



JULY 2021

Y-USA EQUITY STRATEGY



At the Y, we're proudly 'for all.' But what does 'for all' mean if some of us are prevented from accessing the opportunities we need to thrive?

Equal opportunity is no longer enough. To remain relevant to the people we serve and help our communities become stronger, safer and more cohesive, we need to lead with equity. That means working to identify and remove the barriers that have historically prevented some of us from thriving, while ensuring that each individual can access the unique support they need to reach their full potential with dignity.

The Y has been on a journey to change lives and transform communities for over 176 years, but despite our best intentions, our track record is far from perfect. At many points in our history, we too have contributed to the inequities that have held certain groups back. We too have been complicit in perpetuating systemic racism through our policies, practices and procedures.

We are determined to do better. As a core component of Y-USA's 2020-2021 operating plan, our **equity strategy** is a long-term pathway to help bring to life our new 'for all' commitment: **equity for all**. Here are just a few key elements of the strategy:

- **The Y's Way of Advancing Equity** is our simple, adaptable framework for Y leaders and associations – in partnership with their communities – to drive equity through individual, organizational and societal action. Our approach focuses on changing internal and external systems, not just addressing symptoms, to ensure we are creating lasting change.
- This year, the seemingly endless incidents of racist violence against Black individuals across our country has forced us to reckon with a painful truth: systemic racism is alive and well in the United States. That realization compels us to help the Y become an **anti-racist, multicultural organization** – an organization that intentionally promotes inclusion in all aspects, ensures and sustains diverse representation in our leadership, and leads social change in our communities through anti-racist policies, words and actions.
- In 120 countries, the Y is empowering young leaders who are addressing some of the world's most pressing challenges, including tackling climate change, advocating for mental health care access, creating safe spaces for LGBTQ communities and addressing youth unemployment. Our **global social equity work** will focus on providing Y changemakers at home and abroad with resources, leadership opportunities and World Service support to help them advance equity on a global scale.

Each of us in the Y's Network has a critical role to play in advancing equity for all. Join the DIG community on [Link](#) to learn more and partner with us on this journey.

