



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

STRONG COMMUNITIES REACHING THEIR FULL POTENTIAL

2023 IMPACT 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.



Our LGBTQ+RN shared the Y spirit in the 2024 Stonewall Pride March.

TABLE OF CONTENTS

Executive Insights	4
Message From Our Chief People, Equity & Inclusion Officer	4
Message From Our President & Ceo	5
Our Path Forward	6
Anti-Racism Diversity Equity & Inclusion Plan	6
Fostering Inclusion	8
Our Commitment	8
Social Impact - Employee Resource Groups (ERGs)	8
Taking Accountability	10
Anti-Discrimination Statement	10
Inclusion Statement	10
Anti-Racism Statement	10
AEP Social And Racial Justice Grant	11
Community Engagement	12
Black Boys Documentary And Community Engagement	12
New American Welcome Center Relaunch	13
Impact Through Action	14
Supplier Diversity	15
Beyond The Y Walls	16
2023 African American Wellness Walk	16
2023 Inaugural Latino Heritage Month Parade	17
Staff Demographics Over The Years	18



MESSAGE FROM OUR CHIEF PEOPLE, EQUITY & INCLUSION OFFICER

Greetings from the YMCA of Central Ohio! We are pleased to share our second annual Anti-Racism, Diversity, Equity and Inclusion (ADEI) Report with our stakeholders. As we reflect on the past year's journey, we invite you to explore the strides we've made, the challenges we've overcome, and the diverse voices that continue to shape our collective narrative. Together, let's celebrate our progress and reaffirm our dedication to help individuals and communities reach their full potential.

As an organization, we are well-positioned to better align our commitments to ADEI with our organizational behaviors and actions. By executing the first two years of our ADEI plan, we are moving steadily toward our aim of creating 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.

Externally, we are directly engaging members and the Central Ohio region in conversations and participating in celebrations.

Our organization is deeply committed to addressing community-based concerns in the areas of health living, social responsibility, and youth development. We believe in being present, listening attentively, and collaborating closely with community members to co-create sustainable solutions that promote well-being and empower our youth for a brighter future. In order for this to happen well, we must be able to respectfully engage with diverse viewpoints and life experiences. To this end, we have prioritized and resourced professional development and look forward to how this learning will inform interactions, policies and program design.

Your support is important to us. Thank you in advance for helping us to become an organization that is truly For All.

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



MESSAGE FROM OUR PRESIDENT & CEO

Dear YMCA of Central Ohio Community,

In order to achieve our vision of strong communities where all people reach their full potential, we must foster a community where everyone feels welcome, valued and respected. As we navigate the path toward a more equitable and inclusive future, our Anti-Racism, Equity, and Inclusion Report, serves as a testament to our dedication to creating positive change within the YMCA of Central Ohio and the communities we serve.

Our organization continues to take intentional actions to assess, address, and advance anti-racism, equity, and inclusion initiatives across our operations. We recognize the importance of cultivating an environment that reflects the diversity of the communities we serve and continue to deepen the accessibility of our programs and services. This report outlines the steps taken to achieve this goal.

Key highlights include:

Strategic Initiatives: Ongoing comprehensive unconscious bias and cultural competence training

programs for staff, volunteers, and board members aim to dismantle systemic racism within our organization.

Diversity Recruitment and Retention: Intentional efforts to recruit and retain individuals from diverse backgrounds ensure our workforce reflects the varied perspectives and experiences of the people we serve.

Inclusive Programming: Through purposeful and sought-after feedback from our members, program participants and community partners, we have adapted and expanded our offerings to meet the needs of everyone better regardless of race, ethnicity, or background.

Community Engagement: Our commitment extends beyond our facility walls. We have strengthened our partnerships with local organizations and community leaders to actively engage in dialogues that address systemic issues and work collaboratively towards solutions.

Accountability Measures: Accountability is established through regular assessments and updates to ensure

that we remain transparent and committed to the goals outlined in our Anti-Racism, Diversity, Equity, and Inclusion Plan.

This report is not just a document but a living testament to our ongoing commitment to creating a YMCA of Central Ohio that is truly for everyone. I am thankful for the leadership of Erik Farley, our Chief People, Equity, and Inclusion Officer. His expertise and visionary leadership are a gift to our organization and community. The journey toward equity and inclusion is continuous, and we welcome feedback from our supporters and partners to help guide our efforts.

Thank you for your continued support as we strive to make the YMCA of Central Ohio a beacon of anti-racism, equity and inclusion in our community.

Sincerely,

Tony Collins
President & CEO
YMCA OF CENTRAL OHIO

ANTI-RACISM DIVERSITY EQUITY & INCLUSION PLAN

This comprehensive ADEI Plan consolidates various data points (meetings, discussions, focus groups, interviews, and surveys) to enhance the experience of YCO’s employees and volunteers. Our goal is to establish a workplace where everyone is treated fairly. We are dedicated to ensuring that employees have access to opportunities that enable them to reach their full potential and feel welcome and encouraged to bring their authentic selves

to work without fear or concern.

To achieve this, 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 outlines a detailed set of completed goals, critical tasks, intentional cross-functional team efforts, and success indicators to fulfill our commitment.

GOAL 1 INCREASE COMMUNICATION AND VISIBILITY OF ADEI EFFORTS AND OPPORTUNITIES FOR ENGAGEMENT.

Use the Intranet to foster a culture of inclusion

COMPLETED: The ADEI Plan webpage has been added to the Intranet. It is now accessible to all staff and members of the Board. Information about ARC and ERGs is also available on the Intranet. February 2023.

Annual Review of ADEI Statements (Anti-Racism, Anti-Discrimination, and Inclusion)

COMPLETED: May 2023.

GOAL 2 CONDUCT A COMPREHENSIVE REVIEW OF YCO’S COMPENSATION PROGRAM TO ENSURE EQUITY.

Equity analysis of compensation based on socially constructed identities (e.g., gender, race, etc.)

COMPLETED: This critical task is executed routinely by the People and Culture Department. Staff may also request an equity analysis from the People and Culture Department. February 2023.

Make salary adjustments as needed

COMPLETED: This critical task is executed as needed by the People and Culture Department in consultation with our President and CEO. February 2023.

GOAL 3 INCREASE SUPPORT AND VISIBILITY OF DIVERSITY, INCLUSION, AND GLOBAL; EMPLOYEE RESOURCE GROUPS; AND THE ANTI-RACISM COUNCIL.

Annual meeting involving the chairs of ERGs and DIG, and the Executive Team

COMPLETED: A meeting with YCO’s Executive Team took place on Tuesday, February 6th. Representatives from YCO’s 5 active ERGs were present (DIG, LGBTQIA+ RN, LatinX, Diverse Abilities and WLRN). AARN is not currently active, but staff interested in the group were present to discuss barriers to a relaunch. Topics that will frame ERG meetings for 2024: Staff pay/recognition for ERG service, Executive/Senior Leadership Sponsorship, Education – Handouts/Summary/Narrative on ERGs. Training and Development for ERG leaders. February 2023.

GOAL 4

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

Ensure that search processes include behavior-based ADEI questions

COMPLETED: Questions have been created by the Training Committee of the Anti-Racism Council in consultation with the People and Culture Department. February 2023.

Expand the use of publications, websites, job search engines, etc. used by historically underrepresented populations to broaden the search field for those applicants

COMPLETED: A database has been created and maintained by the People and Culture Department.

Develop training for managers on how to execute performance evaluations and professional development plans.

COMPLETED: Training was executed by People and Culture. Virtual and in-person sessions were offered. People and Culture also made a recording of the training available to all hiring managers.

GOAL 5

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

Creation of a Bias Response Protocol for the YMCA of Central Ohio

COMPLETED: A draft of the protocol has been drafted and is being reviewed by our legal council. February 2023.

GOAL 6

INVEST IN ADEI TRAINING AND DEVELOPMENT OF STAFF AND VOLUNTEERS.

Mandatory ADEI Training Program (active and passive learning opportunities) for All-Staff

COMPLETED: This critical task is now part of the Strategic Framework (can be found in the Our People section). Training content designed and finalized by the People and Culture Department. . October 2023.

Create Mandatory Mitigating Bias in the Recruitment Process Training for Hiring Managers

COMPLETED: October 2023. Training will launch in 2025.

GOAL 7

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.

Cultivate a trusted network of central Ohio-based diversity and inclusion officers across sectors

COMPLETED: The Chief People, Equity and Inclusion Officer has confirmed membership in the Central Ohio Diversity Consortium. The CPEI also joined the Alliance DEI Peer Group. CPEI has also joined the Columbus Partnership DEI Forum with other DEI professionals in the City of Columbus. February 2024.

Research, cultivate, and secure funding to support YMCA of Central Ohio ADEI efforts

COMPLETED: YCO secured an American Electric Power Social and Racial Justice Grant for 25K in January 2024 to help launch our Mandatory ADEI Training Program.

Identify contacts at central Ohio-based social and racial justice organizations

COMPLETED: A list has been created and is managed by our CPEI Officer. February 2024.



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 anti-racism, diversity, equity 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 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.

› **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.



TAKING ACCOUNTABILITY



World Refugee Day at North. June 2024.



Racial Equity 101 Training, 2022

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 anti-racism, diversity, equity 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 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 reach their full potential. We are committed to an equity-minded approach to the ways we design programs and services and cultivate community and supplier partnerships.

ANTI-RACISM STATEMENT

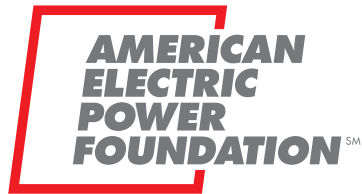
The YMCA of Central Ohio is committed to eliminating racism and racial harm. This work will include engaging our staff and the Board in developing the YMCA of Central Ohio's approach to anti-racism work through policies, systems and training that cultivate a culture of accountability, equity and timely administrative response to reports of racism.



Allyship Training, 2024.



Racial Equity 101 Training, 2022



AEP SOCIAL AND RACIAL JUSTICE GRANT

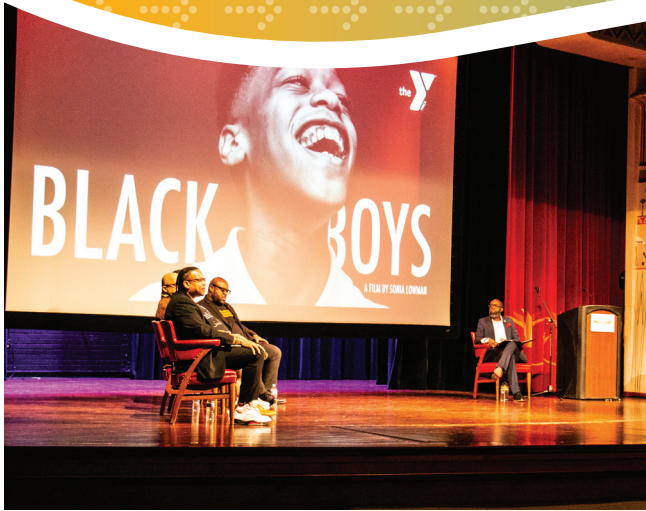
The American Electric Power (AEP) Foundation created the Delivering on the Dream grant program to help dismantle systemic racism and prejudice, while prioritizing diversity, equity and inclusion. This five-year, \$5 million initial investment funds organizations with programs dedicated to advancing social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

The YMCA of Central Ohio was awarded \$25,000 for 2024 to create an ADEI Training Program.

Goal 6 of The YMCA of Central Ohio's Anti-Racism, Diversity, Equity and Inclusion plan focuses on the need

to invest in ADEI Training and Development for 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 in the workplace, as well as in our personal lives.

The creation of an ADEI Training program also aligns with our Association's Strategic Plan. The plan implores us to recruit, retain and develop committed team members and volunteers and strengthen the systems that support them. We aim to increase our capacity to work with diverse groups and viewpoints as we execute the mission of the YMCA of Central Ohio.



BLACK BOYS DOCUMENTARY AND COMMUNITY ENGAGEMENT

In 2022, the YMCA of Central Ohio started the tradition of offering staff a professional development experience in alignment with the life and legacy of Dr. Martin Luther King Jr. during the month of January.

In 2023, YCO’s Head Start and People and Culture Departments hosted a free community screening of the award winning documentary, “Black Boys” by Sonia Lowman. “Black Boys” illuminates the full humanity of Black men and boys in America. An intimate, inter-generational exploration, Black Boys strives for insight to black identity and opportunity at the nexus of sports, education, and criminal justice. The event took place at the historic Lincoln Theater generated a vast interest in our community, and was followed by an engaging, powerful and inspiring panel of Central Ohio Black men about our role in the community work of creating a safer, more inclusive space for our Black Boys.

Panelists included:

Tai A. Cornute, MBA
Principal
Columbus Preparatory School for Boys

Rev. Landon Jermain Adams, MDiv
Director of Maturity
New Salem Missionary Baptist Church

Marshall Shorts
Brand and Cultural Strategist
Founder and Principal of Artflential

Rayshawn Wilson, MSEd., LPCC-S, LICDC-CS
Chief Executive Officer
Capital Behavioral Health

In addition, we facilitated multiple private screenings and dialogue sessions for YCO staff and Board members.





NEW AMERICAN WELCOME CENTER RELAUNCH

Written by Tanyah Shackelford

The YMCA of Central Ohio is so pleased to have re-launched the New American Welcome Center (NAWC) located at the North YMCA. As one of only thirteen centers of its kind in the United States, this space is uniquely designed to aid in meaningful connections between newcomers, and long-time residents. The greater goal of the New American Welcome Center is to guide and educate individuals on YMCA programs, in addition to programs and services that are readily available within the community. Throughout 2023 utilizing our community partnerships, and collaborative efforts we proudly provided over 350+ community members with tools and resources to thrive. These resources include citizenship applications, food security, healthcare education, public benefit resources, English as a Second Language classes, translation services, employment resources, civil and immigration referrals, and civic test preparation.

The relaunch of the NAWC has been both prosperous and meaningful. The successful joining of multiple cultures, and ethnicities aid in building better community cohesion, improve families quality of life, and give a continued sense of

belonging. With an integrated approach, in the years to come we are hopeful that this space will continue to foster trust and support.

The NAWC re-launch, case management, and resource guidance were not the limits, this year we were able to bring our efforts full circle with the opportunity to host the second Naturalization Ceremony at the North Branch. The momentous occasion was officiated by the United States District Court Judges for the Southern District of Ohio. The Southern District of Ohio court is located in Columbus, Ohio. It serves 21 counties to include Delaware, Franklin, Fayette, Fairfield, and their surrounding areas. On December 6, 2023, petitioners from over 40 countries filed into the branch and were proudly, and collectively sworn in. Chief Judge Algenon Marbley, Judge Edmund Sargus Jr. Judge Mina Nami Khorrami, alongside the Clerk of Court Richard Nagel all took part in administering the Oath of Allegiance to 148 new citizens, as over 300 additional family members and guests witnessed the uplifting and inspirational event. We are hopeful to make this at least an annual event; alternating ceremonies throughout the thirteen YCO branches, with the purpose of having all YCO employees learn and understand the importance of the naturalization process to better support our anti-racism, diversity, equity and inclusion practices.

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.





SUPPLIER DIVERSITY

Written by Tara Neiswonger,
Controller, YMCA of Central Ohio

A commitment to ADEI is held by all business lines and enacted through interactions, policies and programs. YCO has been engaged in supplier diversity since 2002.

What is supplier diversity?

Supplier diversity is a business strategy of incorporating diverse-owned businesses, suppliers and vendors into a company's supply chain and business practices. Diverse-owned businesses are companies that are at least 51% owned and operated by members of ethnic minority groups, women,

veterans, members of the LGBTQ+ community and people with disabilities.

The benefits of supplier diversity

Supplier diversity is vital for driving innovation, expanding into new markets and fostering a more equitable business climate. It's also a meaningful tool for economic growth and job creation—especially in often-overlooked communities.

YCO established a Supplier Inclusion Policy in 2022. The Supplier Inclusion Policy was created to ensure all businesses have the unimpeded ability to compete in the bidding process and do business with the YMCA of Central Ohio. YCO's current main objectives include identifying a more diverse supplier base, building

awareness throughout the organization, and provide resources for purchasing staff to enable them to provide equal access to diverse suppliers. The Bidding process requires proposers to submit a plan to identify primary and secondary tier suppliers that are small or minority owned, disabled, veteran, or woman owned business concerns. A supplier Diversity section has been created on the Ytranet (internal) to provide resource materials for purchasing staff. Resources include the policy for reference, vendor self attestation forms to assist in the creation of a diverse vendor listing and to track expenditures, bidding process resources and Amazon purchasing resources. An alternative w9 was created to add vendor self attestation to enable vendor resource list creation for the organization.



2023 AFRICAN AMERICAN WELLNESS WALK

Once again, the YMCA of Central Ohio participated in the African American Male Wellness 5K Walk, during the summer of 2023. Led by our People and Culture Department and Eldon & Elsie Ward Family YMCA, staff, Board and community members joined us in showing support to the African American community by organizing walking teams, as well as staffing tables with information about our YMCA community centers, programs and services. Creating opportunities for people to come together, celebrate diversity, and support one another is integral to building a strong and vibrant community. We look forward to participating again.





2023 INAUGURAL HISPANIC HERITAGE MONTH PARADE

The YMCA of Central Ohio's LatinX Employee Resource Group (ERG) proudly participated in the Inaugural Hispanic Heritage Month Parade on Saturday, September 16th, 2023. Surrounded by the vibrant Latino community and enthusiastic supporters, Downtown Columbus came alive with the colors, music, and spirit that celebrate the richness of Latin cultures.

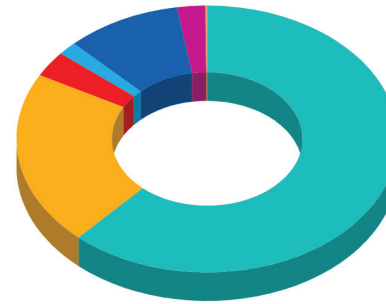
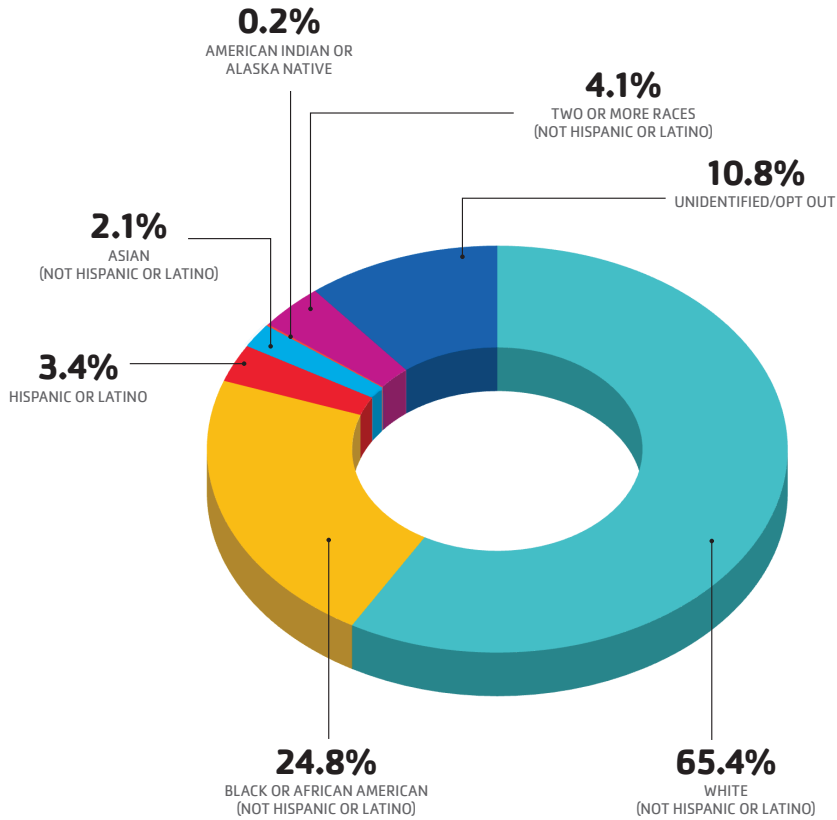
Walking under the banner "All are welcome," our Y joined in this joyous celebration, highlighting our commitment to

diversity and inclusion. The presence of the YMCA in such events underscores our core values of respect, responsibility, honesty, and caring. It also reflects our dedication to fostering an environment where everyone feels valued and included.

In Ohio, where approximately 4% of the population identifies as Latino, events like the Hispanic Heritage Month Parade are essential in showcasing the diverse cultural tapestry that strengthens our communities. By participating in this parade, the YMCA of Central Ohio demonstrates our unwavering support for the Latino community and our belief that diversity enriches us all.

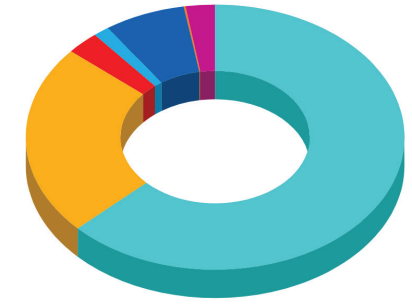
STAFF DEMOGRAPHICS OVER THE YEARS

2023 OVERALL WORKFORCE



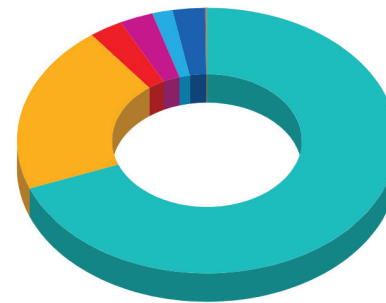
2021

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%



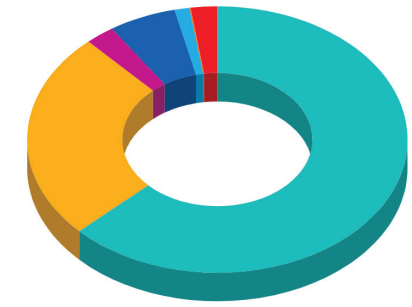
2022

White	62.9%
Black or African American	23.3%
Hispanic or Latino	2.8%
Asian	1.4%
Unidentified/Opt out	6.9%
Natives	0.2%
Two or more races	2.5%



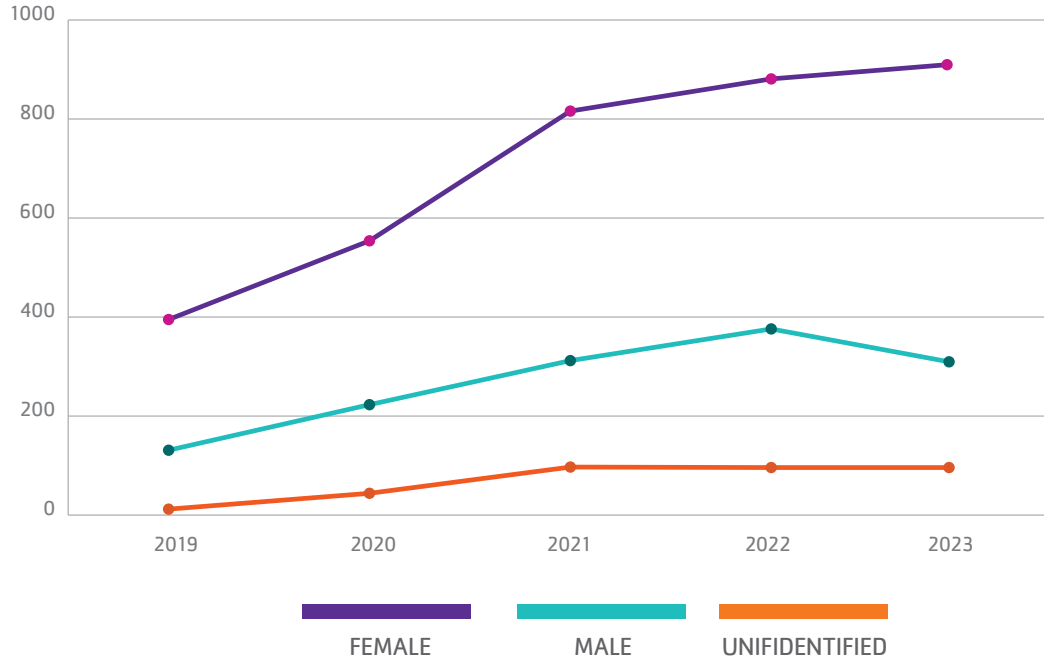
2019

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%



Please find an overview of our staff demographics 2019-2023. 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.



CONTACT INFORMATION:

Erik S. Farley

Chief People, Equity & Inclusion Officer

YMCA OF CENTRAL OHIO

1907 Leonard Avenue, Suite 150

Columbus, Ohio 43219

Office: 614-389-3920

erik.farley@ymcacolumbus.org