

AFRICAN AMERICAN ERG Diversity & Inclusion Plan 2023–2025 YMCA of Greater Rochester



VISION

The YMCA of Greater Rochester African American ERG will serve as a safe space and offer support for members of the African American 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 assets to strengthening the Rochester community. The Y African American ERG mission is to educate, inspire, advocate, and cultivate professional and personal opportunities for African Americans while stewarding a work environment that recognizes unique cultural differences and fosters inclusiveness. We are a safe zone for Black identified employees and open to all staff that share our mission.

OBJECTIVES

- **Advance the YMCA of Greater Rochester mission for all!**
- **African American Culture/Heritage:** Promote the history and accomplishments of Blacks that helped move the Y – and America – forward in our collective journey to advance inclusion and equity for all.
- **Professional Development:** Build a network of African American employees to retain, empower, and build professional relationships across the association.
- **Community Engagement:** Promote inclusion and visibility of AA ERG group by collaborating with other employee resource groups and communities that the Y serves.

PROPOSED INITIATIVES

- **Welcome New African American Employees:** Connect new employees with AA ERG resources
- **Black History Month Celebration:** February event showcases the history and accomplishments of Blacks/African Americans throughout history
- **Juneteenth Event:** Collaborative event acknowledges federal holiday in the United States commemorating the emancipation of enslaved African Americans
- **End of the Year Member Appreciation:** End of the year event is a celebration that highlights professional and personal accomplishments of members.
- **Culturally Responsive Professional Development:** The AA ERG will provide a minimum of 2 professional development opportunities in and outside of the YMCA designed to provide resources, increase visibility & networking opportunities for personal growth and career advancement

Chair Approval: _____

Co-Chair Approval: _____

Executive Sponsor Approval: _____

SVP of People and Culture Approval: _____