

YWCA YORK ADVOCACY PLAN JULY 2023 - JUNE 2024

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 legislation 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, state and national level.

Advocacy Plan, Tactics and Activities 2023-2024

YWCA USA established 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.

Strengthening YWCA York Programs and Services

Appropriations

Advocating for the increase in federal funding and support for housing, childcare, and domestic violence services to address rising demands and ensure stability.

Advocacy Level/Phase: Advocacy and Education

Activities:

- Advocate with YWCA USA
- Meet with legislators (local, state, and federal)

eliminating racism
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York

Access to Affordable Childcare and Early Education Programs

Advocating to strengthen the nation's network of childcare and early learning providers, increasing access to quality affordable childcare for working families, and expand behavioral health services for children and staff

Advocacy Level/Phase: Awareness, Education, and Advocacy

Activities:

- Provide access to world class childcare for families (ELC, PKC, SACC)
- Provide accessible EAP information for staff
- Leadership training programs focused on behavioral health topics (self – care, stress relief, and mental health care)
- Provide mental health programming and resources to children and families through parent meetings and classroom activities

Safety from Gender – Based Violence

Advocate for supporting survivors and preventing domestic violence, sexual assault, and other forms of gender-based violence as demand for services continues to rise

Advocacy Level/Phase: Awareness, Education, Advocacy, Activism

Activities:

- Provide community education at workplaces, schools, organizations, and the community
- Provide legal advocacy to victims and survivors of domestic violence, human trafficking and sexual assault
- Provide safe housing to victims and survivors of domestic violence, human trafficking and sexual assault through emergency housing and transitional housing programs (ACCESS-York)
- Maintain partnership with PCADV and PCAR
- Provide leadership, resources, and community education through the York County Human Trafficking Task Force
- SAFE Leave job protection for YWCA York staff
- Provide counseling and direct services to victims and survivors of domestic violence, human trafficking, and sexual assault.
- Advocate against gender – based violence in the community vocally, through op-ed articles, and physical presence

Nonprofit Sector

Advocate the strengthening of the nonprofit sector's ability to help government and the broader social service sector work together more effectively to serve communities.

Advocacy Level/Phase: Education & Advocacy

Activities:

- Maintain a presence at the community's table with government entities and social service organizations

Advancing Racial Justice and Gender Equity

Racial Justice

Advocating to advance equity, safety, and racial justice for women and girls of color across justice, education, health, and other systems with structural racial disparities

Advocacy Level: Education & Advocacy

Activities:

- Racial Justice Committee
- Re-development of Courageous Conversations in the community
- Full – time Racial and Gender Equity Coordinator team member
- Continue collaboration with York City Police Department’s efforts to diversify the police force
- Advocate against racial discrimination in the community vocally, through op-ed articles, and physical presence
- Provide diversity, equity, and inclusion trainings to organizations, schools, and businesses

Reproductive Justice and Abortion Access

Advocating to strengthen and protect access to maternal health services and safe, legal abortion care

Advocacy Level: Awareness and Education

Activities:

- Maintain partnership with Planned Parenthood York
- Build partnership with Family First Health and York City Bureau of Health to provide access to resources for maternal health to families

Women’s Economic Security

Advocating to ensure safe, fair and inclusive workplaces that expand opportunities for women, particularly women of color, LGBTQ+ people, and historically marginalized communities

Advocacy Level: Education and Advocacy

Activities:

- Advocacy for Equal Pay for Women
- Provide an inclusive workplace
- Provide paid family leave, paid sick leave and job protection for leave
- Provide equitable access to training, education and career development for team members and program participants
- Support increased federal funding for nonprofit services and tax incentives for donors
- Provide access to financial education resources for team members and program participants