



## “FOR ALL” IS A SIMPLE, BUT POWERFUL PHRASE

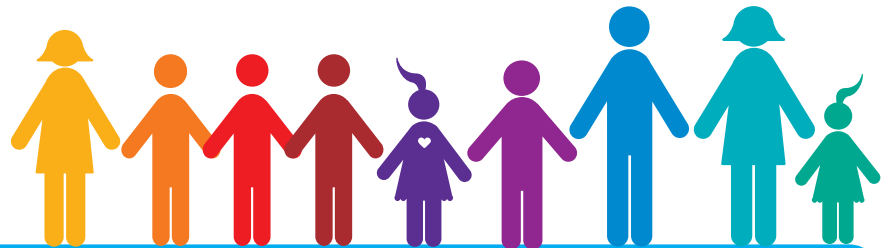
Without it, the Y mission is incomplete. Our commitment to inclusion creates better individuals, a better community and a better world. For a better us.

The YMCA of Metropolitan Milwaukee is a DIG Innovation Y, working and sharing resources within a National Network to become an anti-racist, multicultural organization. We’re continually learning and growing as we embrace and celebrate all dimensions of diversity.



# +2

THE YMCA OF METROPOLITAN MILWAUKEE INCREASED +2 POINTS TO A “VERY ENGAGED” 16/18 IN OUR DIG ENGAGEMENT SCORE.

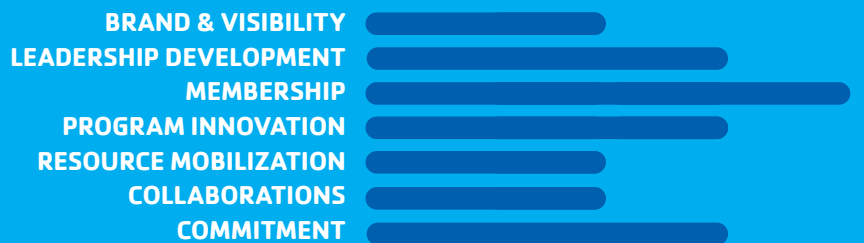


## ADVOCACY

We align with National & State DIG initiatives to engage our community:

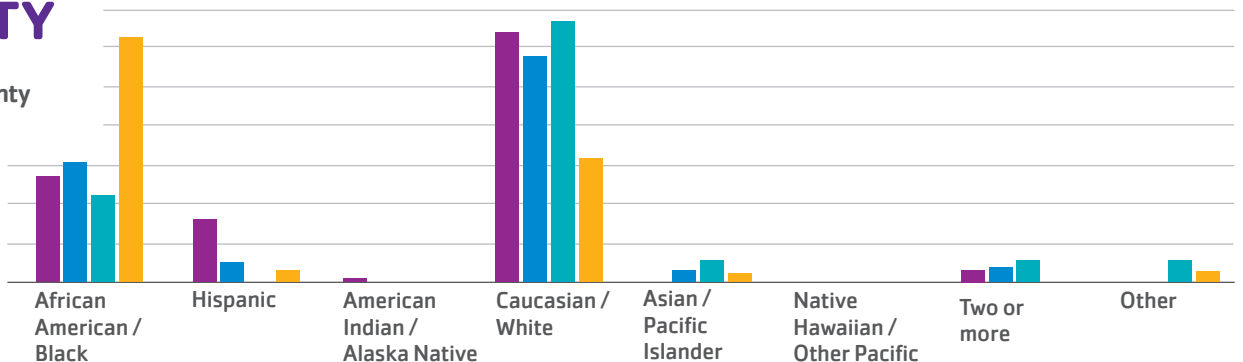
- CARES Act lobbying for emergency Early Childhood Education action
- Encouraged education and awareness about the election process
- Helped register members for U.S. Census
- Partnered with the YWCA Southeast Wisconsin to urge the community to stand up against racism

### 2020 DIG NATIONAL METRICS DASHBOARD



## DIVERSITY

- Milwaukee County
- Staff
- Board
- Members





Adopting DIG policies and practices helps us operationalize and build organizational capacity to better serve our diverse communities. The YMCA has identified areas of opportunity where integrating DIG strategies internally allows us to better fulfill our mission:

## ORGANIZATIONAL COMMITMENT

**OUR YMCA HAS APPROVED DIVERSITY, INCLUSION AND GLOBAL POLICIES THAT DRIVE OUR EFFORTS**

**ACKNOWLEDGED OUR RACIST HISTORY AT CAMP MINIKANI**

**SIGNED THE MMAC REGION OF CHOICE PLEDGE, JOINING 100+ LOCAL EMPLOYERS COMMITTED TO INCREASING WORKPLACE DIVERSITY BY 25% BY 2025**

## BRAND & VISIBILITY

Shifting public perceptions and influencing more people to engage

**500+ ATTENDEES**  
AT THE 24TH ANNUAL MLK CELEBRATION

**5 DELIBERATE DIALOGUES**  
5 DAYS  
20 PANELISTS  
80 ATTENDEES

**PARTICIPATED IN Y-USA NATIONAL TOWNHALL FOCUSED ON ADDRESSING SYSTEMIC RACISM**

## LEADERSHIP DEVELOPMENT

Recruiting and developing culturally competent staff and volunteers who reflect their communities

**100+ STAFF DEVELOPMENT OPPORTUNITIES**

**4 "LET'S TALK ABOUT IT SESSIONS FOR EMPLOYEES IN RESPONSE TO CIVIL & SOCIAL UNREST ACROSS THE COUNTRY"**

## MEMBER ENGAGEMENT

Understanding the diverse needs of the community to develop inclusive policies and membership strategies



**ADDED COVID-19 MEMBER OPTIONS**

**3 LISTENING SESSIONS + 1 EQUITY SURVEY**

**ADDED MULTIPLE LANGUAGE OPTIONS TO OUR MATERIALS**



**\$415,831 IN FINANCIAL ASSISTANCE FOR 6,892 MEMBERS**

## PROGRAM INNOVATION

Developing programs in response to social trends and community need

**LAUNCHED 2 EMPLOYEE RESOURCES GROUPS**

**ALL OF OUR PROGRAMS ADVANCE EQUITY**

**1 OF 20 YMCA'S TO PILOT YOUTH LEADERS ENGAGED PROGRAM FOR YOUNG MEN & BOYS OF COLOR**

## RESOURCE MOBILIZATION

Attracting financial, technical, and in-kind resources that help us deliver on our cause

**DEVELOPED A SUPPLIER DIVERSITY POLICY TO ENGAGE DIVERSE VENDORS**

**INSPIRED 480 DONORS TO HELP MAKE ACCESS TO THE Y A REALITY.**

## COLLABORATIONS

Working with diverse local and global partners

**4-WEEK EQUITY & INCLUSION LEARNING EXPERIENCE WITH KOHL'S STAFF**

**WELCOMING WEEK**  
3 PARTNER ORGANIZATIONS  
2 COMMUNITY-WIDE EVENTS  
4-MONTH EDUCATION SERIES

**67 MISSION-ALIGNED PARTNERS**

