

YWCA of New Mexico

Mission: The YWCA New Mexico is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Our values: Advocacy, Bravery, Equity, Social Justice, and Integrity

Strategic Vision 2015-2019: Five years from now, the YWCA New Mexico will be a financially stable and sustainable organization, delivering programs and services that are mission-specific and fiscally sustainable, with an engaged and passionate board and staff at all levels.

Board of Directors Job Description and Expectations:

Purpose: To advise, govern, oversee policy and direction, and assist with the leadership and general promotion of YWCA of New Mexico so as to support the organization's mission and needs.

***Major responsibilities:**

- Organizational leadership and advisement
- Organization of the board of directors, officers, and committees
- Formulation and oversight of policies and procedures
- Financial management, including adoption and oversight of the annual budget
- Oversight of program planning and evaluation
- Annual evaluation of President and CEO
- Review of organizational and programmatic reports
- Promotion of the organization
- Fundraising and outreach

**Members of the board share these responsibilities while acting in the interest of YWCA of New Mexico. Each member is expected to make recommendations based on his or her experience and vantage point in the community.*

Length of term: Three years, which may be renewed up to a maximum of two consecutive terms, pending approval of the board.

Meetings and time commitment:

- The board of directors meets monthly, except in July, on the fourth Thursday of the month at 4:30 p.m. The location alternates, but is typically in the central Albuquerque area. Meetings typically last 60-90 minutes.
- Committees of the Board generally meet monthly either face to face or virtually; all members of the Board are expected to serve on at least one Committee.
- Board members are requested to attend YWCA of New Mexico special events as they are determined.
- Members of the Board of Directors who are absent without cause for three consecutive Board of Directors meetings may be removed by a majority vote.

Expectations of board members:

- Attend and participate in meetings on a regular basis, and special events as able.

- Participate on a standing committee of the board, and serve on ad-hoc committees as necessary.
- Be alert to community concerns that can be addressed by YWCA of New Mexico's mission, objectives, and programs.
- Help communicate and promote YWCA of New Mexico's mission and programs to the community.
- Become familiar with YWCA of New Mexico's finances, budget, and financial/resource needs.
- Understand the policies and procedures of YWCA of New Mexico.
- Actively participant in fund raising and board recruitment.
- Annually pledge to financially support the YWCA of New Mexico. The personal pledge amount is determined by each individual Board Member and should reflect a balance between time, treasure and talents.

Board Committees

Executive Committee (meets the third week of the month): The Officers of the Board sit on the Executive Committee. This includes the Board Chair, Vice Chair, Treasurer, Secretary, and Chief Executive.

Governance Committee (meets the second week of the month): This committee is responsible for board development which includes; presenting a slate of candidates for election to the board; maintaining a list of potential candidates, who are qualified by skill and experience to be Directors or serve on the committees of the Association; and, providing board evaluation and education activities.

Finance Committee (meets the third week of the month with the Executive): The Finance Committee reviews financial reports, makes recommendations to the Board of Directors regarding all financial policies procedures and controls, and assists in the preparation and presentation of the annual budget. The Treasurer, the Board Chair, and Executive Director are members of the Finance Committee and other members at large may be appointed by the Board Chair. The Treasurer serves as Chair of the Finance Committee.

WOTM (meet as scheduled): This committee is made of members of the Board, YWCA Staff, and community volunteers to plan and deliver our annual Women on the Move event.

PUBLIC POLICY PRIORITIES

- **Pay Equity**

Issue: Women earn less than their male counterparts (women earn \$0.67 for every \$1.00 earned by a man in New Mexico and Hispanic women earn only \$0.57), even when they have more education and/or training. Current wage discrimination laws are seldom enforced, and wage discrimination charges are difficult to prove.

Action Strategy: Support initiatives to enforce current regulations and laws.

- **Reproductive Rights**

Issue: Pro-choice advocates support a women's right to choose how and when to reproduce, including the right to use birth control and to access safe abortions. Pro-life advocates support abstinence and oppose legal abortions.

Action Strategy: Actively support the YWCA USA's pro-choice agenda.

- **Affirmative Action**

Issue: Affirmative Action policies expand job and educational opportunities to those who are discriminated against due to race, gender, ethnicity, religion, etc. Affirmative Action has helped to level the playing field and to prepare the American workforce to compete internationally.. Recent movement toward banning affirmative action in higher education, public contracting, and hiring has eroded the gains made in recent decades. Women and persons of color are still earning less than their white, male co-workers, and white males make up 95% of senior management jobs and yet comprise only 43% of the Fortune 2000 workforce.

Action Strategy: Oppose limitations on affirmative action

- **Violence Against Women**

Issue: Every nine seconds a woman in the United States is beaten by an intimate partner. Anti-violence policies that protect victims, hold perpetrators accountable and work to eradicate sexual assault and domestic violence, trafficking of women, and dating violence are repeatedly under attack at the federal level. Opponents generally cite the cost of implementing policies and assert that anti-violence against women legislation is redundant.

Action Strategy: Support the continuance and increased funding for the *Victims of Crime Act* (VOCA) and the *Violence Against Women Act* (VAWA). Also, we support legislation that ensures employment stability and economic security for victims of violence against women.

- **Racial Justice**

Issue: The YWCA corporate logo and mission direct us to work toward the elimination of racism, both at individual and institutionalized levels. Racism plays a part in the inequities of each of the aforementioned public policy priorities both locally and nationally.

Action Strategy: We will support any policies and/or legislation that support every person's ability to reach their highest potential and to live with dignity in peace. We will support the Racial Justice Leaders' Team of staff members on a journey to understand and embrace

cultural competency and to learn how best to inform, educate and call to action all of their fellow employees and volunteers, so that the YWCA may eventually take its expertise to the larger community in which we live.