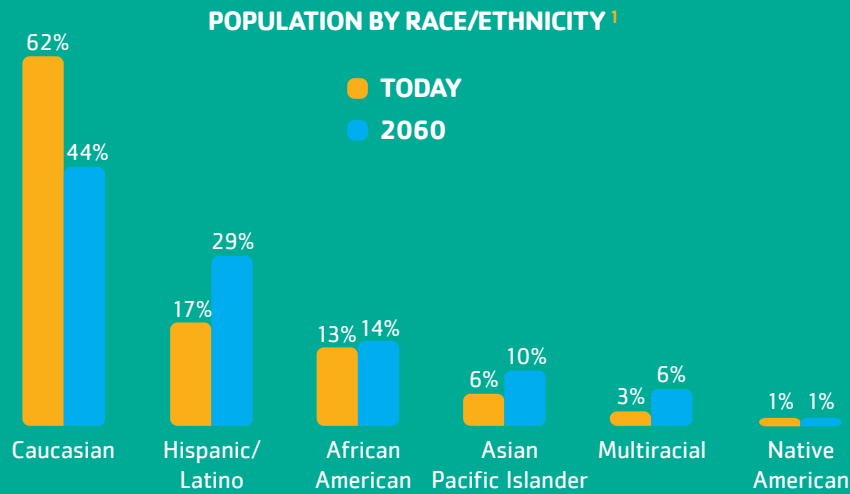


OUR CHANGING COMMUNITIES

At the Y, we believe communities are stronger when everyone has the opportunity to reach their full potential. Our communities are rapidly changing and it is mission and business critical that Ys respond with relevant strategies to meet the evolving needs of people across all dimensions of diversity. By providing impactful services and support networks, and building bridges between people from all backgrounds, we help to create stronger, more cohesive communities for all.

RACE • ETHNICITY • IMMIGRATION



By 2060, America's racial/ethnic demographics are projected to shift significantly, with **Caucasian** communities no longer representing a majority of the population, **Hispanic/Latino**, **Asian/Pacific Islander** and **Multiracial** communities rapidly growing and **African American** and **Native American** communities remaining stable.

13% OF THE POPULATION IS FOREIGN-BORN ²



1 IN 4 KIDS UNDER AGE 6 IS A CHILD OF IMMIGRANTS ³



MORE THAN 60 MILLION SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME ⁴

ECONOMIC STATUS

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



AFRICAN AMERICAN COMMUNITIES REPRESENT \$1 TRILLION IN ECONOMIC BUYING POWER ⁶

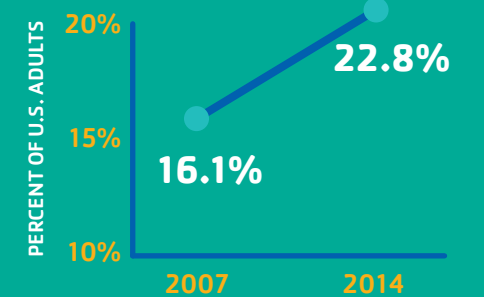
12% OF U.S. HOUSEHOLDS FACE FOOD INSECURITY ⁷

ABILITY ⁸

19% OF AMERICANS LIVE WITH DIVERSE ABILITIES

RELIGION & FAITH ^{9, 10}

AMONG U.S. ADULTS, THE RELIGIOUSLY UNAFFILIATED ARE INCREASING



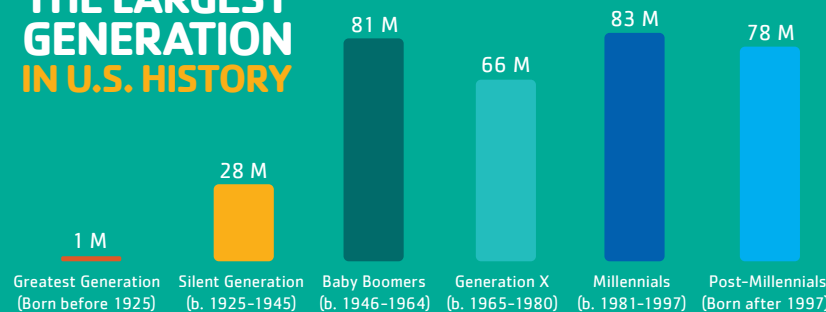
NOTE: The statistics shown here are just a small sample of the ways community demographics are shifting across various dimensions of diversity. Visit the DIG section of the Brand Resource Center for additional infographics.

32% OF IMMIGRANTS IDENTIFY AS NON-CHRISTIAN

GENERATIONS ^{11, 12}

MILLENNIALS ARE NOW THE LARGEST GENERATION IN U.S. HISTORY

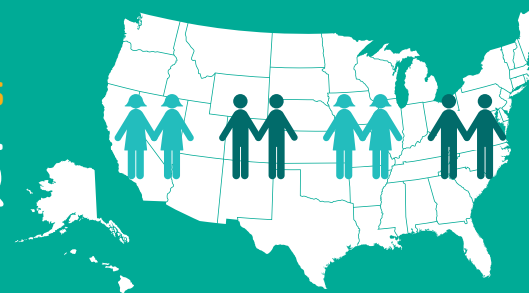
Estimated population rounded to the nearest million.



BY 2030 1 IN 5 AMERICANS WILL BE 65+

SEXUAL ORIENTATION AND GENDER IDENTITY ^{13, 14}

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



In 2015, the U.S. Supreme Court lifted state bans on gay marriage, effectively legalizing it in all 50 states. The Equal Employment Opportunity Commission also ruled that existing federal law prohibits employment discrimination based on sexual orientation or gender identity.

4 TIMES GREATER FOR LESBIAN, GAY AND BISEXUAL YOUTH THAN THAT OF STRAIGHT YOUTH. ¹⁵

1. <https://www.census.gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf> 2. <http://www.pewresearch.org/fact-tank/2017/05/03/key-findings-about-u-s-immigrants/> 3. <http://www.migrationpolicy.org/research/immigrant-and-refugee-workers-early-childhood-field-taking-closer-look>; 4. <http://www.census.gov/prod/2013pubs/acs-22.pdf>; 5. <https://www.census.gov/library/publications/2016/demo/p60-256.html> 6. <http://www.terry.uga.edu/news/releases/asians-hispanics-driving-u.s.-economy-forward-according-to-uga-study> 7. <https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-us/key-statistics-graphics.aspx#foodsecure> 8. <http://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html>; 9. <http://www.pewforum.org/2015/05/12/americas-changing-religious-landscape/> 10. <http://www.pewresearch.org/fact-tank/2015/05/19/growing-share-of-u-s-immigrants-have-no-religious-affiliation/> 11. <https://www.census.gov/newsroom/press-releases/2014/cb14-84.html> 12. <http://www.cnn.com/2013/11/05/us/baby-boomer-generation-fast-facts/index.html> 13. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf>; 14. <http://www.thetrevorproject.org/pages/facts-about-suicide>