



# DIVERSITY & INCLUSION NEWSLETTER

## Whatcom Family YMCA

October, 2021

### DEI COMMITTEE Current Chart of Work

**Membership Development:** ensure members reflect the diverse community we serve and feel safe and welcome while at the YMCA.

- Conduct membership experience audit

**Program Innovation:** target and support underserved, underrepresented and marginalized populations; specifically, persons with diverse abilities and persons of color.

- Identify ways in which current programs can be enhanced to serve a more diverse audience, or adapted to be more relevant, impactful or inclusive, especially the evidence-based Healthy Living programs.

**Staff and Leadership:** ensure we represent the diverse community we serve and are culturally competent in our practices.

- Create a training plan and look into various options for delivery for all staff

**Collaboration:** advance our mission most effectively while empowering equitable and collaborative partnerships within the community.

- Create a family resource wall/room, or other creative ways of distributing information.

**Financial Development:** identify diverse funding partners who will support our local diversity, inclusion and equity strengthening efforts

- Showcase DEI work in our Annual Support Campaign and Case for Support

**Visibility:** increase awareness

- Add DEI component in Membership Monthly Newsletters

## NATIVE AMERICAN HERITAGE MONTH

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

Whatcom County currently has two of the 4 Native American Tribes that are indigenous to this land: Lummi Nation and the Nooksack Tribe. Below are the descriptions from their websites, and everyone is encouraged to learn more about the people on whose land we reside.

### Lummi Nation

We are the Lhaq'temish, The Lummi People. We are the original inhabitants of Washington's northernmost coast and southern British Columbia. For thousands of years, we worked, struggled and celebrated life on the shores and waters of Puget Sound.

We are fishers, hunters, gatherers, and harvesters of nature's abundance. We envision our homeland as a place where we enjoy an abundant, safe, and healthy life in mind, body, society, environment, space, time and spirituality; where all are encouraged to succeed and none are left behind.

### Nooksack Indian Tribe

We are a tribe of approximately 2,000 members, located in our ancestral homeland in the northwest corner of Washington State. Our name comes from a place name in our language and translates to "always bracken fern roots," which illustrates our close ties to our land and the resources that continue to give strength to our people. Our tribe is located in Deming, Washington, just 15 miles east of Bellingham, 12 miles south of the Canadian border, nestled amongst majestic mountains, lush forest, and the meandering and dynamic Nooksack River. Here in this scenic locale, we maintain a Tribal Council and Tribal Government. Both our Council and Government work to create a better future for every Nooksack and

### Sioux YMCA Hosts Book Club Discussion to Kick-Off Native American Heritage Month

The Sioux YMCA invites you to join staff, volunteers and community members in discussing Braiding Sweetgrass by author Robin Wall Kimmerer.

Date: November 1, 2021

Time: 8 AM (Pacific Time)

Click [here](#) to sign up

## WHATCOM FAMILY YMCA'S LAND ACKNOWLEDGMENT STATEMENT

First, we acknowledge the Nooksack and Lummi people, who have stewarded and lived here since time immemorial. As we engage in our activities in this sacred place, let us breathe with a sense of gratitude and move in the spirit of unity, caring for all who seek to thrive on this land and water, and to honor those who have come before us and those who will come after us.