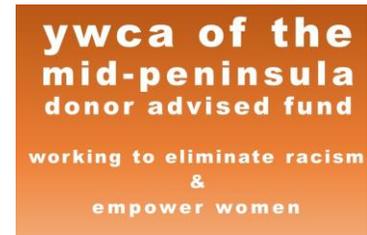




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The YWCA of the Mid-Peninsula Fund

FAQ: YWCA Standards for Eliminating Racism and Empowering Women and Girls

The YWCA of the Mid-Peninsula Fund (FUND) asks applicants to specify in their proposals how they work towards *Eliminating Racism and Empowering Women and Girls*.

1. Why are the goals of *Eliminating Racism and Empowering Women and Girls* included in the proposal requirements?

Eliminating Racism and Empowering Women and Girls is the mission of all YWCAs in the United States, and this mission guided the work of the YWCA of the Mid-Peninsula (YWCA) for over 50 years. During that time the YWCA created over 54 multicultural programs; achieved parity in representation of communities of color among program participants, board and staff; initiated advocacy proposals for housing, multicultural education, affirmative action; and was the first to receive the national YWCA Racial Justice Award.

2. Does an applicant organization/program need to meet both goals of the YWCA's mission?

Yes. Why? Throughout its history, the YWCA has worked for equity and focused on both women's issues and the inclusion of persons of color. Likewise, each goal remains a priority for the FUND.

3. For the goal of *Empowering Women and Girls*, does an applicant organization/program need to serve women or girls exclusively?

No. But if the program is coed, the applicant organization should describe the specific steps it takes to address the goal of *Empowering Women and Girls* within the program.

4. For the goal of *Eliminating Racism*, does the applicant organization/program need to target people of color exclusively?

No. While many FUND grantees have programs that specifically target underserved populations or communities of color in order to eliminate barriers, improve conditions, or support leadership development, the FUND recognizes the work of eliminating racism can be achieved in any variety of ways, such as bringing people together to work on issues of common interest, like advocacy or legislative policy, immigration reform, voters' rights, or to give testimony at public meetings.

5. What are some attributes the FUND looks for in an organization's proposal?

- Is the organization/program intentional in addressing both goals of the YWCA's mission?
- Will the organization/program have an impact on bringing about social change?
- Are the organization's/program's results or outcomes measurable?

- Are communities of color represented in the organization's board, staff, and clients served by its programs? If not, is there a plan to achieve this?
- Does the organization/program have a plan to continuously foster a better understanding of racial justice and women's equality among its board, staff and clients?
- Does the organization's/program's materials reflect diversity (website, newsletters, photographs, etc)?
- Does the organization advocate issues at the public policy or legislative level relevant to the FUND's mission?

6. Will an organization/program be declined if it lacks attributes the FUND typically looks for?

No. The FUND recognizes that achieving its mission of *Eliminating Racism* and *Empowering Women and Girls* is a long journey, and the work of different agencies/programs can be represented in varying ways along that continuum. For the FUND's purposes, it is the intentional and specific effort of each organization/program that must be evident and measurable.

7. What are some examples of organizations/programs previously funded:

Eliminating Racism

- To provide recruitment and training of young women of color to lead community organizing and policy advocacy efforts, give presentations at city council meetings, and bring about positive change relating to toxic health issues in their communities.
- To provide general operating support to independent secondary schools to provide low-income and underrepresented higher-education students with a college preparatory curriculum within the East Palo Alto community.
- To support racial justice projects, including pre-kindergarten enrichment programs, racial justice advisory boards, and university seminars on confronting racism.

Empowering Women and Girls

- To support a day long financial empowerment conference targeting young women of color with monthly follow-up workshops on specific topics leading to financial stability.
- To support the building of political ambition in high school women through civic education and training.
- To provide training for staff to enhance and expand domestic violence services.

8. What are the definitions and examples for the types of support the FUND provides?

- General Operating Support – General operating grants are used to cover the day to day activities or ongoing expenses such as utilities, salaries or office supplies that advance the organization's general programs and mission.
- Program Support – Program grants are used for specific programs within a larger organization that are working to eliminate racism and empower women and girls; this can include advocacy support, such as policy advocacy, organizing, legislator education and community education.