

THE Y'S BELIEFS

We believe that when we devote our full strength to the Y's **mission** and **cause**, work in **partnership with others**, and build on our **history of innovation**, we can **address the most pressing issues of our time** unlike any other organization.

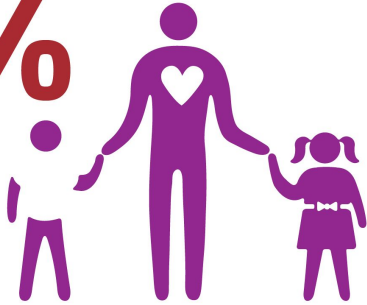
- We believe all people have potential.
- We believe active and connected families make for active and connected communities.
- We believe in a holistic approach to development, promoting healthy spirit, mind, and body.
- **We believe that in a diverse world, we are stronger when we are inclusive and our doors are open to all.**
- We believe in honoring our mission, living our cause, acting in accordance with our values, and placing the greater good above self.



**70% OF WOMEN
IN THE LABOR FORCE
HAVE YOUNG CHILDREN**

**13% OF THE U.S.
POPULATION
IS FOREIGN-BORN**

32%
OF AMERICAN
FAMILIES ARE
**SINGLE
PARENT**



**1 IN 4
KIDS**

**UNDER AGE 6
IS A CHILD OF
IMMIGRANTS**

**3.6 MILLION
AMERICANS
TRACE THEIR
ROOTS TO AN
ARAB COUNTRY**



**THE COMBINED ANNUAL
INCOME OF PEOPLE WITH
DIVERSE ABILITIES TOPS
\$1 TRILLION**



This includes \$220 billion in discretionary spending power.



**MORE THAN
60 MILLION
SPEAK A LANGUAGE
OTHER THAN
ENGLISH
AT HOME**

BY 2050 **22%** OF THE U.S. POPULATION **WILL BE 65+**

14% OF U.S. HOUSEHOLDS **FACE FOOD INSECURITY**

45.3 MILLION PEOPLE **LIVE IN POVERTY** IN THE **U.S.**



THE NUMBER OF PEOPLE IDENTIFYING AS MULTI-RACIAL INCREASED BY **32%** FROM 2000 TO 2010

9 MILLION U.S. ADULTS IDENTIFY AS LESBIAN, GAY, BISEXUAL OR TRANSGENDER

39% OF IMMIGRANTS IDENTIFY AS NON-CHRISTIAN

Muslims (10%), Hindus (7%) and the religiously unaffiliated (14%) comprise the largest groups.

1 IN 5 ADULTS IN THE UNITED STATES HAS A DIVERSE ABILITY



DEFINING OUR TERMS

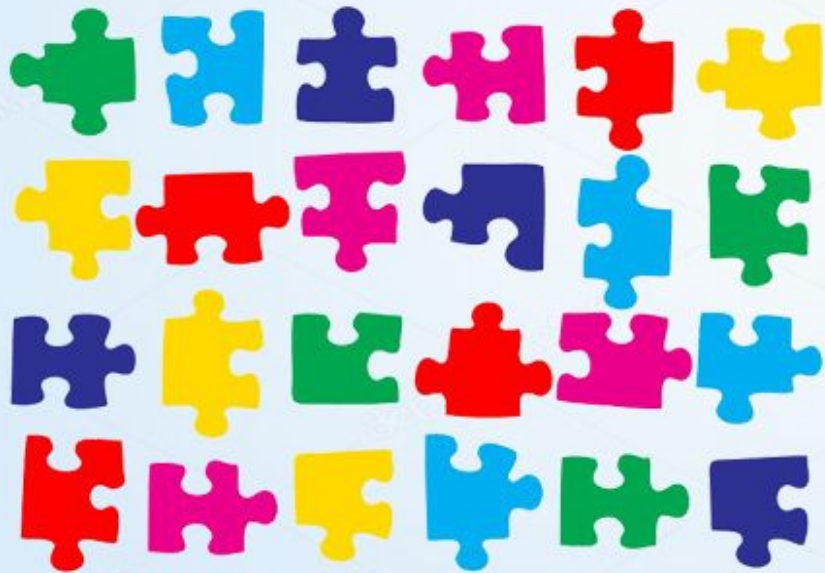
Diversity:

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

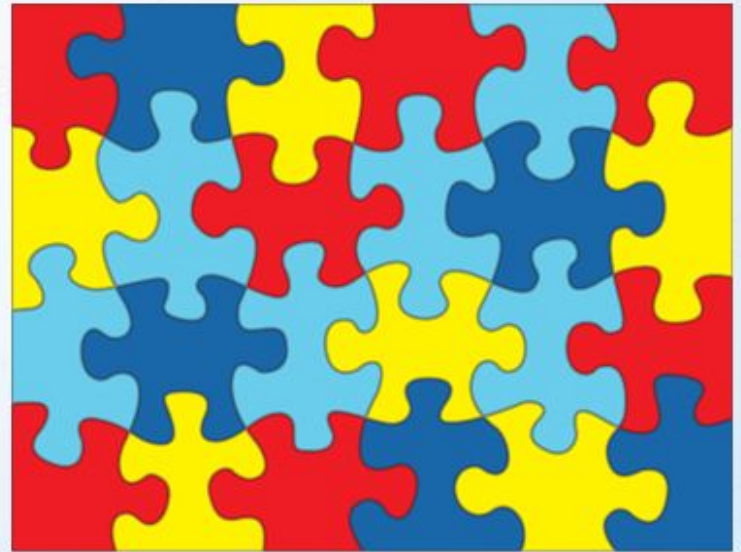
Inclusion:

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

DIVERSITY



INCLUSION



EQUALITY VS EQUITY

Equality



Equity



DEFINING EQUALITY VS EQUITY

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Systematic Inequity



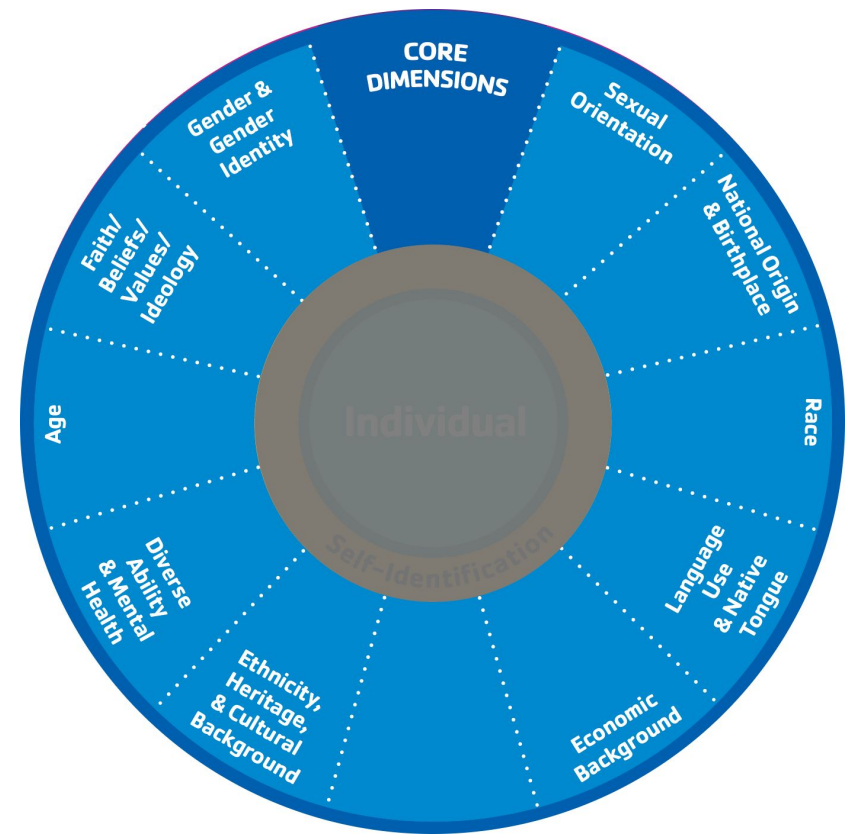
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

EXPLORING OUR DIMENSIONS OF DIVERSITY

CORE DIMENSIONS

Core Dimensions

- Sexual Orientation
- National Origin & Birthplace
- Race
- Language Use & Native Tongue
- Economic Background
- Ethnicity, Heritage and Cultural Background
- Diverse Ability & Mental Health
- Age
- Faith/Beliefs/Values/Ideology
- Gender & Gender Identity

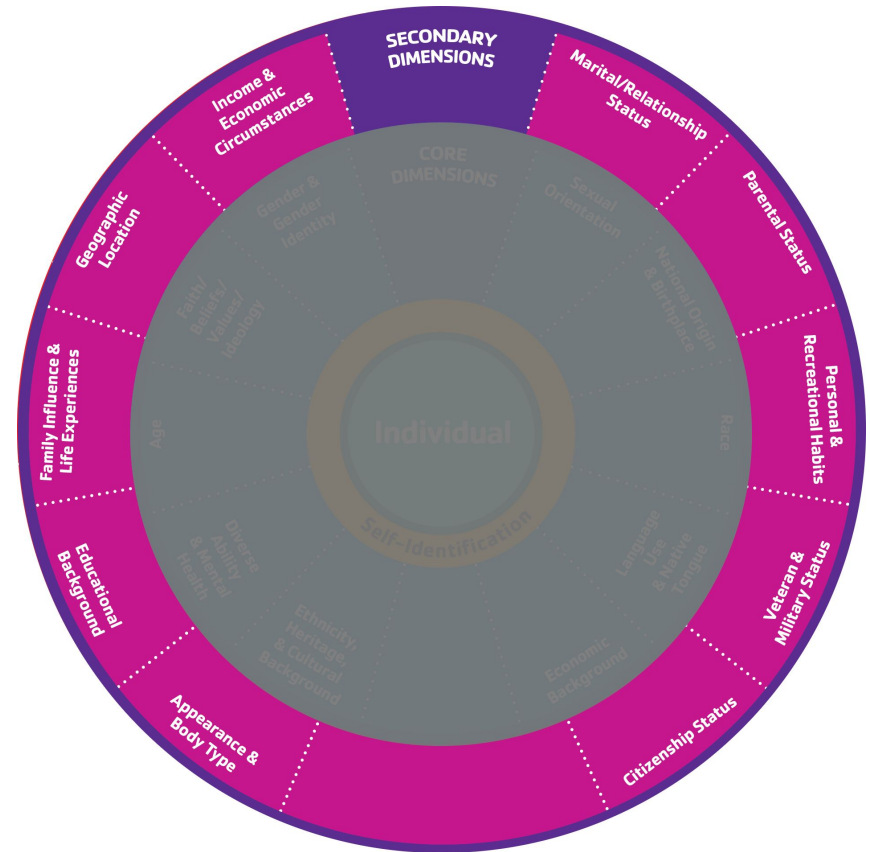


These 10 core characteristics are things that each and every single one of us possess every day. Each of these ten characteristics has a direct influence on how we experience the world around us.

SECONDARY DIMENSIONS

Secondary Dimensions

- Marital/Relationship Status
- Parental Status
- Personal & Recreational Habits
- Veteran & Military Status
- Citizenship Status
- Appearance & Body Type
- Educational Background
- Family Influence & Life Experiences
- Geographic Location
- Income & Economic Circumstances

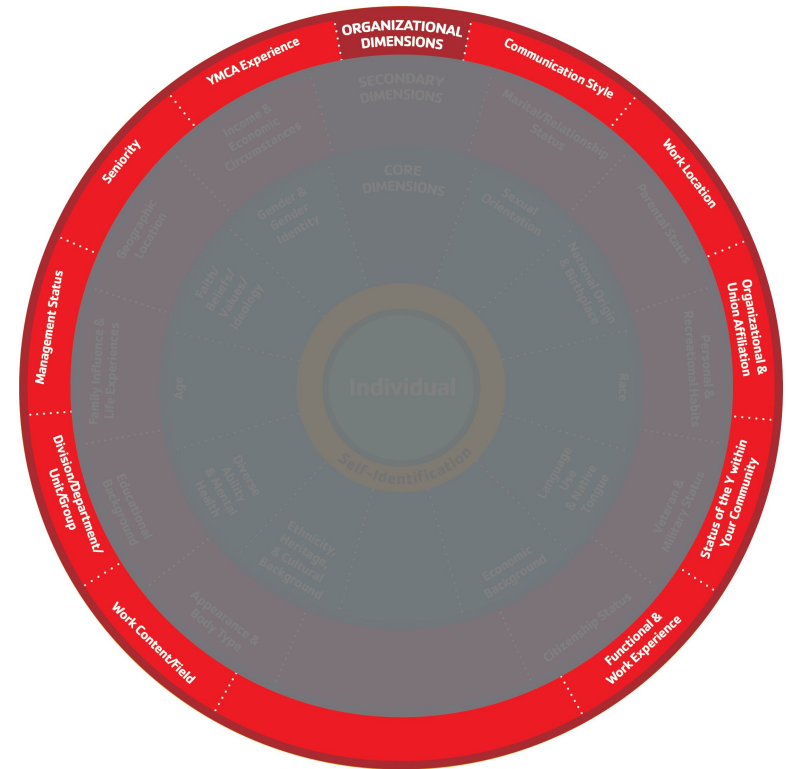


These are called “secondary” dimensions not because they are necessarily less important, but because we have more control over them in our daily lives. In some cases, their impact may be secondary in our experiences of diversity.

ORGANIZATIONAL DIMENSIONS

Organizational Dimensions

- Communication Style
- Work Location
- Organizational & Union Affiliation
- Status of the Y within your Community
- Functional & Work Experience
- Work Content/Field
- Division/Department/Unit/Group
- Management Status
- Seniority
- YMCA Experience



These dimensions help shape how you connect with others across the movement and how you approach your work.

**HOW DO WE
ACCOMPLISH
THIS?**

GATEWAY REGION Y APPROACH TO OPERATIONALIZING DIG

1. Advancing Equity Committee
 - Action Plan
2. DIG Committee
 - ERGs
 - Operational Plan
3. Strategic Plan
 - Equity Index

