



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA of the Fox Cities Equity Statement – FOR ALL

The Y is committed to Diversity, Equity, Inclusion and Belonging. We are 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, worldview or beliefs, gender, gender identity, ideology, income, national origin, race or sexual orientation, has the opportunity to reach their full potential with dignity.

Our YMCA core values of Caring, Honesty, Respect and Responsibility guide everything we do as we:

- Remain committed to providing a safe environment for all our members, volunteers and staff while addressing the inequities that exist within our communities.
- Strive to promote equity by identifying and working to eliminate practices that create barriers for our members, volunteers, and staff.
- Continue to create a welcoming and inclusive environment that supports our members, volunteers, staff and families because that is the foundation of our mission.
- Identify and eliminate inequity in our YMCAs and celebrate the diversity in our community. We recognize this process is ongoing as we continue to educate ourselves and learn about our different perspectives.
- Champion efforts that protect human dignity and call us to appreciate our shared journey as friends, neighbors and community. Let us not remain silent in words or actions as we work to create a place where we can all learn, grow and thrive.