



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

STRENGTHENING COMMUNITY ADVANCING EQUITY

TRAININGS AND RESOURCES

To fulfill the Y's purpose of strengthening community and to support the Y's goal of becoming an antiracist, multicultural organization, Y staff must develop their knowledge of how the Y advances equity and how to apply that knowledge to the work they do. Below is a list of eLearnings, videos and webinars on advancing equity at no or little cost.

Advancing Equity: Key Concepts and Language ([eLearning](#)) - This 10-minute video highlights common concepts, terms, and definitions used at Y-USA as we progress towards being an Anti-racist Multicultural Organization.

Advancing Equity: Systems of Inequity ([eLearning](#)) - This 15-minute course will teach staff to use an equity lens as they identify issues faced by marginalized communities. Through a series of scenarios, staff examine the various systems that exist in society and the inequities therein. This course, *Systems of Inequity*, is the first of a three-part series about the Y's approach to advancing equity. Staff are encouraged to take all three courses in the eLearning series.

Advancing Equity: The Y's Approach – ([eLearning](#)) - This 20-minute course, students identify ways that the Y can address inequity by advancing equity as a Movement. Through examination of the Y's equity approach, students practice applying the approach to work at the Y and in community. This course is part two of a three-part series of courses about the Y's approach to advancing equity. Students are encouraged to take all three courses in the series.

Advancing Equity: Opportunities to Advance Equity ([eLearning](#)) – This 20-minute course supports staff to identify opportunities to advance equity at their YMCA. Through a review of Y programs, staff will practice assessing them using an equity lens to practice identifying modifications to ensure the intended outcomes of the program are met. This course is part three of a three-part series of courses about the Y's approach to advancing equity. Students are encouraged to take all three courses in the eLearning series.

Y For All: Acknowledging Historical Racism ([eLearning](#)) – This 20-minute course creates an awareness of systemic racism and its history at the YMCA to better understand its impact on staff, volunteers, and members. During this course, students are presented with the historical frameworks and foundation of the YMCA to understand the impact these frameworks have on the Y and the way the Y serves communities. This course provides space for students to reflect on their role and how to advance equity at the YMCA.

Advancing Equity: Understanding My Biases ([eLearning](#)) - This 30-minute course will introduce participants to the concept of bias and explore the positive and negative impact of bias in everyday situations. Understanding our own biases allows us to create a welcoming and inclusive environment at our Ys. This course offers a framework for countering biases and explores your role in strengthening the foundations of community through a deeper understanding of your own beliefs.

Advancing Equity: Your Role in Community Engagement ([eLearning](#)) - This 30-minute course seeks to help build your knowledge of community engagement where equity is at the core, provide some examples for how community engagement work looks within the context of YMCA work, and connect you to resources to support community engagement work. This course defines community engagement and its relationship to equity, recognizes effective actions to get to know the community, and identifies listening skills to create a brave space for dialogue.

Orientation to Diversity, Inclusion and Global ([eLearning](#)) – This 30-minute course introduces key concepts related to how we define diversity, inclusion, and being globally-minded in the Y. During the course, students are encouraged to examine their personal experiences and perspectives and explore ways to further their development to be more inclusive and globally minded leaders.

The YMCA as a Global Organization ([eLearning](#)) - This 30-minute course will provide participants the foundational knowledge and frameworks that support being a YMCA Global Leader. Participants will learn about the global history and global work of the YMCA Movement, recognize how to connect your work to the global nature of your community, identify ways in which your Y can better serve diverse communities and understand what it means to be a global leader in the YMCA.

Five Community Engagement Strategies to Strengthen Inclusion ([eLearning](#)) - This 30-minute course will introduce our Five Strategies to strengthen engagement and inclusion in your community. After completing this course, you will be able to: recognize the Six Areas of Opportunity that advance our mission and business goals and recognize and understand the Five Strategies to strengthen the inclusion and impact of your Y.

Introduction to the Y's Equity Strategy ([Link video](#)) – This 3-minute video provides an overview of the Y's equity strategy. As a core component of Y-USAs new operating plan, our equity strategy is a long-term pathway to help bring to life our new for all commitment: equity for all.

The Y's Way of Advancing Equity ([Link Webinars](#)) – These 5-minute webinar videos walkthrough the Y's Way of Advancing Equity framework. The webinars are designed to help Y associations address systemic inequities while helping individual leaders develop an equity lens of the framework including definitions, concepts, and key elements to address systemic barriers.

Advancing Diversity, Inclusion and Global Strategies in Overnight Camp ([workshop](#)): This 1.5 hour workshop is designed by and for overnight camps, to begin to explore the topics of diversity and inclusion including being aware of influence and bias, so we all can reflect on how we interact with a diverse range of individuals.

Dimensions of Diversity (4 hours [virtual](#)) – This course is designed to enhance staff cultural competence, facilitate bridge building, and encourage engagement in diversity, inclusion, and global work among all YMCA staff and volunteers. Participants will explore the changing demographics of our communities, become familiar with core, secondary, and organizational dimensions of diversity, participate in powerful self-reflection and identification exercises, and understand and be able to articulate opportunities for inclusion in all areas of Y work.

Cultural Lenses (5 hours [virtual](#)) – This course is designed to enhance staff cross-cultural understanding, relationships, and engagement. Participants will be introduced to an analytical framework through which they can explore, recognize, and honor the influence of cultural background on patterns of human behavior. The tools presented foster personal reflection on the impact of culture. Rather than describing selected cultural groups, this training cultivates knowledge, dialogue, and interaction.