

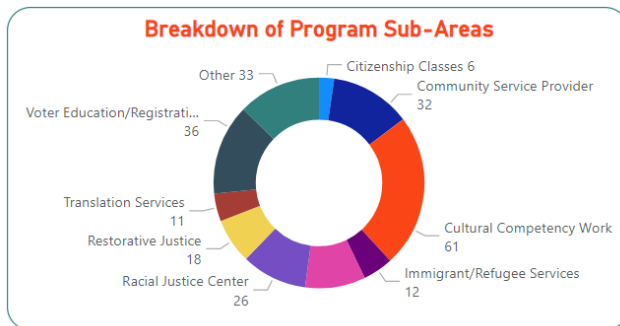
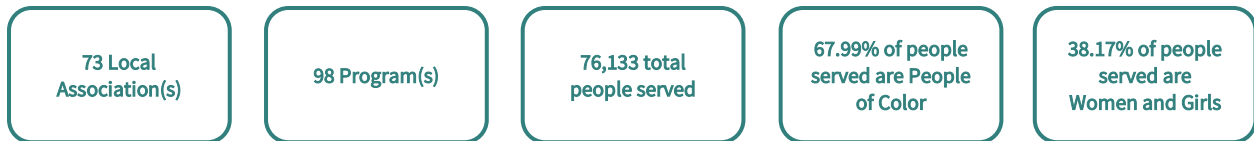
## 2022 YWCA USA Program Inventory and Impact Summary Impact Area - Racial Justice

### About

YWCA USA is a strong network nationwide of 196 local associations. Local associations are asked yearly to provide program-level data for collective impact evaluations. In 2022, 135 (68.9%) local associations reported on their programs and impact. Impact data provided throughout recognizes those who submitted and is not the collective 196.

### Summary

Our 2022 Program Inventory and Impact Survey program survey) shows fifty-five percent of associations engaging in racial justice (RJ) initiatives. With 98 programs, local associations are poised to mobilize on initiatives that prevent racial inequities and ensure fairness for all. This RJ Impact Area Summary sheds light on local associations' activities and trends that can enrich programming.



Sixty-one (23.55%) local associations completing the survey trained partners, businesses, and community organizations through Cultural Competency programming, with three focusing specifically on Diversity, Equity, and Inclusion (DEI). <sup>1</sup>According to a [Harvard Business Review article](#), DEI work strengthens innovation, connectivity, and structural ability. <sup>2</sup>In this study conducted by [McKenzie & Company](#), "companies in the top

<sup>1</sup> (2023, May 3). How Investing in DEI Helps Companies Become More Adaptable. Harvard Business Review | Diversity and Inclusion. Retrieved May 12, 2023, from <https://tinyurl.com/4m8f96tc>

<sup>2</sup> (2015, January 1). Why diversity matters. McKinsey & Company | People and Organizational Performance. Retrieved May 15, 2023, from <https://tinyurl.com/2zetk5af>

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quartile for racial and ethnic diversity are 30 percent more likely to have financial returns above their respective national industry medians." These associations may be on to something.

**Threats to Operations:** Fifty-three (72.6%) of the 73 local associations identified threats to their operations - the top three being:

- **Funding:** Twenty (27.4%) named long-term and diverse funding sources as a threat to program operations. Associations desire to remain competitive as an employer and attract industry thought leaders to their events. Stable funding with aid in this effort.
- **Capacity/Bandwidth/Staffing:** Fifteen (20.5%) associations find capacity/bandwidth (6.8%) and staffing (13.7%) challenging. There isn't enough staff to operate the current programming. Individuals often work additional hours without compensation leading to burnout. Additionally, associations that serve larger geographic areas encounter unique issues, such as language barriers, that come with assisting rural and immigrant clients.
- **Community Support:** Fourteen associations (19.2%) complain that their community doesn't support their RJ efforts naming Diversity, Equity, and Inclusion and Critical Race Theory specifically. The conservative communities they serve don't see racism as a crisis.

**Opportunities Identified:** Sixty-One (83.6%) associations identified ways to improve their services - the top two being:

- **Community Partnerships:** Fourteen (19.2%) formed relationships with community partners such as corporations, schools, and colleges to create or enhance programming. Many are also working together to declare racism a public health crisis.
- **Expanded Reach:** Eleven (15.1%) associations have scaled to serve more people, offer ESL classes, incorporate restorative justice into programming, and train management-level staff. Associations believe training staff on all RJ initiatives equips them to deliver upon the mission. It also enables some of them to teach classes.



As a network, we served 8.5% fewer individuals and 15.6% fewer people of color in 2022 compared to 2021. Further decline was seen in service to women and girls (29%). No recent

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research addresses these declines, so one can only speculate the cause by asking rhetorically if injustices have declined or fewer people are reporting incidents. Despite these declines, local associations are ambitious in addressing continuous inequities and ambitiously seek ways to replicate some level of cultural and gender competencies across all programs believing this will elevate the mission.