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YMCA of Metropolitan Milwaukee DIG/E Year in Review

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
- Strategic plan approved by Executive board. DIG objectives are operationalized throughout

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**

June

- YMCA of Metropolitan Milwaukee on-boards DIG summer intern whose primary responsibility is to translate for Spanish speaking families and connect Y with potential partner organizations.
- Marketing team proposes potential new signage for branches that incorporates images and language that reinforces commitment to all

July

- YMCA of Metropolitan Milwaukee created Transgender policy through Y-USA consultation
- Internal team DIG committee met

August

- External DIG task force meeting 8/7/18
- Hosted first Actively Aging Camp in partnership with AARP. 80 attendees. Focus to address social isolation among seniors and increase physical activity
- Established relationship with Burmese Rohingya Community Organization (Global)

September

- Hosted 4 YMCA Welcoming Week activities to intentionally engage underrepresented communities to include immigrant populations.
- Began process to engage Association to support Burmese Rohingya Community organization by identifying tutors and hosting a coat drive
- DIG page updated on YMCA website

October

- Hosted 4 On the table Milwaukee events in partnership with the Greater Milwaukee Foundation. 1 offsite in partnership with Oak Creek Health Department and Serve to Unite. Showed film the Waking (Sikh Temple Massacre)
 - 1 specifically geared toward inclusive recreation
- Attended Y- USA Women's Leadership Conference (1st). Will create first Women's Employee Resource group within the first quarter of 2019
- Confirmed that task force would continue through January 2019. Plan to make recommendation for Social Responsibility committee by February board meeting as opposed to November 2018

November

- External DIG task force meeting 11/2/18
- Internal staff DIG planning meeting 11/13/2018

December

- Met with task force incoming Co-Chair Andres Gonzales to review YMCA Association DIG goals, roster for potential new members and chart of work for 2019