

PRIDE ERG

Diversity & Inclusion Plan 2023–2025

YMCA of Greater Rochester



Vision

The YMCA of Greater Rochester Pride ERG will serve as a safe space and offer support for members of the LGBTQ+ community within the Y staff team. The group will work to identify opportunities within our Association to make the YMCA of Greater Rochester an inclusive space for all staff.



Mission

The YMCA of Greater Rochester believes the people within the Y community are the most valuable asset to strengthening the Rochester community. Our ERG is open to any staff who is committed to promoting diversity, equity, and inclusion within YMCA of Greater Rochester Best Practices. This employee-led group is designed to:

- Be a safe space to network.
- Share their knowledge and experience.
- Participate in personal and professional development including mentoring.
- Participate in strategic initiatives.
- Provide guidance when needed.

All while building meaningful connections within the Rochester community and the YMCA movement.



Context

To live out our mission of being “for all” and inclusive of both members and staff, the Pride ERG has recommended initiatives that will further the mission of our Association. These initiatives have come from several years of employees sharing their desire to implement LGBTQ+ inclusion practices. Rochester’s Pride Parade has been the most successful LGBTQ+ initiative, based on employee participation and the positive response from the Rochester community. The Pride ERG Chair and Co-Chair have looked within our Association and to other organizations for their LGBTQ+ inclusion practices and identified tangible opportunities for the YMCA of Greater Rochester to implement.



Objectives

- Advance the YMCA of Greater Rochester brand as an inclusive employer.
- Serve as an opportunity for personal, professional and leadership development.
- Provide an opportunity for LGBTQ+ community members to build meaningful relationships.
- Promote inclusion as part of the YMCA of Greater Rochester staff culture.

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Proposed Initiatives

Association:

- Host quarterly gatherings to review areas of opportunity.
- Participate in Rochester's PRIDE Parade and Festival.
- Chair and Co-Chair become SafeZone Certified.
- Launch a Teen Gay-Straight Alliance housed under the YMCA of Greater Rochester.
- Invite ERG members to participate in executive-level hiring process.
- Evaluate external and internal communications for inclusive language and representation.

Branch operations:

- Host SafeZone trainings for all departments.
- Ensure all locations have all-gendered restroom facilities and signage.
- Identify, educate, and encourage all staff to use appropriate pronouns as individually identified.
- Identify Pride Champion(s) from each location.

Timeline

Year 1:

- Host quarterly gatherings to review areas of opportunity.
- Participate in Rochester's PRIDE Parade and Festival.
- Chair and Co-Chair become SafeZone certified.
- Evaluate external and internal communications for inclusive language and representation.

Year 2:

- Identify Pride Champion(s) from each location.
- Host SafeZone training for all departments.
- Identify, educate, and encourage all staff to use appropriate pronouns as individual identified.
- Host quarterly gatherings to review areas of opportunity.
- Participate in Rochester's PRIDE Parade and Festival.

Year 3:

- Launch a Teen Gay-Straight Alliance housed under the YMCA of Greater Rochester.
- Invite ERG members to participate in executive-level hiring process.
- Ensure all locations have all-gender restroom facilities and signage.
- Host quarterly gatherings to review areas of opportunity.
- Participate in Rochester's PRIDE Parade and Festival.

Budget

- SafeZone Train-the-Trainer: \$900 (\$450 per trainer)
- Pride Parade and Festival (Sponsorship, float decorations, shirts, giveaways, booth materials and activities): TBD
- Pronouns (clip onto nametags): TBD
- All-gender restroom signage: TBD

Chair Approval: _____

Executive Sponsor Approval: _____

SVP of People and Culture Approval: _____