



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# CITY OF BLOOMINGTON

## RACIAL EQUITY STRATEGIC PLANNING COMMITTEE UPDATE

MAY, 2021

# YMCA - EIC PHILOSOPHY & APPROACH



The YMCA Equity Innovation Center of Excellence commits to connecting you with valuable information, resources and insight to help you navigate our ever-changing community and learn ways to advance inclusivity and systems change so all may thrive.

We focus on fueling equity innovation for greater impact. By **equity**, we mean the ability to see and remove structural barriers in systems for people to create equal opportunity. By **innovation**, we mean fresh approaches and practices that positively impact the organization.

In order to fully realize a vision for DEI, leadership must establish a culture along with policies and procedures that support an organization's commitment for DEI and provide a framework that meets its organizational vision of having a safe, welcoming and inclusive organization where team members feel valued.

# YMCA - EIC DIVERSITY, EQUITY & INCLUSION PRINCIPLES

Our work is grounded in diversity, equity, and inclusion principles and best practices to include:

- Creating effective strategies grounded in cultural knowledge and wisdom.
- Creating an organizational culture that is inclusive for “ALL.”
- Creating organizations that are culturally agile; promoting a culture that supports equity and inclusion.



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# WE ARE PASSIONATE ABOUT:



Leading change



Transforming  
culture



Creating thriving  
environments



Innovative voices



Impactful  
conversations

# COMMUNITY ENGAGEMENT PROCESS



**Map Opportunities:** Increase understanding of the key priorities to include:

- Economic Stability
- Education
- Physical Health/Health Care
- Neighborhood and Built Environment Issue Components
- Social and Community Context Issue Components

# COMMUNITY ENGAGEMENT PROCESS



**Brainstorm Innovations:** Develop innovative solutions to address unmet opportunities and gaps

**Build Collaborative Capacity:** Advance capacity of committee members to work together around common goals

**Encourage Networking:** Offer opportunities for committee members to share the work with their networks to include other Bloomington residents

**Generate Action:** Partner with Communications to actively engage community members through online processes for collecting data to be used in developing the strategic plan.

# HUMAN SYSTEMS DESIGN PROCESS

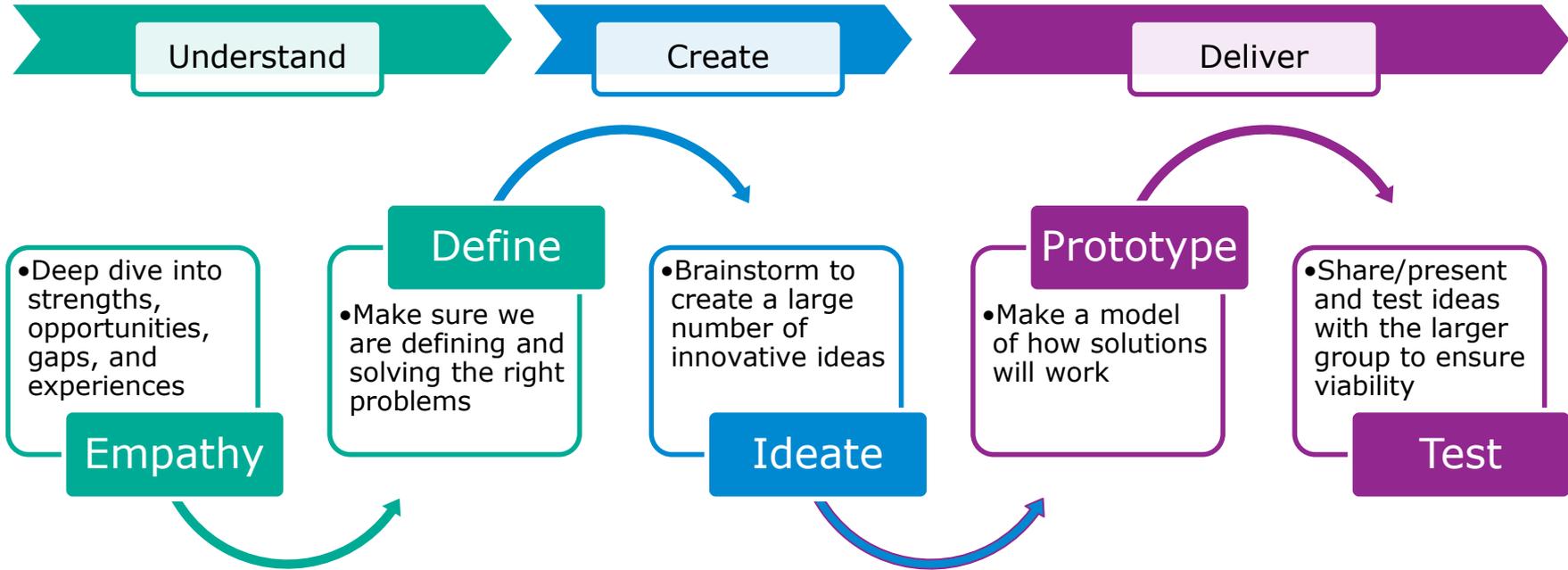
What does success look like if you are wildly successful?

What will be true in 5 years/  
10 years?

Where do you start?



# HUMAN SYSTEM DESIGN THINKING PROCESS



# EIC CONTACT INFORMATION



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**THANK YOU**