

# 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 educational meetings and impactful events
- Build network of local Women's Alliances and ERGs



#### PROPOSED INITIATIVES

- January 10, 2024 – New Year Holiday Party, Le Petite Poutine, 5-7 pm
- March 8, 2024 – International Womens Day Event, Bay View Family YMCA, 2-7 pm
- May 10, 2024 – Mother's Day Brunch with Round Table Discussion, Westside Family YMCA, 11:30 am-1 pm
- September 2024 – Professional Development Event, TBD
- November 14, 2024 – Annual Review & 2025 Strategic Planning Meeting, 3-4:30 pm
- January 2025 – New Year Holiday Party, TBD

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

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

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