



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

BLOOMINGTON-NORMAL YMCA DIVERSITY AND INCLUSION POLICY

The Y is a diverse organization of people joined together by a shared commitment to ensure that everyone has the opportunity to learn, grow, and thrive. As a cause-driven YMCA led by staff and volunteers, the Bloomington-Normal YMCA intentionally and continuously strives to promote an inclusive organizational culture that values diversity, strengthens inclusion, and builds a global community in the United States and abroad. By prioritizing diversity and inclusion, we seek to ensure that all segments of society have access to the Y and feel welcome and fully engaged as participants, members, staff, and volunteers. The Bloomington-Normal Y is a force for building bridges among all people to advance our cause of strengthening community.

STAFF

The YMCA Board of Directors believes that a diverse staff creates an environment where members and community feel welcome, appreciated, and connected. Moreover, it provides opportunities for learning and acceptance. Therefore, the Y strives to employ a diverse population that is reflective of the Bloomington-Normal community.

VOLUNTEERS

The Y is a volunteer driven organization and values the talents, contributions, and abilities of all individuals. As such, the Y will strive to ensure that all populations are provided an opportunity to serve the organization. Specifically, the Y will ensure that policy making volunteers reflect the diverse composition of the Bloomington-Normal community.

MEMBERS

Our mission of inclusion is to never deny any person membership or program opportunities due to socioeconomic status, race, creed, religion, color, origin, and/or gender. The YMCA is for all as indicated in our mission statement.

COMMUNITY

The Y strives to be accommodating and inclusive to all populations. Through welcoming and inclusive practices and environments, the Bloomington-Normal Y will engage people from all segments of the community and help to effect lasting and meaningful change.