



# YMCA of Metro Denver Racial Equity Framework



## OUR COMMITMENT TO RACIAL EQUITY

The YMCA of Metro Denver is committed to being an agent of change and doing our part to overcome racism and address the systemic social, cultural and historical contributors to inequity. We believe racial equity exists when race no longer limits one's socioeconomic outcomes and when all people have fair and equal access to opportunity and resources to thrive – spirit, mind and body.

The Y provides a foundation to lift neighborhoods up. Our structures, systems and practices recognize that strength comes from diversity and the expression of our shared humanity. As an organization, we promise to be transparent and accountable in ALL we do and contribute to advancing a more equitable and inclusive society.

## OUR VISION

- All people, regardless of race, country of origin or socioeconomic status, are planners and decision-makers in the systems that govern their lives.
- All people have the infrastructure needed to thrive.
- Everyone benefits from a more just, equitable and inclusive system.

## OUR FOCUS

- Internal YMCA Organization
- Communities We Serve
- Society We Live In

## OUR APPROACH

- Priorities
- Policies
- Practices
- Partnerships

# OUR INTERNAL YMCA ORGANIZATIONAL GOALS & OUTCOMES

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## Goals:

- Develop a Y culture that embraces, supports and demonstrates racial equity and inclusion.
- Develop an association-wide plan to identify and eliminate organizational gaps in racial equity.
- Advance Y practices for recruiting, hiring and advancing employees of color.
- Expand diversity in the Y's business relationships and encourage partners and vendors to embrace diversity in their workforces.
- All staff, regardless of race, country of origin or job level, are engaged; their voices are present and heard and the internal environment is inclusive of differing thoughts and backgrounds.
- Establish resources and tools for staff that help achieve organizational racial equity and inclusion.
- Provide outcome-focused, ongoing cultural competence and racial equity training for Y leadership, staff and board.
- Ensure staff and board reflect the communities we serve and are actively involved in the planning, delivery and review of Y programming.
- Be recognized as one of Colorado's top employers modeling racial equity in its policies and practices.

## Outcomes:

- Staff committee is established by November 30, 2020, to operationalize internal YMCA organizational goals.
- By 2020, assess and benchmark issues and gaps surrounding racial equity policies and practices.
- Conduct a staff survey in December 2020 to establish a baseline of the current culture and desired future culture. Present survey findings to the staff and staff committee to develop an action plan based on the survey and employee feedback.
- By 2020, complete a market study of the Denver metro area to identify demographic data to determine employee diversity gaps and metrics.
- By 2020, create a process to track training compliance and outcomes.
- By 2021, implement cultural competence training and a racial equity education series that all employees, board and volunteers must go through and include as part of the on-boarding process.
- Local employee race affinity groups are formed by EOY 2021 – all new hires are informed of local and national affinity groups.
- Increase the number of diverse candidates interviewed and hired for staff positions.
- Develop leadership programs for staff to increase diversity in the leadership pipeline.

# COMMUNITY GOALS & OUTCOMES

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## Goals:

- The Y enriches itself by recognizing, valuing and respecting people of different races, nationalities, cultures and faiths.
- The Y Wellness Centers' programming will lift up neighborhoods and reflect the communities they serve.
- As conveners, the Y will become a thought-leader and proven contributor to the academic success and workforce development of Boys & Young Men of Color.
- The Y will ensure program development includes the voice of the community and those we serve.
- The Y will ensure its programming and curricula for children and youth includes and promotes racial equity and inclusion.
- Expand our reach and serve those who are under-resourced by addressing the barriers to their participation.

## Outcomes:

- By 2021, prepare a racial equity impact assessment to understand issues and determine gaps.
- By 2021, conduct listening tours with people of color in our communities to determine program needs.
- By 2021, incorporate equity values into our programming and curricula for children and youth.
- By 2021, implement Boys & Young Men of Color initiative in the Denver metro area.
- By 2021, incorporate bilingual wellness classes and information in the Wellness Centers.

# SOCIETY GOALS & OUTCOMES

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## Goals:

- Be recognized as Colorado's leading nonprofit organization committed to racial equity for everyone it serves.
- Position the Y to serve as a convener for people and communities in search of racial reconciliation.
- Affect policy change to eliminate systemic racism.
- Partner with organizations with similar goals to advance racial equity.
- Actively work with and support minority-owned businesses in our community.
- Utilize the Y's social media platforms to advance racial reconciliation.

## Outcomes:

- By 2020, the YMCA of Metro Denver will join Colorado Companies Uniting Against Racism.
- By 2020, the YMCA of Metro Denver will release its statement on racial equity.
- By 2020, confirm partnerships with My Brother's Keeper and the City and County of Denver to support racial equity for youth and adults of color. Expand other municipal partnerships on an annual basis.
- By 2021, establish a process to identify strategic partnerships that would advance the Y's goals and outcomes and begin to expand the number of partnerships.
- On a quarterly basis, highlight strategic partnerships in staff and member communications.
- By 2022, develop an initiative to facilitate racial reconciliation, a process that seeks to connect otherwise disconnected people or ideas in an authentic and loving way and build relationships that further racial solidarity and promote justice.
- Annually increase the Y's participation in diverse cultural holidays.
- Annually review and support policy and legislation that advances racial equity and more inclusive work environments.
- Incorporate monthly social media posts that advance racial equity and reconciliation and promote inclusive communities.

# HOW WE MEASURE SUCCESS

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- Conduct an annual staff survey measuring our sustained progress and improvements.
- Conduct annual member surveys to learn about their experiences.
- Conduct annual nonmember surveys to learn about their experiences.
- Measure year-over-year program successes that impact metrics.
- Conduct CEO and board-led staff and community listening tours annually to gain qualitative data on progress.



YMCA OF METRO DENVER

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