



DIVERSITY & INCLUSION NEWSLETTER

Whatcom Family YMCA

January, 2022

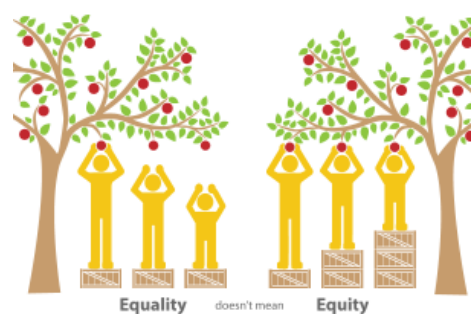
What is Diversity, Equity and Inclusion?



Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.



Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.



Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.



DEI RESOURCES:

At the Y, we recognize that everyone's journey in learning about diversity, equity and inclusion is different. Our goal is to provide staff with educational opportunities to grow in their understanding of DEI issues and their own implicit biases.

The YUSA has several trainings available through LCDC:

- Orientation to Diversity, Equity and Global
- Advancing Equity Series
- Dimensions in Diversity
- Cultural Lenses
- Strengthening Inclusion Series

There are also many other resources available in books and on-line. An amazing resource that is available is [Diversity, Equity, and Inclusion: A Professional Development Offering of the eXtension Foundation Impact Collaborative](#). This website contains resources on:

- Understanding Implicit Bias
- Microaggression Development and Understanding
- Cultural Competency
- Promotion of Civility
- Social Justice Development
- Organization Learning
- Youth Development
- Culture
- Race
- Socioeconomic Status
- Sexual Orientation
- Gender Identity
- Faith-based beliefs

plus many more topics. Each resource included has been curated by the eXtension Organizing Committee on Diversity, Equity and Inclusion.