



YWCA Olympia Board of Directors Information & Application

Thank you for your interest in serving on the YWCA of Olympia Board of Directors and for your interest in working collectively, and with strong intention, to advance social justice in our communities. We've put together the following information about YWCA Olympia, a brief outline of expectations of board members, current (2022/2023) board focus areas, and application materials. If, after reviewing this packet, you'd like to apply, that's wonderful. We've also included an overview of the application process below.

Eliminating racism and sexism to advance the social, political and economic status of all womxn and girls.

YWCA Olympia is a non-profit, multi-service organization that has served girls, womxn and families since 1945. We are a local association of the YWCA USA, an organization with 170+ years of history working across the lines of race and gender to provide services for survivors of domestic violence, shelter and housing, childcare, workforce development, civil rights, and more. While YWCA Olympia is connected to more than 200 YWCA's across the country as well as a network of YWCA's across the globe, we are an independently operated organization with the charge to be responsive to our local community. Our YWCA in Olympia is focused on the mission of eliminating racism and sexism to advance the social, political, and economic status of all womxn and girls. All of our activities are aligned with an Intersectional Model that places the leadership and wisdom of Womxn of Color at the center. We do this while also seeking to engage people of all races and genders in the collective work of the **YWCA Olympia's vision: All People are valued, live free from oppression, and thrive in a just society.**

YWCA Olympia's Approach, Strategic Goals & Direction

For many years, YWCA Olympia centered its focus and limited resources on a small number of direct service programs aimed at empowering womxn. While beneficial for the participants of these programs, the agency was neglecting its broader charge. Established by the foremothers of the YWCA USA movement, our collective power was to be thrust towards the "elimination of racism by any means necessary." Today, the YWCA Olympia team recognizes this to include leading programs and the organization with an Intersectional lens and specifically centering Racial Justice, actively participating in movements for racial and gender justice, and advancing systemic change through public policy and advocacy. With more than 70 years of history in the Thurston County community, the reframing of YWCA Olympia's priorities and the shift in how we view and conduct our work did not happen overnight. In fact, we still have a long way to go.

Over the past several years, YWCA Olympia has worked hard to align our programs and our organizational culture with our central focus of Intersectional Racial Justice. Through this process, an organizational shift toward more collective decision making and shared leadership has been seeded and new programs have been established. The staff and the board of directors have worked collaboratively to update YWCA's strategic direction and the organization's core values:

YWCA OLYMPIA VALUES

CENTERING BLACK AND INDIGENOUS WOMXN & WOMXN OF COLOR

We bring the experiences and wisdom of womxn who have historically been marginalized to the center of our work and make space for different ways of knowing.

Womxn is inclusive, fluid and based on self-identity.

PEOPLE OVER SYSTEMS

We are in connection to one another and in right relationship to our histories and the earth. We work to undo harmful systems of oppression by prioritizing one another's humanity. We do this in resistance to systems that reinforce white supremacy and patriarchal culture and values.

ACCOUNTABILITY

We recognize that trauma and harm show up as we work across different ways of knowing, and when we interrupt ingrained patterns of racism and sexism. As conflict and harm show up, we commit to engaging in processes that recognize the impacts of oppression and power. We ask for responsibility to be taken for harm done and for all involved to engage in a process of self-reflection to reduce future harm and learn and build individual and collective skills.

COLLECTIVE CARE

We reclaim our humanity and capacity for joy when we reconnect heart, mind and body as part of healing from systemic oppression and trauma. We care for each other through this healing, which is a process of undoing harmful patterns in ourselves, in community and in the collective. We recognize trauma and are not defined by it. We celebrate wholeness as we also work toward collective liberation.

YWCA OLYMPIA NORMS

**EXPECT
MISTAKES &
LEARN FROM
THEM**

**LEARN FROM
WHAT YOU
DON'T KNOW
& DON'T
EXPERIENCE**

**NO ONE
KNOWS
EVERYTHING,
TOGETHER
WE KNOW A
LOT**

**ONE DIVA,
ONE MIC**

**SPEAK
FOR
YOURSELF**

**MOVE
FORWARD,
MOVE BACK**

**BRING
CURIOSITY
INSTEAD OF
JUDGEMENT**

**EXPERIENCE
DISCOMFORT
& EMBRACE
GROWTH**

**NO FIXING
& NO
THROWING
PEOPLE
AWAY**

**NAME,
CHALLENGE
& SHIFT
POWER**

**TRUST THE
COLLECTIVE
EXPERIENCE
OF PEOPLE
OF COLOR**

**YOU ARE
RESPONSIBLE
FOR YOUR
ANTI-RACIST
WORK**

The staff and the board have also worked together to adopt an updated Theory of Change. This alignment provides a clearer roadmap for program development and also articulates our focus areas and organizational scope for the community.

YWCA: A Center for Healing in Community, Antiracist Education & Participant-Led Advocacy

We are actively striving to center Black and Indigenous Womxn & Womxn of Color. We see womxn as inclusive, fluid, and based on self-identity. We are working toward serving people of all genders who are impacted by racism or sexism.



YWCA Olympia Budget

YWCA Olympia's budget for the 2022 fiscal year is \$688,630 with major support received through grants, earned income, individual donations and special events. We foresee the 2023 budget total to be similar in scope. YWCA Olympia views our current financial strongpoints as our ability to generate sustained growth via diversified funding streams, our ability to leverage grant and contract funding and several earned income streams. We are now focused on general organization and programmatic capacity building, increasing special events revenue in the context of virtual and/or hybrid event models, major donor engagement, grassroots fundraising strategies, and multi-year funding opportunities.

YWCA Olympia Programs

Through our values, organizational culture and programs, YWCA Olympia intends to: Create spaces that support individual and collective healing from the traumas of racism and gender-based violence; Shift culture away from white supremacy toward fully inclusive, anti-racist, multiculturalism; and Influence institutional change in Thurston County spaces to interrupt, and ultimately dismantle, systemic oppression.

All of this work is guided by more than 500 program participants, an average of ten incredibly talented staff and a small but mighty board of directors. Prior to the pandemic, YWCA Olympia was also supported by nearly 100 volunteers per year as well as work study students. Our programs include:

Healing In Community: We create spaces that support individual and collective healing from the traumas of racism and sexism

- **Youth Council:** Youth of Color centered program that connects youth to their community and builds access and support through peer support, community-building events, 1:1mentoring, and activities to support the transition into adulthood.
- **Different Canvas Camp:** Summer camp for 8th-12th grade youth that explores healing, identity, and community through art. Curated for the youth of color experience.
- **Affinity Spaces:** Community building spaces for BIPOC and LGBTQ2S Communities.
- **Kathleen's Closet:** Individualized, gender-affirming clothing closet experience that specializes in work oriented and professional clothing

Antiracist Education: Shifting culture away from white supremacy toward fully inclusive, antiracist spaces

- **Intercultural Foundations & Community Institute:** Organizational assessment, training and consultation, and cohort based learning opportunities for employers and groups that deepen social justice skills and bridge the gap between diversity and true equity and inclusion.
- **Let's Talk Workshop Series:** Let's Talk YWCA Values and Norms, Let's Talk Gender, Let's Talk Race and Let's Talk Class monthly workshops that support deeper learning around social justice concepts and skills
- **Racial Justice Event Series:** An event series to keep conversations and learning opportunities about racial justice ongoing in our community. These include book discussions, movie screenings, the annual Womxn of Achievement event, Stand Against Racism 21 Day Challenge and more.

Participant-Led Advocacy: We support and influence institutions to interrupt and dismantle systemic oppression

- **Social Justice Action Club:** Youth Social Justice Action Club is a network of youth who care about social justice, learning and taking action in our community.
- **Social Justice Movie Night:** Monthly movie and social justice discussion for high school age youth.
- **Change Your World Camp / Girls Without Limits!:** Linking science, technology,engineering, art and math (STEAM) with social justice, leadership and activism via camps for middle and high school age youth.
- **Community Based Public Policy Advocacy:** Supporting local organizations and elected leaders to advocate for and center the policy priorities of marginalized communities and individuals impacted by systems of oppression

The Board of Directors Current Focus Areas (2022/2023)

YWCA Olympia is excited to move toward a three-person **Co-Executive Director model** to support the organization's continued mission alignment, programmatic and financial stability and growth, and to establish an organizational structure and culture that is aligned with YWCA's focus on Intersectional Racial Justice. Together, the Co-Executive Director of Programs, the Co-Executive Director of Community Engagement and the Co-Executive Director of Organizational Structure will provide oversight of YWCA Olympia's overall strategic, operational, programmatic and financial goals, ensuring mission and values alignment and organizational vitality. The Co-Executive Directors are the chief executives of YWCA Olympia. The staff and board have voted on this organizational structure shift and we are committed to implementing this new model. The board of directors will play a vital role in ensuring successful transition to this new model including differentiating roles, responsibilities, accountability and supervision for this three-person Co-Executive Director team.

To further advance the organization's work toward social justice and shared leadership models, the board will begin researching **alternative board models** such as participant-centered board models and/or accountability board models, and will develop a multi-year implementation plan to shift culture in this direction and to further the organization's vision of becoming a participant-led organization.

Continue experimenting with and rooting **board culture practices** in order to further align with YWCA values and norms and support an antiracist, multicultural board space. This includes exploration of accessible practices with regards to board committees, financials and reporting and collective budgeting as well as more defined donor stewardship practices aligned with YWCA Olympia's mission and values as well as board accountability practices.

Board Member Agreements

- Be fully committed to antiracism and to continued learning in order to deepen your antiracist knowledge and skills
- Be willing to uphold accountability agreements and participate fully in accountability and conflict navigation processes
- Align with YWCA values and norms
- Support and promote YWCA programs and mission
- Attend 70% of board meetings (1/month) and RJ Events (6/year). To support accessibility, board members will be invited to attend some of the monthly board meetings virtually.
- Connect partners and donors with YWCA's work if that is possible for you
- Attend the new board member orientation and quarterly board+staff community building activities

Board appointments begin the month of each member's swearing in and oath of office ceremony and are made for a 3-year term. Board members average approximately 10 hours of volunteer service per month.

In support of your duties as a board member the YWCA will:

- Send you meeting notices and agendas prior to board and committee meetings.
- Provide you with minutes of board meetings.
- Provide any information you feel you need to make an informed decision.
- Keep meetings to 2 hours in length.
- Provide you with a thorough orientation to the YWCA.

Financial Giving Philosophy

We recognize that many nonprofit organizations expect board members to make a financial gift as part of their "board agreement." While YWCA Olympia needs financial support to sustain our programs, we also need to learn and understand the perspectives and lived experiences of our program participants and those whose identities are underrepresented within the dominant white culture. These are invaluable and crucial to the health of our organization.

YWCA Olympia is committed to having a board that is inclusive of individuals across lines of class, as well as race and culture. With this in mind, we strive to never pressure board members to donate financially or to seed a culture of competition or shame when it comes to financial donations or solicitations. We want our board to be a welcoming place for individuals of all financial statuses and class backgrounds.

We ask each board member to deeply examine the ways white privilege has played out in their lives. For those whose privilege has enabled personal financial security, we urge them to financially contribute in a way that aligns with and upholds the norms and values of YWCA Olympia, and that supports our commitment to hear the voices and perspectives of all individuals, regardless of financial statuses or class background.

Application Process

YWCA Olympia is actively recruiting persons from diverse racial, ethnic and cultural backgrounds to enhance services for participants and to align with our mission and values. All qualified candidates are encouraged to apply. A complete application includes an interest letter and resume. In your letter, please respond to the questions/prompts below:

Questions/Prompts:

- Your Authentic Introduction: Please think about what you'd like to share with the group that reflects your personal power: something about your name, your lineage, ancestors, intellectual or spiritual mentors, etc. as well as a bit about why you'd like to join the board of YWCA Olympia and collaborate on our mission of eliminating racism and empowering womxn.
- YWCA Olympia uses an intersectional approach to our mission of eliminating racism and empowering womxn. Please share your thoughts about intersectionality and how you think this might be navigated from the position as a board member.
- As part of our work to eliminate racism, YWCA intends to shift culture from white supremacy culture ([http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun - white sup culture.pdf](http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf)) to more inclusive and empowering norms and values. Please describe your understanding of white supremacy culture and your ability and/or willingness to uphold this language and approach to the mission.
- What do you see as your work in this world and how does a board position at the YWCA Olympia support that vision?

Please limit your interest letter to two pages or less. Send your application (interest letter and resume) to hdetamore@ywcaofolympia.org. Submitting an application does not obligate you to accept a position on the board nor does it guarantee a position. All applications are reviewed and selected candidates will be contacted to schedule a meeting in which we will share information about the YWCA and answer questions you have. Candidates are then invited to attend a board meeting and meet the current board members, who vote upon each candidate based on the current needs of the board. An offer to join the board would then be extended to selected candidates. If you have any questions regarding the process, please contact Hillary Detamore, YWCA Olympia CEO: hdetamore@ywcaofolympia.org.

Thank you again so very much for your interest. We look forward to connecting with you!