

CHILD CARE

Inventory for Jennifer Klein-Domestic Policy Council at the White House

1. File #1- Press releases and press kits on child care.
2. File #2- Correspondence to various staff at Office of the First Lady and Domestic policy Council on child care.
3. File #3-#4- National and state reports on child care.
4. File #5-Misc. Senate hearing reports, individual reports/recommendations and drafts on child care.

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ENCLOSURES FILED OVERSIZE ATTACHMENTS

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Rhea F. Starr
Special Assistant/
Child Care Advocacy
E-Mail: HN2878@handsnet.org

624 Ninth Street, N.W. 3rd fl
Washington, D.C. 20001-5394
Voice Mail: 212-614-2805
Tel/Fax: 717-290-7362

Millennium 2000

Cutbacks in government and industry support of social service programs are raising concerns over where and how to fund initiatives so crucial to the backbone of our society. With the YWCA's extensive experience in helping women improve their health, education and job skills, the Millennium 2000 Campaign offers an opportunity to volunteers and donors to channel their energies and resources into making significant changes in the communities in which they live and work, regardless of the direction government and industry is taking. Therefore, the YWCA of the U.S.A. seeks funding for the following initiatives:

- Member Association Development to foster membership growth, management and leadership development, and to create a National Volunteer Corps.
- Global Initiatives for world awareness and for leadership development.
- Leadership development to increase the participation of women in the electoral process.
- Women's Health Initiatives through Encore^{Plus}, HIV /AIDS and STD programming, and teen pregnancy prevention.
- Child care and youth development through funding for the YWCA Child Care Program and for youth development programs.

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- Advocacy for Equity and Justice by providing funding for the Legal Defense Fund and establishing Justice Institutes at local YWCAs.
- Public Education Programs to support programs such as the YWCA Week Without Violence.

Together, these programs form the core of the YWCA of the U.S.A. Their continued support is crucial.

YWCA Firsts

- 1858 The First women's organization in the U.S., "Ladies' Christian Association" is formed in New York City.
 - 1859 Boston is the first to use the YWCA name.
 - 1860 The YWCA opens the first boarding house for female students, teachers and factory workers.
 - 1864 The first day-nursery is opened by the YWCA in Philadelphia.
 - 1870 The YWCA offers the first instruction in type-writing for women.
 - 1873 The first student YWCA is organized at Normal University, Normal, IL.
 - 1889 The first African-American YWCA branch is formed in Dayton, OH.
 - 1890 The first YWCA for young American Indian women is formed in Chilocco, OK.
 - 1893 The YWCA operates the first training school for practical nursing in Brooklyn, NY.
 - 1894 The YWCA of the U.S.A. joins Great Britain, Sweden and Norway to found the World YWCA.
 - 1907 The National Board of the YWCA of the U.S.A. is incorporated in the State of New York. It is the first organization to introduce sex education in all health programming.
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| 1915 | The YWCA organizes the first interracial conference ever held in the southern states of the U.S.A., in Louisville, KY. | 1983 | The YWCA of the U.S.A. Leadership Center, a conference, meeting and national training facility, is dedicated in Phoenix, AZ. |
| 1916 | The YWCA offers the first English-as-a-Second-Language classes in New York City. | 1988 | The YWCA is the first women's organization invited to join the U.S. Olympic Committee, Multi-Sport Division. |
| 1917 | The YWCA is the first women's organization permitted in a U.S. Army camp. | 1990 | Key civil rights leaders, public officials and representatives of universities and colleges develop a blueprint for racial justice training at the YWCA of the U.S.A. Racial Justice Convention. |
| 1919 | The YWCA convenes and finances the first meeting of women doctors, the International Conference of Women Physicians. | 1992 | The YWCA is the first women's organization chosen by the Federal Centers for Disease Control and Prevention to launch a partnership to combat breast cancer. |
| 1924 | The first women's pension fund, the YWCA Retirement Fund, is initiated. | 1993 | A public/private, not-for-profit partnership with the Centers for Disease Control and Prevention and Avon Products, Inc. is formed, launching the ENCORE ^{Plus} program of early detection, education and referral services. |
| 1936 | The first co-ed, intercollegiate, interracial student conference is held by the YWCA in the South, at Shaw University in Raleigh, NC. | 1995 | The YWCA sponsors the first Week Without Violence. |
| 1946 | The convention of the YWCA of the U.S.A. unanimously adopts the Interracial Charter, in which the YWCA commits itself to work for an end to racial injustice. | 1996 | A 501 (c) (4) coalition to defeat the anti-affirmative action referendums (CCRI) in California is formed. |
| 1960 | The opening of the YWCA cafeteria to Blacks in Atlanta marks the first desegregated public dining facility in that city. | | |
| 1970 | The YWCA Convention adopts the One Imperative: To Eliminate Racism Wherever It Exists and by Any Means Necessary. | | |
| 1972 | The YWCA of Princeton, NJ established ENCORE - a post mastectomy discussion and exercise program. | | |
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Leadership Development

The YWCA's Institute for Public Leadership is a political empowerment program encompassing: Women as Voters, Women as Advocates, Women as Public Leaders and Teen/Student Leaders.

Women as Voters

Voting regularly and with full knowledge of the candidates and the issues is a first step in women's political empowerment. The YWCA sponsors the "I Vote" project, encouraging member YWCAs to register and educate women to vote in their communities.

The YWCA of the U.S.A. also provides national leadership in the Women's Vote Project, a national coalition effort organized every presidential election year to increase the participation of women in the electoral process.

Through the generous support of the Ford Foundation, the YWCA is currently producing a voter program guide for member YWCAs to initiate on-going voter participation programs.

Women as Advocates

The power of organized advocacy is one of the great strengths of our democratic system. Training women to campaign successfully on issues whether in direct lobbying or grassroots efforts is the second step of political empowerment. With the Ford Foundation's support, YWCA advocacy workshops are being developed to teach the skills of effectively communicating with policymakers.

Women as Public Leaders

The third step to political empowerment is to motivate women to run for public office and to participate directly in the decisions that will shape the future of women and their communities. YWCA political skills workshops

work to increase the number of women in leadership positions in government as elected or appointed officials.

Leadership Development Institute

The YWCA of the U.S.A. conducts Leadership Development Institutes (LDI) for the Presidents and Executive Directors of its member associations. The training focuses on both the mission of the YWCA as well as nonprofit management. Conducted at either the Leadership Development Center in Phoenix, AZ or hosted by a local association, LDIs provide participants with a unique opportunity to meet, learn, and share successes and challenges.

Teen/Student Leadership

YW-Teen Clubs provide a structured environment in which teens become agents for social change in their own communities. Teens collaborate with staff to select community and World Mutual Service projects, participate in club programs, organize socials and raise funds.

The PACT program (Peer Education in Sexuality and Health) recognizes the potential for teens to empower themselves to make informed decisions about their own sexuality and health. PACT provides accurate information and reliable resources, trains participants in sexuality education, and provides structured and supervised opportunities for them to share information with their parents and other adults.

Girls Speak Out is an exciting new nationwide program committed to the healthy development and empowerment of all girls with particular focus on girls who are living or have lived with violence. It was developed by Andrea Johnston, a California-based teacher and writer and Gloria Steinem, activist, writer and founder of *Ms. Magazine*, and adopted by the YWCA of the U.S.A. The program uses literature, history, pre-history and art in an interactive format to help girls ages 9 - 15 raise their self-esteem and discover their personal strengths. It helps

them acknowledge their problems and explore alternatives in a safe and open environment, by deliberately discussing issues such as teen pregnancy, domestic violence, date rape, and poverty. In this way, the program offers hope to girls, and equips them to become key players in their communities.

In 1997, ten promising and talented teens who are currently involved in YWCA leadership programs in communities across the country will have the opportunity to gain firsthand experience in government and the political process by spending a life-changing week in Washington, D.C. with other young leaders. Through the YWCA's collaboration with Presidential Classroom, these girls will acquire the knowledge and practical skills to work for change in the context of their families, schools, community organizations and civic institutions.

Advocacy for Equity and Justice

Racial Justice & Empowerment of Women

Since the 1800s, the YWCA has been at the forefront in promoting racial justice in the U.S. A sampling of YWCA activities includes:

- opening the first African-American Branch in Dayton, OH in 1889.
- opening a YWCA for young Native American women in Chillicothe, OK in 1890.
- sponsoring an interracial YWCA conference in Louisville, KY in 1915.
- extending its services and personnel to Japanese women and girls who had been evacuated to ten Relocation Centers during World War II.
- opening the Atlanta YWCA cafeteria to Blacks in 1960, the first desegregated public dining facility in that city.
- voting by the Student YWCA to oppose apartheid in South Africa and to urge the National Board to investigate its investments in that country in 1965.
- launching the YWCA National Day of Commitment to Eliminate Racism in 1991. This is an annual event during which YWCAs across the country reaffirm their efforts to eliminate racism in their communities.
- holding training sessions for community and student YWCAs that increase local capacity to design and implement racial justice policies and initiatives.
- designing national research studies to focus attention on the policies that work in promoting women and employees of color, and to identify the degree to which race and gender are factors of discrimination.
- developing a Racial Justice Training Manual and providing technical assistance to member YWCAs on its use.

The YWCA of the U.S.A. strives to build the intrinsic precepts of racial and social justice and education into the core of all its programs and services and provides resources and technical assistance on a variety of civil rights and racial justice issues to YWCAs and other organizations. The

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YWCA initiates dialogues with women leaders of national organizations to address issues of institutional racism in order to influence public policy. Affirmative action is one of these policy issues. It corrects or compensates for past or present discrimination or prevents discrimination from recurring in the future. The YWCA supports affirmative action and actively advocates against anti-affirmative action initiatives, both nationally and at the state level.

In 1995, the YWCA undertook an Affirmative Action Campaign to defeat CCRI, the California Civil Rights Initiative which would eliminate affirmative action programs in California and participated on the Affirmative Action Task Forces of national coalitions such as the Council of Presidents of national women's organizations, and the Leadership Conference on Civil Rights. The YWCA mobilizes its members around the country to persuade state and national policymakers to support and remain steadfast on affirmative action.

Global Affairs

In 1894, the YWCA of the U.S.A. joined the YWCAs of Great Britain, Sweden and Norway to found the World YWCA. Since that time, the YWCA has worked to promote the ideals of racial justice and women's empowerment globally and to help ease the difficulties women from all walks of life face.

Here in the United States, foreign assistance and international economic values may not mean much to the average American woman, but the day-to-day effects of these concepts do. Unemployment, poor working conditions and low pay, increasing immigration, environmental degradation and insufficient health care are issues women and their families face every day, both here and abroad. The fact that women make up 70% of the world's poor, that so many are being driven away from their homes and across borders, and that in the U.S. almost half of all poor families are supported by women with no partner present is a sobering fact telling us it's time to address global forces that govern our economies. Women need to increase their knowledge about global, economic, social and political systems and their day-to-day impact.

Therefore, in 1992, the YWCA of the U.S.A. initiated the Education for Global Responsibility project, a national education and action campaign designed to guide women across the U.S. into the global development process through community education and leadership development. The primary goal was to work with YWCAs nationwide to create a network of U.S.-based community and national women's organizations working to help their constituents identify, understand and address the impact of poverty and other global issues on women. A new global responsibility curriculum, international study-travel experiences, strategic planning for a global YWCA agenda in the U.S., and defining new skills required for women's leadership in the 21st Century were the hallmarks of this four-year undertaking.

The YWCA's Office of Global Affairs expands YWCA efforts for global responsibility by advocating for the empowerment of women and girls, gender equity, racial justice, economic justice and development and environmental justice. The Global Affairs Program seeks to engage YWCAs and other community-based organizations in building sustainable communities by addressing the combined

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impact of poverty, sexism and racism on the status of women and girls.

The Global Affairs Program utilizes a four-pronged approach to advance women's empowerment and build sustainable, people-centered communities through:

- Education efforts to orient YWCA members and staff to the issues and trends that affect the status of women around the world and their role in building sustainable communities;
- Leadership Development initiatives to provide members and staff with the skills necessary to become leaders in their communities who recognize the links between community and global trends affecting women;
- Advocacy to address the combined impact of racism, gender bias and poverty on women and to advance strategies that empower women and build sustainable communities; and
- Collaborations with other community-based, national and international organizations working responsibly towards women's empowerment and racial justice.

The One Imperative

The One Imperative: "To thrust our collective power toward the elimination of racism wherever it exists and by any means necessary." How did this come about? What does it mean?

In 1970, the pre-convention meeting of Black Women of the YWCA, attended by 500 Black women, brought before the YWCA National Convention the resolution that the Association "thrust its collective power" towards one issue, "the elimination of racism wherever it exists and by any means necessary." The year before the convention, institutes were held on Black Economic Development and Community Development, Black Leadership and Racial Justice.

After much debate, the prevailing view allowed that each racial group possesses and must address its own authentic concerns; and that when the Association hears and responds to the concerns of some of its members, the work of the whole Association is enhanced in a way that enables all YWCA women "to come together as whole, honest and feeling human beings."

Since then, this One Imperative "to eliminate racism" has been reaffirmed at subsequent National Conventions, and Racial Justice Awards are now presented.

"By any means necessary" is a phrase that often catches people's attention. The phrase is meant to be an agent of change in and of itself. Some of the "by any means necessary" used by the YWCA to combat racism in the past include:

- establishing orphanages and homes for Black children
- organizing interracial conferences
- taking stands on public policy issues
- monitoring court trials to assure justice
- publishing and distributing articles and pamphlets
- investigating the racial justice impact on its investments
- supporting boycotts

Through its democratic governance and guided by its vision of "peace, justice, freedom and dignity for all people," the YWCA works to help ensure racial justice, and will continue until the goal is met. _____

YWCA of the U.S.A. Directory

YWCA of the U.S.A.

726 Broadway 5th Floor
New York, New York 10003

Telephone: (212) 614-2700
I-800 Number: (800) YWCA-US1
Fax: (212) 677-9716
Web Page: www.ywca.org

National Executive Director

Prema Mathai-Davis

Washington D.C.

Telephone: (202) 628-3636
Fax: (202) 783-7123

Leadership Development Center / Phoenix, Arizona

Telephone: (602) 944-0569
Fax: (602) 997-5112

ENCORE^{PLUS}

I-800 Number: (800) 95-EPLUS

The National Student YWCA

Since the inception of the World YWCA movement, young women leaders from colleges across the country have fueled the YWCA of the U.S.A. and have prompted the national Association to be courageous in its stands for social justice.

The National Student YWCA is a "movement within a movement," empowering young women to work for social change. It consists of Student Associations and Registered Student Groups nationwide. The National Student YWCA continues to be a unique training ground for young women leaders, with members creating and implementing programs to empower women and eliminate racism in their own campus communities.

Students from across the country come together every three years at a National Student Assembly where they set the course of the student movement and elect officers to the National Student Council. The National Student Assembly has a proud history of being on the cutting edge of social justice issues: denouncing segregation in 1938; supporting the rights of Japanese Americans in 1942; committing itself to racial justice in 1946; opposing South African apartheid in 1965; supporting lesbian and gay rights in 1979; and supporting Native Hawaiian self-determination and denouncing sweatshop labor in 1996.

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Affiliation with the National Student YWCA gives participants the opportunity to:

- broaden their leadership experience as an officer of their student group, a member of the National Student Council or as a delegate to the National Student Assembly;
- apply for special YWCA of the U.S.A. programs, such as scholarships, internships or international immersion projects;
- become a part of the oldest and largest women's movement in the U.S.A.- both in their college careers and beyond.

Child Care and Youth Development

Child Care

The YWCA is the oldest provider of child care in the nation, having established the first day nursery in 1864 and today is one of the largest nonprofit providers of child care in the country. In 1994, the YWCA served 388,319 participants in 276 preschool and after school child care programs. As such, the YWCA of the U.S.A. is committed to ensuring that the President and Congress pass legislation and funding necessary to provide adequate child care for American families, and work throughout the year to that end.

Recently, the YWCA has partnered with Family Communications, producers of the children's television show "Mr. Rogers Neighborhood" to develop a new anti-bias video and curriculum for after school and summer camp programs at YWCAs. The YWCA has also been selected as one of only three organizations whose school-age child care workers will receive anti-bias training. The YWCA has developed conflict resolution programs in schools and is constantly working on identifying new programs.

A national YWCA Child Care Advocacy Network has been established and a child care guidebook is being developed with samples of "best practices" from member YWCAs.

The YWCA has become a recognized "player" on the national child care level, as evidenced by media attention, participation in weekly child care advocate calls during the Congressional debate on child care legislation, and participation in various national child care conferences.

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Youth Development

The YWCA's Youth Development programs target girls ages 10-18 with the ultimate goal of empowerment. In 1994, 253 YWCAs provided services such as job training, remedial education, promotion of math and sciences, babysitting training programs, teen clubs, peer support groups and housing to over 145,000 participants.

In addition, a first-of-its kind National Girls Conference was held January 3-4, 1997 at UNICEF House in New York City. The conference brought together 125 girls from around the country, ages 9-16 (and 75 older girls and women to help) to create a United States girls' platform for action. The conference agenda was developed and led by girls and focused on the issues of violence, media and human rights.

Sports and Fitness

The YWCA has been a pioneer in promoting physical fitness and confronting issues of sexuality for women. "Positive health" became the watchwords for the first International Conference for Women Physicians in 1919 and produced six volumes recording their ground-breaking discussions, mainly relating to sexuality and mental health. Another YWCA first included a women's athletic track meet held at the Boston YWCA in 1877. Continuing today through its sports programs and membership on the United States Olympic Committee, the YWCA promotes the role of women in exercise and sports.

Women in the late 1800s and into the early 1920s were considered frail, unable to endure six weeks of typing lessons and not strong enough for active sports. To counter this, in 1877, the Boston YWCA offered a course in calisthenics for young women and by 1890, several Associations had gymnasiums. Buffalo introduced formal swimming instruction in its pool in 1905.

Through participation in sport and fitness, girls gain a greater sense of self-esteem and pride. Studies have shown that most women who hold leadership positions in the workplace have at one time participated in sports. Sports instill a sense of discipline, teamwork, strong communication and leadership skills. Most importantly, girls should participate in sports because it is fun! The YWCA provides opportunities for girls to develop their social, athletic and leadership skills through the following programs and sports: The YWCA/NIKE Sports Program (for basketball and volleyball), the YWCA National Girls Tennis Program, and through grassroots programs focusing on field hockey, aquatics, fencing and rhythmic gymnastics.

In 1994, 257 YWCAs offered fitness activities (aerobics and weightlifting) to over 525,000 participants; 219 YWCAs offered healthy lifestyle education (weight control workshops, blood pressure screening, etc.) to over 275,000 participants; and 180 YWCAs provided swimming instruction to over 270,000 participants.

Thanks to NIKE, the YWCA of the U.S.A. has been able to initiate and support basketball leagues throughout the country. In its first year, 26 programs were funded which reached over 3,400 girls throughout the nation. This five-year partnership will include a YWCA National Basketball Championship, the production of a basketball video and the implementation of volleyball leagues. Since our society does not provide girls and boys with the same opportunity to participate in sports, this exciting new program is much needed.

The program targets girls of diverse backgrounds, ages 9-14, as girls in this age group are more likely to drop out of sports. The YWCA/NIKE Sports Program provides an alternative to negative influences, such as teenage pregnancy, or becoming involved with gangs or drugs. The program has been a great success in providing girls with the opportunity to discover their true potential, make friends and have fun.

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YWCA Week Without Violence

In 1995, the YWCA launched a unique national public education campaign, the YWCA Week Without Violence to highlight practical, sustainable alternatives to violence in the home, at school, and in our communities. Endorsed by every member of the World YWCA Council, representing YWCAs in 95 countries worldwide, the YWCA Week Without Violence is a tremendous success. The campaign was designed to help carry out the mission of the YWCA to empower women and girls and eliminate racism. In its second year, the campaign took on a worldwide scope with 20 countries covering six continents participating.

The campaign seeks to empower people all across the country to understand that they, personally, have the power to help eliminate violence; that together, they comprise the solution to every community's problem of violence. A 1996 YWCA survey conducted by Louis Harris & Associates entitled "Families Taking Action: A YWCA Survey About Making Homes and Communities Safer" reports that a shocking 10 million junior and senior high school students have access to handguns or rifles in their homes, and 5 million say they could get to them without their parents' knowledge! The survey also indicates that parents and teens can and want to work together to improve race relations, to prevent violence and fear, and to learn conflict-resolution techniques.

The goal of the YWCA Week Without Violence is talking instead of yelling; negotiating instead of hitting; open minds instead of loaded guns. The campaign promotes learning about conflict resolution; choosing programs on TV that don't promote violence or prejudice; remembering loved ones and strangers lost to violence; and organizing or attending community gatherings that bring together people of different ages, neighborhoods, races and economic backgrounds. According to the survey, the majority of people feel that coming together as a community with people they do not know would help make their community safer.

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As a result of developing this campaign, the YWCA of the U.S.A. has been named the recipient of the Women's Forum Award for a Corporation Who Has Made a Difference. And, the program has been endorsed by many national non-profit organizations who distributed information to their affiliates.

The YWCA's Week Without Violence has received sponsorship from: Angel Soft Cares for Kids, The Body Shop, Chase Manhattan Foundation, Lotas, Uniworld Group, Inc., Minard, Patton, McIver, Inc., NYNEX, Mrs. Laurance S. Rockefeller, Sony Music Entertainment Inc., Time Warner and Warner Music, and USA Networks.

At a press conference on crime in October, 1996, President Clinton stated that the YWCA's Week Without Violence is an example of the kind of program that more people should become involved with to reduce violence.

The YWCA looks forward to the day when the Week Without Violence is no longer necessary. Until then, the YWCA will work to reach that goal.

Women's Health Initiatives

ENCORE^{Plus}

The YWCA's ENCORE^{Plus} program was created to reach out to all women who face obstacles in getting high quality, affordable breast and cervical cancer screening, education and referral. It is run by women for women, and has achieved remarkable results since its inception in 1994. Groundbreaking partnerships with Avon Products, Inc and the Centers for Disease Control (CDC) have allowed the YWCA to reach thousands of women who otherwise would not have received life-saving breast and cervical cancer screening. In fact, in a national address on women's health in 1995, First Lady Hillary Rodham Clinton highlighted the YWCA/CDC/Avon partnership as an excellent example of an effective innovation to meet women's health needs.

In its first year, 76% of the participants had incomes of less than \$16,000 per year and 53% were women of color: African American, Hispanic, Asian American, Pacific Islander and Native American.

In its second year, 68 programs from around the country reached 112,000 women with the early detection message. Over 13,000 of these women reported receiving breast and/or cervical cancer screening. On April 24, 1996, the YWCA participated in a national teleconference, downlinked to over 600 sites, cosponsored by its partners Avon and CDC, on strategies for effective outreach to medically underserved women that featured four ENCORE^{Plus} programs.

As a result of the success of ENCORE^{Plus}, the CDC has given the YWCA of the U.S.A. additional funding to conduct a Lesbian Health Initiative to do outreach for breast and cervical cancer screening. Several ENCORE^{Plus} program sites have also received awards for outstanding community programs from the National Cancer Institute. And the U.S. Postal Service chose the ENCORE^{Plus} program as one of the three with whom to partner in connection with the issuance of their June, 1996 breast cancer awareness commemorative stamp.

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Teen Pregnancy and HIV/AIDS & STD Prevention Programs

The YWCA believes that teens have the ability to make responsible choices if they have access to comprehensive sexuality education and information. PACT (Peer Education in Sexuality and Health) is a health promotion and pregnancy prevention program for teens which utilizes high school students as peer educators. The overall goal of the peer approach program is to empower teens, both male and female, to make informed decisions about their sexual behavior, thereby reducing the incidence of unwanted teen pregnancies, STDs and HIV/AIDS. The PACT program recognizes that teens turn to their peers for validation of their feelings about their own sexuality. By providing teens with accurate information, they are better able to disseminate that information and make responsible, safe decisions.

Currently, 70 YWCAs offer teen pregnancy prevention programs serving more than 13,000 individuals and HIV/AIDS and Sexually Transmitted Diseases programs are offered in 71 YWCA sites serving approximately 50,000 individuals.

**YWCA of the U.S.A.
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What is the YWCA?

As the nation's oldest and largest women's membership organization, the YWCA epitomizes a story of vision, faith, struggle, devotion to principles and unswerving belief that women are important agents of change. It began as a small band of 35 women who came together in NYC in 1858 to address the unspeakable labor, health and housing conditions facing young women and girls in the city. They formed the first organization in the country for women by women with the mission to empower women and girls and enable them to develop their fullest potential. Since then, the YWCA has been in the forefront of most major movements in this country, a pioneer in such areas as race relations, labor union representation, women's health initiatives and culturally sensitive training for international leaders. The goal of the YWCA is to develop leadership, self-confidence and self-worth in women and girls.

The first YWCA was a boarding house for women and girls adjusting to the new urbanized lifestyle of the Industrial Revolution. As women's economic and social roles changed, other YWCAs sprang up around the country providing housing, job training, advocacy, health, physical education and community involvement aimed at developing leadership, self-confidence and self-worth.

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Today, the YWCA of the U.S.A. is devoted to the economic, political, social and emotional growth and empowerment of women and girls. It is unique because from its earliest days the organization has been owned, led and managed by women for women. The YWCA today represents over 1 million women and girls in the U.S. and 25 million women worldwide in 95 countries.

The mission of the YWCA of the U.S.A. is the empowerment of women and girls and the elimination of racism. The YWCA's mission is carried out through the programs and services that are provided in 4,000 communities in all 50 states. The programs fall into five core themes:

- empowerment of women
- health promotion
- support of family life
- community and leadership development
- youth development

While developing programs in these five areas, the YWCA always keeps in mind the concepts of:

- racial justice
- an equitable society
- global peace

Today, the YWCA is:

- the largest provider of shelter services for women and their families

- one of the largest nonprofit providers of child care services
- one of the largest providers of youth services
- the oldest and one of the largest nonprofit providers of sports and physical fitness programs
- the largest provider of referral, screening and educational services for breast cancer
- one of the oldest providers in the area of social justice programs

A leader in violence prevention, YWCAs offer 24-hour hotlines, shelter services, emergency transportation, family and children's counseling, conflict resolution programs and programs for men who batter. Many YWCAs offer bilingual services to reach culturally, racially and economically diverse members of the communities they serve.

The YWCA's multi-service approach enables millions of young women to find gainful employment and excel to their highest potential. Current national programs include the Institute for Public Leadership, which is designed to increase women's political voice, vision and impact by instructing them in the basics of running for office, managing campaigns and advocating for issues important to them.

In partnership with AVON Products Inc. and the Centers for Disease Control (CDC), the YWCA offers Encore^{Plus}, a national breast and cervical cancer education, screening and referral services program aimed at women in our

society who are low income and medically underserved. It also provides women who are under treatment and recovering from breast cancer with a unique peer support and exercise program.

The YWCA's Global Responsibility program links grass-roots community work in the U.S. with the development needs of women and girls worldwide.

The YWCA also provides a wealth of physical education resources for women and children — from swimming and aerobics classes to basketball, sports, day camps and teen activities.

The YWCA works at the local, national and global level in serving women and their families, creating social change and ensuring effective leadership.

One of the YWCA of the U.S.A.'s best-kept secrets is the Leadership Development Conference Center in Phoenix, AZ. Complete with state-of-the-art meeting rooms, breakout rooms, audio-visual equipment, a large auditorium/ballroom, and television studio, the YWCA's Leadership Development Center is available to not-for-profits, corporations and individuals alike.




YWCA
of the U.S.A.

OUR MISSION

YWCA OF THE U.S.A.

The Young Women's Christian Association of the United States of America is a women's membership movement nourished by its roots in the Christian faith and sustained by the richness of many beliefs and values.

Strengthened by diversity, the Association draws together members who strive to create opportunities for women's growth, leadership and power in order to attain a common vision: peace, justice, freedom and dignity for all people.

The Association will thrust its collective power toward the elimination of racism wherever it exists and by any means necessary.



A Voice for Change

YWCA OF THE U.S.A.

ANNUAL REPORT

Sept. 1995 - Aug. 1996



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Prema Mathai-Davis
National Executive Director
YWCA of the U.S.A.

726 Broadway
New York, NY 10003-9595
212-614-2700
Fax: 212-677-9716

Prema Mathai-Davis is the National Executive Director of the nation's oldest and largest women's movement, the YWCA of the U.S.A., with member associations operating programs and services in over 4,000 communities in all 50 states. The YWCA seeks to empower women and girls and eliminate racism, sexism and other forms of discrimination, and represents more than one million women and girls in communities across the country. Dr. Mathai-Davis assumed the position of leadership of the YWCA in February 1994 and brings to the position a wide range of experiences which meet the YWCA's diverse needs at a crucial point in its more than 138 year history.

Under the leadership of Dr. Mathai-Davis, the YWCA of the U.S.A. has embarked on a national strategic planning process to restructure and redefine itself for the 21st century as the premier national women's leadership movement. In 1995, she launched a national public education campaign, the **YWCA Week Without Violence**, that seeks to encourage a broader dialogue in the country on promoting practical and sustainable alternatives to violence in everyday life. More than 20 million people participated in the campaign's first year. And in the second year, the YWCA Week Without Violence is being implemented in over 20 countries on 6 continents. "For reminding a nation that violence need not be a way of life," Dr. Mathai-Davis was named as a **Woman of the Year** in 1995 by **Ms. Magazine**. Dr. Mathai-Davis has initiated a national advertising campaign to showcase the many programs and services of the YWCA. She was one of three conveners of the first "**Girls Speak-Out**" event at the United Nations during the March 1995 UN preparatory meetings for the World Conference on Women and participated in Lifetime Television's public education campaign "**Picture What Women Do.**"

Dr. Mathai-Davis, well known as an activist, has, during her first year at the YWCA, successfully initiated the inclusion of legislation to safeguard the confidentiality rights of rape victims in the **Violence Against Women Act of the 1994 Crime Bill**. In 1995, the YWCA initiated and led a national child care campaign to educate Congress on the need and importance of safeguarding child care programs in the country. The public policy priorities for Dr. Mathai-Davis for the YWCA include violence prevention, fairness in the workplace, affirmative action, child care, welfare reform, social justice issues, and health care issues.

Dr. Mathai-Davis has taken her activism on behalf of women and their families globally. She was invited to participate as a speaker at 3 international UN meetings in 1995: the **UN World**

Summit on Social Development in Denmark; the **UN Fourth World Conference on Women** in China; and the **TransAmerica Congress** in Chile, organized by the UN Center of Human Settlements and the International Council for Caring Communities.

Prior to joining the YWCA, Dr. Mathai-Davis was Commissioner of the New York City Department for the Aging, the largest agency on aging in the country, with an annual budget of \$150 million. As Commissioner, Dr. Mathai-Davis organized and led the first annual national **United Senior Action Day**, held in Washington, D.C., involving more than 10,000 senior citizens from 20 major cities. She also established one of the nation's first public minority enhancement programs to address cultural diversity in the service needs of New York City's African American, Hispanic and Asian elderly population.

A strong advocate on behalf of intergenerational programs, Dr. Mathai-Davis convened the first national conference on **"Intergenerational Programming for At-Risk Children and Youth,"** as well as the first national conference on **"Unplanned Parenthood: Grandparents as Parents Once More,"** which addressed the growing phenomenon of young children being cared for by grandparents. She also played a leading role in the **United Nations International Conference on Population and Development** held in 1992.

In 1991, Dr. Mathai-Davis was appointed by Governor Mario Cuomo to the 17-member board of directors of the New York City Metropolitan Transportation Authority, which serves the tri-state area and is the largest regional transportation network of railroads, buses, subways, bridges and tunnels in the country. She also provides leadership as a member of the Visiting Committee of the New School for Social Research and the Harvard School of Public Health Advisory Council, a fellow of the New York Academy of Medicine, and serves on the board of several community organizations, including the National Assembly and the Asian-American Federation of New York. She is the recipient of several awards from organizations, including labor unions, women's political groups, elected officials and those working with housing, the elderly, youth and families. She is also a founding member of the Indian branch of the Grail International, a women's movement involved in community development.

Dr. Mathai-Davis was the first Asian to hold a cabinet position as Commissioner in New York City. She has a doctorate from Harvard University, and a bachelor and masters degree in Child Development from Delhi University in India where she received the University Gold Medal for "Outstanding Scholarship." She and her husband, Wallace, have three children: a son, Stephen, and twin daughters, Tara and Lisa. She grew up in a three-generational household and continues to live in one -- an experience that has contributed to a lifelong fascination with intergenerational relationships.

A native of India, now a U.S. citizen, Dr. Mathai-Davis is deeply rooted in the YWCA movement going back four generations. Her great-grandmother helped to start the YWCA in Southern India at the turn-of-the-century; her maternal grandmother, several aunts and her mother have been YWCA leaders in India and Pakistan for decades.

#

Concept Paper • White House Conference on Child Care •

INTRODUCTION:

At a time when the child care needs of America's families are growing, evolving, and somewhat unpredictable, the public and private sectors must work together to identify creative ways to expand and improve quality child care. As the nation's leading non-governmental providers of child care, YMCAs are committed to developing partnerships with government agencies, businesses, and other organizations toward the goal of improving child care policies and delivery services. This fall in Washington, D.C., the White House will convene representatives from government agencies, community groups, the business and independent sectors, child care advocates, and researchers to participate in the White House Conference on Child Care.



YMCA

**We build strong kids,
strong families, strong communities.**

THEME:

The YMCA of the USA believes that the theme for the conference should be both inclusive (early childhood and school-age; center-based, school-based, family home day care, and corporate care) and visionary (child care as an investment in our future). Also, we should seek to highlight the importance of high-quality care in developing strong kids, strong families, and strong communities.

The YMCA of the USA respectfully submits the following conference themes for your consideration:

- **Child Care 2000: Meeting Needs of Families in Changing Times**
- **Child Care 2000: Developing Strategies, Identifying Solutions**
- **Child Care 2000: The Opportunities Ahead**
- **Child Care in Changing Times**

DURATION:

A two-day conference.

MESSAGE POINTS:

The YMCA of the USA believes that it will be important for the conference to promote three (3) clear, concise messages: high-quality child care is important; child care should be available and affordable for those who desire it; and comprehensive, full-service child care should be a goal of all child care programs. Furthermore, each conferee has a role to play in ensuring the success of these three goals.

- **High-Quality Child Care.** All children in child care deserve a high-quality program, including those from low-income communities. One of the strengths of YMCA child care is that it brings together families and children from different socioeconomic classes, cultures, and experiences. This interaction helps children develop their social skills and appreciate their differences as well as their similarities.
- **Available, Affordable Child Care.** High-quality, affordable child care should be available for all working families. However, attaining such a goal will require a commitment of resources from a variety of areas, including: government, nonprofits, and businesses. YMCAs recognize that we must all do our part to make this vision a reality. That is why numerous YMCAs combine government funds, private dollars, and YMCA scholarships to increase access to high-quality YMCA child care for all families regardless of income level.

- **Comprehensive, Full-Service Child Care.** The importance of comprehensive, full-service child care cannot be overstated. Child care for the 21st century will be anything but traditional. If current trends are any indication, the demand for child care for special-needs children and the need for child care during nontraditional hours will only increase. Child care providers will have to become more visionary in designing child care programs that meet the needs of the changing American family.

AUDIENCE:

The audience for the conference will determine its scope and depth. Specifically, the content of the conference's workshops, plenary sessions, and working groups will be influenced by the participants. Who are we attempting to influence? What behavior are we seeking to change? What behaviors would we like to foster? The answers to these questions and others could also help determine the conference's impact and how it will be highlighted in the media.

The YMCA of the USA encourages the Administration to involve the following groups as part of the conference's primary audience:

- **Providers.** Any conference on child care must include the perspective and expertise of those who work on the front lines: child care providers. Therefore individuals, organizations, and agencies that represent the following child care providers should be invited to participate in the conference: early childhood providers; center-based providers; school-age center and school-based providers; Head Start; and family day care providers.
- **Community Agencies.** Community agencies also bring a unique perspective to this discussion. The potential for collaboration and support between child care providers and community agencies is enormous. Toward the goal of building partnerships for improved child care quality and delivery, representatives from the following agencies should be integral players at the conference: youth development agencies that provide child care services, the family resource and support community, and elementary education agencies.
- **Government Agencies and Officials.** Given the significant role government plays in child care policy development and funding allocation and distribution, the perspective of federal, state, and local government agencies and officials should be considered. These pivotal government agencies and officials include: the President, Congress, Governors, State Legislators, Federal and State Departments of Education and Health and Human Services, and Mayors.
- **Business Leaders.** Business leaders also recognize the importance of child care. Such umbrella organizations as the American Business Collaboration (Work/Family

Institute) and the U.S. Chamber of Commerce should be considered – both as potential collaborators and funders – in planning for the conference.

PRINCIPLE PLAYERS:

The principle players for the conference should add expertise and credibility. They should also be able to provide representation from among their membership. Each of the principle players should be invited to play a role in planning and facilitating the conference.

The White House, the YMCA of the USA, the American Business Collaboration, the National School-Age Care Alliance, and the National Association for the Education of Young Children should make up the principle organizers for the conference.

- **The White House.** The White House would bring instant credibility and stature to the conference. Indeed, the President has the opportunity to raise tremendous awareness about the challenges and opportunities facing our nation's child care system. This conference would also give the White House the opportunity to reconfirm its commitment to improving the lives of children, families, and communities.
- **YMCA of the USA.** YMCAs deliver quality child care and collaborate with other providers and community agencies to provide comprehensive programs and services for children and families. YMCAs provide child care to diverse communities. In addition, integrated into YMCA child care programs are the character development principles of caring, honesty, respect, and responsibility.
- **American Business Collaboration.** The American Business Collaboration is a business strategy intended to increase the supply and quality of dependent care services. The Collaboration would add an often unheard voice to the chorus of those seeking to raise awareness about the importance of child care: businesses. Such companies as AT&T, IBM, American Express, and Eastman Kodak are among the Collaboration's members. The Collaboration recognizes the important role child care plays in employee productivity, retention, commitment, and morale.
- **National Association for the Education of Young Children.** The National Association for the Education of Young Children (NAEYC) is a membership-supported organization of providers, advocates, and educators committed to fostering the growth and development of children from birth through age 8.
- **National School-Age Care Alliance.** The National School-Age Care Alliance (NSACA) is the professional organization that represents school-age child care (SAC) professionals, providers, and advocates. NSACA members are comprised of SAC providers who work directly with school-age children, child care directors

who administer SAC programs, youth-serving agencies, not-for-profit and for-profit entities, local and state agencies with children as part of their mission, educators, and any individual interested in the well-being of children and youth.

OBJECTIVES:

The YMCA of the USA firmly believes that it is vital to identify several objectives for the conference. Conference participants, presenters, and the general public need to understand what the conference is intended to accomplish.

We recommend focusing on the following objectives:

- **To Educate and Inform** families, providers, educators, funders, policymakers, and others about the child care field;
- **To provide a forum for child care providers, funders, and policymakers to Network, Plan, and Collaborate** about how to improve child care policy and service delivery;
- **To provide a venue for child care providers, funders, and policymakers to Share Successful Models** of effective, efficient child care delivery;
- **To Offer Technical Assistance** to child care providers;
- **To Develop Partnerships between Government, Businesses, and Nonprofits** toward the goal of improving the quality of child care and expanding child care delivery.

FORMAT:

This is the part of the conference where the work actually gets done. The YMCA of the USA believes that the most effective way to both communicate information and have interactive participation between conference participants is to prepare a conference format that combines:

- **Working Groups** on specific topics. Working groups should contain a combination of child care providers, policymakers, educators, and potential funders. In addition, each working group should be charged with a specific task. For example, one working group could be asked to create a model child care delivery system, while another could focus on how to deal with the issue of providing child care to poor and low-income families.

- **Workshops** on individual issues. Workshops could be conducted on a number of topics, including: early childhood, school-age, special-needs, child care during nontraditional hours, and developing partnerships.
- **Plenary Sessions** that focus on child care trends. These sessions would bring together all conference participants and would be a good time to promote the conference's broad themes.
- **Child Care Information Forum** that would give researchers, educators, providers, and others an opportunity to share information with conference participants in an informal environment.

TOPICS:

The appropriate topics will add substance to the conference format. The YMCA of the USA recommends the following topics and potential presenters for your consideration:

- **Funding.** This is always a popular topic at child care conferences. The *U.S. Department of Health and Human Services, the National Governors' Association, and the American Business Collaboration* could assist in this area.
- **Staff Retention and Compensation.** The changing and developing child care workforce should be of concern to all of us. The *Center for the Early Childhood Workforce* could assist in this area.
- **Collaboration.** With limited funding for child care programs for poor and low-income families, it will require collaboration between the various child care providers to meet the growing demand. The *YMCA of the USA, the National Recreation and Parks Association, and the National Association of Elementary School Principals* could assist in promoting program models and the benefits of collaboration.
- **Quality.** The importance of quality child care programs cannot be overstated. Both the *National Association for the Education of Young Children* and the *National School-Age Care Alliance* understand this and could assist in this area.
- **Research and Evaluation.** How can we prove the benefits of high-quality child care? Research and evaluation. The *Carnegie Corporation of New York, Yale University's Bush Center, and the High Scope Foundation (Ypsilanti, Michigan)* could offer great insight into this area.
- **Training.** One way to improve child care quality is to adequately train child care providers. Both the *Wellesley College School-Age Child Care Project* and the *YMCA of the USA* have extensive experience in training child care providers.

- **Advocacy.** The recent welfare reform debate on the national and state levels demonstrated the importance of effective child care advocacy. Seasoned veterans in this arena include: the *Children's Defense Fund*, the *Child Care Action Campaign*, and the *YMCA of the USA*.

CONFERENCE OUTCOME:

The YMCA of the USA recommends two specific activities to complement the conclusion of the conference.

- Provide a written summary of the conference. This summary would not only clarify any proposed strategies developed during the conference, but it could also serve as an information resource for those who were not able to attend. In addition, a conference summary report would go a long way toward garnering widespread support for the conference's objectives.
- Issue a call to action. A call to action would encourage conference participants and observers to take action once they return to their individual communities. For example, conference participants could pledge to take specific steps to improve child care quality, accessibility, affordability, and availability in their local communities.

YMCA of the USA:

Throughout this concept paper, we have attempted to demonstrate our investment in child care and our commitment to the White House conference. In short, YMCAs have great insight and experience in the child care profession, and we would like the opportunity to work closely with the White House on this conference. But beyond our ability and desire to host workshops and ensure conference participation from YMCA child care and community development professionals, we are also prepared to partner with the White House in the following ways:

- Provide YMCA child care centers for site visits by conference participants. There are several YMCA child care programs in operation throughout the Washington, D.C., metropolitan area. Conference organizers and participants could visit one of our model YMCA child care programs. In addition, our facilities could be open for press conferences related to the White House conference.
- The YMCA of the USA and the White House could jointly seek foundation and corporate funding support for the conference. A joint application for funding from the government and a private nonprofit might receive favorable attention. Any decision on whether or not to pursue this course would have to be made soon, given that the conference is scheduled for this fall.

YWCA OF THE U.S.A. RECOMMENDATIONS

GOALS OF THE CONFERENCE should include:

- * The creation of the foundation of a child care system which will provide affordable, accessible, quality child care for all economic levels and all ages of children;
- * Support of the economy by recognizing the importance of child care to employers;
- * Support of the work of existing child care providers by addressing the real costs of operating quality child care centers and child care homes, while at the same time providing the caregivers with salaries and benefits they deserve.

OUTCOMES OF THE CONFERENCE should include:

- * A pledge by the Administration of significant new investment of resources to quality child care with a challenge to all segments of society to do the same;
- * The establishment of a financing task force, made up of business leaders; state/regional government officials; CEO's of major non-profit organizations providing child care; and parents, with the charge to report back in six months with recommendations for funding of a child care system which provides affordable, accessible, quality child care for all;
- * A better understanding by the participants and the country as a whole that more investment in child care by all sectors benefits everyone because all sectors benefit from quality child care;
- * An expanded ownership of child care issues;
- * A heightened understanding that nonprofit organizations can not assume full responsibility on this issue.
- * A pledge by conference participants of what they can do to meet the challenge set forth by the Administration.

FORMAT

Attendees

The participants in the White House Conference should be from all segments of the population including business leaders, major providers of child care; parents; education leaders; economic development leaders; criminal system officials; and local government leaders.

In each of the 50 states, governors could hold meetings with similar participants from their state. While they will be linked by satellite or cable with the White House Conference, governors can be encouraged to include additional time for their own state-related discussions.

Other meetings can be held locally with businesses, schools, religious institutions with those meetings also linked through satellite or cable. There should be a method established for individuals and groups to e-mail or fax their pledges and/or recommendations to a central national child care headquarters.

The YWCA can coordinate state and local meetings and select potential sites for local meetings.

We recommend Dr. Prema Mathai-Davis, YWCA of the U.S.A. CEO, who is a working parent, an educator in child development and a National leader, as a participant in the conference.

Pre-conference activities

Prior to participating at the National and state level, invited participants should be given questions with arrangements made for visits to child care facilities with professionals responding any questions the participants have. The purpose of this exercise is to acquaint those unfamiliar with their local or state child care status prior to the Conference.

YWCA support can be provided by hosting such visits and YWCA child care professionals and Executives Directors can respond to child care questions.

Conference

A ten to fifteen minute video should be presented early in the conference showing the best of child care situations, interviews with parents/guardians about the reality of child care, a brief discussion of some of the issues facing child care providers as they strive to provide the best care for children, and statements by

child development experts about the importance of quality child care for all ages of children.

YWCA's can provide child care sites for filming and can assist in coordinating appropriate individuals for interviews.

In all of the proceedings before, during, and after the one-day conference, the importance of **school-age child care** will be part of the discussion and the solution. Child care and child development is an issue from birth through school age. Our society will be a less violent one if school-age children are not left on their own after school and quality child care is the best investment in the prevention of violence.

School-age child care is provided for more than 223,000 children in over 380 YWCA sites across the country. If the conference is held during the week of October 19th, YWCA support can include the many Week Without Violence activities which have gained local and national attention over the past two years. The YWCA Week Without Violence includes two days where the focus is on children: October 19th (Protecting Our Children) and October 21st (Making Our Schools Safer).

Post-Conference

At the end of the Conference, the President should announce:

1. the date of the six month check-in to see how far the country has moved to meet his challenge, including the findings of the Task Force on funding of child care and
2. the date by which all Federal governments will release their response to the President's challenge.

At the same time, the President could either announce his child care initiative or state that the complete package will be announced either in his New Year's greeting or in the State of the Union address, with the financial resources present in his Budget recommendations.

YWCA support can be provided by the participation of the YWCA as a member of the Task Force and by the YWCA's contribution to meeting the President's challenge.

THE YWCA CARES FOR CHILDREN

The YWCA of the U.S.A. is the nation's oldest multi-cultural women's movement dedicated to empowering women and eliminating racism. The 364 member associations work to create personal and professional opportunities for women and girls from diverse racial, ethnic and class backgrounds. The YWCA has provided child care for millions of children since 1868.

CHILD CARE SERVICES

296 YWCAs provide child care services to 451,319 children

CHILD CARE CENTERS

276 YWCAs care for more than 388,911 children in over 1,000 sites

SCHOOL AGE CHILD CARE

223,000 school age children are cared for in 384 YWCA sites

CHILD CARE FOR ABUSED CHILDREN

7 YWCAs care for 2,461 abused children

DAY CAMP FOR CHILDREN OF WORKING PARENTS

210 YWCAs care for 59,178 school-age children in day camps

TRAINING FOR CHILD CARE PROVIDERS

44 YWCAs train 7,957 child care providers

BABYSITTING TRAINING

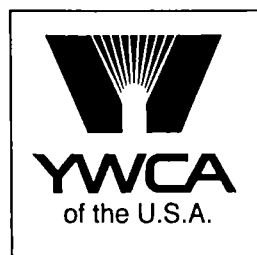
98 YWCAs train 7,618 babysitters;

92 YWCAs include babysitting for 8,594 teens in their youth development programs

PARENTING EDUCATION AND OTHER SERVICES FOR PARENTS

290 YWCAs provide parenting education and other services for 503,914 parents;

52 YWCAs teach parenting skills to 5241 teens





YWCA FACT SHEET: CHILDREN'S SERVICES

The YWCA of the U.S.A. is a women's membership movement dedicated to empowering women and girls and to eliminating racism. From its inception, YWCA leaders have realized that in order to accomplish the organization's Mission, programs and advocacy must join together to meet the needs of children from birth.

YWCAs nationwide provide services for children ages 0 to 3. Programs provided locally are based on each community's individual needs. Child care, pre-natal services, housing, parenting programs, and motor development are among those benefiting the very young at a critical time in their development.

YWCA pre-natal services reach more than 5500 parents, including many high-risk pregnant teens. The YWCA, recognizing that parents are the first teachers of children, provide parenting services to more than half a million parents, including parenting classes for 175,000 parents in 234 cities.

The YWCA is the oldest provider of child care in the nation, having established the first day nursery in 1864 and today is one of the largest nonprofit providers of care in the country. In 1994, the YWCA provided child care services to 451,319 children, including direct child care for 388,319 children in 276 programs in over 1,000 sites.

Quality child care requires professional development opportunities for caregivers. In addition to such opportunities for YWCA employees, YWCAs have classes for other providers in 44 communities. Babysitters for short term care are also trained in almost 100 YWCAs.

Parent and child development activities in 122 communities benefit almost 23,000 children and begin with age-appropriate activities for the very young.

(Over)

Our society requires attention to children for whom basic needs such as safety and housing are not guaranteed. YWCAs provide **violence prevention programs and services** for more than half a million parents. Children in abusive family situations, including very young children, receive services in almost 100 YWCAs.

Housing for 200,000 people is provided by the YWCA. Young children live with their mothers in safe, well-kept residences. In many cases, **case management, job training, and other services** are provided so that when families move out of the YWCA, young children will continue to live in homes where the mothers can be self-sufficient and the children safe.

Children have to be "carefully taught" from birth that racism is wrong. YWCAs include that teaching and modeling in all programs. In addition, many associations offer **culturally sensitive and bilingual** services to reach culturally, racially and economically diverse members of the communities they serve.

Program services are combined with **advocacy** efforts on the national, state, and local levels to ensure that legislation and necessary funding is available to ensure safe, affordable, accessible child care. The YWCA Child Care Advocacy Network has over 200 members across the country. The YWCA works in **partnership** nationally with other child care advocacy organizations on these and other issues of importance to the **empowerment of women and the elimination of racism**.

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