



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

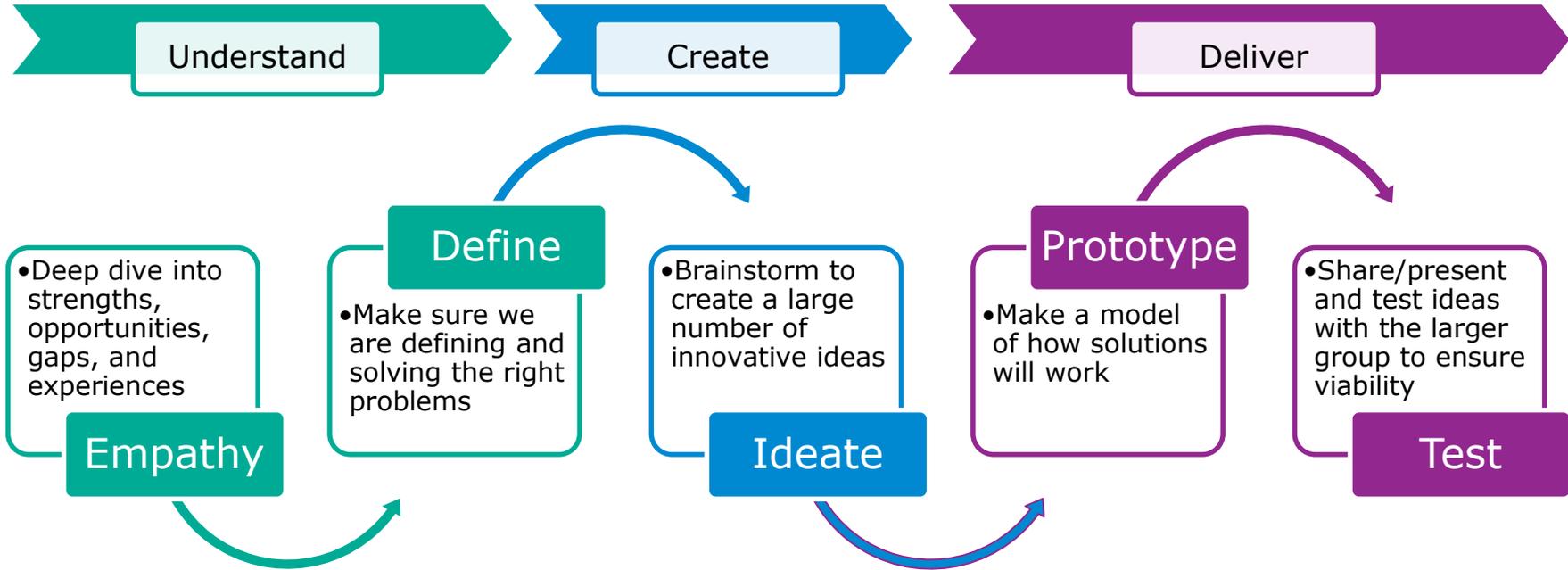
What does success look like if you are wildly successful?

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