

# Diversity, Equity, Inclusion & Belonging Strategy (DEIB):



**ASPIRATION BY 2025:** Meaningfully reduce barriers and build a sense of belonging through targeted equity initiatives and inclusive partnerships with Indigenous Peoples and with equity-deserving communities



## Focus Area:

Anti-Colonialism and Indigenous Reconciliation

Anti-Racism and Cultural Diversity

Disability and Accessibility

Gender and Sexual Diversity

## Goals

- To contribute to anti-colonial processes that enhance reconciliation efforts.
- To strengthen and build meaningful relationships with Indigenous communities, with attention to intersecting identities, to ensure that the Y is a trustworthy partner.

- To ensure the Y is intentionally anti-racist, and makes continued efforts to dismantle anti-Black racism.
- To ensure the Y is intentionally racially and culturally diverse.
- To ensure the development of consistent equitable practices, programs and education that address inequities related to race, ethnicity, religion and intersecting identities.

- To ensure the Y is accessible to disabled communities, adopting and promoting universal design principles.
- To advance a strength-based and intersectional approach to disability.

- To ensure the Y supports the advancement of women and members of 2SLGBTQIA+ communities.
- To develop equity-oriented gender and sexual diversity initiatives, applying them consistently across the Y with attention to intersecting identities.

## Tactics

- 1 Create new DEIB employee positions to advance equity, under the leadership of the General Manager – Diversity, Equity, Inclusion & Belonging.
- 2 Deliver ongoing DEIB education, training and Indigenous-focused learning for YMCA employees and volunteers, as well as community members.
- 3 Improve HR policies and practices to ensure that opportunities for advancement are equitably available to employees from equity-deserving and Indigenous communities, and to increase diversity at all levels of our organization.
- 4 Build financial capacity for DEIB and Indigenous-focused initiatives into operational budgets across the YMCA every year.
- 5 Develop a portfolio of targeted equity programs and initiatives designed to reduce barriers and enhance the sense of belonging among Indigenous communities and equity-deserving communities.
- 6 Build new relationships – and leverage existing ones – with equity-deserving and Indigenous communities and organizations when developing programs and initiatives.
- 7 Explore the development of an advocacy plan for the YMCA grounded in the framework of this DEIB strategy.
- 8 Increase engagement with the YMCA DEIB work and Indigenous-focused initiatives by changing how employees contribute to and connect with them.
- 9 Build processes and skills to ensure all communications across every area of the YMCA (internal and external, across all media) are developed and reviewed from an equity and anti-colonial perspective before publication or release.
- 10 Be accountable for this strategy by being reflective and learning-oriented, formally tracking the progress of DEIB and Indigenous-focused initiatives, and being transparent in our reporting on intended and unintended outcomes.