



# DIVERSITY & INCLUSION NEWSLETTER

## The YMCA of Greater Hartford



Here are some Winter highlights from around our Y.

## BRANCH HIGHLIGHTS

- Glastonbury celebrated Dr. Suess' Birthday at Hopewell School.
- Hale created the YMCA O'Putnam running team.
- Indian Valley held their annual Multi-Cultural Night.
- West Hartford held a free basketball clinic w/ Chiney Ogumike.
- Camp Woodstock held their Annual Campaign Kickoff.
- Downtown hosted the Travelers Chorale this Winter.
- Wilson-Gray's weekly Chess Practice has been very popular!
- East Hartford hosted their Wine Tasting Event.
- Farmington Valley held their Swim for a Cause event.
- Wheeler hosted their Annual O'Mazing Race.
- Tri-Town launched a People Empowering People program.
- Camp Jewell hosted their Winter Family Camp.

THERE'S ALWAYS SO MUCH GOING ON AT OUR Y!

## STAFF RECOGNITION

Congratulations to our very own, Candace Young, for being honored at the 100 Women of Color Awards this year. Candace is Group Coordinator for the Reach & Rise Mentoring Program.

Congrats, as well, to Janee Folston, Wilson-Gray's former Childcare Director. Candace and Janee are pictured to the right with their sons.

Congrats to all the winners and nominees for the 100 Women of Color Awards, 2018!!



## EMPLOYEE RESOURCE GROUPS

### Women's Resource Group Kickoff

The GHYMCA's Women's Resource Group recently hosted their Kickoff event at The Tavern at Keney Park this March, women's month.



To get involved in the Women's Employee Resource Group, contact [WOMEN@ghymca.org](mailto:WOMEN@ghymca.org)

### BYLD

This year, BYLD is sponsoring the MAP program—Mentoring to Advance Potential. This pilot program will grow so keep an ear out for the next application process!

To get involved in Building Y Leadership Development, contact [BYLD@ghymca.org](mailto:BYLD@ghymca.org).

*Employee Resource Groups are a great way to engage in leadership development and access resources that will make your job easier and your work more rewarding. To start an employee resource group, contact [Robin Thibault](#).*

## Diversity, Inclusion & Global Equity Newsletter

### DIG IN ACTION

The DIG IN ACTION Roundtable will be a safe space to promote Diversity, Inclusion & Global Equity practices

### DIVERSE ABILITIES

This winter, representatives from the YMCA, Innovative Autism Services, and Chapter 126 at Oak-Hill met to discuss serving members, families, and individuals with diverse abilities. Here's what came out of the talk:

- We're creating an association-wide Diverse Abilities program guide. Keep on eye out on our website.
- We're getting together to offer staff training—reach out to [training@qhymca.org](mailto:training@qhymca.org) to set something up!
- We're working to put together a Greater Hartford resource guide for families with diverse needs.

We're bringing the next  
**DIG-IN ACTION**  
conversation online!



Share your mental wellness thoughts and tips  
with the [DIGHYMCA facebook page](#)  
every Monday in April on  
**#mindfulmonday**



To get more involved in DIG IN ACTION,  
contact [Robin.Thibault@qhymca.org](mailto:Robin.Thibault@qhymca.org)



YMCA OF GREATER HARTFORD  
**LGBTQ PRIDE**  
TASK FORCE



Join the LGBTQ PRIDE task force with the YMCA of Greater Hartford.

[SIGN UP HERE](#)

### INVISIBLE DISEASE AWARENESS

In this edition of the DIG Newsletter, we are highlighting invisible diseases as yet another dimension of the conversation around Diverse Abilities.

Some diseases aren't visible, meaning you can't tell when someone is struggling with one, like:

[Diabetes](#)  
[Lyme Disease](#)  
[PANS/PANDAS](#)  
[PCOS](#)  
[Sjögren's Syndrom](#)

Click on each to learn a little about how these ailments affect the auto-immune systems of millions of people.

### Recipe for Immune Health



Click [HERE](#) for an  
immune-healthy recipe.



### DIG AROUND THE GLOBE

Here's a highlight about how the YMCA engages in the international community.



#### DID YOU KNOW?

The YMCA of Greater Hartford is part of the South Africa Coalition of YMCAs?

We work with other Y's from the states to support how the Y in South Africa changes young lives!

### SPRINGFIELD COLLEGE SUPPORTS PERU

Springfield College's Y Club took a trip to Peru last year to deepen relationship between their Y and the college.

Two high school students from the award-winning Junior Achievement program at the YMCA in Peru created a 24 person company!

They manufacture a fitness board game to help combat diabetes and inactivity.

In one year the group sold over 750 units!



### GLOBAL RECEPTION

This March, leaders from all over the region gathered to discuss Global Y work.



We're hoping to connect your Y with student interns from Springfield College and other local schools in our Community Outreach Internship Program. Help spread the word!

To get more involved in Global Leadership, contact [Robin.Thibault@ghymca.org](mailto:Robin.Thibault@ghymca.org)

### COMMUNITY OUTREACH INTERNSHIP PROGRAM

#### SUMMER 2018 COHORT

Spread the word that the Y is looking for student interns to be a part of a Summer program. Click the flier to learn more!



### DIMENSIONS OF DIVERSITY

#### DID YOU KNOW?

Diversity means something different to everyone...

**YOU COULD WIN!**



Email: [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org) and share what diversity means to you, and you could win this coveted Dimensions of Diversity button!

# the DIVERSITY & INCLUSION NEWSLETTER The YMCA of Greater Hartford



Here are some Spring highlights from around our Y.

## BRANCH HIGHLIGHTS

- East Hartford's Jujitsu Team and LEHY swimmers competed well.
- Farmington Valley held their annual Road Race & first trYathlon.
- Wheeler renovated their entire Wellness Center.
- Tri-Town members Ashley & Sierra spoke at the Annual Meeting.
- Camp Jewell held their Bug Juice Fun Run 5k in June.
- Camp Chase held a food, movie, fun night for the whole region.
- The Glastonbury kids performed Beauty & the Beast in April.
- Hale YMCA planted in raised beds, painted by the kids.
- Indian Valley put up a new outdoor basketball court & Gaga pit.
- West Hartford participated in family night with the CT Sun.
- Camp Woodstock staff traveled to the Dominican Republic.
- Downtown performed in the annual Footlights recital.
- Wilson-Gray teens took a trip to DC to #MarchForOurLives.

THERE'S ALWAYS SO MUCH GOING ON AT OUR Y!

## ASSOCIATION HIGHLIGHTS

- We hosted Healthy Kids Day in April
- We spent Five Days of Action on fb
- Camp Season got off to a great start
- We attended the CT Sun Family Day
- Yard Goats held our Annual Meeting
- The Golf Tournament raised money
- We participated in the Full-Time Staff Meeting with Diversity Expert, Lee Mun Wah, at Camp Jewell (image above)



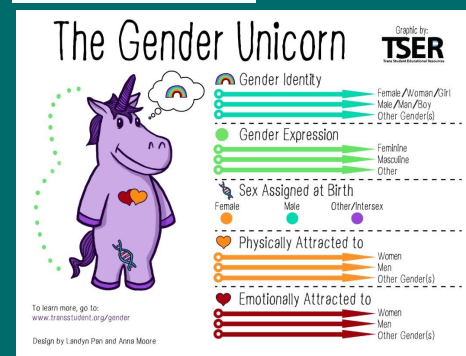
## EMPLOYEE RESOURCE GROUPS

### LGBTQ+

Members of an LGBTQ+ task force helped put together some resources for Pride Month this June. Click the links below to learn more.

**Key Concepts & Terms, by GLSEN**  
[Activity 1: The Impact of Silence](#)  
[Activity 2: GLSEN Key Concepts, etc.](#)

### The Gender Unicorn



How are you engaging LGBTQ+ members or campers this summer? **LET US KNOW!**

*Employee Resource Groups are a great way to engage in leadership development and access resources that will make your job easier and your work more rewarding.*

To get involved with the Women's, LGBTQ+, or Leadership Development ERGs or to start an employee resource group, contact **Robin Thibault**.



## Diversity, Inclusion & Global Equity Newsletter

### DIG IN ACTION

The DIG IN ACTION Roundtable will be a safe space to promote Diversity, Inclusion & Global Equity practices

### ENGAGING MULTI-LINGUAL COMMUNITIES

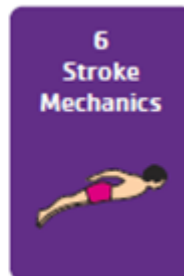
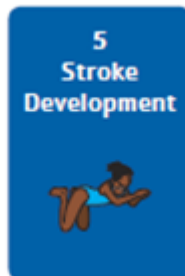
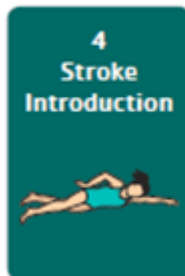
This spring, all of our program cabinet groups spent time to brainstorm ways that our Y could better engage local multi-lingual communities. Here are some of the top ideas:

- Multicultural board with a map of the world for members to pin where they are from
- *Multicultural tablero con el mapa del mundo para que los miembros pin donde son de*
- Survey/Ask families how we can better communicate/ideas they may have
- *Familias de la encuesta/pregunta cómo podemos mejor comunicar/ideas que puedan tener*



- Create training on simple language or cultural lessons
- *Crear entrenamiento en lenguaje simple o lecciones culturales*

- Have copies of files in other languages that are prominent in our community
- *Copias de archivos en otros idiomas en la comunidad*
- Laminate picture cards of skills (aquatics)
- *Laminado tarjetas de habilidades*



THANK YOU, GRACIAS, Y MERCI TO EVERYONE WHO SHARED IDEAS!

To get more involved in DIG IN ACTION, contact [Robin.Thibault@ghymca.org](mailto:Robin.Thibault@ghymca.org)

### MARCH WITH THE Y PRIDEFEST SEPTEMBER 8<sup>th</sup>

Join the YMCA of Greater Hartford this Fall at Hartford's annual PrideFest on Sept 8th!

Click  
The  
Image  
To  
Register  
Through  
Event-  
Brite  
>>>



### RECIPE FOR THE #BESTSUMMEREVER

Sometimes diversity & inclusion is all about trying new and different things!



This season's recipe is for having the best summer ever, which means putting together the key ingredients:

- 1 New Friend
- 2 Swimming Adventures
- 2 Hikes
- 4 Great Work Outs
- 2 Sporting Try Outs
- 3 Different Places

Click [HERE](#) to find out more.



### DIG AROUND THE GLOBE

Here's a highlight about how the YMCA engages in the international community.

#### YMCA of Greater Hartford Global Work

We sat down with Tim McGrath, Camp Woodstock Board Chair to learn more about how the YMCA of Greater Hartford engages global communities.

[View the webinar HERE.](#)



To get more involved in Global Leadership, contact [Robin.Thibault@ghymca.org](mailto:Robin.Thibault@ghymca.org)



#### DID YOU KNOW?

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We work with other Y's from the states to support how the Y in South Africa changes young lives!

### COMMUNITY OUTREACH INTERNSHIP PROGRAM

#### FALL 2018 COHORT

Spread the word that the Y is looking for student interns to be a part of a Fall program. Click the flier to learn more!



**YMCA OF GREATER HARTFORD  
COMMUNITY OUTREACH  
INTERNSHIP PROGRAM**

Now Recruiting Fall Cohort 2018

- Connect with diverse community members and other students
- Grow personally and professionally in a nonprofit setting
- Learn about Board-level work at one of our YMCA branches



CLICK HERE FOR A  
VOLUNTEER APP

Questions? Email:  
[training@ghymca.org](mailto:training@ghymca.org)



PREPARING  
THE NEXT  
GENERATION  
TO LEAD  
THE YMCA  
MOVEMENT

### CHANGING THE WORLD

**YOU  
COULD  
WIN!**



Email: [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org), and you could win a YMCA of GREATER HARTFORD CHANGING THE WORLD drawstring bag!

(Limited to first 25 requests)



# the DIVERSITY & INCLUSION NEWSLETTER The YMCA of Greater Hartford



Here are some Summer highlights from around our Y.

## WE WON!!!



The YMCA of Greater Hartford was named the 2018 Inaugural Excellence in Diversity: "Employer of the Year" Award! This award is given by the Human Resources Association of Central CT, and companies from all over the state were considered for their honors. This year's theme for the awards is "2018, Year of the Woman: Multicultural Women in Leadership," so here's a huge shout out to the 66% of our staff members who are women and who drive our Y to be inclusive in serving our mission! **Thank you!**

**WE WON. YOU WON.  
THANK YOU.**

## EMPLOYEE RESOURCE GROUPS

### LGBTQ+ PRIDEFEST 2018

Thanks to our staff who attended this year's PrideFest in Hartford! We plan to be even more engaged next September!

To get involved in an employee-led effort to become more LGBTQ+ inclusive or for resources to connect with LGBTQ+ organizations throughout Greater Hartford, contact [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)



*Employee Resource Groups are a great way to engage in leadership development and access resources that will help you connect and make work more rewarding.*

To get involved with the Women's, LGBTQ+, or Leadership Development ERGs or to start an employee resource group, contact **Robin Thibault.**

## BRANCH HIGHLIGHTS

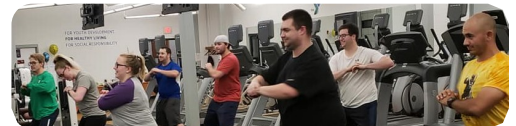


- East Hartford celebrated their Y Bell Power Scholars Academy students with Comcast.
- Tri-Town campers explored Tai Chi at Camp Pyquag.
- Camp Jewell held their The 74th Annual Lewis Fox Corn Roast.
- The Farmington Valley "Hot Shots" had their second competition.
- Wheeler hosted their "90's kids at 9" workout after work.
- Camp Chase held a clinical experience for students from Goodwin College.
- Glastonbury Excursion Campers explored the diversity of nature & science.
- Wilson-Gray hosted their annual National Night Out.
- West Hartford held their Annual Meeting at Rockledge Golf.
- Camp Woodstock held their 95th Reunion Celebration.
- Hale hosted a Luau Dance Party this August. Aloha!
- Indian Valley held a Rails to Trails bike ride in Vernon.
- Downtown staff have been working hard since there space was flooded. Shout out on your team's efforts & creativity!



## ASSOCIATION HIGHLIGHTS

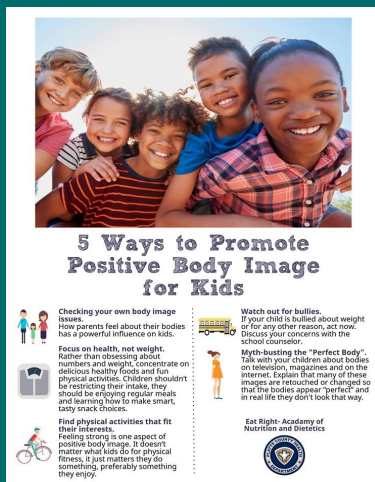
- We have been working to update our [ghymca.org](http://ghymca.org) website
- Camp had a stellar season across the Y. Great job, camp staff!



THERE'S ALWAYS SO MUCH GOING ON AT OUR Y!

## RECIPE FOR EMBRACING SIZE DIVERSITY

This season's recipe is brought to you by another way to think about healthy living. Instead of focusing on weight, many experts agree that it's more effective to measure other areas of health. Instead of blaming people who struggle with weight loss or telling them they need to change, we look to our society first to create more access to health and understanding for all.



The recipe is simple:

### 1: Accept your Size

Zip Code is the #1 predictor of weight! People must overcome varying barriers to find healthy lifestyles.

### 2: Trust Yourself

If you diet to lose weight, you're messing with your body's ability to self-regulate and recognize hunger.

### 3: Adopt Healthy Lifestyle Habits

Explore your relationship with food and movement, don't restrict yourself, enjoy a healthy mindset first.

### 4: Embrace Size Diversity

Stop treating others differently based on their size. It's the #1 topic of bullying in schools!

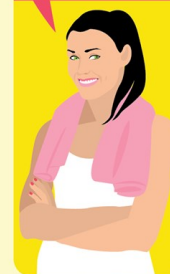
## CHANGE THE FOCUS OF YOUR WORKOUT

### Seek Out

Classes and instructors who emphasize what you gain from health and fitness

### Emphasize

- Cardiovascular endurance
- Body awareness
- Flexibility
- Teamwork
- Strength development



### Avoid

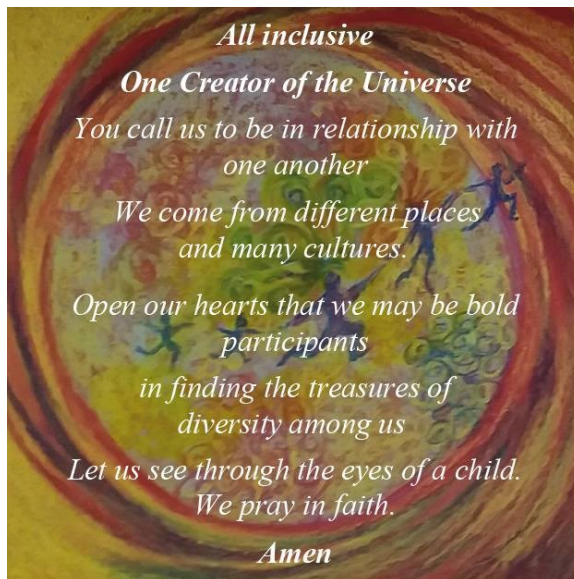
- Superficial or punishment-focused language.
- Feeling obligated to keep going if you need a break
- Comparing your abilities to those of the other people in the class.



Please help encourage more Y staff and members to think critically about the message we are sharing with people & families. The [Sonoma County Family YMCA's Facebook Page](#) is an excellent place to learn more and get inspired by this movement!



## Diversity, Inclusion & Global Equity Newsletter



*All inclusive*

*One Creator of the Universe*

*You call us to be in relationship with  
one another*

*We come from different places  
and many cultures.*

*Open our hearts that we may be bold  
participants*

*in finding the treasures of  
diversity among us*

*Let us see through the eyes of a child.  
We pray in faith.*

*Amen*

## Save the Date

### *Greater Hartford Multi-Faith Prayer Breakfast*

**Thursday,  
November 8, 2018**

**7:15—8:45 A.M.**

*The Artist Collective  
1200 Albany Avenue . Hartford, CT*

## DIG AROUND THE GLOBE

Here's a highlight about how the YMCA engages in the international community.

### YMCA 19th World Council 2018



This July in Chiang Mai Thailand, over 1,300 delegates from nearly 90 countries, representing 100,000 staff from across the world, gathered for the 19th YMCA World Council. More young people participated than ever before.

The theme is Youth Empowerment 4 Good, and the event unites all YMCA's through a governing body. This year, we named the first African Chair, Carlos Sanvee, the first female President, Patricia Pelton, and for the first time, women made up the majority of the executive committee.

Click the image above for a 7-minute documentary about the 19th World Council.

Click the image to the right to learn more about YMCA World Service.



To get more involved in Global Leadership, contact [Robin.Thibault@ghymca.org](mailto:Robin.Thibault@ghymca.org)

## DIVERSE FAITHS & BELIEFS

The YMCA of the USA has started a Diverse Faiths & Beliefs Working Group for Y staff from around the world to discuss how the Y can be inclusive to people of all different faiths and beliefs. To get involved, reach out to [DIG@ymca.net](mailto:DIG@ymca.net) or [read their first resource HERE.](#)

**Malik Moore  
Ryan Eves  
Safaya Fawzi  
YMCA OF THE USA  
800 872 9622  
[DIG@ymca.net](mailto:DIG@ymca.net)**

## CULTURE CHAMPION AWARDS!



NOMINATE YOUR CO-WORKER FOR AN AWARD

DEADLINE OCTOBER 31st

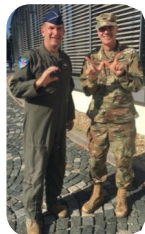
[CLICK HERE TO SUBMIT YOUR NOMINATION!!](#)

# the Y<sup>®</sup> DIVERSITY & INCLUSION NEWSLETTER

## The YMCA of Greater Hartford



Here are some Fall highlights from around our Y.



### YMCA of Greater Hartford DIG Statement:

The Y is made up of diverse people working side by side to strengthen our communities. Together, we work to ensure everyone -- of any income, faith, ability, sex, sexual orientation, gender identity or expression, race, ethnicity, national origin, cultural background or other unique personal characteristics -- has the opportunity to live life to its fullest. We share the values of caring, honesty, respect and responsibility, which are the foundation for everything we do.

The YMCA of Greater Hartford was rewarded the 2018 Inaugural **Excellence in Diversity: "Employer of the Year" Award!**

This award is given by the Human Resources Association of Central CT, and companies from all over the state were considered for this honor.



Harold, Karima, Lori, and Robin receiving the award this Fall.



The 2018 theme for the awards is "2018, Year of the Woman: Multicultural Women in Leadership," so here's a huge shout out to the 66% of our staff members who are women and who drive our Y to be inclusive in serving our mission!

**Thank you!**

### EMPLOYEE RESOURCE GROUPS

#### #buildingbossadies

International Women's Day is March 8th this year. Want to help plan a Women at the Y event? Get involved!

Contact:

For general questions or if you want to be the contact person for an event at your branch, contact:  
[robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

Wilson-Gray:  
[deepika.singhal@ghymca.org](mailto:deepika.singhal@ghymca.org)  
Farmington Valley:  
[marissa.teed@ghymca.org](mailto:marissa.teed@ghymca.org)



**MAY 16, 2019**

SAVE THE DATE

**LATINAS  
and POWER  
SYMPOSIUM**

HARTFORD MARRIOTT DOWNTOWN • THURSDAY, MAY 16, 2019

Want to attend the Latinas & Power Symposium with other YMCA staff and volunteers?

Email:  
[robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)



## Diversity, Inclusion &amp; Global Equity Newsletter

## BRANCH HIGHLIGHTS

For this season's newsletter, we're sharing a recap of the DIG highlights from around the Y in 2018.



- **West Hartford** engaged the teens through Leaders Club and offered the Bell Power Scholars Academy.
- **Tri-Town** worked with WECC, Madres Latinas, People Empowering People, and Family Learning Program.
- **Wheeler** worked with interpreters, made space to accommodate members with diverse religious beliefs, and added braille to their building signs.
- **Camp Jewell** worked with numerous local agencies and ones from China, Spain, and France to increase their international diversity.



- **Farmington Valley** focused on strengthening inclusion of communities of diverse abilities by hosting listening sessions and increasing programming.
- **East Hartford** worked with Breaking the Cycle, a biking program to engage teens in recovery from alcohol and substance abuse.
- **Indian Valley's** multicultural event in March was well attended with over 100 families and includes various cultural performances, music, crafts and food.



- **Hale** partnered with the HealthQuest Coalition and the local Homeless Charity, and has been involved in local substance abuse issues.
- **Downtown** expanded wellness and Footlights programs to be more inclusive to the local Asian-Pacific communities.
- **Camp Woodstock** partnered with Achievement First, the Dominican Republic Society, Squash Busters and REACH.
- **Wilson-Gray** teens attended March For Our Lives Rally in D.C. and joined the Community Safety Coalition.
- **Glastonbury's** Leaders Club has evolved into a safe space for teens of any social status, gender identification or ability.



And those are just the highlights!

There's always so much going on at our Y.

Want to see more?  
[Follow DIG on facebook.](#)



## Diversity, Inclusion & Global Equity Newsletter

### ASSOCIATION-WIDE HIGHLIGHTS

- The YMCA of Greater Hartford participated in a number of events. We...
  - Hosted a Women's Event at the Tavern at Keney Park in March
  - Attended the Latinas & Power Symposium in May
  - Shared LGBTQ+ resources in June & participated in PrideFest in the Fall
  - And sponsored the Multi-Faith Prayer Breakfast in November
- We invited Lee Mun Wah to host a workshop for full time staff this Spring.
- #humansoftheY told diverse stories from all over the Y community.
- We developed a plan to be more inclusive of our senior communities.
- The Y brainstormed ways to engage multi-lingual communities in cabinet.
- Staff attended Emerging Multi-Cultural Leadership Experience in Seattle.
- We supported our Global Partnership with the South African YMCA.
- We hosted community forums:
  - Met with education experts in the Farmington Valley area this Fall.
  - Discussed the needs of the seniors in the South End of Hartford.

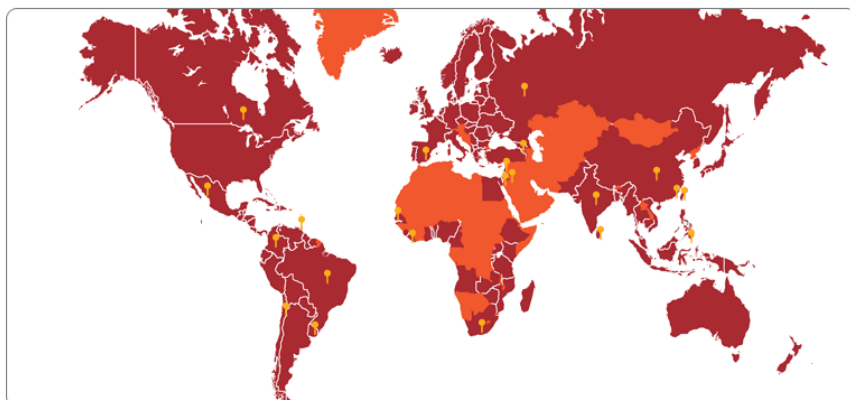


### DIG AROUND THE GLOBE

#### DID YOU KNOW?

The YMCA reaches 119+ global communities!

#### GLOBAL SERVICES



To get more involved in Global Leadership, contact:  
[robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

#### Multi-Cultural Leadership

The Y of Greater Hartford is part of a Y-USA initiative to support staff of color. Stay tuned for scholarship opportunities coming to you on behalf of the Y of Greater Hartford.

To get involved with the Women's, LGBTQ+, or Leadership Development ERGs (Employee Resource Groups, or to start an interest group of your choice, contact: [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

#### CULTURE CHAMPION AWARDS!



NOMINATE YOUR CO-WORKER FOR AN AWARD

DEADLINE February 15th

[CLICK HERE TO SUBMIT YOUR NOMINATION!!](#)