



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# STRONG COMMUNITIES REACHING THEIR FULL POTENTIAL

2021-2022 REPORT  
ANTI-RACISM, DIVERSITY, EQUITY  
AND INCLUSION (ADEI)  
YMCA OF CENTRAL OHIO

## OUR MISSION

To serve the whole community through programs expressing Judeo-Christian principles that build a healthy spirit, mind and body.



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## MESSAGE FROM OUR CHIEF PEOPLE, EQUITY & INCLUSION OFFICER

Greetings from the YMCA of Central Ohio! We are pleased to share our inaugural Anti-Racism, Diversity, Equity and Inclusion Annual Report with our stakeholders. This report summarizes ADEI accomplishments this year, as well as recognizes the countless hours staff members and volunteers have committed to training and development, committee service and courageous conversations that have undoubtedly helped us become more inclusive and more in alignment with our mission to serve the whole community through programs expressing Judeo-Christian principles that build a healthy spirit, mind, and body.

On May 25, 2020, George Floyd's murder sparked a global uprising against systemic racism and placed a spotlight on decades-long movements dedicated to abolition and criminal justice reform. Across the country, local and state leaders declared racism a public health crisis. It was a very important first step in the movement towards racial equity. Organizations such as ours are focused, more than ever before, on leveraging our collective will to become more equity-minded in our approach to help individuals and communities reach their full potential.

In this report, there is much to be proud of, but there is still so much important work to do. As our society becomes more globally connected, fostering the ability to interact across diverse groups and viewpoints will become increasingly important. The YMCA of Central Ohio stands ready to serve as a convener of the community. Our ADEI commitment allows us to boldly move forward with a burden of awareness to ensure that access is provided to programs and services that create opportunities to nurture the potential of children through Youth Development, improve the nation's health and well-being by promoting Healthy Living and foster a sense of Social Responsibility by providing opportunities to give back and support neighbors.

Our journey is just beginning. Please join us!

In solidarity,

**Erik Farley**  
Chief People, Equity & Inclusion Officer  
YMCA OF CENTRAL OHIO



## MESSAGE FROM OUR PRESIDENT & CEO

Our YMCA made a commitment to become an anti-racist organization with a focus on diversity, equity, and inclusion. The YMCA of Central Ohio recognizes that we need to take explicit action to effect positive change in our Y, our movement, and in the communities we serve.

This report will only scratch the surface of the work that has been accomplished in 2022. Our work in ADEI is found layered through all aspects of our association from hiring and training to communication and facility design. We have incredible leadership spearheaded by our Chief of People, Equity, and Inclusion and championed through our Anti-Racism Council leaders. The work is infused through our actions in the communities we serve through our leaders, our family centers, our classrooms, and our supportive housing facilities. We have prioritized the work and seek to hold ourselves accountable. 2021 was a year that helped strengthen our foundation for systematic change in our institution that can lead the way for our movement in our service to the community. I am thankful for the accomplishments and look forward to the plans that are set for our future.

To me, the ultimate objective is to become a YMCA that stays focused on equity and remains genuinely inclusive in order to strengthen our communities where all people reach their full potential. We want anyone who walks into our programs, centers and spaces to feel that they don't have to change, that they don't have to be someone else to reach their maximum potential. Our YMCA continues on our journey from awareness to commitment to action. I am proud to say that our commitment to equity and inclusion is stronger today than at any time in our history. We understand that diversity of thought and experience gives us valuable strategic insights, fuels our innovation and serve our mission. While I am proud of our progress, I know there is still much more work to do.

In-Service,

**Tony Collins**  
President & CEO  
YMCA OF CENTRAL OHIO

## OUR PATH FORWARD



### ANTI-RACISM DIVERSITY EQUITY & INCLUSION PLAN

This comprehensive ADEI Plan is the integration of numerous data points (meetings, discussions, focus groups, interviews, and surveys) in an effort to improve the experience of YCO's employees and volunteers. We aim to create a workplace where everyone receives fair treatment. We must ensure that employees have access to opportunities to reach their full potential and feel welcome and encouraged to bring their full selves to work without concern or fear of threat.

To this end, we are committed to promoting anti-racism diversity, equity, and inclusion in every aspect of our people, programming, and policies. The following ADEI Action Plan provides a detailed set of goals for how we will live up to our promise through critical tasks, intentional cross-functional teams and work, and indicators of success.

### GOAL #1

#### INCREASE COMMUNICATION AND VISIBILITY OF ADEI EFFORTS AND OPPORTUNITIES FOR ENGAGEMENT.

Internal communication strategies play an important role in shaping YCO's culture, which in turn shapes the organization's impact on communities. Staff and volunteers have the responsibility of creating inclusive organizational environments by establishing channels of communication, uplifting voices throughout the organization, and modeling ADEI language.

### GOAL #2

#### CONDUCT A COMPREHENSIVE REVIEW OF YCO'S COMPENSATION PROGRAM TO ENSURE EQUITY.

By ensuring employees receive equitable compensation, YCO can increase efficiency and creativity by helping to attract the best employees, reduce turnover and increase commitment to the Association. This review will occur every fall shortly after YUSA shares compensation recommendations.

### GOAL #3

#### INCREASE SUPPORT AND VISIBILITY OF DIVERSITY, INCLUSION, AND GLOBAL; EMPLOYEE RESOURCE GROUPS; AND THE ANTI-RACISM COUNCIL.

Employee groups focused on ADEI help build a more inclusive environment and address diversity and inclusion in a more holistic, community-based way. If properly supported and resourced, these groups can provide forums in which YCO staff who share common interests, issues, or concerns meet to address those issues and impact YCO's strategic ADEI efforts regarding recruitment, retention, mentoring, leadership development, marketing, member relations and return on investment. Lastly, these groups have the ability to voice concerns and help solve systemic problems in partnership with the Senior Leadership Team.

### GOAL #4

#### RECRUIT, RETAIN, AND ADVANCE PEOPLE WHO CONTRIBUTE TO OUR MISSION, VALUES, AND ADEI GOALS.

A sound recruitment, retention, and advancement strategy and tactics are paramount to the growth and success of the YMCA of Central Ohio. Retaining YCO employees is more beneficial and cost-effective than trying to acquire new ones constantly. Moving forward, an emphasis on career coaching helps YCO establish realistic goals, discover solutions to challenges staff members are experiencing, develop growth action plans and build self-confidence. We must identify, engage, hire and retain individuals who share our commitment to ADEI and can speak to how they might add value to our efforts.

## GOAL #5

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### REVIEW REPORTING AND GRIEVANCE PROCEDURES, POLICIES, AND DISCIPLINARY ACTIONS TO ENSURE THAT THEY ARE EQUITABLE AND IN ALIGNMENT WITH OUR ANTI-RACISM EFFORTS.

Sound practices for receiving, documenting, investigating, and adjudicating allegations of misconduct are paramount when attempting to earn the trust of a diverse workforce committed to ADEI. Annual reviews of our procedures will be done to make certain we are equity-minded in our efforts to respond to incidents of harm thoughtfully.

## GOAL #6

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### INVEST IN ADEI TRAINING AND DEVELOPMENT OF STAFF AND VOLUNTEERS.

ADEI training and development provides staff with a space to face their biases and prejudice appropriately. Teaching employees to be aware of their behavior and how it impacts others helps prevent the occurrence of harassment and conflict.

Our Board and Branch Advisory Council members aid in decision-making for the YMCA of Central Ohio. Each member plays a critical role in prioritizing, supporting, and investing in ADEI.

The YMCA of Central Ohio will be able to strategically work towards its goal of strong communities where all people reach their full potential if our staff and volunteers are committed to anti-racism, diversity, equity-mindedness, and inclusiveness.

## GOAL #7

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### CULTIVATE AND SUSTAIN MUTUALLY BENEFICIAL RELATIONSHIPS WITH CENTRAL OHIO-BASED EDUCATIONAL, FOR-PROFIT, NON-PROFIT, AND SOCIAL AND RACIAL JUSTICE ORGANIZATIONS TO ENSURE COMMUNITY OUTREACH AND ENGAGEMENT EFFORTS REFLECT THE DIVERSE COMMUNITIES WE SERVE.

Reciprocity is the cornerstone of all healthy relationships. Energy, resources, and time should be spent on positioning the YMCA of Central Ohio to be equity-minded, civically, and ethically responsible to our local communities.

## GOAL #8

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### ACKNOWLEDGEMENT OF HARM - DAY OF ATONEMENT

Mistreatment based on socially constructed identities, the result of systemic oppression, has on some level directly impacted past and current employees. Acknowledgement of past harm is needed to start the healing process, individually and collectively. As we solidify ADEI plans for the next 3 years, an opportunity is needed to recommit ourselves to our organizational values and movement towards solidarity with others across lines of difference.



## OUR COMMITMENT

The YMCA of Central Ohio is committed to strengthening communities to effect lasting, meaningful change. The execution of our mission requires substantial engagement of our entire community and is only attainable when diversity and inclusion are core to our planning, programming, staffing, messaging, organizational structure and partnerships. We believe communities are stronger and more cohesive when everyone has an opportunity to contribute and neighbors from all backgrounds work together on a shared vision for the future; this is especially true of our internal community of Y leaders. The Y is committed to recruiting, developing, and retaining diverse talent from the entry level to the executive level. We also understand the need to have systems of accountability in place and on-going cultural competence training to ensure all people feel a sense of belonging and safety in order to excel in their contribution. We also aim to address the services we provide and the suppliers and community partnership we seek and support through a diversity and equity lens. We will know that it is working when the most marginalized groups are thriving and are an integral part of the organization.

We recognize a community is considered strong and equitable when the specific needs of the entire community are met. Therefore our vision is simple—Ensure our communities are strong where all people reach their potential. We recognize the importance of all community members being able to thrive and that our community is able to mobilize resources when needed

in times of change and uncertainty. We believe the YMCA's role in the lives of our most vulnerable community members is in leveraging our programming, services, and connection to neighborhoods as tools for equity—working to ensure that all people have the opportunity for a healthy and thriving future. We do this through operating employee resource groups that serve to support and uplift staff, so they may in turn support and uplift each unique community.

## SOCIAL IMPACT - EMPLOYEE RESOURCE GROUPS (ERGs)

The YMCA of Central Ohio, in conjunction with the YMCA of the USA, is proud to have several Employee Resource Groups to support and uplift staff. These affinity groups strive to promote equal opportunity, awareness and understanding of YCO's rich and diverse workplace community, centering on the lived experiences of staff from historically-marginalized groups. Collectively, the ERGs foster an environment of excellence, equity and inclusion.

### › Disability/Diverse Abilities Employee Resource Network (DDA-ERN)

Disability/Diverse Abilities Employee Resource Network (DDA-ERN) exists to provide awareness, understanding, and acceptance of visible and invisible disabilities, all





Staff members and their families at the African American Male Wellness Walk, 2022

while creating leadership development opportunities within the YMCA movement. We encourage YMCA leaders to celebrate, uplift and support individuals with disabilities to foster a culture of equity and inclusion.

#### › Women's Leadership Resource Network (WLRN)

The WLRN is a diverse group of female identified employees from different dimensions of diversity. We welcome all employees to participate in our ERG who want to be allies and amplifiers of women through networking, advocacy and events.

#### › LatinX ERG

The LatinX ERG welcomes both individuals who identify as Latino/a/x and allies alike. Our goal is to celebrate your true authentic self and feel empowered while doing so.

#### › African American Resource Network (AARN)

African American Resource Network (AARN) was organized to provide leadership development of African Americans in the YMCA movement, and more specifically, for career and personal development, networking, training, and mentoring. AARN is one of six Y-USA recognized Employee Resource Groups who aim to advance our diversity, inclusion, and global initiatives

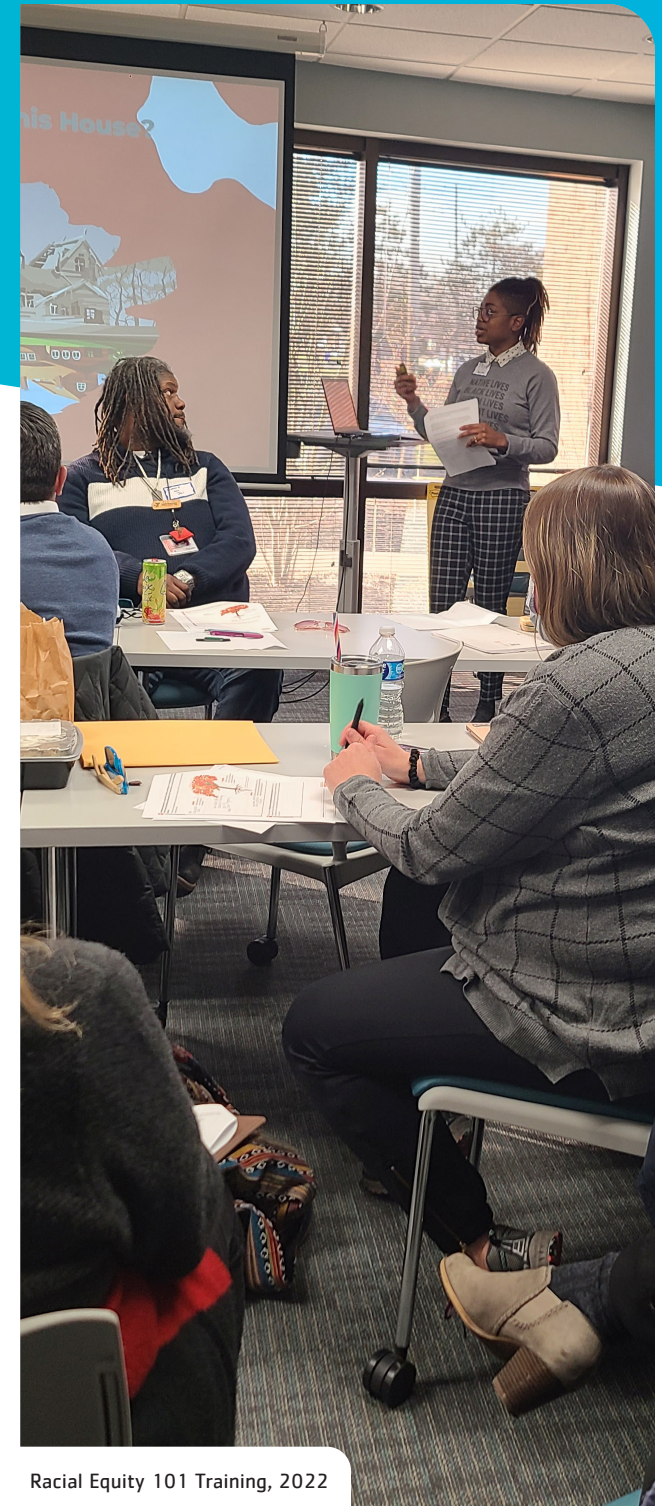
by providing targeted support to underrepresented communities.

#### › LGBTQ+RN

The LGBTQ+ Resource Group works to create safe, inclusive, and supportive spaces for staff to express their whole selves. Through this network of LGBTQIA+ identifying staff and allies, we foster educational opportunities that open conversations and engage the community to promote an equitable environment for all. In addition to training and support, this group serves as a professional connection network to encourage all staff to pursue growth and advancement within the YMCA.

#### › Diversity, Inclusion and Global Innovation Committee (DIG)

A group of YMCA employees focusing on monthly, bimonthly and yearly DIG driven events and practices to highlight, participate in and/or oversee in program operations, branch operations and housing/shelter operations as well as supporting all YMCA of Central Ohio Employee Resource Groups and the Anti-Racism Council.



Racial Equity 101 Training, 2022

### JULY 2020

Executive Team Unpacking Racism

### JULY 2020

Anti-Racism Council (ARC) formed and Expansion

Existing members of DIG and Executive Team joined to form the ARC

### AUGUST 2020

Anti-Racism Council purpose statement & Inclusion Statement

Purpose statement developed by ARC members

### SEPTEMBER 2020

2 Hours of Racial Equity Training (Kirwan Institute)

Training for ARC, SLT and Executive Team (by group)

### SEPTEMBER | OCTOBER 2020

6.5 Hours of Racial Equity Training (Coalition on Homelessness and Housing in Ohio)

Training for ARC and Executive Team Members (as a group)

### SEPTEMBER | DECEMBER 2020

Employee Handbook Revisions

New Statements added

### DECEMBER 2020

6.5 Hours of Racial Equity Training (Coalition on Homelessness and Housing in Ohio)  
Training for ARC and Executive Team Members (as a group)

### APRIL 2021

The Columbus Dispatch

Opinion article: Cross-cultural understanding will be even more important as Columbus, nation changes.

### MARCH | MAY 2021

Diversity, Equity and Inclusion in the Workplace Certificate (14 hours)

The People and Culture Department completed the certificate program.

### MARCH | APRIL 2021

Building Capacity for Understanding and Mitigating Implicit Bias

Training offered to all employees.

### JANUARY 2021

YMCA of Central Ohio joins the Franklin County Equity Advisory Council

The Council's mission is to support and collaborate with Franklin County Public Health to improve the quality of life for communities of color

### JANUARY 2021

YMCA of Central Ohio joins the Equity Now Coalition

Equity Now is a multi-year collective action initiative focused on social justice in Columbus.

### JANUARY 2021

Senior Vice President of Equity and Inclusion Starts  
Inaugural role for the YMCA of Central Ohio

### APRIL | JUNE 2021

Culture Climate Assessment (4 phases)  
Phase 1: Information Gathering: staff and community members complete one of three forms (focus groups, survey)

### JUNE 2021

Inaugural recognition of Juneteenth as a paid holiday for full-time staff.

### JUNE | AUGUST 2021

Black, Indigenous and People of Color (BIPOC) College Student Internship Partnership with Denison University.

### JUNE | JULY 2021

Culture Climate Assessment (4 phases)  
Phase 2: Distribute Culture Climate Survey

### JULY 2021

Culture Climate Assessment (4 phases)  
Phase 3A: Data Aggregation and Analysis

### AUGUST | DECEMBER 2021

Culture Climate Assessment (4 phases)  
Phase 3B: Recommendations and Presentation of the Final Report

## POINTS OF PRIDE

The YMCA of Central Ohio made a commitment to become an anti-racist organization during the summer of 2020. Since then, a number of actions have been taken to transform the YCO's approach to inclusion, equity, diversity, and

anti-racism work through systems, structure and processes. These points of pride are being tracked in an effort to properly record and laud the work of our staff members and our board.

Central Ohio

(4 phases in total)  
staff participate in two  
survey and 1:1 interviews)

teenth  
staff.

21

of Color  
Partnership Program  
University.

(4 phases in total)  
ate Survey

(4 phases in total)  
d Analysis

ER 2021

(4 phases in total)  
d  
t

### MARCH 2022

#### Cost of Poverty Experience (2 sessions)

It's an immersive role-play learning experience that gives participants an opportunity to experience poverty through the eyes of real people who have lived life facing its challenges.

### FEBRUARY 2022

#### YMCA of Central Ohio Anti-Racism, Diversity, Equity and Inclusion Plan (3 years)

Unanimously approved by the Association Board.

### DEC 2021 | DEC 2024

#### Culture Climate Assessment (4 phases in total)

Phase 4: Organizational Follow Through with regular updates.

### OCTOBER 2021

#### American Electric Power Social and Racial Justice-Delivering on the Dream Grant

The grant aids YMCA Central Ohio staff in promoting social and racial justice through improved cross-cultural dialogue.

### SEPTEMBER 2021

#### United Way of Central Ohio Board Diversity Plan (2021)

Unanimously approved by the Executive Committee of the YMCA of Central Ohio Association Board.

### MAY 2022

#### ADEI Plan Advisory Committee Convenes

A cross-functional advisory committee was convened to help guide short term critical tasks of the ADEI Plan goals.

### JUNE 2022

#### BIPOC College Student Internship Program

Partnership with Denison University and The Ohio State University

### JUNE 2022

#### Emerging Multicultural Leaders Experience (EMLE) - Cincinnati, Ohio

12 YCO staff members were supported to participate in this year's regional conference.

### SEPTEMBER 2022

Chief People, Equity and Inclusion Officer certified to give and interpret the Intercultural Development Inventory

### NOVEMBER 2022

#### Alliance DEI Professionals' Fall Convening

YMCA of Central Ohio proudly hosted the Alliance DEI Professionals' Fall Convening at Association Services.

### NOVEMBER 2022

Employee Resource Group and People, Culture and Equity Committee of the Board Joint Meeting and Lunch

### NOV | DEC 2022

#### Racial Equity 101 Training

YCO partnered with YWCA to offer this training to



LEARN MORE  
ABOUT OUR POINTS  
OF PRIDE

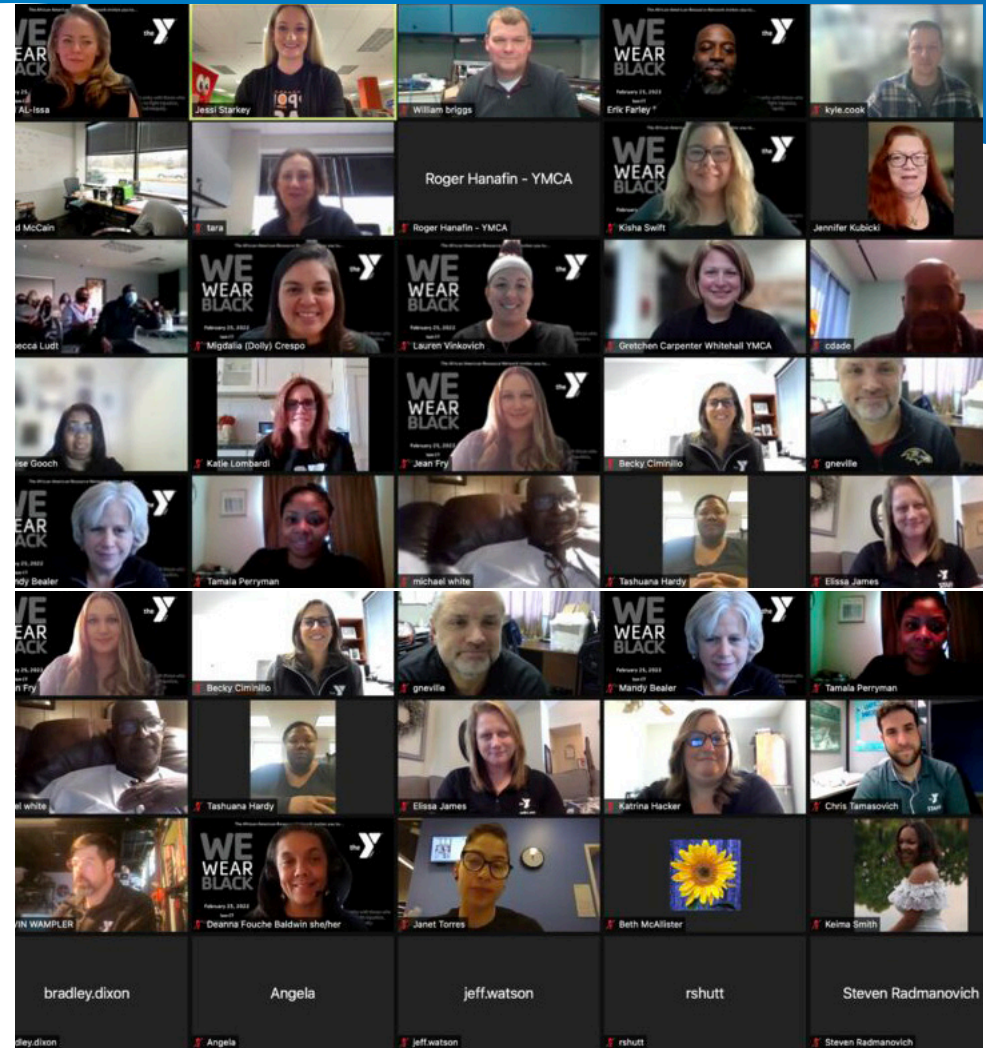
## ANTI-DISCRIMINATION STATEMENT

The policy of The YMCA of Central Ohio is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment. Discrimination against employees and applicants due to race, color, religion, sex (including pregnancy, sexual orientation, gender identity or gender expression), national origin, age (40 or older), disability and genetic information (including family medical history), military and veteran status is prohibited.

## INCLUSION STATEMENT

The YMCA of Central Ohio is committed to strengthening communities to effect lasting, meaningful change. The execution of our mission requires substantial engagement of our entire community and is only attainable when diversity and inclusion are core to our planning, programming, staffing, messaging, organizational structure and partnerships.

The YMCA of Central Ohio is committed to recruiting, developing, and retaining diverse talent from the entry level to the Executive level. We also understand the need to have systems of accountability in place and ongoing cultural competence training to ensure all people feel a sense of belonging and safety in order to excel in their contribution. We also aim to address the services we provide and the suppliers and community partnership we seek and support through a diversity and equity lens. We will know that it is working when the most marginalized groups are thriving and are an integral part of the organization.



## ANTI-RACISM STATEMENT

The YMCA of Central Ohio is committed to reducing and eliminating racism and racial harm. This work will include engaging the Board, staff and leadership teams in bold actions, deep work, healing practices through policies, training and systems that cultivate a culture of personal responsibility, equity and timely administrative response to reports of racism. Individuals found responsible for racism and/or racial harm may be subjected to, but are not limited to anti-racist education, conflict resolution, coaching and even termination.

We Wear Black Campaign photo of YCO staff at an All-Staff meeting, 2022



Cost of Poverty Experience volunteers and participants

## SECOND CHANCE EMPLOYMENT FOR THE YMCA'S HOUSING AND SHELTER PROGRAMS

By Josh Varble, Director of Risk Management & Safety - Housing & Shelter, YMCA of Central Ohio

The YMCA of Central Ohio's housing and shelter programs exist to provide both emergency shelter for Central Ohio community members experiencing homelessness, as well as affordable permanent housing for those that may have barriers in locating rentals through traditional means. Our team members are committed to serving these 1000+ community members, and do so 24/7, 365 days a year.

Prospective candidates interested in serving in our programs come from all types of backgrounds, some of whom may have lived experience and share obstacles faced by our clients. In an effort to employ passionate employees committed to the work, we developed a second chance employment program, designed to offer employment opportunities to individuals that may have past criminal convictions. Our new policy allows for consideration of most misdemeanor, and certain felony convictions that are not a safety concern, permitting employment once the case has been fully closed by the court and a certain amount of time has elapsed. This benefits both the potential employee and the organization



Cost of Poverty Experience volunteers and participants

by expanding our reach to candidates with outstanding qualifications, while also reducing barriers to opportunity in the same manner as we do for clients that utilize our resources.

Offering rewarding and important work, our team members are the backbone of our shelter and housing programs. They spend their shifts building relationships

with our clients, encouraging and assisting in overcoming their immediate need for stability in housing, and doing this in a positive and supportive manner. The work is always challenging, but being able to have a committed team is what allows us to move forward. Second Chance Employment is a win for everyone involved, and we're thankful to have it in place. As our motto says, "For Community."



## BUILDING A DIVERSE PIPELINE

YMCA of Central Ohio's Black, Indigenous, and people of color (BIPOC) Internship Program started in the summer of 2021 in partnership with Denison University's Austin E. Knowlton Center for Career Exploration. Since then, we have enjoyed hosting interns from both Denison and The Ohio State University. Our goal is to increase the pipeline of talented, BIPOC college students seriously considering nonprofit leadership as a viable career option. Core to the mission of YCO is our commitment to helping individuals and communities reach their full potential. Our internship affords participants the opportunity to:

- ▶ Explore career alternatives prior to graduation
- ▶ Integrate theory and practice
- ▶ Assess interests and abilities in their field(s) of study
- ▶ Learn to appreciate work and its function in the economy
- ▶ Develop work habits and attitudes necessary for job success
- ▶ Develop communication, interpersonal and other critical skills in the job interview process
- ▶ Build a record of work experience
- ▶ Acquire employment contacts leading directly to a full-time job following graduation from college

We concluded our second summer experience this past July. To date, 5 interns have experienced the program.

### SUMMER 2021

**JeSean Johnson, Denison University**

**Major:** Communication, **Minor:** French

**Sponsoring Department:** Marketing and Communications  
**Supervisor:** Kisha Swift, Director of Marketing and Communications

**Christopher Linares, Denison University**

**Majors:** Religion and Communication

**Sponsoring Department:** People and Culture

**Supervisor:** Erik Farley, Chief People, Equity and Inclusion Officer

**Zora Whitfield, Denison University**

**Majors:** Psychology, Philosophy, Political Affairs, **Minor:** Art

**Sponsoring Department:** Advancement and Strategy

**Supervisor:** Brandi AL-Issa, Chief Advancement and Strategy Officer

### SUMMER 2022

**Grace Han, Denison University**

**Major:** Global Health, **Minor:** Dance

**Sponsoring Department:** People and Culture

**Supervisor:** Erik Farley, Chief People, Equity and Inclusion Officer

**Anita Yates, The Ohio State University**

**Majors:** Strategic Communication and African American and African Studies

**Minors:** Global Public Health and DEI Certification

**Sponsoring Department:** Marketing and Communications

**Supervisor:** Jessi Starkey, Brand Storyteller and Public Relations Manager

## HOW HAS THE EXPERIENCE IMPACTED YOU?

“

Working with the YMCA of Central Ohio to establish the BIPOC Internship Program has created rich and meaningful developmental opportunities for our students. Many students of marginalized identities on Denison’s campus have an interest in nonprofit, community, and human services work, and getting to cultivate opportunities where those students can see how a large, impactful organization like the YMCA of Central Ohio accomplishes its work at a high level is something that the Knowlton Center is proud to be able to do in partnership with the Y. The exposure to the more strategic departments and functions (e.g. People & Culture, Strategy, Marketing & Communications, etc.) of a large organization that offers such a breadth of community-supporting services has really opened our interns’ eyes to the possibilities of careers within the field.

Anneke Mason, Senior Associate Director, Career Pathways, Knowlton Center for Career Exploration, Denison University

”

“

This experience has made me a more mindful and driven person. It led me to knowing that I’d like to use my degrees to help people. This experience has shown me the importance of being involved in my community and how diverse experiences make us stronger.

Anita Y.

”



“

I am extremely grateful for this experience. It was an amazing first internship and it helped me gain confidence in my ability to pursue future internships and work opportunities. I thoroughly enjoyed working with the People and Culture Team at the Y, and I am thankful for the opportunity to meet with and interview the entire executive team.

Emily H.

”

“

The experience has allowed me to be well-rounded. Through various projects, they allowed me to wear multiple hats to be successful in the workplace. Erik taught me about the idea of leadership and team-work, where they are not mutually exclusive. All the work everyone did on the team directly impacted how someone else functioned. Erik’s strong leadership set the tone for how things are able to advance at a reasonable pace.

Chris L.

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Racial Equity 101 Training, 2022

## IMPACT THROUGH ACTION

The YMCA of Central Ohio’s Anti-Racism Council started in July of 2020. This Council is a focused extension of the Diversity, Inclusion, and Global Innovation (DIG) Committee work. It includes people of color, allies, and advocates of anti-racism work. Members of ARC acknowledge that racism exists, have a passion for collaborating with others to think creatively about addressing racism and advancing anti-racism work. Members actively engage in forthright conversations about race and have a commitment to ongoing training and development on this topic.

The Council is an advisory body; created to advise the YMCA on how to develop strategies, systems, policies and processes to be inclusive and systematically anti-racist. Council members must currently be employed by the YMCA of Central Ohio and agree to meeting biweekly and actively participate in a standing committee.

## BUILDING A CULTURE OF BELONGING & CONVERSATION

The American Electric Power (AEP) Foundation created the Delivering on the Dream grant program to help dismantle systemic racism and prejudice, while prioritizing diversity, equity and inclusion. This five-year, \$5 million initial investment funds organizations with programs dedicated to advancing social and racial justice in the communities we serve.

The YMCA of Central Ohio was awarded \$10,000 for 2022 to build the capacity of its YMCA staff members to confidently and effectively facilitate cross-cultural dialogue throughout our Association and with the communities we serve. The aim is to transform identity-based differences into the strong relationships essential to effective decision-making, democratic governance, and peace in Central Ohio communities.

For this project, the YMCA of Central Ohio partnered with the Sustained Dialogue Institute (SDI) to train our staff members. The SDI helps people around the world to transform their conflictual or destructive relationships and to design and implement sustainable change processes.

Globally, SDI runs dialogues between the United States and other countries as well as in the corporate sector, communities, workplaces, and, most relevantly, on college campuses, where, we train professionals in the vital skills of relating across race, gender, sexual orientation, (dis)ability, religious background, national origin, geographic differences, socioeconomic status, hierarchy, and more.

Sustained Dialogue, a five-stage public peace process founded by Hal Saunders (former US diplomat and key drafter of the Camp David Peace Accords), was adapted by Princeton students 20 years ago to address race relations



“ We’re thrilled to be partners in this grant. The peace process that we teach, while used in international settings and other contexts, was always intended to be used by everyday people seeking to use their voice to enact collaborative change. Our founder, Dr. Harold Saunders, even wrote that the single greatest untapped resource in getting to peace and meeting the challenges of the 21st century, is the energy and capacity of everyday community members outside of government. This work is essential for our nonprofit and the YMCA of Central Ohio is a wonderful representation of what people can do together. ”

Rhonda Fitzgerald, Executive Director, Sustained Dialogue Institute,



“ When training YCO staff as cross-cultural dialogue moderators, I have deeply appreciated the thoughtfulness, dedication, and energy that YCO staff bring to their work. I have also been struck by the deep sense of pride and care that YCO staff hold for the Association and their branch communities. Amid a polarized and hostile national political environment, YCO’s community-centered branch dialogues hold the potential to profoundly impact local branch communities and the Association as a whole. These community dialogues also provide a hopeful model of what’s possible for other Ys across the country. ”

Michaela Grenier, Senior Program Director, Sustained Dialogue Campus Network, Sustained Dialogue Institute



in systemic ways that address root causes. Since then, the Sustained Dialogue Campus Network (SDCN) has become one of the foremost ways for students, faculty, staff and community members to learn dialogue skills for intergroup racial and ethnic conflict.

Specific outcomes and measurement tools that will determine the success of the project include, but are not limited to:

- › Scalable cross-cultural dialogue opportunities that support continuous learning across the Association, in communities, and areas identified as having interest in creating dialogue spaces.
- › Trained cross-cultural dialogue moderators who can organize and lead dialogue experiences internally or within communities.
- › Commitment to YCO values of creating racial equity and enhanced employee engagement with standing processes for maintaining an institutional commitment to DEI and antiracism.
- › Pre/post tests to gauge the skills and abilities of facilitators and participants.

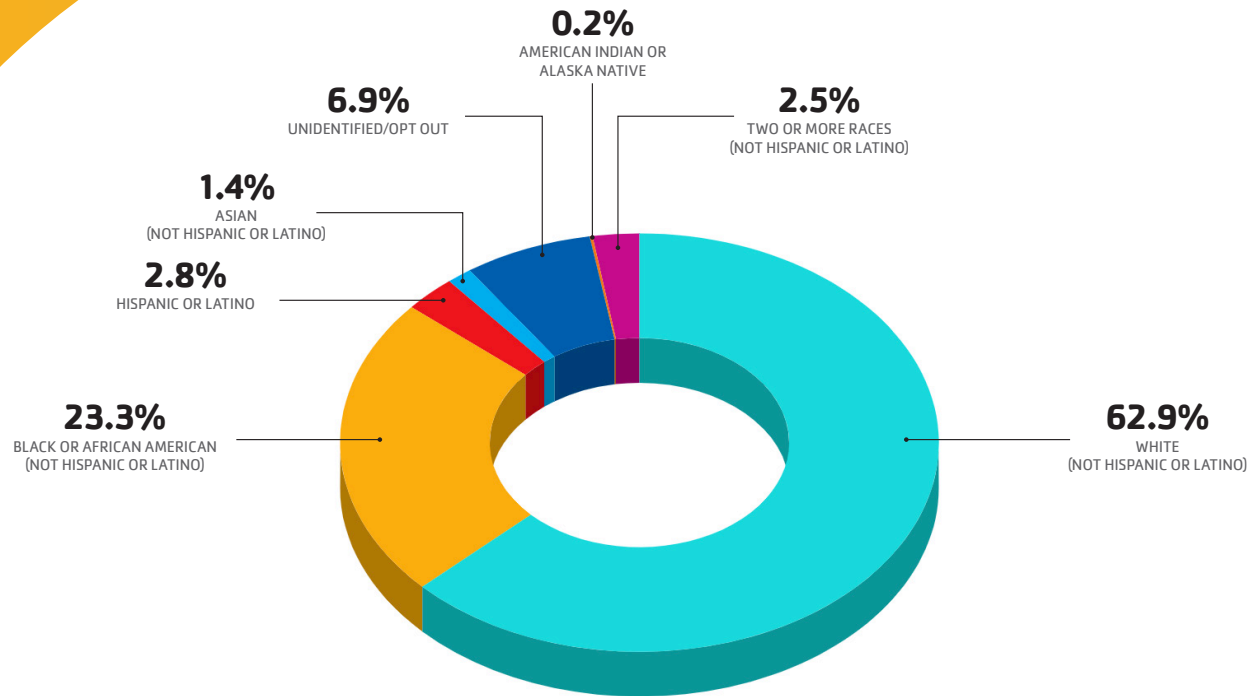
We are beyond excited about this opportunity to help YCO staff and members of the greater Columbus community

develop and practice the critical skills of dialogue. This investment ensures that we are prepared to thoughtfully work through cultural differences that arise when there is a lack of understanding or rapport between two or more people. We also have an opportunity and a responsibility to create the structure and support around members of our community as they juxtapose their lived experiences with others in ways that mitigate violence and confusion while paving the way for us to achieve social and racial equity through empathy.

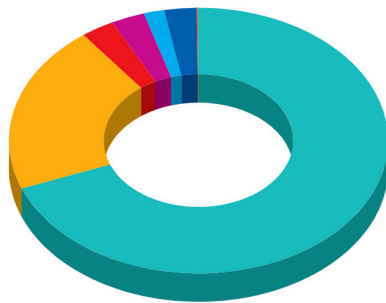
**STATUS REPORT:** Three community centers, Garver, Hilltop and North are slated to kick-off their pilot dialogue programs in 2023. As of December 2022, we have 15 YCO staff members trained to facilitate sustained dialogue.

## STAFF DEMOGRAPHICS OVER THE YEARS

### OVERALL WORKFORCE

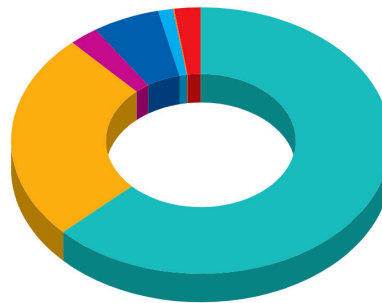


2022



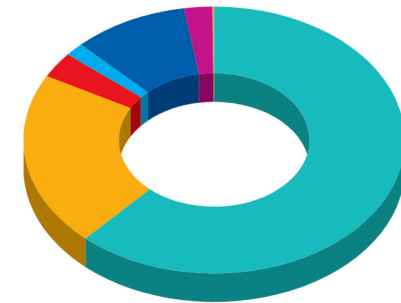
2019

White	69.1%
Black or African American	20.5%
Hispanic or Latino	2.9%
Asian	1.7%
Unidentified/Opt out	2.8%
American Natives	0.1%
Two or more races	2.9%



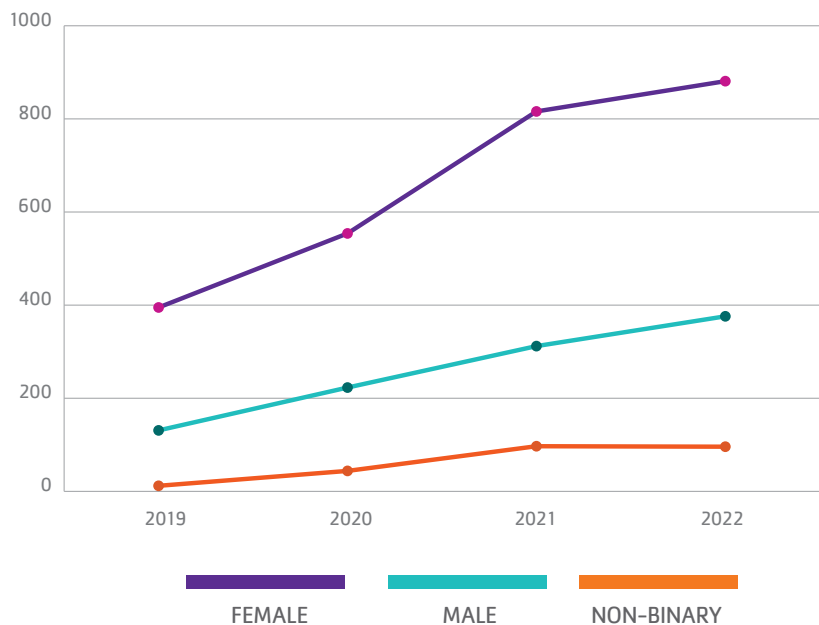
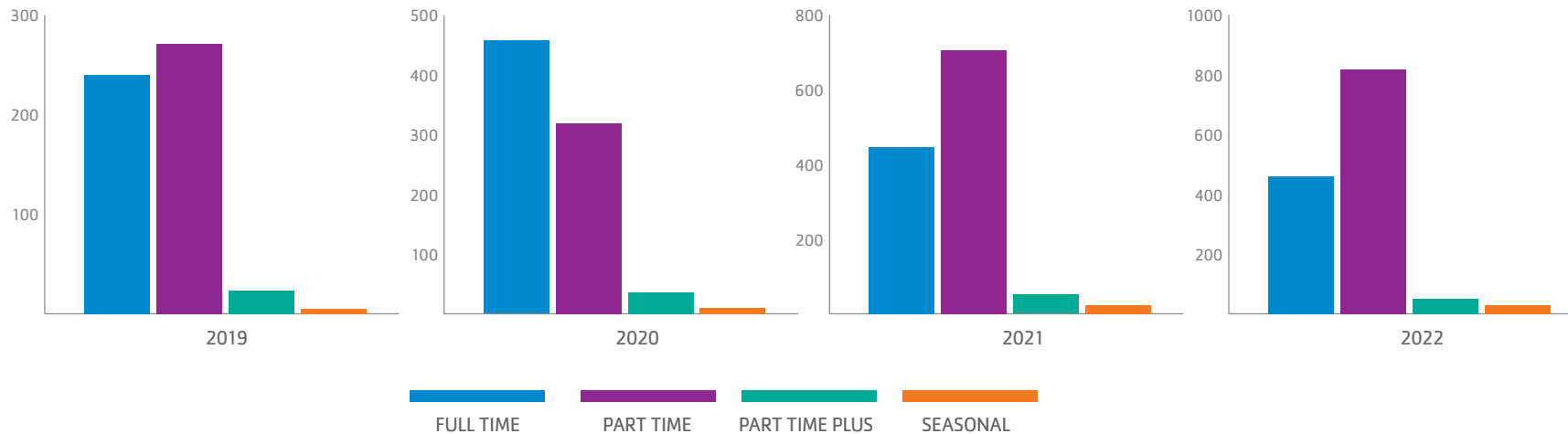
2020

White	62.9%
Black or African American	25.2%
Hispanic or Latino	2.2%
Asian	1.2%
Unidentified/Opt out	5.7%
Natives	0.3%
Two or more races	2.5%



2021

White	61.8%
Black or African American	21.2%
Hispanic or Latino	3.1%
Asian	1.6%
Unidentified/Opt out	9.8%
Natives	0.1%
Two or more races	2.4%



Please find an overview of our staff demographics 2019-2022. Like other organizations, the YMCA of Central Ohio made the hard decision to significantly decrease our workforce in the wake of the pandemic. Since then, we have been focused on monitoring dimensions of identity such as race/ethnicity, gender and employee types to inform strategic and tactical planning regarding recruitment and retention efforts. We are deeply committed to having our workforce reflect the communities we serve.



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