

eliminating racism
empowering women

ywca

Greater Cincinnati

**BOLD
MISSION.
BRIGHT
FUTURE.**

2022 IMPACT REPORT

A LETTER FROM THE PRESIDENT

Eliminate Racism. Empower Women. YWCA's mission called to me. When I took the helm in February 2023, one thing was clear: our mission and services are needed now more than ever.

YWCA Greater Cincinnati is the only anchor institution in our four-county region with the bold mission to eliminate racism and empower women — an explicit mission focused on gender and racial equity. We execute this mission in three key service areas: 1) ensuring the health and safety of women and girls; 2) advancing economic and social empowerment of women and girls; and 3) advocating for racial justice, equity, and civil rights for all.

We address community needs 24 hours a day, 365 days per year, ranging from emergency shelter for families fleeing domestic violence to trauma-informed court advocacy, violence prevention education in schools and communities, and equity-focused leadership training for women. Our restorative justice and racial equity training programs address systemic and structural racism and barriers to equity, opportunity, and safety.

The challenges we face in this region are significant. The rise of gender-based violence threatens our safety, post-pandemic inflation impacts our economic mobility, and systemic racism

serves as a consistent barrier to equity. These are the moments that YWCA was made for, when bold leadership is needed at the complex and challenging intersections of race, gender, and economic status.

With the full support of a diverse board of directors, dedicated staff, new leadership, and the generous support of donors, YWCA Greater Cincinnati meets the needs of our community, while advocating for systemic change.

YWCA dares to lead powerfully in this moment. It is our legacy, our present, and future. We thank our collaborators, funders, and our community for your continued support and partnership. Together, we will move our bold mission forward.



**RICKELL
HOWARD
SMITH, ESQ.**

President & CEO
YWCA Greater Cincinnati

OUR MISSION

**YWCA IS DEDICATED TO
ELIMINATING RACISM,
EMPOWERING WOMEN
AND PROMOTING
PEACE, JUSTICE,
FREEDOM, AND
DIGNITY FOR ALL.**

YWCA CINCINNATI PROGRAM LIST

In 2022:

YWCA's direct services community outreach impacted 13,000 people in Hamilton, Clermont, Brown, and Adams counties.

EMERGENCY DOMESTIC VIOLENCE SHELTER PROGRAMS

Hamilton County Domestic Violence Shelter
House of Peace Domestic Violence Shelter
Transitional Living and Rapid Rehousing

RACIAL JUSTICE & EQUITY PROGRAMS

Racial Justice & Equity Community Trainings
Annual Racial Justice Breakfast
21-Day Virtual Racial Justice Challenge
Race & Psychology Educational Series
Real Reads Book Discussions

VIOLENCE PREVENTION & INTERVENTION PROGRAMS

TRANSFORM
Family Justice Center
Immigrant Survivors of Partner Violence
Project CARE
Safe CARE (Job and Family Services)
Child Welfare Domestic Violence Connection Program
Margaret's Place
School-based Violence Prevention
Peaceful Solutions (Restorative Practices)
Court Advocacy Program

EMPOWERMENT & ECONOMIC ADVANCEMENT PROGRAMS

Career Women of Achievement Luncheon
Charlotte R. Schmidlapp Fund Scholarship Fund
Mamie Earl Sells Scholarship Fund
Rising Stars Leadership Program

Emergency Domestic Violence Shelter Programs

YWCA Emergency Shelters are safe, temporary homes for families escaping violence. Open 24 hours a day, we provide wraparound services including food, clothing, shelter, and safety. In 1978, YWCA Greater Cincinnati opened the first domestic violence shelter in Hamilton County and we are currently the only provider for Hamilton and Clermont counties.

20,899

nights of shelter were provided to survivors and their children

64%

fleeing abusive situations were women

47%

of shelter residents were children

94%

of shelter residents exited to permanent housing

Violence Prevention & Intervention Programs

YWCA is committed to ending the cycle of violence. As such, we partner with agencies to coordinate services for victims to ensure they are connected with needed resources. We are the only program in the region helping those who engage in intimate partner violence to challenge their unhealthy thoughts, values, and behaviors about relationships. Additionally, we work with youth to increase their awareness of the impact of violence and teach them healthy relationship dynamics.

5,715

people participated in prevention and intervention programs

86%

receiving violence prevention tools were children

2,700

crisis calls came in through our emergency hotline

99%

of men were able to identify healthy vs. unhealthy relationship dynamics after participating in Transform, our criminal justice program for people who harm their partners

Racial Justice & Equity Programs

YWCA Greater Cincinnati is the only anchor institution in Southwest Ohio with the bold mission to eliminate racism and empower women — an explicit, intersectional mission focused on gender and racial equity. Our mission to eliminate racism and empower women demands that we show up to advocate against systemic oppression and build coalitions to campaign for meaningful change.

1,040

people participated in our virtual Racial Justice Challenge

5,784

participants engaged in racial justice and equity programming

96%

of racial justice training participants said they felt more equipped to use equitable practices and strategies of anti-oppression

3,422

students in 146 classrooms at Northwest Local School District engaged in Peaceful Solutions, a restorative practices program designed to create a positive and safe school climate for BIPOC students

Empowerment & Economic Advancement Programs

YWCA's Career Women of Achievement Luncheon, Rising Stars Leadership Program, scholarship programs, and other programs counter gender, economic, and racial disparities by empowering women and promoting their professional advancement. We reduce prejudice and privilege while building respect for differences.

30,000+

households tuned into the 43rd annual Career Women of Achievement television broadcast and stream honoring eight local women for their achievements in the workplace

11

students received college assistance through sponsored YWCA scholarships

40

women participated in YWCA's 6-month Rising Stars Leadership Program, which empowers and equips high-performing women under age 40 to become equity leaders in the community

100%

of Rising Stars graduated from the program feeling confident in their ability to serve on local non-profit agency boards

SURVIVOR STORY



*Due to the confidential nature of the work we do, we are using a pseudonym (Tina) to protect the identity and privacy of the survivor's story shared below.

Every year, YWCA Greater Cincinnati provides a safe haven to approximately 500 domestic abuse survivors and their children. In 2022, 47% of those served in the shelter were children.

One resident who came to the shelter, Tina, was an 18-year-old woman who was 7 months pregnant. She was referred to the YWCA by a hospital after experiencing intimate partner abuse. She additionally experienced significant abuse and violence as a child. She and her family faced repeated evictions, poverty and homelessness numerous times. Despite such harrowing circumstances, Tina took the courageous step to seek help for herself and her baby.

While in shelter, Tina demonstrated grace with other residents and was very active in Healing Circles (group discussions about past trauma and self-care), Book Club and the Crotchet Club.

During her second week in shelter, Tina was matched with housing through YWCA's Transitional Living and Rapid Re-Housing Program. Upon learning of

the apartment match, she was overcome with emotion stating, "I will now have something for me and my baby." Our staff rejoiced with her, knowing that securing safe housing is an essential part of our Aftercare planning. After a 45-day stay at the YWCA shelter, Tina is now a happy resident in her own apartment. She recently delivered a healthy baby girl whom she was able to bring back to their new home.

Tina's story is just one example of how YWCA Greater Cincinnati lifts up survivors and their families. Our direct services provide residents with a safe space to heal emotionally and physically. Our shelter programs and routines provide stability for survivors and give them the space to plan for a future that is abuse-free. Prior to leaving the shelter, our staff work with clients to find safe housing, as well as connecting them with supportive services in the community to ensure a successful transition.

YWCA's Aftercare Program assists individuals for up to 12 months after they leave shelter with the following services offered:

- Case Management calls and home visits
- On-going Safety Planning
- Referrals to other agencies and community resources
- Budgeting and Financial Planning
- Workforce Development
- Limited Financial Assistance (if all other community resources have been exhausted)
- Emotional Support
- Benefit Applications (SNAP, Medicaid, Cash Assistance, Childcare Vouchers)
- Medical and Legal Advocacy
- Limited Transportation Assistance

RACIAL JUSTICE TRAINING

YWCA promotes community-driven advocacy, education, direct services, and restorative practice with its racial justice programming.

YWCA leads the region in becoming anti-racist by providing staff training to local organizations, recommendations on internal policy changes, and implementation of equitable practices in the workplace. Training includes cultural competency and responsiveness, power and privilege, implicit bias, equity, justice, racial trauma, and liberation. The goal of this training is to increase awareness of the effects of racism and privilege on society.

This work is led by Director of Racial Justice & Equity, Taylor Curtis. Taylor was hired in 2022 and worked previously with the YWCA Dayton. Previously, she served as Director of Black Studies and is a tenured faculty member.

We offer several types of training sessions to groups, companies, organizations, and more. Training seeks to engage participants in striving for systemic changes around race, equity, and inclusion by investing in the work both individually and institutionally.



**Taylor Curtis,
Director of Racial
Justice & Equity:**

“For over 150 years, the YWCA has been dedicated to eliminating racism. We are committed to pressing for systemic change and the transformation of our communities to become antiracist and equitable.”

YWCA RACIAL JUSTICE AND EQUITY TRAINING OFFERS THE FOLLOWING:

- **Strategies to build cultural competency and cultural responsiveness**
- **Increased awareness of intersectionality, diversity, and the importance of inclusion**
- **Exercises that illuminate personal perceptions, stereotypes, prejudice, microaggressions, privilege, and “isms”**
- **Strategies to address implicit and explicit bias**
- **Strategies to become a more equitable organization and assess practices, policies, and procedures**
- **Steps to becoming antiracist**
- **Learning restorative practices**
- **Steps to address unique challenges in the LGBTQIA+ Community**
- **Creating equitable organizations**

2022 CAREER WOMEN OF ACHIEVEMENT

In its 43rd year, Career Women of Achievement has honored 346 outstanding women in the Greater Cincinnati & Northern Kentucky region. This annual event is a showcase of role models for women in the workplace. It challenges local companies to recognize the vast contributions made by their female employees and to promote them accordingly. Lastly, it raises funds for YWCA programs that aid, inspire, and empower other women.

2022 CAREER WOMEN OF ACHIEVEMENT HONOREES



Jennifer Davis

The Procter & Gamble Company

Chandra Mathews-Smith

United Way of Greater Cincinnati

Nerissa E. Morris

Cincinnati Children's

Elizabeth Pierce

Cincinnati Museum Center

Regina Carswell Russo

RRight Now Communications

Jeanne Schroer

Catalytic Development Funding Corp of Northern Kentucky

Melissa Stevens

Fifth Third Bank

Kristen Hall Wevers

UC Health

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CONTACT US

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Cincinnati, OH 45202

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24 Hour Domestic Violence Hotline

Call: (513) 872-9259

Text: (513) 436-3606

Chat: rc.chat/ywca

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