



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Racism is embedded in our society and must be removed. As an organization focused on addressing the most critical needs of our community and dedicated to advancing diversity, equity and inclusion for all, the Y must work harder to address how to undo racism at an individual, organizational, and societal level. We seek to more effectively lead as an anti-racist, multi-cultural organization, yet as we embark on this journey together, we do so with humility, fully cognizant that as a local and national institution we also have much work to do.

The Wenatchee Valley YMCA stands committed to moving forward with compassion and action. We're committed to understanding the YMCA's role in creating real and positive change towards eliminating racism, bias, discrimination and injustice within our walls and our community.

Here's what the Wenatchee Valley YMCA is doing:

- Our newly formed Diversity & Inclusion Committee is dedicated to dimensions of diversity. We are listening, learning, and taking action to increase our awareness of all disparities and to support civil efforts.
- We will continue to safeguard our safe space, inclusive to all races, sexes, genders, abilities, immigration status, and lived experiences.
- Increase our human investment in social justice initiatives and programs that support leaders as they organize to change our community and world for the better.
- Commitment that our Y is investing in people of color through ensuring equitable hiring practices – to ensure that includes hiring, development, and retention of multicultural staff at all levels of the organization.
- Act: Systematize holding staff accountable to embedding equity, inclusion, and anti-racism principles into all areas of work.

We know that when we work together for greater good, systemic change can take place. **We invite you to join us.**

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Mission Statement: To strengthen youth, families, and communities by promoting Christian principles and putting them into practice through leadership and programs that build healthy spirit, mind and body for all.