



Intergenerational Generosity in Action



In a recent article, Dr. Danielle Moss Lee shared her experience as newly elected President of the YWCA of the City of New York (YW):

One of the things you're expected to do when you assume executive leadership in the social sector is to create, define, and promote an individual platform that aligns with the organization's mission and your unique leadership assets. As the second woman of color to head one of the nation's oldest women's organizations, I immediately came to understand the need for balancing the time honored perspectives of long-time supporters of our 157-year-old legacy, and giving way to the emerging voices of today's girls and younger women whose views are decidedly more feminist-centered and politically sophisticated than I was at their age. If we weren't clear about who we were, I saw the potential of alienating legacy YW friends and of making us irrelevant to a new generation of young woman who hold the YW's commitment to eliminating racism and empowering women equally dear.

I articulated the much-needed balance as an exercise in "intergenerational generosity." I even came up with a formal definition:

"Intergenerational generosity is defined as the process of courageously making room for multi-generational, multi-dimensional points of view as demonstrated by a commitment to a co-created and mutually beneficial

agenda rooted in values of empathy and kindness, and the releasing of privilege. It means I have to give something and risk something. Intergenerational generosity allows us

to glance at the rearview mirror of our past, but requires us to face forward and keep moving in the direction of possibility and future impact. It means the conversation is most valuable when everyone has an authentic seat at the table; when folks are holding themselves accountable for making sure that everyone is heard; when young folks leave their tendency to be patronizing and resistant at the door; and, when sages let go of their tendency toward condescension and proselytizing."

As an organization committed to intergenerational generosity, the YW has launched its unique Potential to Power Symposium, where established women come to hear from teen speakers and discussants. We've launched our YWCA NYC Fire Council, to create a vehicle that supports the economic, educational, and political advancement of young women. And, we're continuing our outreach to traditional communities of women with longstanding relationships with the YW via our YWCEO Salon Series.

Intergenerational generosity isn't free. It means that sometimes I have to release the stories of my past about how people and systems operate, and give people the benefit of the doubt.

2015 Girls Symposium

Challenges Social Perceptions of the 21st Century

On June 1, the YWCA of the City of New York (YW) held its second annual Potential to Power Girls Symposium, where 150 girls and 50 influential women engaged in thought provoking conversations about gender equity.

Before discussions began, Misbah Awan, keynote speaker and junior at the Young Women's Leadership School of Astoria, delivered a speech entitled, "Too busy writing history to read it." The speech covered the importance of identity and feminism, and it was the perfect segue into our youth conversation moderated by political analyst, Zerlina Maxwell. Zerlina, alongside Emma Morgan-Bennett, junior at Bard High School Early College, and Percy Carter, junior at Convent of the Sacred Heart School, engaged in a candid exchange regarding feminism and gender equity. Both girls spoke about the different ways that men can become involved with feminism, the common misconception that feminism is "man hating," and shared their thoughts on celebrities that are feminists, such as Beyoncé. As one student shared, "**when you are a feminist you should appreciate yourself; we were made with intention.**"

In addition to conversations about feminism, Merle McGee, YW Chief Program Officer, moderated a conversation about street harassment, alongside Catherine Korren, sophomore at Roslyn High School and Talia Scott, senior at the Young Women's Leadership School of East Harlem. Scott, who has often experienced diverse forms of street harassment, has sought to overcome her fear by creating a documentary addressing this issue.

For the remainder of the morning, there were several conversations and "structured dialogues" between influential women and girls. Influential women from various fields attended the event including writer and trans-women rights activist Janet Mock; Manhattan Borough president Gale Brewer; actress Laura Gomez; co-creator of the *Daily Show* Lizz Winstead; and Editor-in-Chief of *ESSENCE* magazine Vanessa De Luca. There were many young women activists also in attendance like Synead Nichols, Cherell Brown, and L. Joy Williams. Many phenomenal women, such as Chelsea Clinton, Senator Kirsten Gillibrand, Veronica Roth, Chimamanda Adichie and Maria Hinojosa, showed their support by sending welcome messages and words of encouragement via videos to girls in attendance.

For the remainder of the day, girls planned social action projects to address gender inequities in education, safety, leadership and representation. The second annual Potential to Power Girls Symposium is the continuation of a movement that is bound to be revolutionary.



FROM LEFT
Janet Mock, transgender activist; **Kelly Hoey**, YW Chief Technology Ambassador; and high school attendees



FROM LEFT
Zerlina Maxwell, political analyst with **Emma Morgan-Bennett**, Junior at Bard High School Early College; and **Percy Carter**, junior at Convent of the Sacred Heart School



Bonnie Lizzette (center); **Jessica Pimentel** and **Lauren Gomez**, actresses in *Orange is the New Black*

Letter from our CEO, **Dr. Danielle Moss Lee**

Dear YW Friends,

We've been having an amazing time at the YWCA of the City of New York. In addition to our mainstay community-based early learning and K – 12 after-school programs, the YWCA of NYC has gotten back to the heart of what has made this organization such a vital part of our city. We've re-ignited our centuries-old commitment to the leadership and career development of girls and expanded spaces for women in New York City via our CEO Salon Series as you'll see reflected throughout this newsletter. If you're a woman with heart in New York City, there is a place and space for you at the YWCA of the City of New York. Come get to know us better!



Dr. Danielle Moss Lee
Chief Executive Officer
YWCA of The City Of New York



Dr. Danielle Moss Lee

The YW Welcomes our New Board Chair, **Debra Baker**



Debra Baker, YWCA of the City of New York Board Chair

The YW is proud to announce Debra Baker, Managing Director and Head of Global Risk Solutions at BNY Mellon, as Chair of the Board of Directors of the YWCA of the City of New York. Baker has been a member of the YW's Board of Directors since late 2009. At BNY Mellon, her team focuses on consultative client service, product and strategy, service delivery, and

technology for clients requiring these services. Prior to this role, Debra was the head of the US Financial Institutions group in BNY Mellon's Corporate Trust business. Her group consisted of relationship management, new business development, and relationship associates. While in Corporate Trust, Debra also was

head of the CDO/CLO group, after originally joining Corporate Trust as Chief Administrative Officer. She also managed the Performance & Risk Analytics Global Product Management team for BNY Mellon's Asset Servicing business in prior years.

Together, BNY Mellon and the YW have hosted an International Women's Day event and supported the YW's Annual Summer Soirée. Baker also leads a sub-committee at the firm that meets once every two weeks to plan initiatives to support the YW mission.

As Chair of the Board of Directors, Baker will support and lead the strategic initiatives of the YWCA, including those focused on early learning, out-of-school enrichment, college and career readiness, community engagement, and leadership. Baker will also help direct and drive fundraising initiatives and promote strategic partnerships in association with YWCA President and CEO Dr. Danielle Moss Lee.

What's Happening in Programs?

Women's History Month

Women do great things all year round, right? Of course. However, March is Women's History Month, a time when the world acknowledges and highlights the contributions women have made throughout history and modern-day society. In celebration of Women's History Month, the YW hosted a panel series themed **"Leadership and Generosity: a Call to Action."**

Women In Tech

This panel was filled with supportive conversation regarding technology and women working in the corporate world. We were told that technological language is constantly evolving and that programming can be difficult. However, there were three key messages highlighted by panelists: 1) Protect your brand; 2) Don't let anyone pigeonhole you based on who you are; and, 3) You have the ability to change your story and change the world.

Local Leaders

The second panel provided great advice on leadership and generosity, storytelling, and how to make an impact in our communities. The phenomenal local women leaders expounded upon being fully present, effective, and caring about everything that you are connected with.

FROM LEFT

Sheelah A. Feinberg (Moderator), CACF; **Akiba Solomon**, Colorlines; **Marcia Lynn Sells**, YW former Board Chair; **Cecilia Clarke**, Brooklyn Community Foundation; **Anne Williams-Isom**, Harlem Children's Zone; **Maya Wiley**, Counsel to the Mayor



Young Women Leaders

The third panel focused on diverse thought leaders. The conversation caused attendees to reevaluate their perspectives on leadership and women's roles in the media.



FROM LEFT

Elizabeth Plank, Mic; **Aissata M.B. Camara** (Moderator), There is No Limit Foundation; **Yuh-Line Niou**, Office of the Assemblyman Ron Kim; **Marcia Lynn Sells**, YW former Board Chair; **Candace Simpson**, Union Theological Seminary; **Carmen Perez**, The Gathering for Justice and Justice League NYC; **Pamela S. Riggs**, KPMG

Women's History Month Reception

The YW hosted a reception and presented a YW Woman Award to honoree New York City Public Advocate Letitia "Tish" James. James spoke about issues that our communities are facing and reminded attendees of their power to enact social change in New York City.

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It means filtering out gossip long enough to gain my own sense of who people are, and what they have to offer. It means understanding that the "return on investment" isn't always immediately apparent — sometimes you give of yourself, share contacts, share information, offer advice, make job referrals, pass on opportunities you can't use in the moment, and provide services, all without agenda and without attachment to payoff.

We are inviting all women to share their stories about intergenerational generosity on social media with us @ywcany and via the hashtag #YWWomanKind. We understand that intergenerational generosity needs to be conscious and intentional, and we are determined to get it right to ensure our future success.

Women's Empowerment Network

The Women's Empowerment Network (WEN) was a signature program at the YW that provided basic computer and job readiness skills to women who were unemployed or underemployed. In March, the YW, along with partners from KPMG and Time Warner Cable, congratulated WEN's last graduating class.

Salon Series

Every month the YW hosts a Salon Series; a workshop where many gather to hear a panel of experts and professionals discuss their respective topics of expertise. In 2015, the YW hosted the following Salon Series:

February Salon Series

Black History Month Celebration

The women spoke about the need for social justice transformation in education and the power of community movements to change social conditions for the vulnerable among us.



FROM LEFT

Susan L. Taylor, American writer; **Aja Monet**, poet; **Dr. Adelaide Sanford**, educator; and **Dr. Danielle Moss Lee**



FROM LEFT

Carrie Rattle, Behavioral Cents, LLC.; **Carrie Pink**, CarriePink.com; **Marcia Lynn Sells**, YW former Board Chair; and **Mandi Woodruff**, Yahoo Finance

April Salon Series

Financial Health: How to Build It – and Keep It!

This amazing workshop gave attendees a deeper understanding of personal finances and touched on key strategies for building personal wealth. Many women sought advice, asked daring questions, and left the workshop with concrete steps on how to improve their financial health. These takeaways included learning about debt repayment plans, the importance of a savings account, home ownership, and more.

May Salon Series

An Inspiring Evening with Mary Pender Greene, LCSW-R, CGP

The YW's May Salon Series was focused on career building, strategic planning, and understanding the importance of mentorship. Ms. Pender Greene also held a book signing of her most recent book, "Creative Mentorship and Career-Building Strategies: How to Build Your Own Virtual Personal Board of Directors."

A match made in heaven:

150+ Years of Partnership and Commitment

Established in 1858, the YWCA of the City of New York (YW) is one of the nation's oldest non-profit organizations committed to the personal, physical and social development of women, their families and communities—and we are proud to say that Grace Hoadley Dodge was one of the founding mothers of the YWCA NYC. Thanks to her support and unique vision, the YW has been on the frontlines of eliminating racism and empowering women in New York City for more than 150 years.



Grace Dodge was one of the YW's early visionaries, known for achieving a major reorganization of the National YWCA in 1906. From there, the agency grew rapidly. Over 800 branches were formed nationally, and a national headquarters building was erected at 53rd Street and Lexington Avenue, here in New York City. Meanwhile there were other Dodge family heroines who carried on Grace's legacy. Polly Dodge was another wonderful Dodge family heroine, who served as a YW board member and trustee for nearly 49 years. Today, we stand before you, 158 years later as a result of these women's vision and leadership.

And our story does not end there—the Dodge family tradition continues. Recently, the Cleveland H. Dodge Foundation (CHD) awarded the YW a \$225,000 three-year grant to build the capacity of our Coney Island based Roberta Bright Early Learning Center (ELC) and our Polly Dodge ELC in Manhattan, NY. The YW serves 150 children annually between the ages of 2 – 5 in

our ELCs. This grant will help the YW strengthen, expand and bolster our services.

The YW recently sat down with YW board member and Cleveland H. Dodge Foundation Vice President, Catherine O. Kerr to talk about their recent gift.

Why did you donate to the YW?

The Dodge family has supported the YW for more than one and a half centuries. My great aunt Grace Dodge was one of the original supporters and founders of the YWCA in her steadfast mission to help young girls and women in New York City. Her brother, Cleveland H. Dodge, continued the support with the founding of the Cleveland H. Dodge Foundation in 1917. The CHD Foundation's family members have continued this legacy by serving on the YW Board.

What makes the YW special?

The YW's programs are very special because they encompass every aspect of a woman's life: her childhood, her early adulthood, her education, and her career. The YW has followed this mission since its inception over 150 years ago.

Why should others get involved?

Young people, both men and women, should get involved with the YW, either by support or volunteering, because the programs and services provided are at the very core of family life in New York City.

Thank you Cleveland H. Dodge Foundation for making us your charity of choice! The YW is proud of our long and rich history.



FROM LEFT
Marcia Lynn Sells,
YW former Board
Chair; **Pat David**,
J.P. Morgan;
Dr. Danielle Moss Lee;
William D. Rueckert
and **Catherine O. Kerr**,
Cleveland H. Dodge
Foundation

The YW 11th Annual Summer Soirée

The YWCA NYC recently celebrated its 11th Annual Summer Soirée on June 18th; honoring game changers such as Fran Hauser, Partner, Rothenberg Ventures; Kelly Hoey, speaker, strategist, YW Chief Technology Ambassador; and Shani Hilton, Executive Editor, BuzzFeed. Our emcee for the evening was Lisa Mateo, reporter/co-anchor WPIX 11 Morning News. The YW's Soirée is a superb evening of networking, food and dancing while highlighting the YW's mission and its honorees' accomplishments.

After an exciting and moving awards ceremony, the YW's CEO, Dr. Danielle Moss Lee, brought the evening to an end with an important note: **“Without the support of the YW community, we cannot achieve our mission of eliminating racism and empowering women. We need your continued support to help us bring NYC women and children into a new economic, social, and political reality.”**



Lisa Mateo, New York's PIX 11



FROM LEFT

Shani O. Hilton, BuzzFeed; Fran Hauser, Rothenberg Ventures; Dr. Danielle Moss Lee; Kelly Hoey



YW Board Members

What your donation to the YWCA makes possible:

\$100 will update the **library** within one of the YWCA's **Early Learning Centers** with books that promote cultural and gender equity.

\$500 will provide our children with garden supplies for one of our **Out-of-School Time** programs that will teach our children important topics like math, science, botany, healthy living, nutrition, and more.

\$1,250 will enroll a NYC high school girl in the YW's innovative **Geek Girls Club**, which will provide girls with hands-on STEM experience and help them build the confidence, knowledge, and skills required to pursue careers in STEM.

\$2,500 will enroll two NYC high school girls into the YW's **Amplifying Multiple Perspectives (AMP)** leadership program, which offers girls from diverse backgrounds a dynamic and innovative approach to developing their leadership skills.

eliminating racism
empowering women
ywca

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Dr. Danielle Moss Lee

CEO, YWCA OF THE CITY

OF NEW YORK

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YW 42nd Annual Academy of Women Leaders Class of 2015 SALUTE LUNCHEON

*Join the YW on this 42nd anniversary celebration
of the women leaders who inspire greatness
from us all.*

Friday, November 13, 2015

New York Marriott Marquis
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For more information: www.ywcanyc.org/events/2015-salute-luncheon