

What is Diversity and Inclusion?

Diversity: The presence of differences that make each person unique and that can be used to differentiate groups and people from one another.

Inclusion: The full engagement and development of all Y stakeholders (staff, participants, members, policy volunteers, program volunteers, partners, communities, vendors, etc.).

Equity: Equity is the guarantee of fair treatment, access, opportunity, and advancement for all, while striving to identify and eliminate barriers that have prevented full participation of some groups; it acknowledges historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

Diversity & Inclusion Statement from YMCA.NET: The Y is made up of people of all ages and from every walk of life working side by side to strengthen communities. Together we work to ensure everyone, regardless of gender, income, faith, sexual orientation or cultural background, has the opportunity to live life to its fullest. We share the values of caring, honesty, respect and responsibility—everything we do stems from it.



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VITAL RELEVANT IMPACTFUL



**Business Case for Implementing Diversity, Inclusion,
and Global Strategies**
YMCA OF THE USA

Religious restrictions on Y voting membership in the United States are lifted, formally opening the YMCA to the Catholic faith and non-Christian communities.

1931

During World War II, YMCA staff work secretly in U.S. internment camps holding 110,000 Japanese Americans—including future YMCA Hall of Famer Fred Hoshiyama—organizing clubs and activities for youth.

YMCA World Service launches the Buildings for Brotherhood campaign to build modern YMCA facilities in developing nations.

1942

1958

Donald Payne becomes the first African American to serve as President of the National Council of YMCAs.

1967

Throughout the 1960s, many historically black YMCAs provide a meeting place for civil rights leaders. In 1967, discrimination based on race is officially banned in YMCAs.

1970

YMCA of Greater Houston establishes its International Services branch to support refugees, immigrants, and other vulnerable populations.

1971

Dr. Leo B. Marsh starts the Black Achievers program at the Harlem Branch YMCA in New York.

1978

1981

Egie Huff becomes the first woman to serve as President of the National Council of YMCAs.

YMCA of the USA (Y-USA) creates the National Diversity Initiative to support the Y Movement in valuing the diversity of all people within its associations and the communities it serves.

2002

The Multicultural Executive Development Institute (MEDI) is created, the first national executive leader development program targeting staff of color offered by Y-USA.

2004

Y-USA hires its first National Diversity Officer.

2006

Y-USA formalizes the first nationally recognized and supported Affinity Groups (today's Employee Resource Groups).

2008

The YMCA Global Centers of Excellence (GCE) network is created with 11 U.S. YMCAs committed to excellence in diversity, inclusion, and global engagement.

2009

The Emerging Leaders Resource Network (ELRN) and Gay, Lesbian, Bisexual and Transgender Resource Network (GLBTRN) are officially chartered and launched.

2010

Y-USA launches the Hispanic/Latino Roadmap to increase the Y's positive impact within Hispanic/Latino communities.

The Movement approves a revision to Article II, Section 2(g), of the National Council Constitution to support the variety of antidiscrimination laws, update the list of protected classes, and affirm the Y's commitment to diversity and inclusion.

Y-USA supports the first national working group focused on assisting local Ys with inclusion efforts around individuals and communities with diverse abilities.

2013

The first individual publicly identifying as transgender presents on diversity and inclusion at a YMCA human resources forum.

2014

Kevin Washington becomes the first person of color to serve as CEO of Y-USA.

2015

CURRENT REALITIES

Communities across the United States are changing rapidly. The median age of the population is increasing. Neighborhoods are changing across all dimensions of diversity. Newcomers are settling in communities of all sizes. Individuals of different abilities, faiths, gender identity, and sexual orientation are making their voices heard in larger numbers. Meanwhile, around the world, technology is shrinking distances among people, places, and organizations, ensuring that no event is isolated. What happens halfway around the world affects us all.

Evolving communities represent new opportunities for the Y. When we understand and effectively respond to meet changing community needs, we are better positioned to ensure access, engagement, and inclusion for all and address the most pressing issues of our time. Equally as important, we

- ensure our continued relevance;
- establish the Y as a vital part of the community, responsive to change through innovative solutions; and
- build our capacity to positively impact lives for years to come.

Intentional strategies allow us to reach diverse, isolated, and underserved populations. They also give us a chance to serve the needs of all populations in new and better ways. When we take steps to be inclusive, we elevate the Y experience for everyone who walks through our doors and advance our cause to strengthen community.

“Embracing the world around us is now more imperative than ever before. Thomas Sullivan, Anthony Bowen, and John R. Mott were pioneers in diversity, inclusion, and global work. As we look ahead at the record numbers of new citizens in our second wave of immigration to the United States, connecting and engaging the “for all” portions of our mission for growth and relevancy as a Movement will be cemented by our ability to welcome, serve, and involve a new generation of members, donors, and staff. It’s all about a global community!”

—Mike DeVaul,

Senior Vice President of
Organizational Advancement
YMCA of Greater Charlotte

DIVERSITY, INCLUSION, AND GLOBAL APPROACH

Diversity, inclusion, and global engagement (DIG) strategies are designed to advance the Y’s relevance, viability, and impact as a cause-driven organization. They help to ensure that **everyone** can access and thrive at the Y. At its most basic, a DIG approach puts into action our core belief that, in a diverse world, we are stronger when we are inclusive and our doors are open to all.

Diversity: The presence of differences that make each person unique and that can be used to differentiate groups and people from one another.

Inclusion: The full engagement and development of all YMCA stakeholders (participants, members, staff, policy volunteers, program volunteers, partners, local communities, vendors, etc.).

Global engagement: An intentional effort to bring a global perspective to guide and inform our interactions with individuals and organizations at home and abroad.

CORNERSTONES

The DIG cornerstones are the programmatic expression of the Y’s commitment to diversity, inclusion, and global engagement. They represent our mission in action. The cornerstones help Ys generate resources and engage people from diverse populations for individual and collective action and community impact. They are organized into four program areas:

Global Leadership Development. Global leadership development helps people develop the skills to connect with others from all walks of life, both at home and abroad. These skills are developed through local and global service-learning experiences, leadership

AREAS OF OPPORTUNITY

YMCA of the USA (Y-USA), in partnership with local YMCAs, has identified six areas of opportunity where integrating DIG strategies advances business goals, allowing Ys to better fulfill their mission. The areas of opportunity identify core operational areas in which all YMCAs can develop DIG-influenced policies, practices, and processes.

Integrating DIG strategies into these six areas helps Ys interpret their commitment to engagement and inclusion as broadly as possible. The six areas overlap, so YMCAs may see positive outcomes in two or more areas at any given point.



“Reaching out to the Cambodian community in Long Beach [Calif.] has enhanced our YMCA in so many ways. Cambodian youth participation in our YMCA Youth Institute program is up to 15 percent, and our staff makeup is more diverse. The Y is well respected in the community, which has resulted in Cambodian board members and an increase in our annual campaign giving. It has also evolved into a partnership with the Cambodia YMCA that has enriched the lives of many here and in Cambodia.”

—Sue Baker,
Chief Operating Officer
YMCA of Greater Long Beach

SUPPORTING RESOURCES

Below are a few examples of the resources available to YMCAs interested in initiating or strengthening their DIG work.

GET INVOLVED

- **Diverse Abilities Working Group:** This group, facilitated by a partnership of local Y leaders and Y-USA, provides a forum for sharing knowledge, best practices, program models, and stories of impact related to engaging individuals and communities of diverse abilities.
- **Global Centers of Excellence:** The Y's Global Centers of Excellence (GCE) Network is a group of more than 60 U.S. Ys (with an organizational goal of 80 by 2017) of all sizes and locations dedicated to advancing diversity and inclusion practices and global strategies in all aspects of their work. The network serves as a connector and innovator for impact. <https://yexchange.org/GlobalEngagement/Pages/Global-Centers-of-Excellence.aspx>
- **Global partnerships:** Partnerships and exchanges with international Ys enhance global awareness and cross-cultural learning. They also provide opportunities for youth to engage in service-learning and Y staff and volunteers to develop leadership skills. <https://yexchange.org/GlobalEngagement/Pages/Global-Collaboration.aspx>
- **Staff and volunteer development:** DIG work is supported by a variety of Multicultural Leadership Development offerings. <https://yexchange.org/multicultural-leadership/Pages/default.aspx>
 - **Emerging Multicultural Leadership Experience (EMLE).** EMLE is a learning experience designed to provide emerging professional staff of color the opportunity to become further engaged and connected to the Y Movement. <https://yexchange.org/multicultural-leadership/Pages/EMLE.aspx>
 - **Employee Resource Groups.** The Y's six national Employee Resource Groups provide unique opportunities for advocacy and engagement. <https://yexchange.org/ERG/Pages/National-Employee-Resource-Groups.aspx>
 - African-American Resource Network (AARN)
 - Asian Leadership Network (ALN)
 - Emerging Leaders Resource Network (ELRN)
 - Gay, Lesbian, Bisexual, and Transgender Resource Network (GLBTRN)
 - Hispanic/Latino Leadership Network (HLLN)
 - Women's Leadership Resource Network (WLRN)
 - **Multicultural Executive Career Advancement (MECA).** The MECA development program prepares staff of color who are already enrolled in the Multicultural Mentoring Program (MMP) for Branch Executive Director positions. <http://events.SignUp4.com/2014MECA>
 - **Multicultural Executive Development Institute (MEDI).** The MEDI executive development program prepares high-potential staff of color for executive positions such as CEO, COO, and other senior-level positions. <https://yexchange.org/multicultural-leadership/Pages/MEDI.aspx>
 - **Multicultural Mentoring Program (MMP) 2.0.** MMP 2.0 is designed to develop and retain successful emerging leaders of color through intentional matching of senior leaders with emerging leaders across the nation. <https://yexchange.org/multicultural-leadership/Pages/MMP.aspx>

"Creating a [YMCA] Global Center of Excellence culture, with a focus on the urban and underserved, has enabled us to increase our charitable income by more than \$1 million over three years through a cause-driven community partnership."

—Todd Tibbits,
CEO

YMCA of Greater Charlotte



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