

Racial Justice Training

Seventeen staff and volunteers from 8 local associations attended the racial justice training offered by the YWCA Kalamazoo and hosted by the YWCA Genesee County last week.

The workshop was designed to increase our awareness of how racism negatively impacts all our lives and to support our commitment to work to eliminate racism through actions, words, and deeds. A series of activities provided time for personal reflection and sharing, greater understanding of white privilege, gathering data, understanding that racism was deliberately and systematically constructed in the US, learning about ally behavior, and outlining steps we can take to eliminate racism; both personally and collectively in our associations and communities.

Those present agreed that they gained understanding, knowledge about racism and that the workshop changed the way they will act in the future.

A second session will be held May 18 & 20 at the YWCA Bergen County. A training of trainers is planned for June.

Local Association News

The **YWCA Ulster** recently received a \$30,000 grant from the Dyson Foundation to support their Girls, Inc program.

The **YWCA Queens** held its Annual Gala celebrating 32 years of service to the community on April 29 at the Dae Dong Manor. Info and photos to follow.

The **YWCA Greater Capital Region** held their Ready for Work program graduation on April 16. Five YWCA residents who completed the 12-week employment training program were honored. They also hosted an early Mothers' Day event called [Power of A Purse](#).

The **YWCA Tonawandas** will receive the 2010 Liberty Bell Public Service Award from the Bar Association of Niagara County at its annual Law Day Luncheon on May 14. The award recognizes the excellence of the Connexions Family Visitation program, a carefully structured process that includes a therapeutic component that builds upon children's and visiting parents' strengths to promote healing of painful relationships and prevents further abuse or acts of violence from occurring in the presence of the child.

The Investors Savings Bank Foundation has awarded \$10,000 to the **YWCA Eastern Union County**. The grant will help fund a supportive housing program that helps women find employment and become independent after leaving DV shelters.

Don't Miss These NERC Activities

Affinity group calls for May

Please encourage the appropriate person(s) from among your staff or volunteers to join these calls. Designed as networking opportunities, groups are determining their own agendas. Lend your voice!

- May 6; 10:00 a.m.—**economic empowerment for women**; an opportunity to share your efforts, identify common challenges, etc.
- May 12; 10:00 a.m.—**child care** (2nd call); continue the discussion
- May 13; 10:00 a.m.—**racial justice**; showcase your successes and identify challenges
- May 20; 8:30 a.m.—**board president's group**; share your best practices and challenges
- May 25; 10:00—**dv providers** (2nd call); continue the discussion
- May 27; 10:00—**finance staff**; share your best practices and challenges

NERC meetings

- June 17 & 18 at the Desmond in Albany; [register here](#)
- October 14 & 15; annual meeting at the Desmond
NOTE DATE CHANGE

Racial Justice Training

- May 19 & 20; YWCA Bergen County; first come first served to register; due by May 7; contact the regional office for information

Are You Outraged?

The recent actions of the Arizona legislature to allow racial profiling has many individuals and groups both stunned and outraged. While NERC considers a response, you'll be interested to know that NAYE (National Association of YWCA Executives) president Lisa McDuffie has written to the Arizona Biltmore, site of the October 2010 annual conference, to cancel. She cited the YWCA mission and stated that it is in ...

direct conflict with your state's recent law on immigration that perpetuates racial profiling. YWCA executive directors would come from all over the country and risk the possibility of being detained just because of the color of their skin or Hispanic-look. This recent law affects our Hispanic sisters as well as our organization's members that proudly stand as allies denouncing all forms of human and civil rights (violations).

The Southern Poverty Law Center (splcenter.org) has issued a statement that the "newly adopted immigration law is brazenly unconstitutional and will undoubtedly trample upon the civil rights of residents caught in its path." See page 3 of this newsletter for the full text of the article.

Tax Credits for Nonprofits

The January issue of nerc works featured an article regarding hiring initiatives for non profits. Within the last couple of weeks, Congress enacted the two tax incentives as reported, one to reward hiring of new staff and another to help smaller organizations pay for health insurance.

The first allows nonprofits of all sizes keep the 6.2% payroll taxes they would typically pay for certain new hires. The incentive is only available until the end of the year and applies to selected new hires only. [Hit this link for more information.](#)

Also, new health care reform law lets smaller nonprofits claim up to a 25% tax credit when they pay for at least half of the health insurance premiums for their employees. For further information, [click this link.](#)

Sister Support

[Michelle Vanslette](#) (White Plains) would like to hear from any of you who use Fundware for accounting and reporting needs.

White Plains is also looking for a MIS director. If interested, contact Allison Malescio at 914-949-6227.

The YWCA Evansville Indiana has commenced a search for an Executive Director. For more information, contact search committee chair Sherrienne Standley at smstandley@gmail.com.

The YWCA Bergen County is looking for volunteers to help with the Barclays Golf Tournament August 23-29 at the Ridgewood County Club. The YWCA will receive a donation based on the number of volunteers they recruit. For more information, contact Jeanne Patrican at 201.881.1720.

Thanks from the YWCA Haiti

NERC recently sent a check for \$2249 to the YWCA Haiti for post-earthquake relief. Marie-Claude Julsaint the World YWCA's regional director for the Americas and a Haitian, replied:

Today we received the cheque from the Northeast region for the YWCA of Haiti.

Thank you and thank you to the whole Northeast region for the solidarity, the generosity and the support to the YWCA of Haiti !

My sisters in Haiti have been extremely touched by the messages and the support, including financial support, they received from the movement worldwide. For a developing association that is new to the movement and facing such a devastating and overwhelming crisis, it really truly meant a lot!

Please transmit my appreciation to the region.

Resources

The Great Lakes Alliance Region offers a session on Junior Boards. Join them May 4 at 12:30 Eastern. [Click here](#) to register.

The ProBono Partnership will present 3 workshops in May. They include:

- "Tough Times, Tough Decisions" at the Black Rock Branch of the Bridgeport Library on May 6 from 9–11. The session provides an overview of the issues most seriously affecting nonprofits during the current economic crisis and highlights potential legal issues and proactive strategies to address. [Click here](#) to register.
- "Board Roles and Responsibilities in Challenging Economic Times;" May 11, 3-5 p.m. at the Jewish Community Foundation in West Hartford, CT. [Register here.](#)
- "Legal issues with Social Media;" May 12 teleconference, 11:30 –2:30. [Register here.](#)

NYCON presents a special webinar "Healthcare Reform and Your Nonprofit—What You Need to Know Now" on May 20, 11:00-11:30 a.m. The cost is \$15 for NYCON members (all NERC associations). Whether you are pro or con on health care reform in general, you'll still need to know how the legislation will affect you as an employer. [Click here](#) for more information and to register.

NYCON is gathering a cadre of interim executive directors who will be available to member associations. Regional Director, Melanie FitzGerald will report on an informational session to be held May 4.

Eventbrite for Causes is a program for nonprofits who want to manage, promote, and raise money through successful events. Eventbrite is committed to helping nonprofits leverage technology and best practices to raise money and build sustainable programs. Check their website at www.eventbrite.com/npo.

JoAnn Mierzwa (YWCA Tonawandas) wants you to know about discounted electronic products. Go to www.mooiaa.info.

NERC encourages you to take a stand against racism and for peace, justice, freedom and dignity for all EVERY day.

Arizona Immigration Law Violates Constitution, Guarantees Racial Profiling

By Mary Bauer, SPLC Legal Director

Arizona's newly adopted immigration law is brazenly unconstitutional and will undoubtedly trample upon the civil rights of residents caught in its path.

By requiring local law enforcement to arrest a person when there is "reasonable suspicion" that the person is in the country illegally, Arizona lawmakers have created a system that guarantees racial profiling. They also have usurped federal authority by attempting to enforce immigration law.

Quite simply, this law is a civil rights disaster and an insult to American values. No one in our country should be required to produce their "papers" on demand to prove their innocence. What kind of country are we becoming?

When Arizona Governor Jan Brewer was asked what an undocumented immigrant looks like, she responded: "I do not know what an illegal immigrant looks like. I can tell you that I think there are people in Arizona who assume that they know what an illegal immigrant looks like."

We all know what the outcome of all this double-talk will be. People with brown skin – regardless of whether they are U.S. citizens or legal residents – will be forced to prove their legal status to law enforcement officers time and again. One-third of Arizona's population – those who are Latino – will be designated as second-class citizens, making anyone with brown skin a suspect even if their families have called Arizona home for generations.

Given the authors of this law, no one should be surprised about its intended targets. The law was drafted by a lawyer for the legal arm of the [Federation for American Immigration Reform](#) (FAIR), whose founder has warned of a "Latin onslaught" and complained about Latinos' alleged low "educability." FAIR has accepted \$1.2 million from the Pioneer Fund, a racist foundation that was set up by Nazi sympathizers to fund studies of eugenics, the science of selective breeding to produce a "better" race. The legislation was sponsored by state Senator Russell Pearce, who once e-mailed an anti-Semitic article from the neo-Nazi National Alliance website to supporters.

Making matters worse, lawmakers have allowed citizens to sue local law enforcement agencies that they believe are not adequately enforcing the new law. One can be sure that FAIR and its proxies are salivating at the prospects.

The law is not only unconstitutional, it's bad public policy and will interfere with effective policing in Arizona's communities. That's why the legislation was opposed by the Arizona Association of Chiefs of Police. As Latinos grow more fearful of law enforcement, they will be more reluctant to report crimes, and witnesses will be less likely to cooperate with police. Criminals will target the Latino community, confident their victims will keep quiet.

Lawmakers in other states are eager to replicate this ill-advised law. Their frustration with current immigration policy is understandable, but this system must be remedied by our Congress, which should enact fair immigration reform. The federal government must craft a policy that repairs our broken immigration system and, at the same time, protects our most cherished values. States that attempt to follow Arizona's example will only succeed in sowing fear, discord and intolerance in our communities while undermining law enforcement and inviting costly constitutional challenges.