

# CASE FOR SUPPORT

AMBIVALENCE ABOUT THE EXISTENCE AND IMPACT OF SYSTEMIC RACISM IN THE U.S.



## RACISM IN HEALTHCARE



1 IN 3

AMERICANS  
DON'T BELIEVE  
SYSTEMIC RACISM IS A BARRIER  
TO GOOD HEALTHCARE



## RACISM IN THE WORKPLACE



68%

OF ALL US WORKERS  
FEEL UNCOMFORTABLE ENGAGING  
IN CANDID CONVERSATIONS  
ABOUT RACE AT WORK

45% OF BLACK WORKERS  
30% OF WHITE WORKERS  
SAY THEIR WORKPLACE  
DISCOURAGES DISCUSSION  
OF RACIAL JUSTICE ISSUES



## RACISM IN LEADERSHIP



8%  
OF ALL NATIONALLY  
ELECTED OFFICIALS  
ARE BLACK

2 BLACK FEMALE CEOs AMONG  
FORTUNE 500 COMPANIES

LOCALLY, NONPROFIT BOARDS ARE:



## HR PROFESSIONALS' VIEW

DISCRIMINATION EXISTS IN THE  
WORKPLACE



49%  
BLACK HR  
AGREE



13%  
WHITE HR  
AGREE

OPPORTUNITIES ARE LACKING  
FOR BLACK EMPLOYEES



68%  
BLACK HR  
AGREE



35%  
WHITE HR  
AGREE

## RACISM IN POLICING & HOUSING

6X

AFRICAN-AMERICAN MALES  
ARE 6X MORE LIKELY TO  
BE INCARCERATED THAN  
WHITE MALES



AFRICAN AMERICANS ARE  
ABOUT 3X MORE LIKELY TO  
BE FATALLY SHOT BY POLICE  
THAN WHITE PEOPLE

BLACK AMERICANS FACE  
HOMELESSNESS MORE OFTEN



BLACK AMERICANS ACCOUNT  
FOR 13% OF THE US  
POPULATION BUT 40% OF THE  
HOMELESS POPULATION

70%  
OF HEADS OF  
HOUSEHOLDS  
IDENTIFY AS BLACK

AT THE YWCA  
COLUMBUS FAMILY  
SHELTER



72%

OF BLACK RESPONDENTS  
BELIEVE SYSTEMIC RACISM AFFECTS  
THE HEALTH OF PEOPLE OF COLOR



33%

OF WHITE RESPONDENTS  
BELIEVE SYSTEMIC RACISM AFFECTS  
THE HEALTH OF PEOPLE OF COLOR

# YWCA COLUMBUS - DIGNITY FOR ALL

## MISSION

ELIMINATING RACISM, EMPOWERING WOMEN AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL

## VISION

Leadership and Social Justice will focus on hallmark impact and local community needs in a manner that is intentional, provides direct impact, has measurable results, and creates meaningful mission-focused change.

PILLARS OF YWCA LEADERSHIP AND SOCIAL JUSTICE	YEAR 1	YEAR 2	YEAR 3	YEAR 4	OUTCOMES
<b>EDUCATE</b> Disseminate social justice information and frameworks for understanding the world around us.	<ul style="list-style-type: none"> <li>Launch new racial justice/ DEI trainings</li> <li>Train-the-trainer on restorative practices to repair/reduce harm</li> <li>Growing intentional thought-leadership on advocacy agenda</li> <li>Launch 21-Day Racial Equity Challenge</li> </ul>	<ul style="list-style-type: none"> <li>Data analysis &amp; evaluation of DEI trainings</li> <li>Research and development of new business model for DEI consulting</li> <li>21-Day Challenge</li> </ul>	<ul style="list-style-type: none"> <li>New DEI consulting business launches</li> <li>Development of new social justice trainings</li> <li>21-Day Challenge</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of new consulting business</li> <li>Annual evaluations of long-term impact on consulting partners</li> <li>21-Day Challenge</li> </ul>	<ul style="list-style-type: none"> <li>Community members will have a better understanding of structural racism and its disparate impact on the life outcomes of communities of color (especially around housing, healthcare, policing/ criminal justice, and education)</li> <li>Community members are better equipped with restorative practices to reduce and repair racist harm</li> </ul>
<b>ENGAGE</b> Internalize information and engage in social change process	<ul style="list-style-type: none"> <li>Increase advocacy capacity, action on agenda items, dashboard</li> <li>Mobilize civic engagement/ advocacy around local elections</li> <li>Create Community Advisory Committee</li> <li>Activists &amp; Agitators: part 2 training</li> <li>Stand Against Racism event</li> <li>Launch #YWCAAlliesonAMission</li> <li>Launch Internal Equity Council (IEC)</li> </ul>	<ul style="list-style-type: none"> <li>Re-introduce community conversations</li> <li>Activists Agitators: policy summit</li> <li>Stand Against Racism event</li> <li>Implement recommendations from IEC</li> <li>Civic engagement around mid-term elections</li> <li>#YWCAAlliesonAMission</li> </ul>	<ul style="list-style-type: none"> <li>Research new male-identified allyship programming</li> <li>Activists &amp; Agitators</li> <li>Stand Against Racism</li> <li>Implement phase 2 of IEC recommendations</li> <li>#YWCAAlliesonAMission</li> <li>Civic engagement around local elections</li> </ul>	<ul style="list-style-type: none"> <li>Launch harm repair toolkit and training</li> <li>Launch new male allyship program</li> <li>Mobilize civic engagement and advocacy for presidential election</li> <li>Activists &amp; Agitators</li> <li>Stand Against Racism event</li> <li>#YWCAAlliesonAMission</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of equity-centered policies aimed to improve life outcomes of women and communities of color</li> <li>More male-identified allies equipped with the knowledge, commitment, and skillset to advocate for marginalized groups</li> <li>Increased implementation of racial equity tools in leadership decision-making</li> <li>Grantors adopt new DEI scoring criteria when considering grant applications</li> <li>Boards identify Board leadership pipelines and ensure diversity in who assumes President role.                             <ul style="list-style-type: none"> <li>If Boards are not diverse, they adopt DEI-focused recruitment strategies and leadership development strategies</li> </ul> </li> <li>Philanthropic/grant making organizations increase their giving to BIPOC-led organizations, and/or organizations focused on issues related to marginalized communities.</li> </ul>
<b>EMPOWER</b> Actualize change; self-liberation and breaking down barriers for others	<p><b>Leadership for Social Change (LSC):</b></p> <ul style="list-style-type: none"> <li>Develop new alumni engagement programming and develop long term tracking of outcomes</li> <li>Secure program sponsorship</li> </ul> <p><b>Bright Futures (BF):</b></p> <ul style="list-style-type: none"> <li>Hold 3 cohorts (1 virtual &amp; 2 in-person) &amp; graduate engagement</li> <li>Explore partner expansion opportunities</li> </ul>	<p><b>Leadership for Social Change (LSC):</b></p> <ul style="list-style-type: none"> <li>Research and develop mentorship program and Board interest survey</li> </ul> <p><b>Bright Futures (BF):</b></p> <ul style="list-style-type: none"> <li>Launch new site (3 total), contd. graduate engagement</li> <li>Research &amp; develop 2-gen model</li> </ul> <p><b>Research and develop model for new HS leadership program</b></p>	<p><b>Leadership for Social Change (LSC):</b></p> <ul style="list-style-type: none"> <li>Launch mentorship program</li> </ul> <p><b>Bright Futures (BF):</b></p> <ul style="list-style-type: none"> <li>Launch new site (4 total)</li> <li>Continued graduate engagement</li> <li>Launch 2-gen model</li> <li>Annual evaluation</li> </ul> <p><b>Launch new HS leadership program</b></p>	<p><b>Bright Futures (BF):</b></p> <ul style="list-style-type: none"> <li>Research and develop a train-the-trainer model for community to operate their own BF program independently</li> </ul> <p><b>Evaluate new HS leadership program</b></p>	<ul style="list-style-type: none"> <li>More BIPOC/women changing discriminatory policies &amp; practices in the workplaces</li> <li>More BIPOC/women with increased awareness of systems of oppression that perpetuate inequities; and equipped to identify needs, develop strategies and take action towards effecting social change.</li> <li>More BIPOC/women holding positions of leadership and serving on nonprofit boards</li> <li>More BIPOC/women with increased understanding of fundraising strategies and best practices</li> </ul>

The Central Ohio Community is more empathic and racially literate; understanding systemic issues, engaging in critical conversations, and adopting equitable policies. Our communities have the autonomy to make decisions and create change with resources needed to support the work.

## COMMUNITY IMPACT

# DATES TO REMEMBER

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## 21 Day Racial Equity Challenge

- March 1-29
- Sign up on our webpage: [www.ywcacolumbus.org](http://www.ywcacolumbus.org)

## Easton's Change for Charity

- March 1, 2021 – April 30, 2021

## Columbus Metropolitan Club Forum “COVID's Impact: Worse for Women”

- March 17, 2021, Noon-1:00
- Register to attend: [www.columbusmetroclub.org](http://www.columbusmetroclub.org)

## Women of Achievement 2021

- June 23, 2021

## Activists and Agitators

- Fall 2021

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# **SIGNATURE PLATFORMS OF YWCA COLUMBUS' ADVOCACY AND ENGAGEMENT WORK**

**All people live in dignity – free from racism**

**All women and girls are economically empowered**

**All women and girls thrive**

(Adopted by YWCA Columbus Board, December 2016)

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YWCA Columbus should be actively engaged in advocacy in support of the mission and work of the YWCA Columbus. This can be generally grouped into three areas:

- 1. Policies and funding that support the core work of our service delivery programs**
- 2. Policies that support the social justice and the elimination of racism and other forms of discrimination**
- 3. Policies that support the empowerment of women and girls**

# **2021/2021 ADVOCACY AGENDA**

## **CORE WORK ISSUES**



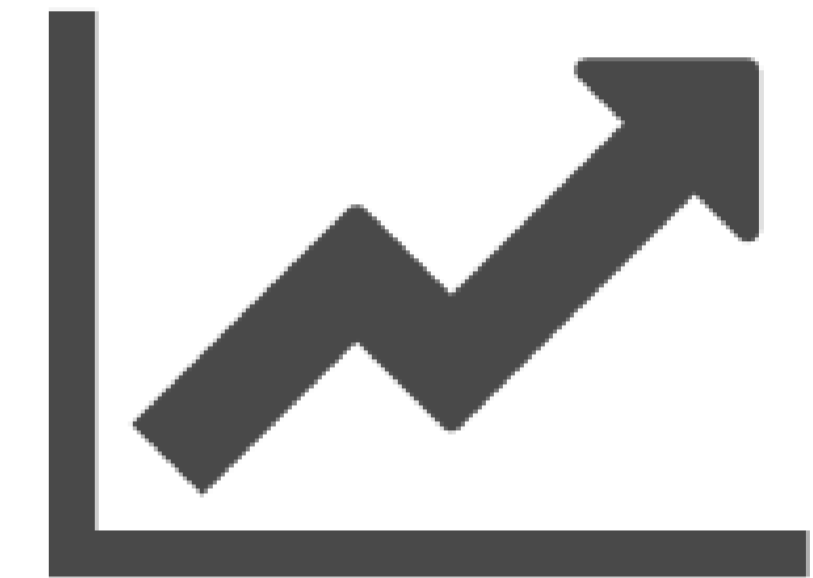
**HOUSING  
JUSTICE**



**EDUCATION/  
CHILDCARE**



**SOCIAL JUSTICE/  
ELIMINATING  
RACISM**



**ECONOMIC  
EMPOWERMENT**

***Active & Monitoring***



# HOUSING JUSTICE

**Policies that promote housing opportunity, stability and security**

## Active

- Reform local eviction policies and practices
- Emergency rental assistance
- Tax incentives for affordable housing development & “buying out” option
- Changes to the zoning code
- Affirmatively furthering fair housing/housing discrimination
- Increasing access to homeownership for African American residents

## Monitoring

- Development & regulatory reform
- LGBTQ+ housing discrimination protections



# EDUCATION/CHILDCARE

*Still under development*

## Active

- Secure funding for childcare and education
- Regulatory requirements

*(Example: the limit on pandemic-ratios makes it hard to be sustainable)*



# SOCIAL JUSTICE / ELIMINATING RACISM

## Policing Reform/Relations

### Active

- Support Civilian Review Board ballot initiative

### Monitoring

- Monitor how policing institutions are interacting with and supporting learning institutions
- CPD budget reform and restructuring, including state/sheriff and suburban jurisdictions

## Civic Engagement

### Active

- Voter suppression/disenfranchisement (included prison industrial complex)
- Nonpartisan Get Out the Vote outreach

## Public Health

### Active

- Racism as a public health crisis, development of accountability scorecard
- COVID-19; access to healthcare
- Eliminating health inequities

### Monitoring

- LGBTQ+ healthcare protections

## Broadband

### Active

- Equitable broadband access (including. equipment; urban and rural; affordability etc).
- Assess HB13 more closely for missing elements or ways to improve.





# ECONOMIC EMPOWERMENT/ RACIAL AND GENDER WEALTH GAP

## Pay Equity

### Active

- Tiered plan for addressing equitable internal reform (staff salaries, benefits/PTO, leadership pipeline, board diversity, vendor relationships and their internal practices, sponsorship relationships and their internal practices, etc.)
- Development of a “how-to” guide for internal equity reform
- Development of scorecard for accountability
- Reports on impact of internal equity work

## Living Wage

### Monitoring

- Employment discrimination state laws, including LGBTQ+ rights