

GENERAL TIME FRAME	ACTION TAKEN	BRIEF DESCRIPTION
July 2020	Anti-Racism Council (ARC) formed	Existing members of DIG along with Tony Collins, Brandi Braun, Lolita Haverlock and Laura Debney all joined to form the ARC
July 2020	ARC expansion announced	The ARC sent an email announcing an expansion in its membership and sent an interest form to all staff.
July 2020	YMCA All-Staff Meeting with a focus on ARC	Town Hall discussed ARC, the expansion opportunity for new members, and the inclusion statement draft.
July 2020	Job Description Development	Job Description for SVP of Equity and Inclusion developed and reviewed
August 2020	SVP Announcement	Announcement of posting of the SVP role to the Senior Leadership Team
August 2020	ARC expansion	New recruits join ARC
August 2020	Anti-Racism Council purpose statement	Purpose statement developed by ARC members
August 2020	Inclusion Statement Adopted by Board	Originally created by DIG; feedback given by ARC and board
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)

October 2020	SLT and ARC take the anti-racism challenge	All members of the SLT group and ARC were invited to participate in the pilot for the Anti-racism challenge that began on October 23rd. Survey sent afterwards.
October 2020	Race Equity Training	Training for members of ARC and SLT. Sponsor: Coalition on Homelessness and Housing in Ohio
November 2020	ARC Expansion	Executive Team Joins ARC
November 2020	ARC Expansion	Interim Executive Director of People and Culture (formerly Human Resources) is added to ARC
December 2020	21 Day Anti-Racism Challenge	The 21-Day Challenge concept was designed to promote deeper understandings of race, power, privilege, supremacy, and oppression. Why 21 days? It takes 21 days to create a habit and this initiative aims to support us in building "effective social justice habits" to effect meaningful change. This program was launched to staff.
September - December 2020	Employee Handbook Revisions	Handbook updated and shared in December 2020 <ul style="list-style-type: none"> - Added Anti-Racism Statement - Added Inclusion Statement - Addition of Juneteenth as a recognized holiday for staff. - Expounded upon the "Harassment-Free Workplace" section to include all forms of harassment. - Expanded reporting procedures for harassment.

January 2021	Senior Vice President of Equity and Inclusion Starts	Inaugural role for the YMCA of Central Ohio
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. The Equity Now Coalition is the leading organization facilitating the design and implementation of a collective impact strategy to achieve equitable outcomes for the Black Columbus. SVP of Equity and Inclusion serves as the representative.
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, vulnerable and marginalized populations in Franklin County by addressing the underlying root causes of racism within systems and defining the standard for equitable treatment and service delivery. SVP of Equity and Inclusion serves as the representative.
March - April 2021	Building Capacity for Understanding and Mitigating Implicit Bias	Training offered to all employees at the YMCA of Central Ohio. Facilitator: SVP of Equity and Inclusion.
March - May 2021	Diversity, Equity and Inclusion in the Workplace Certificate (14 hours)	The People and Culture Department completed the certificate program. The program is offered by University of South Florida's Muma College of Business.
April 2021	<i>The Columbus Dispatch</i>	Opinion: Cross-cultural understanding will be even more important as Columbus, nation changes Column written by SVP of Equity and Inclusion

April - June 2021	Culture Climate Assessment (4 phases in total)	Phase 1: Information Gathering: staff participate in two of three forms (focus groups, survey and 1:1 interviews)
June 2021	Inaugural recognition of Juneteenth as a paid holiday for full-time staff.	For 2021, June 19th. History of Juneteenth .
June 2021	Employee Resource Group Visibility	The All-Staff Meeting focused on YCO's 6 active ERGs.
June - August 2021	Black, Indigenous and People of Color (BIPOC) College Student Internship Program	Partnership with Denison University's Austin E. Knowlton Center for Career Exploration . Three areas will receive interns: Strategy, Communications and Marketing and Equity and Inclusion.
June - July 2021	Culture Climate Assessment (4 phases in total)	Phase 2: Distribute Culture Climate Survey
July 2021	Culture Climate Assessment (4 phases in total)	Phase 3A: Data Aggregation and Analysis
July - August 2021	WorkingUndivided Cohort Program	Eight staff members participated in WorkingUndivided . This 6-week program helps move people from avoidance into relationships that close racial divides. Through meaningful experiences, the UNDIVIDED movement catalyzes participants to pursue solidarity, systemic equity and justice.
July - August 2021	Finalized and approved Charges for ARC Committees	Committees: Communication, Recruitment and Training
August - December 2021	Culture Climate Assessment (4 phases in total)	Phase 3B: Recommendations and Presentation of the Final Report (Executive Team, Senior Leadership Team, ARC and general sessions)

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.
October 2021	American Electric Power Social and Racial Justice-Delivering on the Dream Grant	This grant will help us build the capacity of YMCA of Central Ohio 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.
October 2021	Thought Leadership	<p>The SVP, Equity and Inclusion served on three panels during the month of October.</p> <ul style="list-style-type: none"> • Ohio Alliance of YMCA - Diversity, Equity and Inclusion Panel • Denison University Career Insider - Careers in Diversity and Inclusion Panel • The Ohio State University's Glenn College Leadership Forum Panel. Topic: What Work Comes After Public Declarations Denouncing Racism?
December 2021 - December 2024	Culture Climate Assessment (4 phases in total)	<p>Phase 4: Organizational Follow Through. This is an ongoing process involving regular updates through transparent communication of defined goals.</p> <ul style="list-style-type: none"> • Anti-Racism, Diversity, Equity and Inclusion Plan (DRAFT) has been shared with the Anti-Racism Council, Executive Team, Senior Leadership Team and the Employee Resource Groups. • General Sessions for Staff, the People, Culture and Equity Committee of the Board and the Association Board are planned for early 2022.

January 2022	ARC's Membership Expands	Five staff members have been selected to join the council during the first meeting of the calendar year.
February 2022	YMCA of Central Ohio Anti-Racism, Diversity, Equity and Inclusion Plan (3 years)	Unanimously approved by the Association Board.
March 2022	Cost of Poverty Experience (2 sessions)	<p>The Cost of Poverty Experience (COPE) is 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.</p> <p>Participants will walk away with a deeper understanding of the impact it can have on families and communities.</p> <p>This professional development opportunity was open to staff and volunteers.</p>
March 2022	Employee Resource Group Event Calendar Launch	<p>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. Current ERGs include:</p> <ul style="list-style-type: none"> • AARN (African American Resource Network) • DIG - (Diversity, Inclusion and Global) • DDA-ERN (Disability/Diverse Ability - Employee Resource Network) • LGBTQ+RN (Lesbian, Gay, Bi-Sexual, Trans, Queer+) • WLRN (Women's Leadership Resource Network) • LatinX ERG <p>This shared calendar allows us to co-locate programs and services in an effort to increase collaboration and mitigate competing programming.</p>

<p>March 2022</p>	<p>Thought Leadership</p>	<p>The SVP, Equity and Inclusion served on one panel during the month of March.</p> <ul style="list-style-type: none"> Ohio YMCA Leadership Conference. Topic: DEI Panel – Putting Learning into Action
<p>March 2022</p>	<p>Trans* Equity in Day Camp Programs Seminar</p>	<p>Two YCO staff day camp staff members have been given financial support to participate in this seminar. The staff members will bring back the learning and present to the full day camp staff.</p> <p>The session will focus on supporting campers who are exploring their gender identity during the day, and possibly going home to affirming spaces at night. They will be trained on standard best practices including pronoun usage (with campers of all ages), creating safety in vulnerable spaces (bathrooms and changing spaces), and special attention will be paid to positive gender development in campers of all genders.</p> <p>Session 1: Foundations for Trans* Inclusion at Camp Session 2: Best Practices and Policies for Day Camp Programs Session 3: Communicating with parents about Inclusive Practices</p>
<p>May 2022</p>	<p>ADEI Plan Advisory Committee Convenes</p>	<p>A cross-functional advisory committee was convened to help guide short term critical tasks of the ADEI Plan goals.</p>
<p>June 2022</p>	<p>BIPOC College Student Internship Program</p>	<p>Our second summer of the BIPOC College Student Internship Program commences. Two students from Denison University and The Ohio State University will work in Marketing and Communications and People and Culture.</p>

June 2022	Emerging Multicultural Leaders Experience (EMLE) - Cincinnati, Ohio	12 YCO staff members were supported to participate in this year's regional conference.
August 2022	Elevation of Role	<p>YMCA of Central Ohio has elevated Erik Farley to Chief People, Equity & Inclusion Officer. In this role, he will lead anti-racism, diversity, equity, inclusion, people and culture efforts.</p> <p>Farley joined the Y in January 2021 as SVP of Equity & Inclusion, leading teams to expand the organization's commitment to advancing a more diverse workforce and inclusive culture. He continues to create and champion ADEI strategies to help advance the Y's mission of strengthening community.</p>
September 2022	Chief People, Equity and Inclusion Officer certified to give and interpret the Intercultural Development Inventory	The Intercultural Development Inventory® (IDI®) is the premier cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence to achieve international and domestic diversity and inclusion goals and outcomes.