

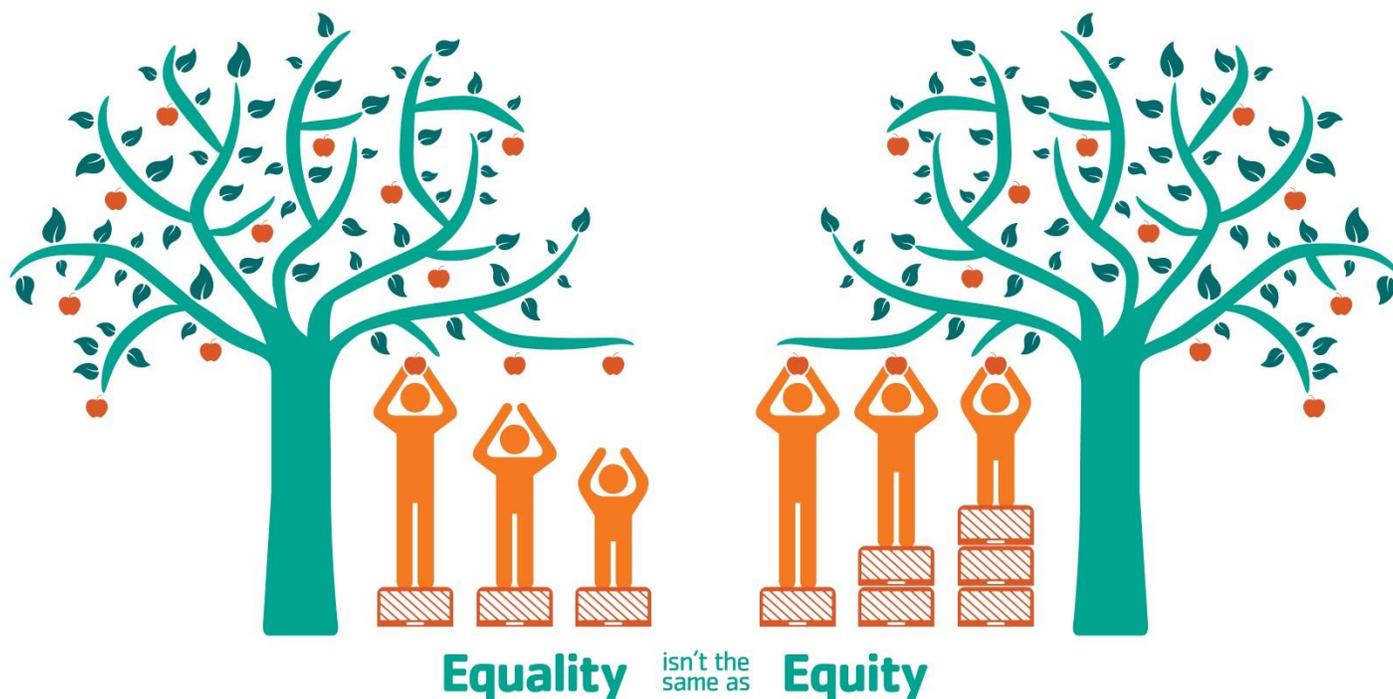
## OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

The Stevens Point Area YMCA is committed to equity and inclusion by ensuring that all members of our community have the opportunity to learn, grow and thrive. We celebrate diversity and effectively engage, connect and advocate for our staff, members, and volunteers which will position us to respond and remain relevant to issues affecting our communities.

The Y is made up of people of all ages, from all walks of life, working side-by-side to strengthen communities. Together, we strive to ensure that everyone, regardless of ability, age, cultural background, ethnicity, faith, gender, gender expression, gender identity, ideology, income, national origin, race or sexual orientation has the opportunity to reach their full potential with dignity. Our core values are caring, honesty, respect and responsibility — they guide everything we do.

### EQUALITY VS. EQUITY – ADVANCING EQUITY FOR ALL

The terms equity and equality are sometimes used interchangeably, but while these concepts are related, there are also important distinctions between the two. *Equality* is defined as treating everyone the same, while *equity* is giving everyone what they need to be successful. Everyone should have the opportunity to be successful and live a fulfilling life. Unfortunately, we do not all start off in the same situations, or have the same lifestyles, backgrounds, needs, and wants. Far too many people, especially those in underserved groups and communities, lack equal access to resources, opportunities, or support systems. To truly promote equity, we must “level the playing field” by identifying and eliminating barriers, and helping to develop solutions and support systems – so that all individuals can successfully realize their potential.



### OUR CHANGING COMMUNITIES

Communities across the United States are rapidly changing. As neighborhoods become more diverse, it is important that we understand who is in our communities and how best to serve their interests and needs.

## SOCIAL RESPONSIBILITY FOR ALL

These are trying times for our community. People have strong feelings about many societal concerns. The YMCA has been there for times like these for more than 175 years, offering services, programs, and spaces for belonging that people want and need. Social responsibility is one of the Y's primary areas of impact. As part of our commitment to racial justice and equity, we pledge to work with you to create more equitable and inclusive communities, where self-reflection and civility thrive.

## AREAS OF OPPORTUNITY

With community demographics rapidly changing and opportunity gaps and social divides widening, our communities need the Y to be a leader in driving social progress. The Y's diversity, inclusion, and global (DIG) policies, practices and procedures must effectively serve individuals from all backgrounds and respond to the social issues with the opportunities they need to overcome barriers and reach their full potential.



## YMCA EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT

The Stevens Point Area YMCA does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, genetic information, or other legally-protected status. The YMCA is committed to providing an inclusive and welcoming environment consistent with its mission.

## STEVENS POINT AREA YMCA MISSION STATEMENT

To put Christian principles into practice through programs that build a healthy spirit, mind, and body for all.