

# COMMUNITY

eliminating racism  
empowering women

**ywca**

New York City



Welcome to our annual report for 2021. During this year like no other, our work with women and girls was possible because of friends and family like you.

The COVID pandemic laid bare longstanding inequities faced by brown and black people and those living in poverty. Our community has been tested as never before. Further, May 25, 2021 marked one year since the murder of George Floyd. The public outcry for justice inspired by Floyd’s murder, is a powerful reminder that we must never turn a blind eye to structural racism. As our Interim Chief Operating Officer, Mary Crawford, and the YWCA-NYC board said in our official statement regarding the Derek Chauvin trial, “We must bear down in the work to eliminate racism.”

Due to structural inequities, the individuals and the families served by the YWCA-NYC were hit hard over the past year, too often bearing the burdens of illness, lost wages, and housing instability. In addition, the pivot to virtual learning and work posed additional difficulties, particularly in households where technology was insufficient or lacking.

In short, the pandemic and its many effects have demanded transformation—for the young people and communities we serve. I’m proud to say that at the YWCA-NYC we lost no time in swiftly re-tooling our services, and moving our programming to virtual spaces almost overnight. We transformed ourselves and continue to do so. Future leaders here in New York need and deserve the services we provide. They are why the YWCA-NYC exists.

As of this writing, the YWCA-NYC is poised to enter a new season, as we search for our new CEO. We are grateful to Mary Crawford for stepping up to serve as Interim COO given her longstanding commitment to our work. She previously served on the YWCA-NYC’s Board of Directors for 15 years and as Co-Chair with me from 2018 to 2021. I’m pleased to share that we have engaged McCormack + Kristel to lead the CEO search. We hope to have our new leader in place in early 2022. I am deeply proud of how our board and staff have deepened their investment in our work during this time of transition. I believe the work we dedicated over the past year sets a great stage for the organization’s future.

I hope this report makes clear: the YWCA-NYC will do all it takes to serve New York’s women and girls. The world is changing and will emerge transformed. I truly believe that young people of all colors are at the heart of that change. They are our future, and now more than ever, they count on services such as ours. We count on your help as we execute our mission.

Happy reading!  
Thank you for partnering with us in this important work.

A handwritten signature in black ink that reads "Tracy Richelle High".

**Tracy Richelle High**  
Sullivan & Cromwell LLP  
Board Chair, YWCA-NYC

# MIS SION

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

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Established in 1858, the YWCA of the City of New York (YWCA NYC) is the nation's very first YWCA association – and one of our country's oldest nonprofits committed to the personal and social development of women and girls, their families, and their communities.

The YWCA-NYC's work to eliminate racism and empower women and girls is more important now than ever. And so are leading discussions on race, racism, and the strategies young people need and deserve for a strong sense of self. We are providing opportunities for them to let their natural leadership skills emerge and blossom.

At the YWCA-NYC, our opportunities for leadership, activism, and personal growth help to create change agents for a society poised to take on the work of eliminating racism and inequity. It is impossible to make progress on women's empowerment unless males, too, understand systemic issues. So, we are proud to introduce boys to gender equality at a young age.

The young women, girls, boys, and gender-nonconforming youth we serve are growing up at an extraordinary time. They will always carry in their consciousness the COVID-19 pandemic, the Black Lives Matter and #MeToo movements, and the wave of violence against AAPI community members and others. It's our responsibility to ensure that this consciousness includes loving support and a strong connection with their families, schools, and communities.

We are grateful to friends of the YWCA of the City of New York for investing in the effective leaders and change agents that our transforming communities deserve.

# FOCUS

# ACHIEVEMENTS

HONORING OUR RESILIENT COMMUNITIES

2021

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OUR COLLECTIVE EFFORTS CAN ROOT OUT INJUSTICE, TRANSFORM INSTITUTIONS, AND CREATE A WORLD THAT SEES WOMEN, GIRLS, AND PEOPLE OF COLOR THE WAY WE DO: EQUAL. POWERFUL. UNSTOPPABLE!

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## SERVING THE COMMUNITY THROUGH OUR PROGRAMS

**At the YWCA-NYC, we believe that empowered young people become empowered adults. That’s why we stand up for social justice by providing leadership and advocacy training for young women, and out-of-school time programming for elementary and middle school girls, boys, and gender non-conforming youth in the culturally diverse communities we serve.**

We worked nimbly to minimize service and learning time lost because of COVID-related tumult amid continually shifting school landscapes and safety protocols. Our staff members went above and beyond to serve our scholars—and to reach and enroll new scholars.

The YWCA-NYC stepped up with strength and commitment. Our programs remain focused on overcoming inequity and training leaders. In addition, our enhancements were aimed at overcoming lost learning time.

Instead of doing less, we did more. Tomorrow’s leaders deserve nothing less.

## OUT-OF-SCHOOL TIME (OST)

Our after-school programs created a safe and nurturing environment designed to support academic achievement, enhance social skills, and foster success in school and life. These programs served more than 750 elementary and middle school students in Central Harlem, Carroll Gardens, Coney Island and Brownsville.

In response to community needs, we expanded academic support services for scholars, whose learning was disrupted by the pandemic. We also added enrichment activities to the after-school program, so scholars could benefit from cooking/nutrition, gardening, anthropology art, and—through a partnership with Alvin Ailey Dance Theatre—modern dance.

To learn more about our Out-of-School Time programs, visit [ywcanyc.org](http://ywcanyc.org)

DURING THE 20-21 SCHOOL YEAR, YWCA-NYC PROVIDED PROGRAMMING TO

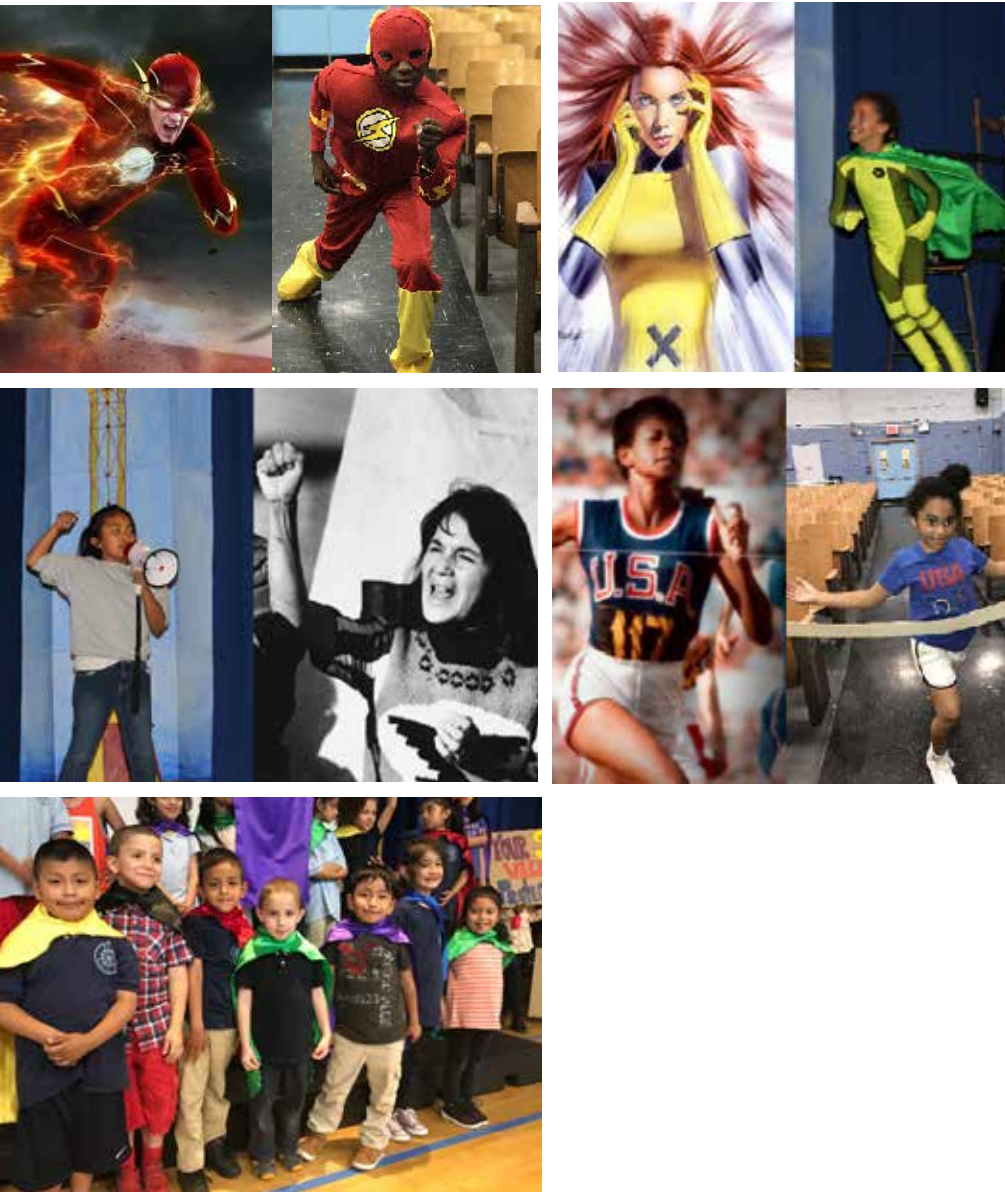
# 1,207

YOUNG WOMEN, CHILDREN, AND THEIR FAMILIES.



## Everyday Heroes

Our Everyday Heroes program enabled students to explore what it means to be a hero, by comparing superheroes to real people. Scholars learned how they can be a hero every day, using mindfulness and self-expression through meditation and theater. The program also engaged them in age-appropriate discussions of race and racism, self-empowerment, and service to one's community. Everyday Heroes, designed by YWCA-NYC staff member Juan Reyna, was so successful that we scaled it to all four elementary schools this summer, and added the two middle schools in fall 2021!



**I BELIEVE THAT AFTER-SCHOOL PROGRAMS REALLY ENRICH THE LIVES OF OUR SCHOOL STUDENTS, AND IT MAKES IT POSSIBLE FOR THEM TO DREAM ABOUT DIFFERENT WAYS THEY CAN USE THEIR EDUCATION TO FOCUS ON CAREERS THEY MAY BE INTERESTED IN WHEN THEY ARE OLDER.**

*— Rep. Yvette D. Clarke,  
9th Congressional Dist. of  
New York and YWCA-NYC  
Champion*



# Stand Against Racism!

Every April, YWCA USA holds a national campaign with all local associations called Stand Against Racism. This year's theme focused on declaring racism as a public health crisis and bringing awareness to racial injustice. Out-of-School Time program scholars in Coney Island hosted a rally that brought attention to the technological inequalities their community faced with virtual learning. New York Councilman Mark Treyger and his office (District 47/Coney Island) continuously supports this program through their yearly grant and acknowledgement. Brooklyn native and actor Sergio Delavici (John Wick 3, Power) and the YW-NYC Interim Chief Operating Officer, Mary Crawford, addressed attendees, which included parents, teachers and YWCA NYC staff, and students distributed PPE equipment to the local community.

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**NEW YORK CITY IS “A TALE OF TWO CITIES”--ONE FOR THE WEALTHY AND ONE FOR THE ECONOMICALLY DISADVANTAGED. STRUCTURAL RACISM AFFECTS ACCESS TO QUALITY HOUSING, EDUCATION, FOOD, TRANSPORTATION, POLITICAL POWER, AND OTHER SOCIAL DETERMINANTS OF HEALTH. THE YWCA-NYC SEEKS TO ADDRESS STRUCTURAL RACISM THROUGH OUR PROGRAMS, WHICH PROVIDE ENRICHMENT THROUGH A SOCIAL JUSTICE LENS.**

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## GIRLS INITIATIVES

Girls Initiatives programs are designed to inform, engage, and inspire participants to become self-advocates. Girls Initiatives programs reflect YWCA-NYC's core belief: that empowered girls become empowered women! These programs are free and open to all high-school aged self-identified girls and gender non-conforming youth aged 15-18 in New York City. Girls Initiatives aims to ensure that every participant gains the skills, knowledge, and confidence to pursue the education, career, and life options of her choice.

When schools were closed last year, Girls Initiatives programs were up and running remotely in under two weeks. During the 2020-21 school year, we're building on lessons learned when we first expanded remote and hybrid programs.

Last year, the YWCA NYC helped 150 high school youth to become change agents and self-advocates through Girls Initiatives programs. Twenty-five of those youth trained an additional 300 New Yorkers through Step in and Stop it! Bystander Intervention Training. In 2021, 100% of seniors participating in Geek Girls graduated from high school—a 100% graduation rate for the second year running! These graduates were accepted to Columbia University, Stony Brook University, Pace University, and St. Francis College, among others.

“

**I ATTENDED STEP IN AND STOP IT! BECAUSE I LIKE LEARNING ABOUT WAYS THAT I CAN DIFFUSE SITUATIONS. I LIKE LEARNING ABOUT SOCIAL JUSTICE AND ABOUT THE WAY I CAN BETTER MYSELF AND OTHERS AROUND ME IN THE COMMUNITY.**

— *Aria, 12th Grade*





## Social Justice Summer 2021

This past summer, YWCA-NYC's Social Justice Summer program helped femme-identified high school students channel their passions into thoughtful and informed action. The season of enrichment programming was designed to mitigate the social, emotional, and academic learning loss the students suffered during the pandemic and expose them to the possibilities of building a more just world.

Virtually and in-person, participants experienced the worlds of careers in the legal industry and STEAM (Science, Technology, Engineering, Arts, Activism, and Math). A three-week course with our partners at the New York School of Interior Design culminated in a residential design project: the proposed new interior design of the YWCA-NYC's Family Resource Center in midtown Manhattan.

## Step In & Stop It!

Bystander Intervention Training armed 25 young people with the tools to be the change that New York City needs today. Today's NYC residents must be equipped to safely stand up and speak out for what is right. Between October and January, participants received intensive training on how to safely intervene in a public situation of harassment. They then shared what they learned in nearly 20 workshops across the city to train other on bystander intervention. In all, the young YWCA-NYC change agents equipped more than 300 New Yorkers with verbal de-escalation and victim support techniques. 2020-21 partners in this initiative include the Museum of the City of New York, Schomburg Center for Research in Black Culture, The Metropolitan Museum (Teens Take the Met), and the Center for Anti-Violence Education, among others.

To learn more about YWCA-NYC's Girls Initiatives, visit [ywcanyc.org](http://ywcanyc.org)



# THANKS

## A Transformative Gift

In early 2021, YWCA-NYC received a generous and unexpected \$3 million gift from entrepreneur, author, advocate, and philanthropist MacKenzie Scott. We are immensely grateful. With the guidance of our incoming CEO, YWCA-NYC will use the gift strategically to make investments that will allow the YWCA-NYC to develop new, breakthrough programs that inspire and enable many more future leaders.



THE SELF-IDENTIFIED ETHNIC  
BREAKDOWN OF THE YOUTH  
YWCA-NYC REACHES IS:

**47%**

BLACK

**29%**

HISPANIC

**7%**

ASIAN

**7%**

WHITE

**10%**

OTHER

# SUPPORT

## \$40,000+

BNY Mellon  
New York City Council  
Cleveland H. Dodge Foundation  
The Estate of Shirley P. Jordan  
Wasily Family Foundation  
MacKenzie Scott

## \$20,000+

Ambrose Monell Foundation  
Colgate-Palmolive Company  
Charles A. Frueauff Foundation  
Mary F. Crawford  
Con Edison of New York

## \$10,000+

\$10,000+  
Barclays  
Linda and Richard Derrick  
Ernst & Young LLP  
Maggie Gregg  
The Hyde and Watson Foundation  
JPMorgan Chase & Co.  
Lorryn Mai  
Alison M. Schweizer  
Lori LaBarr-Relkin  
Sullivan & Cromwell LLP  
UBS  
Natalie R. Williams

## \$1,000+

BlackRock, Inc.  
BTQ Financial  
Michael Buckner  
Lori Rotskoff & Michael Canter  
Gertrude and Edward Christian  
J. Dennis Delafield  
Duval & Stachenfeld LLP  
The Estee Lauder Companies  
Federation of Protestant Welfare Agencies, Inc.  
Fulfilling the Promise of Opportunity  
Kathleen Fisher  
Grassi & Co.  
Google  
Suhana S. Han  
Tracy Richelle High  
Jamie Hill  
Kathleen Killion  
KPMG LLP  
Bradley Kulman  
Dianne Lob  
Kathleen McCarragher  
Andrea Miller  
William B. Monahan  
Andrea Miller  
Northwell Health  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
Douglas James and Elaine Peebles  
People's United Community Foundation  
Personal Computer Power Center  
Kevin Quist  
Rockefeller Philanthropy Advisors  
Ruby B. Fleming Trust  
Ayisha A. Saul  
Ashish and Sapna Shah Charitable Fund  
Diane Sinti

Michael Steiman  
Maryann B. Sudo  
Mark Treyger, New York City Council Member  
Michaela Walsh

## \$250+

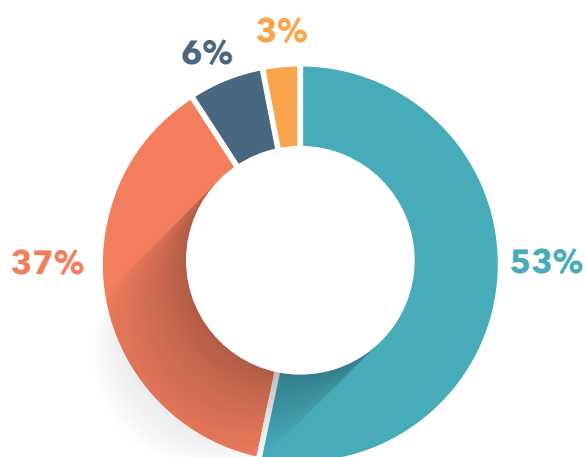
Renee Grisdale Anderson  
Amy Abrahms  
Jane Barnett  
Patricia A. Bauer  
Ivy H. Bennett  
Erin Bigley  
Stephana Bottom  
Julie Brandfield  
Jonathan Connett  
Meghan A. Dacey  
Marc De Leeuw  
Deneen Donnley  
Phillip Goldstein  
Brenda & Melvin High  
Kelleen Kiely  
Julie and Israel Lowy  
Amy E. McFarlane  
Joan Malin  
Elizabeth Smith Malik  
Jacqueline Marcus  
Sherian Mitchell  
Beth Olmstead  
Rodrigo Rojas  
Kim Tedesco  
Cornie Thornburgh  
Kevin G. Salwen  
Teresa Sevilla  
Brian T. Shea and Patricia M. Shea  
Eddy Sujak  
Natalie S. Young

# NUMBERS

FISCAL YEAR

2021

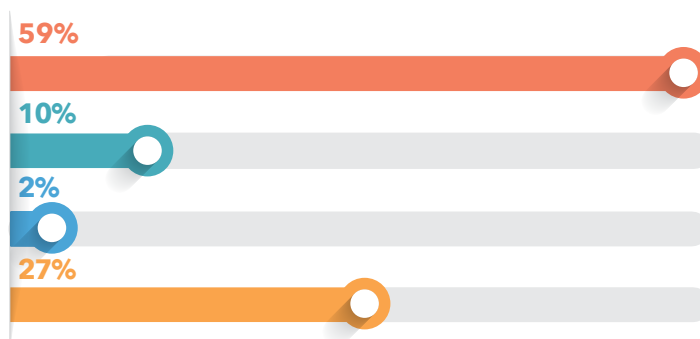
## REVENUE



|                              |                    |
|------------------------------|--------------------|
| Individuals*                 | \$ 3,416,121       |
| Government                   | \$2,359,102        |
| Corporations and Foundations | \$474,806          |
| Other Revenue                | \$155,920          |
| <b>TOTAL REVENUE</b>         | <b>\$6,405,949</b> |

## EXPENSES

|                         |                    |
|-------------------------|--------------------|
| Programs**              | \$2,011,533        |
| Building and Facilities | \$343,819          |
| Marketing & Development | \$72,157           |
| Administration          | \$906,483          |
| <b>TOTAL EXPENSES</b>   | <b>\$3,333,992</b> |



\*Includes \$3 million gift from Mackenzie Scott

\*\*Reduced expenses due to shift to virtual programming during COVID-19 pandemic

# PEOPLE

## Key Staff

### Mary Crawford

Interim Chief Operating Officer

### Brooke Byrant

Interim Chief Development Officer

### Grace Coy

Senior Director of Human Resources  
& Administration

### Shavonne Marshall-Wells

Director of Girls Initiative

### Blayne Jeffries

Director of Communications

### Debora A. Young

Senior Director of Programs

## Board Officers

CHAIR

### Tracy Richelle High

Sullivan & Cromwell LLP

VICE CHAIR

### Alison Martier Schweizer

TREASURER

### Paige L. Rabalais

Common Fund

SECRETARY

### Lorryn Mai

Ernst & Young

## Board Members

### Patricia Canning

Deloitte

### Linda Derrick

BNY Mellon

### Gada Elkenani

The Praetorian Group

### Maggie Gregg

The Estée Lauder Companies

### Jamie Hill

Real

### Ayisha A. Saul

BlackRock

### Diane Sinti

Deloitte

### Natalie R. Williams

JPMorgan Chase

# PARTNERS

## Out-of-School Time

New York City Department of Youth and Community Development

P.S. 90, Edna Cohen School

P.S. 188, Michael E. Berdy School

P.S. 327, Dr. Rose B. English School

P.S. 329, Surfside School

K448 – Brooklyn School for Collaborative Studies

M524 – New Design Middle School

STEM KIDS NYC

Voices Advance

MOVEMENT2BE™

Josephine Herrick Project

Penguin Random House (First Book)

Brooklyn Arts Exchange

Operation Warm

Change Impact

Fulfilling the Promise of Opportunity (FPWA)

Tech Row

## Girls Initiatives

New York City Council

TJB Consulting

4ward Inclusion Consulting, Inc.

Exhale to Inhale

Museum of the City of New York

Schomburg Center for Research in Black Culture

The Metropolitan Museum  
(Teens Take the Met)

Center for Anti-Violence Education

New York School of Interior Design

Sullivan and Cromwell, LLP

United Federation of Teachers

WB Mason

The Posse Foundation

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empowering women  
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Stay up to date with what's  
happening at YWCA  
of the City of New York



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