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QUARTERLY NEWSLETTER ABOUT YMCA DIVERSITY, INCLUSION & GLOBAL SERVICE INITIATIVES: WINTER 2018



Michaela Van Horne
Patchogue Family YMCA



When I was asked to write a short article for the Y newsletter, I was a little hesitant at first. Mostly because I didn't know where I would start, as my story would be long enough to fill a novel!

I was born and raised in the Czech Republic, where I also planned on living my whole life. Little did I know, my life had other ideas. I know this is going to sound like a chapter from a typical love story book but it is really true. It was spring 2009, I was finishing my last year of Law School. I decided to join this college program and come to the U.S. for my last summer holiday. When the college agency asked me where I want to be located, I really didn't care. My only condition was to be by the ocean. The counselor looked in the system and said, "how about Montauk? It's a little town on Long Island, right by the ocean, pretty close to NYC." That sounded perfect. I had absolutely NO IDEA that this place was going to be my home one day!

Little did I know my stars were already written, I met the love of my life at my job and the rest is pretty much history. I took a leap of faith and gave up everything I worked so hard for in Czech and moved to the U.S. After many years working in NYC, we were blessed with our beautiful son. I knew I wanted to be home with our son but I also wanted to work. This is how I came across the Patchogue Family YMCA. I was looking for a place where I can go and enjoy some fun with my little boy, meet new people, and get myself back in shape, so I joined the Y. A few months later, I applied for a job and was hired. I have truly enjoyed working here because I have gotten the opportunity to meet such wonderful people and share some great experiences with my family.

Share your story with us, and we will share it with our Y family.
Email stephen.lee@ymcali.org

DIG: Diversity, Inclusion and Global

Our Commitment to Inclusion: The Y is made up of people of all ages and from every walk of life working side by side to strengthen communities. Together, we work to ensure that everyone, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, ideology, income, national origin, race or sexual orientation has the opportunity to reach their full potential with dignity. Our core values are: Caring, Honesty, Respect and Responsibility - these values guide everything we do.

For All

"For All" is a simple but powerful phrase. Without it, the Y mission is incomplete. Our commitment to inclusion creates better communities, a better country and a better world.

We know that the key to effectively nurturing the potential of children, improving the nation's health and well-being and supporting our neighbors is a passionate, experienced and diverse array of staff, volunteers and members who value what everyone brings to the table. **Working in 10,000 U.S. communities** and more than **120 countries worldwide** makes strong diversity and inclusion practices paramount for the Y.

This means:

Recognizing that a diverse and inclusive organization is foundational to developing and engaging everyone across the entire Y spectrum. Our volunteers, members, program participants, families, leaders, staff, vendors, suppliers, donors, collaborators, and the community at large all contribute to our efforts to make positive, lasting personal and social change.

Believing we all benefit from the unique talents of our diverse staff. We encourage our 20,000+ Y staff to participate in our six national Employee Resource Groups, which offer opportunities to contribute, learn, network, and share experiences as they progress in their careers.

Having a Supplier Diversity Program that seeks out talented minority and women-owned contractors and service providers.

Offering Y staff and volunteers professional development and training programs that build key competencies to welcome, engage, serve and advocate for all segments of society.

We are passionate about our cause to strengthen communities and know that our ability to achieve it begins with reflecting and partnering with people from all walks of life.

Some YMCA History



George Williams founded the YMCA in 1844.

In 1844, industrialized London was a place of great turmoil and despair. For the young men who migrated to the city from rural areas to find jobs, London offered a bleak landscape of tenement housing and dangerous influences.

Twenty-two-year-old George Williams, a farmer-turned-department store worker, was troubled by what he saw. He joined 11 friends to organize the first Young Men's Christian Association (YMCA), a refuge of Bible study and

prayer for young men seeking escape from the hazards of life on the streets.

Although an association of young men meeting around a common purpose was nothing new, the Y offered something unique for its time. The organization's drive to meet social need in the community was compelling, and its openness to members crossed the rigid lines separating English social classes.

Years later, retired Boston sea captain Thomas Valentine Sullivan, working as a marine missionary, noticed a similar need to create a safe "home away from home" for sailors and merchants. Inspired by the stories of the Y in England, he led the formation of the first U.S. YMCA at the Old South Church in Boston on December 29, 1851.

The YMCA On The World Stage

Who We Are

The world's young people – often described as our future and our hope – desperately need us. They have told us so. That is why the YMCA exists. This has been our reason for being from our humble beginnings, more than 170 years ago. We will celebrate our 100th year serving Long Island in 2019. The YMCA is the world's oldest and largest youth-serving NGO working to bring social justice and peace to young people and their communities, regardless of religion, race, gender or culture. We are a service organization and movement aiming to empower young people. Today, we are a trusted voice on the unmet needs of young people.

What We Do

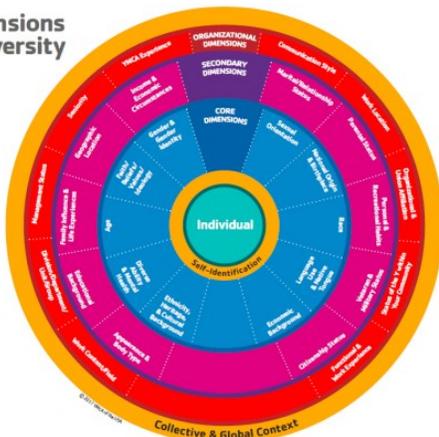
An International Movement rooted in more than **12,000 communities around the world.**

The YMCA addresses issues affecting each community by developing programs and activities with a special focus on young people in order to build a **"human community of justice with love, peace and reconciliation for the fullness of life for all creation"**.

The YMCA movement is organized as a federation of independent national associations linked through the **World Alliance of YMCAs** which is based in Geneva, Switzerland.

To respond to the world's challenges, the movement is also organized in Area Organizations [Asia and Pacific, Latin America and Caribbean, Europe and Africa] for strategic cooperation, under a Governance Agreement.

Dimensions of Diversity



WHAT IS DIVERSITY & INCLUSION?

Diversity and inclusion is the practice of recognizing, appreciating and valuing all of the ways an individual is unique and intentionally engaging and connecting different populations in a welcoming environment.

- **Diversity:** The presence of differences that make each person unique and that can be used to differentiate groups and people from one another.
- **Inclusion:** The intentional engagement and development of all Y stakeholders including participants, members, staff, volunteers, partners, vendors and the public.
- **Dimensions of Diversity** To be truly inclusive and welcoming to all, it is critical to understand the different dimensions of diversity that make up and influence an individual and their personality.

Our Mission

The YMCA of Long Island is a 501c3, non-profit, community-based organization dedicated to providing programs and services that nurture youth development, foster healthy living, and inspire social responsibility for all.