

Mission

The Racial & Social Justice Committee will work to develop and implement policies and programs that support our mission of eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. This includes a purposeful committee to deliver training and development activities for our employees, board members, and community partnerships with the support of other organizations that support our same mission.

YWCA Central Virginia Racial & Social Justice Vision

We are committed to working on issues of gender equality, economic inequity, and racial disparities among healthcare, housing, employment, and education. We will be a consistently accurate resource of information on racial, ethnic and cultural awareness to promote diversity, equity, and inclusivity throughout the communities we serve. We will continue this work until inequity and racism is eliminated and establishments are challenged and transformed.

Purpose

At YWCA Central Virginia, we demand a world of equity and human decency. We envision a world of opportunity. We commit ourselves to the work of racial justice. We will get up and continue to do the work until injustice is rooted out, until institutions are transformed, until the world sees women, girls, and people of color the way we do: Equal. Powerful. Unstoppable.

Authority of Committee

The committee acts in an advisory role to YWCA Central Virginia and YWCA Central Virginia Board of Directors in identifying concerns and barriers to a culture that embraces and celebrates diversity within the communities we serve. The committee recommends areas for education and policy development, community outreach, and assists in planning events to promote diversity and inclusivity. The committee has the authority to charter sub committees that serve a specific purpose.

Sponsoring Group: YWCA Central Virginia Board of Directors

Ongoing Functions (Roles and Responsibilities)

1. Collaborate with YWCA Central Virginia partners to enhance knowledge in matters of racial and social justice.

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2. Identify areas of YWCA Central Virginia organizational policy and procedure for development, implementation and review regarding issues of diversity, equity and inclusivity.
3. Research tools and practices for improving multicultural services within the communities we serve.
4. Identify and strengthen collaboration with community partnerships that provide support and opportunities within the space of diversity, equity and inclusivity.

Roles on the Committee

- Chair
- Co-Chairs: One-year term, Chairs meetings in absence of chair, assists in setting committee direction and agendas, with the intention of assuming the chair role the following year.
- Member (M): The main body of the group.
- Staff (S): Facilitators, program managers, administrative staff, etc. who are critical to the smooth function of the group.

Expectations of Members

- Attendance: Members are to make every effort to attend all committee meetings.
- Community Outreach: Members are to participate in at least one community cultural event per year on behalf of YWCA Central Virginia.
- Communication to Respective Leadership Teams: Minutes, updates, and recommendations are shared with the committee, YWCA Central Virginia leadership, and board of directors.
- Facilitation: The committee facilitator is the primary point of contact and responsible party for administrative items relating to the committee, such as:
 - Agenda management
 - Communication to members
 - Storage of presented and other historical materials

Group Agreement and Community Norms

The Frame	Please limit distractions during this hour. If you need to step out before the end of the conversation, please say something to the group before you do.
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Try It On	Because people in this room come from various backgrounds, there may be things you hear during this discussion that you never considered. Be willing to “try on” new ideas, or ways of doing things that might not be what you prefer or are familiar with.
Embrace Not Knowing	Be willing to hear and lean into what makes you uncomfortable or anxious. Voice when you have doubts, confusion, and fear.
Practice Self-Focus	Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others
Understand the Difference Between Intent and Impact	Assume good intent in others AND try to understand and acknowledge the impact of your own behavior/statements. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.
Cultivate a Culture of Making Mistakes and Repairing Ruptures	We are a group mixed in race, gender, sexualities, and backgrounds. There may be mistakes and ruptures. We encourage you to use “Oops” and “Ouch” in this space, and be willing to recognize and repair when you make mistakes.
Practice “Both/And”	When speaking, try out saying “and” instead of “but”. This practice acknowledges and honors multiple realities.
Refrain from Blaming or Shaming Self or Others	Practice giving skillful feedback and respecting others thoughts and willingness to learn.
Move Up/Move Back	Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider “moving back” and vice versa. If you have relative privilege in this space, consider that others may feel less comfortable and make room.
Practice Mindful and Active Listening	Try to avoid planning what you will say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole self. Actively listen to what others are saying
Confidentiality	Take home learning but do not identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said in this session, ask first and respect their wishes.
Question Status Quo	Precedents and norms can be questioned. Feel free to explore why certain practices, terminology etc. are used.
Take Care of Yourself	Attend to your needs AND embrace/stay with the discomfort. Self-care is important when discussing topics that may trigger past emotions. Breathe and relax!

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Subcommittees/Micro teams: Roles vary depending on team – see individual team descriptions for more information

Meeting Frequency: Quarterly and ad hoc necessary to plan events.

Not in Session: Annually (November- January)

Open Enrollment: Annual (January)

Addendum 1: 2022-2023 Areas of Focus: Goals and Objectives

Subcommittees	Objectives	Tactics	Metrics	Leads	Timeline
<p>RSJ Legislative Advocacy: Identify and develop issues, policies, and procedures both locally and nationally that facilitate action in order to bring about social change.</p>	<p>Serve as the key resource for advocacy policies and action for YWCA Central Virginia and recommend action to the committee and Board.</p>	<ul style="list-style-type: none"> ● Get out the vote effort (GOTV): In election years, our committee will work in collaboration with the Legislative Advocacy YWCA Central Virginia Board Committee to activate the community around civic participation and change. ● Census: maintain statistical data of racial issues/concerns/barriers in our community and state. ● Develops fact sheets and position papers: compose and send letters to the state congressmen on topics/areas of relevance regarding racial and social justice change. 	<p>Registration of participants via online calculations.</p> <p>Total # of individuals served/registered with get out the vote efforts.</p> <p>Social media data gathered by views and interactions with posts.</p>	<p>Legislative Team</p>	<p>Ongoing</p>

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<p>RSJ Community Partnerships: Promote an environment of racial and social justice awareness, reflected in our attitudes, organizational structures, and service delivery.</p>	<p>Enhance outreach efforts to community partners and liaisons to share ideas, support each other with action, and solidify connections.</p>	<ul style="list-style-type: none"> ● Connect with community book clubs ● Civic engagements ● Connect with local Law Enforcement (i.e., create a safe place between the community and law enforcement to discuss racial concerns- “Lend an ear”). ● Connect with area middle and high school clubs. ● Connect with local colleges and universities. ● Connect with MLK planning Committee ● Partnering with other civic/community organization on various events. 	<p>Total # of partnership connections, which could be measured by the attendance to discussions, etc.</p> <p>Social media data gathered by views and interactions with posts.</p>	<p>Outreach team</p>	<p>Ongoing</p>
<p>RSJ Events: Promote coordination and integration of diversity and inclusivity activities from the RSJ committee, YWCA Central Virginia, Board of Directors and the community</p>	<p>Develop and host pop-up events and activities to connect various groups of community members to share and understand each other’s stories</p>	<ul style="list-style-type: none"> ● Quarterly movies ● Side by Side for Racial Justice and Harmony Walk ● Lunch & Learn events ● Heritage months (i.e., Black History Month, Hispanic month, Native American, etc.) social media blast/events. ● “Listening Circles” ● Monthly workshops (“Serving Up Power (SUP)”) ● Stand Against Racism 21-day Challenge. 	<p>Registration of participants via online/in person calculations.</p> <p>Social media data gathered by views and interactions with posts.</p>	<p>Events team</p>	

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<p>RSJ Resource Matrix: Communicate Racial, Social Justice activities and findings to all YWCA Staff, Board Members to ensure their activities support participation.</p>	<p>Resource gathering and communications</p>	<ul style="list-style-type: none"> • Publish resource matrix to community: The Committee will develop a matrix of resources within the community to help us reach our equity goals and develop a supportive presence with other organizations. This matrix will be comprised of connections between key organizations in the community and our own committee and staff members who have developed partnerships with these organizations. • Provide a quarterly Racial Justice Newsletter to staff, board members, and community partners. • Develops fact sheets. • Provide resources via social media. 	<p>Social media data gathered by views and interactions with posts.</p>	<p>Resource gathering/ Education team</p>	<p>Ongoing</p>
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<p>RSJ Education/Training: Provide ongoing education to YWCA staff and board members on topics of systemic racism, social justice, diversity, equity and inclusivity</p>	<p>Provide training to YWCA staff, board of directors, mission partners and the community to allow awareness of subconscious thoughts or attitudes that affect our perceptions about people, the decisions we make, and the impact on our community.</p>	<ul style="list-style-type: none"> ● Host implicit bias training ● Mandatory diversity & inclusion training for all new board members. <ul style="list-style-type: none"> ● Provide at least monthly materials to staff, board members, mission partners, and community members. ● Provide at least quarterly trainings to staff on diversity & Inclusion. 	<p>Number of attendees/participants to quarterly trainings.</p> <p>Number of monthly and quarterly material sent to staff, board members, and community partners.</p>	<p>Resource gathering/education team</p>	<p>Ongoing</p>
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Addendum 2: History of YWCA USA and YWCA Central Virginia

History of YWCA and Racial Justice

YWCA’s commitment to racial justice and civil rights runs deep. Since the 1800s, Black and Native women have been providing leadership in YWCA’s movement and, because of the leadership of women of color, in 1946 YWCA began working for integration throughout the organization, adopting an “interracial charter” that established that “wherever there is injustice on the basis of race, whether in the community, the nation, or the world, our protest must be clear and our labor for its removal, vigorous, and steady.” That work culminated in the creation of YWCA’s One Imperative in 1970: To thrust our collective power towards the elimination of racism, wherever it exists, by any means necessary.

Today, we remain committed to ensuring that everyone is afforded equal protection under the law, and our intersectional mission to eliminate racism and empower women demands that we show up to advocate against the oppression that many groups and individuals endure, including through recognizing the interconnected experiences of discrimination and disadvantage that women face from their overlapping identities. Too often, stereotypes, biases, and racial power dynamics are embedded in our laws and public policies. They are also reflected in the use of racial profiling, heightened surveillance tactics, targeted enforcement strategies, and other practices that increase policing of certain racial and ethnic communities (but not others) that lead to criminalization and often the death of people of color. We strive to transform communities, systems, and public policy.

History of YWCA Central Virginia and Racial Justice

For over a hundred years, YWCA Central Virginia has been serving the women, children, and families of Central Virginia. Founded in 1912 by a dedicated group of women, who had incidentally been told that creating an organization for women and by women would never fly, YWCA Central Virginia has grown and adapted to meet the varying needs of the communities we serve.

YWCA Central Virginia serves seven counties and one city, an area of 4,400 square miles with a population of over 400,000 community members.

Addendum 3: Glossary of Terms

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Racial justice is a social justice orientation with a focus on dismantling the root causes of racism (institutional and structural policies and practices) rather than merely the symptoms of racism (racial bias, racial prejudice, racial stereotypes). It requires a focus on and commitment to the communities most directly negatively impacted by racism.

Structural racism refers to the complex ways in which history, public policies, institutional practices and cultural representations interact to maintain racial hierarchy and inequitable racial group outcomes.

Diversity is defined as recognizing, respecting and addressing the unique needs, worth, thoughts, communication, actions, customs, beliefs and values of all persons served, personnel, families, caregivers and the community.

Equity is defined as the quality of being fair and impartial, ensuring the provision of just treatment for all who are employed by or seek services from an organization.

Inclusivity involves a clear recognition that individuals are sometimes treated unfairly or excluded because of their differences. To strive for inclusion means engaging all individuals in meaningful ways and proactively removing barriers to participation.

Racism is the marginalization and/or oppression of people of color based on a socially constructed racial hierarchy that privileges white people.

Race is a trait or set of traits-skin color, hair texture, the shape of one's eyes- that is used for allocating power and disturbing society's material benefits and burdens. Social scientists call the term race a "social construct," that is, it was invented and given meaning by human beings.

Individual level racism is characterized by personal prejudice, racial slurs, intergroup tensions, and a focus on the characteristics, beliefs, and behavior of individuals and racial groups.

Institutional level racism refers to discriminatory practices that occur within institutions in various sectors such as education, the workplace, environment, criminal justice, housing, and the like. Examples; redlining and steering in the housing market, occupational segregation in the employment market, and racial profiling in a variety of settings.

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Redlining refers to the practice of banks making conventional mortgages available to predominantly White neighborhoods while making less favorable or no mortgages available to neighborhoods predominantly populated by People of Color.

White privilege refers to White people's historical and contemporary advantage in the principal opportunity domains, including education, employment, housing, health care, political representation, media influence, and so on.

If you are interested in joining, please email Danielle Whitted at danielle.whitted@ywcacva.org or call at (434) 847-7751 ext. 306.