty connecting and engaging in her last preschool. Pedro and Sandra were particularly concerned for Peyton, wondering if she would be ready for a smooth transition to Kindergarten come Fall. Youngest daughter Lilybee was in the throes of potty-training and would need an environment with patience, and structure.

With their children needing personalized programming, Pedro and Sandra turned to the YW; once enrolled for Summer 2020, our staff were ready to hit the ground running to support Peyton and Lilybee. In just a few short weeks, both girls had made incredible progress. Thanks to a collaborative effort between the YW team and her parents, Lilybee was now fully potty-trained. Perhaps the biggest transformation was Peyton, who is now a happy, well-adjusted Kindergartner. "Peyton's counting and speaking better, has more confidence, and a renewed enthusiasm for school. The difference is night and day. Her teachers are the best she's ever had," Pedro shares. "My Peyton cannot wait until she goes to school and she cannot wait to tell me about her day when I pick her up."

This is the difference the YW makes. We are proud to be part of Peyton and Lilybee's story.



MELIDA'S STORY

In 2013, Melida joined our programs to expand her knowledge of the English language and prepare for citizenship. Through a generous grant, Melida was able to participate with all expenses and fees covered. Last year, Melida felt ready to take the big next steps: her citizenship test and interview; in the two months leading up to her test date, we secured a free private tutor to help her during the home stretch. When Melida successfully completed

her test, she shared her excitement with her YW instructors and friends right away, sending us a beaming photo the moment she officially became a citizen.

Like all our program participants, we invested in Melida. We continue that investment, as we recently hired her as a bilingual Assistant Teacher in our childcare program. Melida is excited to be part of the YW team, supporting efforts that helped her create a sense of stability and community for her family.



Thanks to continued support from the Mercer County Commission on Heritage and Culture, we were able to provide art-infused programming for our ESL students. Adapting to an online format this year, we offered a Literary Arts course entitled "Writing My World: Reading and Writing Culture through Literature." Students read and discussed iconic American short stories, thinking critically about cultural contexts, human relationships, and the values communicated within them. The initiative then

allowed students to share their creativity and diversity through their own narrative and art, with the goal of uncovering those same topics within their own culture. While we could not hold our Spring ESL ArtsFest celebration in person, students presented their final pieces at a virtual event with friends and family, which was embraced as a safe means to continue this well-loved event.





SUPPORTING ENGLISH LEARNERS

392 students completed more than 100 hours or class time High School Equivalency dents achieved citizer students became gainfully employed by the YW



total clients served through all Latinas Unidas services

-

job search and job readiness client

students completed the High School Equivalency test





BUILDING A BETTER TRENTON

"In November, Latinas Unidas participants in our ESL class did oral presentations for a speaking exercise. The students spoke in front of their peers in groups of 2 or 3 reciting textbook dialogue. As I watched them present, I was proud of the progress they had made and the effort put in in only the first two months of class."

-Nate, Latinas Unidas ESL teacher



Community members in atinas Unidas receiving their ESL diplomas. Time focused on topics such as past tense, comparative adjectives, present continuous tense, and information questions helps students feel more confident in their speaking and listening abilities as they continue in their English urnev



THINK LIKE A GIRL! The Power of STEM & Robotics

ROBOTICS ROCKETTES

"Robotics has impacted my life in so many ways: it has exposed me to so many amazing aspects of technology; it has helped me decide my career path in Computer Science/Data Science; and it has also shown me how to be a good leader. Being on the team since 7th grade, I've learned so much about teamwork, public speaking, and responsibility. Plus, I've bonded with my teammates. This experience has shaped me as a person."

-Shivani N.

PROTOTYPE G

In January, one of our three all-girls robotics teams, Prototype G, won the Inspire Award at the First Tech Challenge Regional Qualifier. The Inspire Award is the most prestigious award that can be given to a team. This victory sent Prototype G to the State Championship in March. The First Tech Challenge judges were particularly impressed by the team's robot design, CAD, engineering documentation, and outreach. Led by team captains Aparna Rajesh and Shreya Hegde, each member of Prototype G put in long hours to pull off this well-deserved accomplishment.

The Inspire Award is an appropriate one for Prototype G because they inspire all of us at the YW. These girls are creating a space for themselves every day in an historically male-dominated field. They are paving the way for other young women, showing them the endless possibilities that exist when our girls are supported, encouraged, and empowered.

CONNECTION AND COMMUNITY THROUGH NEWCOMERS

Did you know our 171 Newcomers & Friends members hail from 24 states and 14 countries? Members participate in 37 different interest groups.

CONNECTING IN TIMES OF COVID

"Social connection has always been an integral part of NC&F, but since the pandemic, it has been crucial. I feel so fortunate to be part of a community that responds to our ever-changing environment with creativity, innovation, and resilience. This year has been like no other and through it all, we've been there for one another."

-Debbie, Newcomers & Friends President, on why community matters

THE NEXT GENERATION

NEXT GEN is comprised of 14 young women representing 9 different industries. Members spend on average 3.5 hours together each month developing professional skills. Nickita R., Pharma.D., who serves as the Senior Consultant at NDA Group, shares how valuable her NEXT GEN membership has been:

"Participating on the YWCA NEXT GEN Board has been such a rewarding experience. I've learned so much about Board governance, leadership, and strategic planning specifically for the non-profit sector from YWCA's Executive Board as well as my peers on the NextGEN Board. I have also strengthened tangible skills that I can apply to my professional development."

-Nickita R.

LEFT

Lauren Peck (L), Co-President of YWCA Princeton's NEXT GEN Board alongside former President and NEXT GEN alum Samantha McGraw (R) at the 2019 VolunteerConnect Impact Awards, Lauren and Samantha were on hand to accept the Community Award on behalf of the Board.



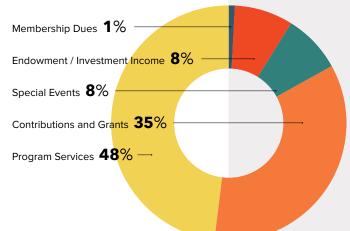
YWCA IS ON A MISSION 9

SHAPES

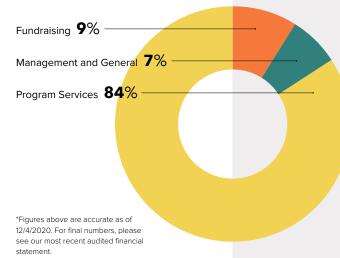
Last December, the Newcomers and Friends wanted to give back to the YWCA Princeton community during the holiday season. They kindly sponsored a special holiday surprise for 75 children in our childcare program! With some help from Santa, they provided 68 gifts and 7 gift cards.

YWCA PRINCETON

TOTAL REVENUE \$4,033,757



TOTAL EXPENSES \$4,033,757



**Please note that the COVID-19 pandemic shuttered several programs that could not translate to remote services. This is heavily reflected in our Program Services percentage.

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(All listed above are as of July 1, 2020)

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\$45,000 + The Burke Foundation

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Today, the World YWCA works for women's empowerment, leadership and rights in more than 120 countries and 20.000 local communities. The World YWCA's members and supporters are incredibly diverse, encompassing women from many different faiths, ages, backgrounds, beliefs and cultures. They are united by a shared vision that by 2035, 100 million young women and girls will transform power structures to create justice, gender equality and a world without violence and war, leading a sustainable YWCA movement, inclusive of all women.

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In Honor of The Incredible YW Staff

HONORING LONG-TIME **CEO JUDY HUTTON**

Over the course of 13 years, Judy Hutton guided YWCA Princeton with a sincere passion for our mission and dedication to our community. When she retired earlier this year, she left behind a lasting legacy that will continue to empower future generations of women, girls, and families. We are incredibly thankful for the integrity, purpose, and resiliency Judy brought to our organization.

It is said that true leaders don't create followers; they create more leaders. Judy was a trailblazer, but perhaps her biggest legacy is the next generation of YW leaders she equipped to thrive, flourish, and carry on the fight to create a better tomorrow for us all. Thank you, Judy.





Judy in 2009 at YWCA Princeton's second Stand Against Racism event. Judy is pictured with then-Princeton Borough Mayor Mildred Trotman, left, and Cynthia Mendez, then-Executive Director of Princeton Human Services.

a bubble in the champagne glass at the first-ever Friends for Bates Cocktail Reception. Each "bubble" symbolizes a \$100 donation to program participants float to the top!

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We invite you to share in a few highlights from Judy's time serving as our fearless leader:

2007

YWCA Princeton and YWCA Trenton partner to form the Racial Justice Institute. This collaborative program brought together the two associations to initiate racial justice dialogues and to promote trusting environments in which to dismantle discriminatory barriers throughout Mercer County.

2008

- Stand Against Racism is founded, gathering together residents from Mercer County and beyond to rally against racism and promote peace, justice, freedom, and dignity in their communities, attracting more than 5,000 participants from 60 organizations.
- The "Paddle for Pink" Dragon Boat Festival organized by the Machestic Dragons had over 1,000 participants this year.

2010

The General Secretary of World YWCA, Nyaradzayi Gumbonzvanda, is a special guest honoree at the annual Friends Luncheon and becomes a member of YWCA Princeton.

2011

Expands multicultural offerings with a "Japanese Culture and Business Etiquette" class for those interested in Asian culture and customs, considering a trip to Japan, and for firms conducting business with overseas organizations.

2014

- Stand Against Racism, founded by YWCA Princeton and YWCA Trenton, is officially adopted by YWCA USA as a hallmark program.
- The Breast Cancer Resource Center unveils the Gattmobile, its new transportation and meal program.

2015

- YWCA Princeton becomes the first non-profit in New Jersey to administer the High School Equivalency Test.
- The all-girls robotics teams are formed, with help from volunteers and mentors from PPPL Corporation and SES Corporation.

2016

YWCA and Princeton Family YMCA refocus and reorganize our services and campus, whereby YWCA occupies the Program Building and YMCA occupies the Athletic Building.

2017

• YWCA Princeton expands STEM program and all-girls competitive robotics teams reach State Championship level.

2019

Initiates collaboration with the Princeton Public Schools to launch the Pre-School Expansion Program with one classroom at YWCA Princeton.

2020

- YWCA Princeton undergoes major renovation of the Program Building.
- Renames Young Wonders Child Development Center to The Burke Foundation Early Childhood Center at YWCA Princeton.

Judy in 2019 placing

- help YWCA Princeton

WAYS TO GIVE

TOGETHER, WE CAN DO SO MUCH MORE.

DONATE. Make a gift today! Monetary donations in any form or amount are integral for us to continue providing a diverse range of services and programs to our shared community. Join the YW movement at www.ywcaprinceton.org/donate.

ADVOCATE. Let your voice be heard! Advocate alongside us for policies that bring us closer to eliminating racism, empowering women, and ensuring peace, justice, freedom and dignity for all. Visit www.ywcaprinceton.org/advocate to learn more.

VOLUNTEER. Your time and talents are wanted! Support us in putting on our programs or events. Check out **www.ywcaprinceton.org/ volunteer** to get started.

FOLLOW. Stay in touch by following along! Find us by our @ywcaprinceton handle on Facebook, Twitter, Instagram, and LinkedIn. Sign up for our monthly e-newsletter by texting YWCAPRINCETON to 22828 or online at **www.ywcaprinceton.org**.



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