

eliminating racism
empowering women

ywca

Boulder County

2021 ANNUAL REPORT



YWCA Boulder County is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

For 100 years, YWCA Boulder County has worked to eliminate racism and empower women in Boulder County, and helped women and children of all ages and backgrounds thrive. We provide services such as high-quality, affordable and flexible child care; parent education classes; and racial justice and equity programs including youth empowerment, youth and adult education, and advocacy.

HISTORY

YWCA Boulder County has had an impactful and inclusive presence since 1922 tackling social issues of importance to women, girls and people of color.

YWCA Boulder County was established by a group of women who saw a need to organize and act on relevant social issues, particularly around housing, employment and child care. One of the first notable successes for the women of YWCA Boulder County was safe housing for women attending the University of Colorado, and creating an Employment Registry and Room Registry to help women find work and safe housing. As the needs of local women, families and people of color have changed, so has the focus of YWCA Boulder County programs.

More than 40 years ago, YWCA Boulder County stepped forward to fill an unmet need in the community for quality, affordable emergency drop-in child care and created Persimmon Early Learning (renamed from Children’s Alley in 2020). Today, Persimmon Early Learning offers flexible and affordable drop-in, short-term and long-term child care services primarily for ages eight weeks to six years.

YWCA Boulder County’s racial justice programs have also grown out of community collaboration and evolved over the years. Our Reading to End Racism program was founded as a grassroots community program in the late 1990s and today continues at YWCA Boulder County as an inter-generational literacy program designed to engage elementary school students with books and personal stories from volunteers to spark discussions about eliminating racism, bullying and discrimination. Our Latina Achievement Support (LAS) program grew out of a partnership with El Centro Amistad in the late 2000s and today is a culturally responsive mentoring program that supports local Latina high school students in overcoming systemic barriers to success and bridging the opportunity gap. In 2019, YWCA Boulder County was selected as one of two YWCA associations across the country to receive a three-year grant from Google.org to increase black and Latina student’s access to computer science education and STEM careers. Our STEM E3 program was born and continues to provide hands-on, real-world STEM (Science, Technology, Engineering and Math) programming for young girls of color in middle schools across Boulder County. Our Racial Justice & Equity Education programs, including our “How to be Anti-racist” training series, was created in 2020 and continues with additional classes today.

YWCA USA

For over 160 years and as one of the oldest and largest women’s organizations in the nation, YWCA USA has been at the forefront of our most pressing social movements – from voting rights to civil rights, from affordable housing to pay equity, and from gender-based violence prevention to health care reform. YWCA USA programs annually serve more than 2 million women, girls and families through more than 212 associations across 48 states in the U.S. Worldwide, YWCAs serve more than 25 million women and girls in 120 countries.

BOARD OF DIRECTORS 2020-2021

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A MESSAGE FROM OUR BOARD PRESIDENT, NANCY ROWE



Dear Friend,

As the first YWCA Boulder County Board of Directors President to serve a two-year term, I was privileged to be a part of tremendous growth within YWCA Boulder County and witness an enormous amount of positive change in our community due to the hard work of YWCA Boulder County's staff and volunteers during my tenure. Despite the COVID-19 pandemic (which I certainly didn't anticipate!), we stayed centered and focused on our mission of economic advancement, health and safety for all women, girls, and families in our community. We not only survived but thrived during an extraordinarily challenging time, and there are so many enormous accomplishments from the past year to talk about! Here are some highlights:

Persimmon Early Learning Expansion & Grand Opening – On August 21, we were delighted to welcome over 50 donors, families, board members and friends to the grand opening of Persimmon Early Learning of YWCA Boulder County. The unveiling of our recently rebranded and expanded facilities was the culmination of a two-year project to increase our child care capacity, which we were able to finish during the pandemic. We're so thankful to our donors who helped make this dream project a reality!

Latina Achievement Support (LAS) – 100% of LAS seniors graduated high school, and 100% pursued post-secondary education programs.

Reading to End Racism (RER) – Even though all in-person RER sessions had to be virtual due to the pandemic, the program pivoted and students participated in virtual, bilingual RER readings. The feedback has been very positive and the program continues to grow.

STEM E3 – More than 450 students have participated since the STEM E3 program began in 2019, and jam session tech partners included Google and Zayo Group (with more being added). As with LAS and RER, our STEM E3 program sessions had to be conducted virtually. Despite the challenges, the program grew by leaps and bounds and continues to grow.

Racial Justice & Equity Education – Local companies and members of the community have taken our virtual "How to be Anti-racist" trainings and the feedback has been positive. Surveyed program participants said they had a better understanding of systemic racism and institutional racism and knew what type of resources they needed to continue their journey toward being an anti-racist.

Annual Gala – In March we had our best and biggest gala ever! As with our programs, we had to hold the event virtually and we didn't know how it would go. We are so grateful to the hundreds of supporters who tuned in and hung in there with us. Donors and corporate partners helped us raise more than \$240,000 in total, and over 100 donors raised their virtual paddles to contribute \$155,000 in under 20 minutes!

Thank you for allowing me to serve as your YWCA Boulder County Board of Directors President. I know YWCA Boulder County's staff and volunteers will get up and continue to do the work until injustice is rooted out, until institutions are transformed, and until the world sees women, girls, and people of color of all ages the way we do: Equal. Powerful. Unstoppable.

Best regards,

A handwritten signature in black ink that reads "Nancy Moule Rowe". The signature is fluid and cursive, with a large, stylized 'R' at the end.

Nancy Moule Rowe

FISCAL YEAR 2021

IMPACT





YWCA BOULDER COUNTY **PERSIMMON EARLY LEARNING**

Persimmon Early Learning of YWCA Boulder County (Persimmon Early Learning) offers high-quality, affordable drop-in, short-term and permanent child care, serving Boulder County children and families for more than 40 years. As a Level 4 Colorado Shines rated Early Childhood Program, we provide a safe, nurturing and creative space for children ages eight weeks to six years to learn and grow in newly redesigned and expanded indoor and outdoor learning areas.



“Finishing my Ph.D. This program TRULY empowers women! As a biracial family, this program LIVES the saying ‘fighting racism’!”

- PERSIMMON EARLY LEARNING PARENT

“I know the care gives care deeply for our children.”

- PERSIMMON EARLY LEARNING PARENT

*Metrics
September 2020-
August 2021*

- 61** children served
- 9,197** nutritious meals provided, 52% at free or reduced cost
- 41%** of children served were from low-income households (below 300% of Federal Poverty Level)
- 57%** of children served were from households with income below the Boulder County Living Wage
- 33%** of children served participate in Boulder County Child Care Assistance Program
- 100%** felt confident that their child was safe and well cared for at Persimmon Early Learning
- 92%** agreed or strongly agreed that Persimmon Early Learning helped them take an informed and active role in their child’s growth and development
- 100%** agreed or strongly agreed that Persimmon Early Learning helped them be self-sufficient
- 100%** agreed or strongly agreed that Persimmon Early Learning helped them attend to their work or educational commitments



YWCA BOULDER COUNTY **PARENT EDUCATION**

YWCA Boulder County offers Incredible Years®, a free, 14-week parenting skills course for parents and caregivers of children ages three to six, offered in English and Spanish.



Incredible Years Consultant Lizzeth Nevarez and Boulder Housing Partners Coordinator Claudia Perez-Rogero gathered with Incredible Years Program instructors and parents to celebrate Día del Niño, or Day of the Children, and the accomplishments of the parents from the YWCA Spanish Incredible Years class with a Cajuelazo, or Trunk Treat, celebration during the pandemic.

3 virtual Incredible Years® courses were held, two in English and one in Spanish

28 participants completed the virtual Incredible Years® course

11 people participated in the Safe Return to Early Child Care During COVID-19 webinar in September 2020

Evaluation results show statistically significant, positive changes for participants from pre- to post-test, including an

increase in positive parenting

and a decrease in harsh discipline.

Metrics

September 2020-

August 2021



YWCA BOULDER COUNTY **LATINA ACHIEVEMENT SUPPORT**

Latina Achievement Support is a culturally responsive mentoring program that supports local Latina high school students in overcoming systemic barriers to success and bridging the opportunity gap. Led by bilingual, college-aged LAS Advocate mentors, the program encourages students to reach their academic and personal goals, pursue post-secondary education and explore different career paths.

“I am not alone in whatever I am going through ... because there is a huge support system right there to help us.”

- ITSEL MARTINEZ, LAS AND NEW VISTA HIGH SCHOOL 2021 GRADUATE



16 students from two high schools (Boulder High School and New Vista High School) actively participated in LAS in the 2020-2021 school year

All eight seniors (100%) graduated in May 2021

100% of graduating seniors are pursuing post-secondary education

83% agree that LAS contributes to their academic success

100% feel supported by their LAS Advocate

67% know more about how to prepare for college than they did before LAS

83% participate in a free/reduced lunch program

*Metrics
September 2020-
August 2021*



YWCA BOULDER COUNTY STEM E3 PROGRAM

STEM E3 is a hands-on, real-world STEM (Science, Technology, Engineering and Math) program emphasizing education, employment and entrepreneurship primarily for young women of color in fifth through eighth grades across Boulder County. We provide education opportunities, career exploration and mentorship for young students of color through Introductory Jam Sessions with local and national tech leaders, Level 2 Coding Cohort Sessions, Summer Coding Camps and Level 3 Ambassador positions.

“I thought it was awesome that women could prove that they can do anything!”

- STEM E3 PROGRAM PARTICIPANT

116 students participated in virtual STEM E3 programs

Participants came from **18 schools** in Boulder and St. Vrain Valley School Districts.

Program partners included **NIST, Zayo Group, Innovation Center of St. Vrain Valley Schools** and **City of Longmont Youth Center**

Guest speakers included scientists and engineers from **NIST, Zayo, Google, ExxonMobil, Pfizer** and **University of Colorado Boulder Aerospace Engineering**

92% agree or strongly agree that this program made them more interested in coding

80% agree or strongly agree that they hope to work in a coding or other STEM job one day

46% had no coding experience before STEM E3

80% identify as being of Hispanic/Latinx descent

*Metrics
September 2020-
August 2021*





YWCA BOULDER COUNTY READING TO END RACISM

Reading to End Racism (RER) is an inter-generational literacy program designed to engage first through fifth grade students with books and personal stories, and spark discussion about eliminating racism, bullying and discrimination. We provide training, resources and support for volunteers, teachers and parents to talk with their children about racism and discrimination.

557 students participated in virtual, bilingual RER readings at three schools (Foothill Elementary, University Hill Elementary, and Whittier Elementary schools)

Volunteers contributed
327 hours to the program

58 parents and caregivers attended How to Talk to Your Kids About Racism webinars

76% of students said they learned something new about racism from participating in RER

76% of students said they learned something new about how to be a better ally from participating in RER



Metrics
September 2020-
August 2021



YWCA BOULDER COUNTY **RACIAL JUSTICE & EQUITY**

Racial Justice & Equity Education provides racial justice trainings and events for organizations and community members, including our popular How to be Anti-racist training series for adults. Our How to be Anti-racist training series was designed for individuals who are committed to being anti-racist, becoming actively conscious of race and racism, and taking actions in their daily lives to end racial inequities.

“YWCA Boulder County’s anti-racism course, led by Shiquita Yarbrough and Debbie Pope, was both a humbling experience and a personal awakening. I learned that—while empathy and compassion are important in confronting social and racial injustice—continued education and the re-examination of history through the lens of our BIPOC neighbors and friends is critical to address systemic inequities that have plagued this country for more than 200 hundred years.”

**- CLAIRE CLURMAN, HOW TO BE ANTI-RACIST
TRAINING PARTICIPANT**

182 people participated in our anti-racist training series

96% said they had a better understanding of systemic racism and institutional racism

92% said they knew what type of resources they needed to continue their journey toward being an anti-racist

90% would recommend the training to a friend

*Metrics
September 2020-
August 2021*



YWCA BOULDER COUNTY ADVOCACY

YWCA Boulder County educates and develops relationships with policy makers, community leaders and community members to create legislative, policy and systems change to break down barriers for the advancement and economic sustainability of self-identifying women, girls, and people of color.

In partnership with YWCA USA, we advocate for policy and legislation that positively impacts racial justice and the economic advancement, health and safety of women and girls. We work to amplify unheard and underrepresented voices and mobilize people to create meaningful and lasting change in Boulder County and beyond.

338 people participated in educational webinars on topics such as **Advocacy in the Time of the “Shecession”, Closing the Inequity Gap for Women in the Workplace** and **Racism as a Public Health Crisis**

As a part of YWCA Boulder County’s national Virtual Capitol Hill Day, our delegation of two board members, two staff members, and one staff member from YWCA Southern Colorado met with staffers for **Congressman Joe Neguse, Senator Michael Bennet, and Senator John Hickenlooper**



We were honored to have American labor leader and civil rights activist Dolores Huerta join us for the Virtual Closing Celebration for our 2020 Dash & Bash fundraiser.

A photograph of a woman with curly hair kissing a baby on the cheek. The image is overlaid with a semi-transparent orange filter. The woman is on the left, and the baby is on the right, looking towards the camera with a happy expression. The text is positioned on the left side of the image.

The pandemic has entered its second year, and what an incredibly difficult year it has been, especially for women, mothers and caregivers.

We know that the majority of care giving responsibility in our society still falls on the shoulders of women and mothers, and many have struggled to stay afloat while managing work, school, job loss, remote learning for their children, and astronomical child care costs. For some, keeping up the juggling act wasn't possible. This year has seen the largest exodus of women leaving the workforce in history, with women more likely to work in jobs and industries that were hardest hit by layoffs, and many mothers and caregivers across the country forced to choose between work and their family. This setback in economic advancement for women will have a devastating financial ripple effect for years to come.

When the pandemic hit, YWCA Boulder County knew we must do everything we could to keep resources like Persimmon Early Learning available to mothers and families in Boulder County, so they didn't have to make the difficult decision between work or family, or school and family.

One of those mothers was Brenda, a local CU grad student finishing up her Ph.D. program in Elementary Literacy. She knew she would not be able to continue her program if she did not have safe, affordable care for her infant daughter Kyla. Other than Persimmon Early Learning, her family did not have access to any other child care options. With her partner in a postgraduate program as well, they did not make enough on a monthly basis to afford a full-time child care facility, and yet they made too much to qualify for child care assistance from the state—by only \$200/month!

“During the pandemic, YWCA Boulder County is our only village. I knew these teachers would become Kyla’s other ‘mother’. The staff assured me that we could choose a schedule that worked for me and around my schedule. This flexibility allows me to be both a mother AND a scholar while I work towards graduation.”

-BRENDA

As an educator herself, Brenda also has high standards for Early Learning for young kids, especially her daughter. Brenda was not only impressed by the curriculum and thoughtful staff but also the inclusive environment of the center. She states, “It’s in the details. When my daughter can see herself in the brown-skinned baby doll in her classroom, that’s important to me. Department stores don’t put racially diverse dolls front and center, but YWCA Boulder County does. I love how the mission of YWCA Boulder County is stated explicitly on the front door and infused throughout its programming”.

We are proud to offer the quality, flexible and affordable child care that helps families like Brenda’s, and as our community recovers from the pandemic, we will be here to help other women, mothers and caregivers navigate the often-impossible juggling act that is motherhood. But we don’t do this work alone. We do this work as our YWCA Boulder County community, including all our wonderful supporters, funders and partners. Together, we can continue to help women like Brenda achieve their goals and not have to choose between their family and their dreams.



FISCAL YEAR 2021

FINANCIALS



FY2021 FINANCIAL REPORT FOR FISCAL YEAR ENDED AUGUST 31, 2021

Assets

Total Current Assets	\$1,245,630
Total Fixed Assets	\$1,999,747
Total Assets	\$3,245,377

Liabilities & Equity

Total Liabilities	\$350,553
Net Assets	\$2,894,824
Total Liabilities & Net Assets	\$3,245,377

Income

Net Events Revenue	\$289,061
Contribution Revenue	\$241,796
Grant Revenue	\$827,351
Program Fee Revenue	\$371,866
Other Revenue	\$59,218
Total Income	\$1,789,292

Expense

Building Expense	\$170,074
General Agency Expenses	\$45,763
Labor	\$1,461,891
Operating Expenses	\$185,255
Total Expense	\$1,862,983

Net Ordinary Income	\$(73,691)
Net Other Income – Gain (Loss) on Securities	\$89,949
Net Income	\$16,258

GRATITUDE

We extend our deep gratitude to the many individuals, corporations, community groups, foundations and partners that supported YWCA Boulder County from September 1, 2020, to August 31, 2021.

We are humbled and truly grateful for all the incredible support we have received through donations, in-kind assistance, grants, sponsorship, fee-for-service and event sponsorship, attendance and support. There are also many who supported us by donating their time and volunteering with our programs, as well as those who shared their lived experiences, stories of the barriers they have faced and ways that our services have touched their lives. All of these dedicated supporters and partners are a part of our YWCA Boulder County community. Together, we will continue to do this important work until the world sees women, girls and people of color the way we do: **Equal. Powerful. Unstoppable.**

