



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

CREATING RACIAL EQUITY

COHHIO
HOUSING OHIO 2019
25TH ANNIVERSARY CONFERENCE
"A PLATFORM FOR PROGRESS"

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YMCA of Central Ohio
April 9, 2019

At the Y, we know communities can be safe, vital and cohesive, because we have seen it happen -- indeed, we have helped make it happen, by respecting all people and creating welcoming environments.

WHAT WE KNOW

39% OF IMMIGRANTS¹
IDENTIFY AS
NON-CHRISTIAN

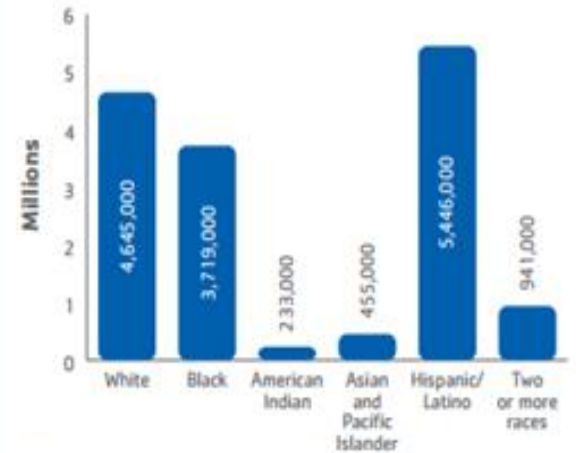
AFRICAN AMERICAN
COMMUNITIES
REPRESENT ³
\$1 TRILLION
IN ECONOMIC
BUYING
POWER

9 MILLION U.S. ADULTS IDENTIFY AS⁵
LESBIAN, GAY, BISEXUAL,
OR TRANSGENDER



BY 2050 **20%** OF THE U.S. POPULATION⁷
WILL BE 65+

CHILDREN IN POVERTY²



70% OF WOMEN⁴
IN THE LABOR FORCE
HAVE YOUNG CHILDREN

43.1 MILLION PEOPLE⁶
LIVE IN
POVERTY IN THE U.S.

U.S. POVERTY RATES BY AGE

20% < 18 yrs.	12% 18-64 yrs.	9% > 65 yrs.
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56.7 MILLION LIVE WITH⁸
DIVERSE ABILITIES

OUR CHANGING COMMUNITIES

THE NUMBER OF PEOPLE IDENTIFYING AS MULTI-RACIAL INCREASED BY

32%

FROM 2000 TO 2010

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

57% OF AMERICANS FEEL RACE RELATIONS IN THE U.S. ARE 'GENERALLY BAD'



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

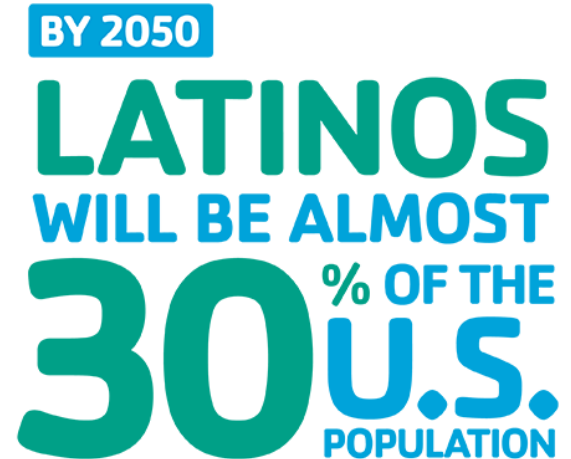
We believe the Y must continue to lead the way to a brighter future by following our belief that we are stronger when our doors are open to all. Our policies, practices and programs must advance our organizational commitment to diversity and inclusion. We must sustain our support for newcomers and immigrants, in partnership with our colleagues at Ys in 120 countries. We must ensure all people -- across all dimensions of diversity -- feel welcome and valued as part of the Y family



UNDER AGE 6 IS A CHILD OF IMMIGRANTS

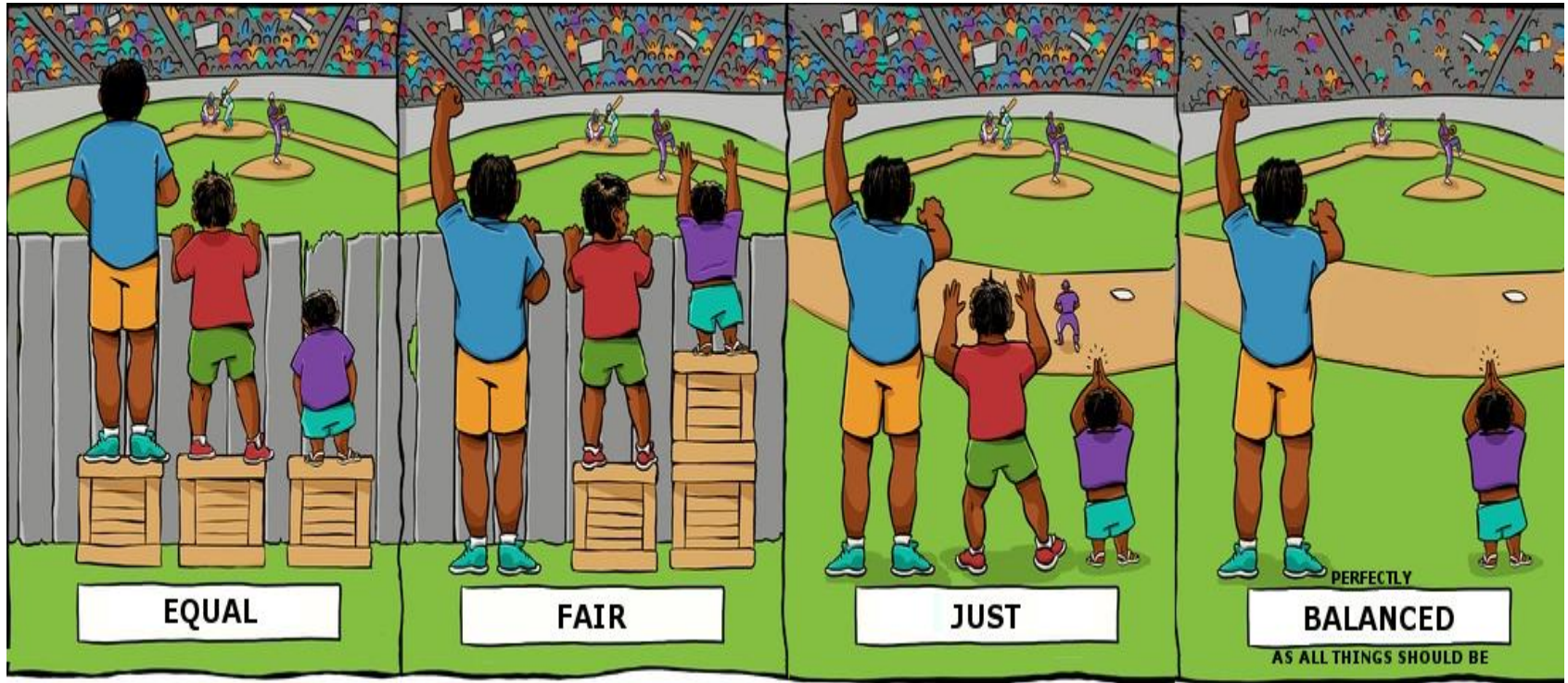


Between 2000-2010, the Asian-American Pacific Islander (AAPI) community grew by 43%. South Asians were the fastest-growing sub-group with 81% growth during this period.



Hispanics/Latinos accounted for 56% of population growth from 2000-2010.

CHANGING THE STORY!



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Interaction Institute
for Social Change



ORGANIZATIONAL COMMITMENT

Ensuring access, inclusion, equity, and engagement for all is a critical component of the YMCA's promise to strengthen communities. For more than 170 years, the Y has been on a journey to help build a more inclusive and cohesive society that is truly "for all." While we have made great strides, the journey is far from over. Today, with community demographics rapidly changing and opportunity gaps and social divides widening, our communities need the Y to be a leader in driving social progress. For us to reach our full potential as a leading in advancing equity for all, every Y – no matter its size, budget, location, or constituencies – must play a role.

2017 Diversity, Inclusion and Global (DIG)
Metrics Report

ORGANIZATIONAL COMMITMENT

The 818 Y's that submitted the survey as part of their annual report, represent 97% of the Movement.

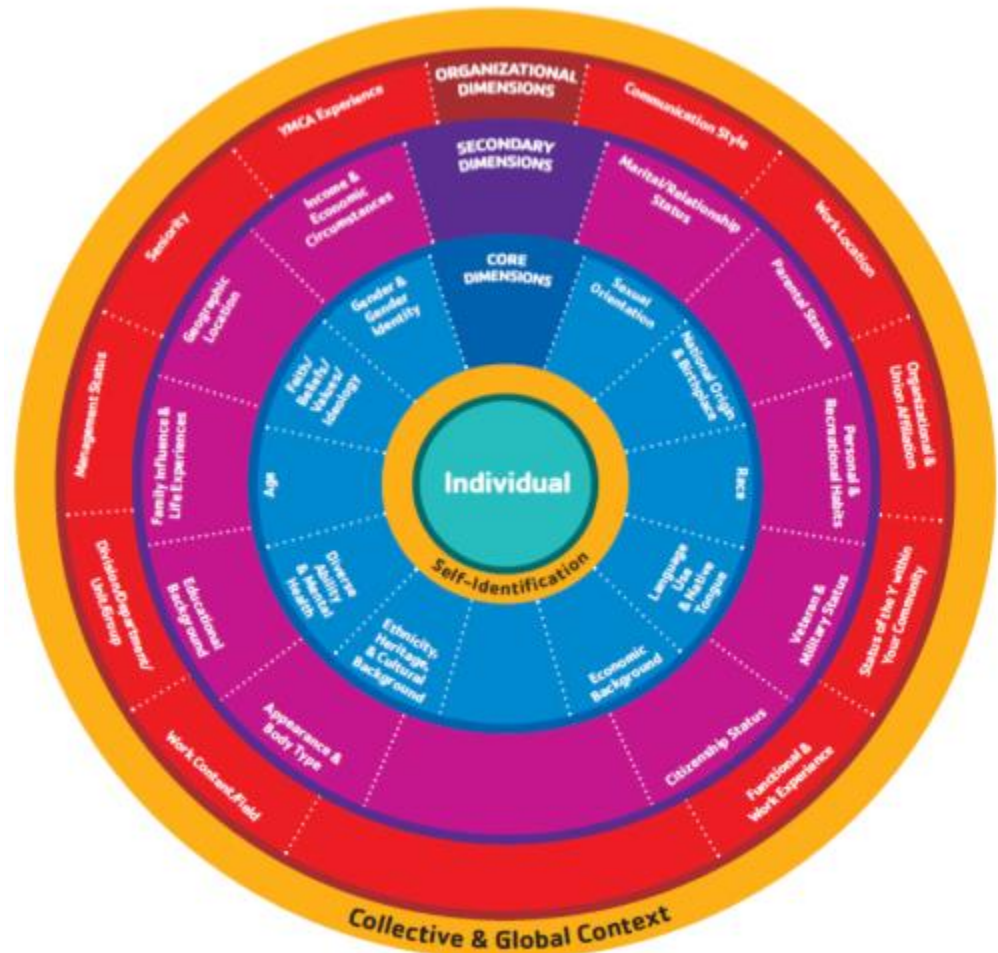
- 73% of Y's are "Engaged" or "Very Engaged" in DIG efforts (*an increase from 2016, where that number was 58%*)
- 61% of Y's report that they have a board of directors – approved DIG policy
- 42% of Y's have DIG goals embedded into their strategic plans
- 93% of Y's indicate that they have an EEO/nondiscrimination and anti-harassment policy in place
- 54% of Y's report that they have invested in leadership opportunities for staff in 2017
- 68% of Y's report that they have fully implemented and adaptation of marketing materials to be accessible and welcoming to all segments of society.

DIVERSITY, INCLUSION, AND GLOBAL INNOVATION NETWORK

A Diversity, Inclusion, and Global Innovation Network YMCA, fully integrates **global strategies** and **diversity and inclusion practices** across key operational and programmatic areas to strengthen its mission impact, community relevance, and sustainability.

Ys that are part of the DIG Innovation Network are committed to creating and replicating global best practices at home and abroad.

Dimensions of Diversity

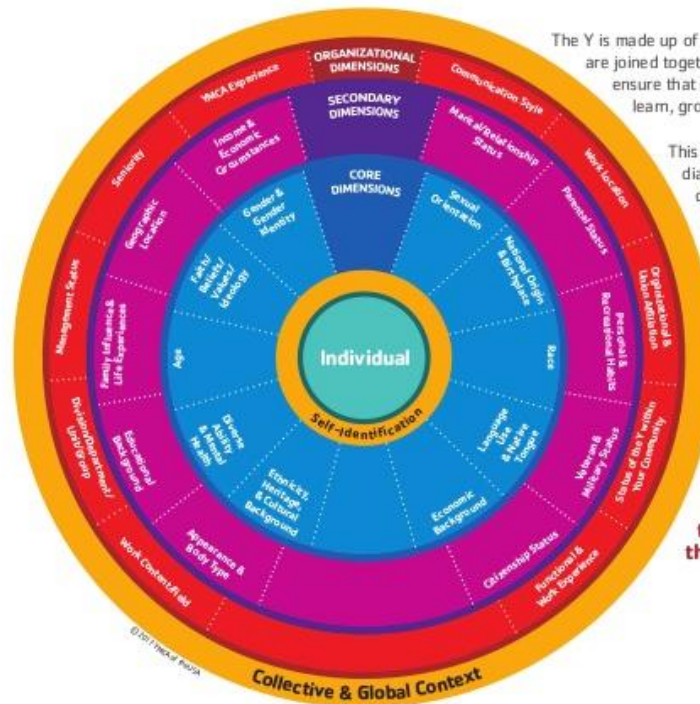




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ALL TOGETHER BETTER

The Many Dimensions of Diversity



The Y is made up of people from all walks of life who are joined together by a shared commitment to ensure that everyone has the opportunity to learn, grow and thrive.

This Diversity Wheel diagram represents the various dimensions of diversity. To truly be inclusive and welcoming to all, it is critical to understand the many factors that make up and influence a person's individuality. If we hold too narrow a view of what constitutes diversity, we will miss opportunities to effectively engage, connect and serve ALL members of our communities.

Learn about the different sections of the Diversity Wheel on the following page.

LEADERSHIP & STAFF DEVELOPMENT – CULTIVATE CULTURALLY COMPETENT LEADERS

Strengthening community requires reflecting, understanding, and effectively responding to community members. As Ys seek to extend their reach and impact within changing communities, the recruitment, retention, and development of staff and volunteers from underrepresented populations grows increasingly important. To remain relevant, Ys require self-aware and inclusive leaders at all levels who possess a global perspective and a strong understanding of and commitment to diversity and inclusion practices. These leaders must value all people for their unique talents and take an active role in promoting practices that support equity, inclusion, and cultural competence.

HOW WE DO THIS...WITH INTENTIONALITY

Leadership Development Opportunities Provided By Ys:

- Offering resources, programs and tools from the Y and/or YMCA of the USA
- Providing options like orientation processes for new staff/volunteers, mentoring relationships and developmental assignments
- Conducting periodic meetings at which staff and volunteers (including youth) actively discuss issues related to strategy, community, program, funding, etc.
- Offering resources, programs, tools, etc. from outside the Y
- Providing ongoing training that develops leadership, global and cultural competency
- Promoting global exchange and learning opportunities to build cultural competency
- Supporting participation in YMCA Affinity/Employee Resource Groups

RESOURCES FOR CAPACITY BUILDING

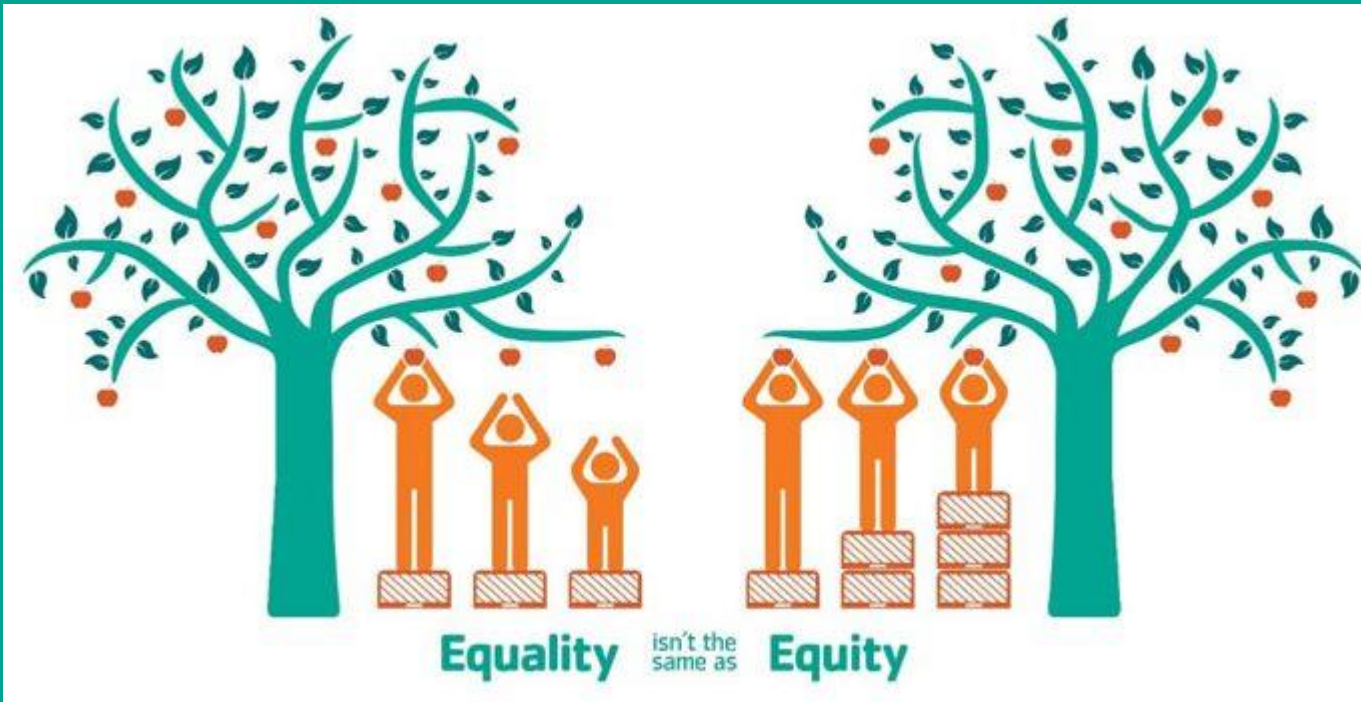
Employee Resource Groups (ERGs): Provide unique opportunities for advocacy and engagement. Six nationally chartered ERGs currently exist:

- African-American Resource Network (AARN)
- Asian Pacific Islander Leadership Network (APILN)
- Emerging Leaders Resource Network (ELRN)
- Hispanic/Latino Leadership Network (HLLN)
- Lesbian, Gay, Bisexual, Transgender, Queer, Resource Network (LGBTQRN)
- Women's Leadership Resource Network (WLRN)

Multicultural Leadership Development: Provides programs to develop, retain, support, and engage staff of color throughout the movement.

- 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.
- Multicultural Executive Development Institute (MEDI): Prepares high-potential staff of color for executive positions such as CEO, COO, and other senior-level positions.
- Multicultural Mentoring Program (MMP) 2.0: Designed to develop and retain successful emerging leaders of color.
- Emerging Multicultural Leadership Experience (EMLE): A learning experience designed to provide emerging professional staff of color the opportunity to become further engaged and connected to the Y Movement

THERE IS WORK FOR ALL OF US TO DO TO CONTINUE TO CREATE RACIAL EQUITY





THANK YOU

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