

YWCA YORK

ADVOCACY PLAN

2021-2022

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

ADVOCACY COMMITTEE PURPOSE: Responsible for recommending an annual advocacy agenda to deliver on the mission at the local level to the Board of Directors for approval; collection and/or sharing of information on relevant issues, related legislations and potential action steps; recommends legislative priorities and actions; requests preparation of talking points and fact sheets on advocacy issues; recommends participation in coalitions and campaigns related to the mission and program at the local and national level.

ADVOCACY PLAN, TACTICS AND ACTIVITIES 2021-2022.

YWCA USA has set out Advocacy Areas of Concentration. The Advocacy Committee has reviewed those areas and has determined which areas most closely align with the YWCA York mission. Those areas and the work that YWCA York is already involved with in the community are included in the plan.

The levels or phases of advocacy are **1. Awareness 2. Education 3. Advocacy 4. Activism.**

We will assess a level of advocacy to each issue.

RACIAL JUSTICE:

Advocacy Level: 2. Education. 3. Advocacy.

Continue the work of the Racial Justice Committee (RJC) and identify educational topics related to:

- 1- Equity and systemic racism.
- 2- Racial profiling - police reformation.

The RJC has continued with its Courageous Conversations Programs. YWCA York also provides diversity and inclusion trainings. The commitment was made to bring a full-time person on board to join the Community Education department as the Racial and Gender Equity Coordinator. Collaboration with the York City Police Department will focus on diversifying the force.

SAFETY FROM GENDER BASED VIOLENCE AND SUPPORT FOR SURVIVORS:

Advocacy Level: 2. Education. 3. Advocacy. 4. Activism

- 1- Reauthorization and increased funding for of VAWA, VOCA, FVPSA (HR 1585).
- 2- SAFE Leave- Job Protection.
- 3- Human Trafficking.
- 4- Legal Advocacy.
- 5- Safe inclusive school environments.

YWCA York has written op-eds, signed onto to YWCA USA letters to Congress and advocated at the local level for VAWA and VOCA, SAFE Leave, and human trafficking. We provide direct services to crime victims and seek out fundraisers and funding for projects that provide education to the community and awareness of our support services to the community through a speaker's bureau. We have held Red Sand Project Events throughout York coupled with our educational

outreach and counseling services. Representation of clients through VOCA/VAWA. YWCA York steers the Human Trafficking Task Force which is active in York County with other nonprofit, legal, and law enforcement partners.

CIVIL RIGHTS:

Advocacy Level: 1. Awareness. 2. Education.

- 1- Voting Act Rights. Voting Reforms.
- 2- LGBTQ Legal Protections.
- 3- Intersectionality.

We need to increase our involvement and developing a stronger GOTV plan. We have had limited success in partnering with other local community groups including the YCEA and County Government to try to GOTV along with holding registration pushes and drives. This would be a great activity for board and Jr. Board involvement. We have partnered with other groups to establish safe clubs and have supported the York Equalityfest. YWCA York is a Preferred Partner of the Rainbow Red Center which includes active support of their initiatives and community programs. Community Education offers a Pronoun Training workshop. Support is provided for voting reforms.

HEALTHCARE:

Advocacy Level: 1. Awareness. 2. Education. 4. Activism

- 1- Trauma Informed Care. Racial Healing Trauma Work.
- 2- Racism as a public health crisis.

Our efforts here have been placed on education, awareness of trauma informed care for victims of violence and in our early learning programs. We have established trauma informed care trainings. YWCA York is partnering with YWCA Pittsburgh and YWCA Tri-County to bring community conversations to our areas to promote racial healing.

IMMIGRATION:

Advocacy Level: 1. Awareness.

- 1- Safety for Immigrant Families.
- 2- Path to Citizenship.
- 3- Asylum/Housing for survivors of abuse violence.

YWCA York has not been active in this area. We refer to other community partners such as the Pennsylvania Immigration Resource Center.

ECONOMIC SECURITY:

Advocacy Level: 1. Awareness. 2. Education. 3. Advocacy.

- 1- Equal Pay.
- 2- Inclusive workplaces.
- 3- Paid family leave, paid sick leave and job protection for leave.
- 4- Access to training, education and career development.
- 5- Support increased federal funding for non-profit services and tax incentives for donors.

We advocate for equal pay and paid family and SAFE leave. Community Education has a training program on sexual harassment. YWCA York participated in lobby days for early childhood education and partners with the United Way to promote our Pre-K Counts Program. New and additional education programs around the topics of economic opportunity has been a continuing and primary focus of advocacy efforts. Discussion about partnering with other

agencies to provide access to training, education and career development for community members. Opportunities are being assessed to work with YCEA's BLOOM small business program.

AFFORDABLE CHILD CARE AND EARLY EDUCATION PROGRAMS:

Advocacy Level: 3. Advocacy. 4. Activism.

1. Child Care.
2. Head Start, Early Head Start, CCDBG.
3. Training for Child Care.

YWCA York provides child care in its early learning center, Pre-K Counts and SAC programs. The programs are NAECY accredited and Star 4- Keystone Star rated. Staff have participated on numerous local and state panels to promote sustainable funding for child care programs. There is sharp emphasis on this issue, including support for the Start Strong PA program. YWCA York contributed to the YoCo Strong Task Force on early childhood education.