

## **STATELINE FAMILY YMCA, INC.**

### **STATEMENT OF DIVERSITY, INCLUSION, AND EQUITY**

#### *Strengthening our Work through the Diversity of our People*

The Y is made up of people of all ages and from every walk 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 and 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.

The YMCA is the leading nonprofit committed to strengthening community by empowering young people, improving the health and well-being of people of all ages and inspiring action in and across communities. We recognize that in order to be truly “for all,” we need to lead with equity. That means working with local and global partners to identify and remove the barriers that historically have prevented some of those in our communities from thriving, while ensuring that each individual can access the unique support they need.

Diversity, inclusion, and equity practices at the Y foster a high-performing learning environment in which staff and volunteers are engaged and valued, and where they are encouraged to collaborate, generate ideas, and contribute at the highest level. We are passionate about our cause and know that our ability to achieve it begins with reflecting and partnering with all people and communities.