



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## YMCA BLACK LIVES MATTER SPEAKING POINTS

### **Our Commitment to Diversity, Inclusion, and Equity**

The Y community 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 everyone—regardless of gender, income, faith, sexual orientation, gender identity or cultural background—has the opportunity to live life to its fullest. We share the values of caring, honesty, respect, responsibility, and faith—everything we do stems from it.

### **“Simple” Response:**

At the YMCA we have always been for all and we constantly strive to improve equity in our communities. We stand in solidarity with the Black Lives Matter movement.

We, the Y, are committed to ensuring a safe and inclusive environment for all members and participants, and equal access to all programs and activities. Our commitment to advance diversity, inclusion and equity creates better communities, a better country, and a better world.

*The best response is to listen. If member/participant continues to engage negatively, direct them to your branch director or Stacy Oksenberg. If they are making you feel uncomfortable, it is okay to let them know that you are going to disengage, and then walk away.*

### **When did the Y start supporting Black Lives Matters?**

The Y has always been for all. Inclusion is the foundation to our mission. We recognize and serve all communities and work collaboratively to ensure all Y's are welcoming and inclusive.

### **I thought the Y wasn't political?**

The Y is not political and we do not view inclusion and the support of the black community as a political position. Inclusion and equity work is and integral part of our mission and also part of our social responsibility. It is our social responsibility to understand, not to judge or assume.