

# YWCA IS ON A MISSION

## OUR MISSION

YWCA is on a mission to **eliminate racism** and **empower women**

## OUR VISION

A healthy community transformed by **racial and gender equity**, where women and girls of color have equal access to opportunity, and there is social justice for all people

## OUR SHARED DEFINITIONS

### RACE

Race is socially constructed. It is used to categorize human beings but there is no genetic difference in humans by “race.”

### RACISM

**Race Prejudice** + **Power** = Racism

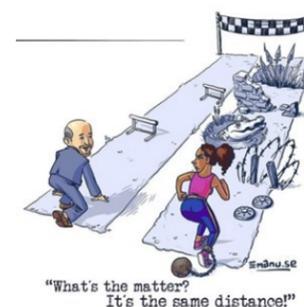
**Race Prejudice** means beliefs, attitudes and actions that we hold based on stereotypes.

**Power** is defined as a person or body of persons that has the ability to alter the behavior of others, through avenues that allow them to exert their beliefs over a broad range.

### INSTITUTIONAL RACISM

When institutions, including corporations, governments, universities, and social services, discriminate either deliberately or indirectly, against certain groups of people to limit their rights.

Did you know? A recent study done by Seattle’s Office of Civil Rights found that 2/3 of landlords in Seattle discriminated against tenants based on race, national origin, sexual orientation and gender identity.



### STRUCTURAL RACISM

When institutions and other structural forces interact with one another, working together to reinforce inequities among racial groups.

For example, schools and prisons reinforce inequities, calculating the number of prison beds based on the number of children in 2<sup>nd</sup> and 3<sup>rd</sup> grade who are not proficiently reading.

## EMPOWERMENT

Empowerment allows a person to have the space to tap into their own power, their own voice and their own knowledge.

Empowerment gives people power over their own lives from an emotional, spiritual, financial, physical, and social space. As people become fully empowered they are no longer controlled by governments or institutions in their lives.



## RACE EQUITY

Equity is the quality of justness AND fairness that prioritizes resources, voice, and access to power for those who are most affected by institutional racism (i.e.: African American women; LGBTQ African American women). By prioritizing these groups we address the roots of these issues and our other work becomes more effective for every person.

Note that **Equity** is different from **Equality**, which is equal sharing and exact division and does not lead to equal access to opportunity.



*Derived from multiple sources including The People’s Institute, Brim-Donahoe & Associates, DSK Culturally Responsive Education Services, Aspen Institute, and YWCA RSJI Trainings*

