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YMCA of Metropolitan Milwaukee DIG Timeline YTD

2017

June

- New President & CEO **Carrie Wall** starts with the YMCA of Metropolitan Milwaukee and shares commitment and vision to Diversity & Inclusion Initiatives

July

- Carrie announces organizational updates and new leadership structure to include Diversity & Inclusion Initiatives led by Shaneé Jenkins

August

- Shaneé begins initial DIG innovation network commitment conversations with Y USA DIG leaders. Shares current state and aspirations YMCA of Metropolitan Milwaukee has which is to be recognized as a DIG innovation YMCA

September

- YMCA of Metropolitan Milwaukee hosts Ghana YMCA Executive Director and Y USA DIG team to share National Initiatives with leadership team.
- Shaneé is invited to participate in Inaugural Racial Equity Institute hosted by Y USA held in Columbus, OH (October)

October

- Leadership team takes Y USA Advancing Equity "E" learning as a recommended step to demonstrate DIG commitment
- Shaneé Jenkins attends Y USA National Diversity Conference
- Shaneé follows up with Y USA DIG leaders to begin discussion first quarter DIG plans for Milwaukee
- YMCA of Metropolitan Milwaukee hosts **4** On the Table events in partnership with Greater Milwaukee Foundation

November

- YMCA of Metropolitan Milwaukee DIG calendar of activities and plans proposed to Y USA team. Feedback provided/ plan revised
- YMCA of Metropolitan Milwaukee demographic report requested from Y USA
- Internal DIG committee is formed and meets for the first time

December

- Internal DIG committee meets to create chart of work, refine organization commitment statement

2018

January

- YMCA of Metropolitan Milwaukee hosts largest Dr. Martin Luther King Jr. Celebration- 700 attendees. Carrie's remarks reference YMCA commitment to Diversity, Inclusion, Equity practices
- Internal committee refines strategies around 6 areas of opportunity and creates draft for DIG Organizational Commitment Statement using 2016 DIG Metrics
- Internal DIG committee meets to External DIG task force assembled; Chaired by YMCA Executive Board Member Greg Wesley

February

- Meetings with DIG stakeholders continue
- YMCA of Metropolitan Milwaukee Strategic Plan ratified
- YMCA of Metropolitan Milwaukee hosts Regional Training Event to include two specific DIG trainings
 - Dimensions of Diversity Training
 - Cultural Lenses

March

- External DIG task force meets to review objectives & 6 areas of opportunity strategies
- YMCA of Metropolitan Milwaukee hosts Principles & Practices
 - Dimensions of Diversity Training (component of Principles & Practices conference)
- DIG Onboarding hosted as a final step to becoming the 79th YUSA DIG Innovation Network YMCA

April

- Internal DIG task force meets to refine objectives & 6 areas of opportunity strategies
- Meetings with DIG stakeholders continue
- Task Force ratified at YMCA of Metropolitan Milwaukee Board Meeting

May

- YMCA of Metropolitan Milwaukee Camp Leadership asked to participate on National DIG Camp Committee
- Planning session for 1st Annual DIG Camp staff training takes place
- Task Force meeting **5/29/18**

August

- External DIG task force meeting 8/7/18

Next meeting 11/1/2018