

EMERGING LEADERS ERG Diversity & Inclusion Plan 2024–2025 YMCA of Greater Rochester



VISION

The YMCA of Greater Rochester **Emerging Leaders Employee Resource Group** will serve as a safe space and offer support for members who are emerging leaders within the Y staff team. The group will work to provide staff with opportunities to grow their careers through professional development and networking opportunities. It will also 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 Emerging Leaders 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 designed to **provide staff with opportunities to grow their careers through professional development and networking opportunities.**



OBJECTIVES

- Host seminars, workshops, and events geared around personal and professional development
- Create opportunities for networking
- Offer staff a platform to share knowledge and experience
- Promote inclusion and visibility of the Emerging Leaders ERG group by collaborating with other employee resource groups and communities that the Y serves.
- Advance YMCA of Greater Rochester’s employee’s talents.
- Create a professional safe space to reflect, share, and mentor.

Chair Approval: _____

Executive Sponsor Approval: _____

SVP of People and Culture Approval: _____