

# WOMEN'S ERG Diversity & Inclusion Plan 2023-2025 YMCA of Greater Rochester



## VISION

The YMCA of Greater Rochester Women's Employee Resource Group (ERG) will serve as a safe space and offer support to women along with all Y staff teams. 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. The Y Women's ERG is open to any staff member who is committed to promoting diversity, equity, and inclusion within the YMCA of Greater Rochester. This employee led group is designed to:

- Be a safe space for uplifting and open conversations
- Offer staff a platform to share knowledge and experience
- Host seminars, workshops, and events geared around personal and professional development
- Provide ability to volunteer and participate in strategic initiatives
- Extend guidance by way of mentorship

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



## OBJECTIVES

- Advance the YMCA of Greater Rochester brand as an inclusive employer
- Focus on education, community engagement, mentorship, and volunteerism
- Develop professional skills through monthly meetings and quarterly events
- Build network of local Women's Alliances and ERGs



## PROPOSED INITIATIVES

Kick-off Event and Vendor Showcase, Wednesday, March 8, 2023, Westside Family YMCA

- Introduce the Y Women's ERG to Y staff and on-board new members. Offering a day of wellness workshops and a showcase of local woman owned businesses.

Dress for Success, Spring 2023, All Branches

- Philanthropic focused event to support Dress for Success Rochester, empowering women to achieve economic independence.

American Cancer Society - Making Strides Against Breast Cancer Walk, October 22, 2023, Innovation Field

- Focus on team building all for a woman centric cause.

Holiday Event, Winter 2023, Location TBD

- Celebrate the holidays with games, cookie decorating, and holiday movie watching.

Chair Approval: \_\_\_\_\_

Executive Sponsor Approval: \_\_\_\_\_

SVP of People and Culture Approval: \_\_\_\_\_