

# the Y DIVERSITY & INCLUSION NEWSLETTER

## The YMCA of Greater Hartford



Here are some Winter 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.

### Want to attend the Latinas and Power Symposium?

**MAY 16, 2019**

**SAVE THE DATE**

**LATINAS  
and POWER  
SYMPOSIUM**

HARTFORD MARRIOTT DOWNTOWN • THURSDAY, MAY 16, 2019

Each year for the last two years, the President's Office has sponsored attendance for staff at the Annual Latinas and Power Symposium in Hartford. This year, it's May 16th.

It's an excellent opportunity to network with other professionals from Hispanic and Latina communities & explore workshops, speakers, etc.

If you're interested in attending, please let Robin know by April 19th: [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

Thank you, Harold, for supporting this opportunity for staff!

### INCLUSIVE WELLNESS

**"There is no one-size-fits-all when it comes to being 'well.'"**

Here's a great article on Healthy Living For All:

**Wellness Should Be More Inclusive, and Here's What You Can Do to Help**



Did you know? The YMCA has an Employee Wellness Committee! Want to join? Contact: [chris.hibbs@ghymca.org](mailto:chris.hibbs@ghymca.org)

# Diversity, Inclusion & Global Equity Newsletter

## ASSOCIATION-WIDE HIGHLIGHTS

### WOMEN'S DAY, READ ACROSS AMERICA, SENIOR ENGAGEMENT

Our Y's across Greater Hartford participated in Read Across America, and we've made a strong commitment to senior engagement and inclusion at our branches. To learn more, ask your membership team!

Our featured highlight is International Women's Day, which was March 8th, and two teams of women, at Farmington Valley and Wilson-Gray, hosted events.



Thank you to our staff who inspired people to come together, our special guests, and thanks to all the women who make the Y a success—you make up 2/3 of our work force and deserve so much credit and appreciation! #boss ladies

Click each image to see more:

**Want to be a part of Women's Leadership?**

Reach out to Robin, association-wide:  
[robin.thibault@qhymca.org](mailto:robin.thibault@qhymca.org)

Also, you can contact champions...

Wilson-Gray: Deepika Singhal  
[deepika.singhal@qhymca.org](mailto:deepika.singhal@qhymca.org)

Farmington Valley: Marissa Teed  
[marissa.teed@qhymca.org](mailto:marissa.teed@qhymca.org)



## BRANCH HIGHLIGHTS

- **Farmington Valley** afterschool kids learned Chinese for the New Year.
- **East Hartford** attended the Youth & Government Annual Conference.
- **Indian Valley** held their 7th Annual Multi-Cultural Night.
- **Hale** attended a volunteer fair and ran in the rain during O'Putnam.
- **Downtown** celebrated National Reading Day with Footlights.
- **Camp Woodstock** trained fundraising volunteers at Riverfront Recapture.
- **Wilson-Gray** has been setting up their new Best Buy Tech Center.
- **Glastonbury** performed Mary Poppins as their annual play.
- **West Hartford's** Jr. NBA Skills Challenge sent 3 winners to championships.
- **Tri-Town** afterschool kids celebrated Dr. Suess week with crafts and puzzles.
- **Wheeler** hosted a Family Night Glow Party and celebrated Black History Month.
- **Camp Jewell** volunteers helped stain logs for the new cabin.



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

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



## Diversity, Inclusion & Global Equity Newsletter

### GLOBAL LEADER CERTIFICATION SPONSORSHIP BROUGHT TO YOU BY THE GLOBAL INITIATIVES COMMITTEE

As an association board committee, here's the Global Initiatives Committee's (GIC) Mission:

The mission of the YMCA of Greater Hartford Global Initiatives Committee is to promote international understanding and increase cultural competency throughout the YMCA of Greater Hartford and its communities in order to better serve our members and communities in an increasingly diverse and inter-connected society.

We have three priority goals:

- Support the YMCA of Greater Hartford in its community engagement efforts
- Help the Y to increase the cultural competency of our staff, volunteers, and members
- Develop global relationships with international Y's that represent local underserved populations

Two ways that we are fulfilling our mission this year are...

- To sponsor staff and volunteers along a path toward Global Leader Certification, where participants manage a community-based project that serves nearby global populations.
- To sponsor two branches with a grant toward a DIG (Diversity, Inclusion, Global) initiative.

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



**ARE YOU A  
GLOBAL  
YMCA LEADER?**

**We want to sponsor you!**

Our Global Initiatives Committee is looking for YMCA staff and volunteers who want to earn their Global Leadership Certification.



- Serve a global community in your area
- Attend free training through Y-USA
- Win seed money toward your project
- Receive an award for earning your cert

### DIG AROUND THE GLOBE SPRINGFIELD COLLEGE GLOBAL RECEPTION



Springfield College is an excellent resource of YMCA institutional and historical knowledge, and for leadership development and education; but did you know, Springfield is also heavily engaged in international exchanges. If you're looking to learn more about the Y on a global scale—Peru, Colombia, etc.—you might want to explore Springfield College's opportunities and activities.

[Check out YMCA Professional Studies Program on facebook](#)

### Multi-Cultural Leadership

The Y of Greater Hartford is part of a Y-USA initiative to support staff of color. The GIC has helped cover the cost of training for a few staff—want to learn about getting your training sponsored?

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!**



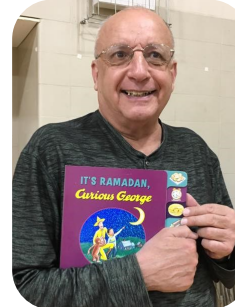
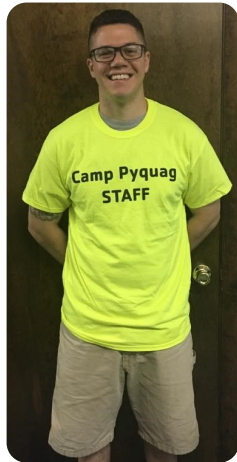
NOMINATE YOUR CO-WORKER FOR AN AWARD

DEADLINE April 12th

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

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

## The YMCA of Greater Hartford



Here are some Spring highlights from around our Y.

### Latinas and Power Symposium

Each year for the last two years, the President's Office has sponsored attendance for staff at the Annual Latinas and Power Symposium in Hartford. It's an excellent event every year, and it just keeps getting better and better.

Thank you to everyone who attended and helped the Y represent! If you already know you want to go next year, contact:  
[robin.thibault@qhymca.org](mailto:robin.thibault@qhymca.org)

Thank you, Harold, for supporting this opportunity for staff!



### GHYMCA 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.

Visit our DIG website page [HERE](#)

### We hosted our first Staff & Family BBQ at Camp Chase!



Thanks to the planning committee, to Camp Chase, and everyone who came out!

WE BUILD LIFELONG SUCCESS





# YMCA of Greater Hartford

## Spring 2019

### Diversity, Inclusion & Global Equity Newsletter

#### ASSOCIATION-WIDE HIGHLIGHT

##### LGBTQ+ INCLUSION

###### Lunch & Learn at Cabinet Last Month

You may have witnessed or heard... in May, Greg Baker from Indian Valley hosted a Lunch & Learn on the topic of Transgender Inclusion at the cabinet meeting at Camp Jewell. Thank you, Greg! Thanks to all the execs who stood up and agreed to make inclusion of the Transgender community a topic at their next staff meeting. Thanks to everyone who participated in the survey we sent out last month.

As promised, here are many follow up resources if you want to learn more, strategize to make your Y more inclusive, or become a stronger ally.

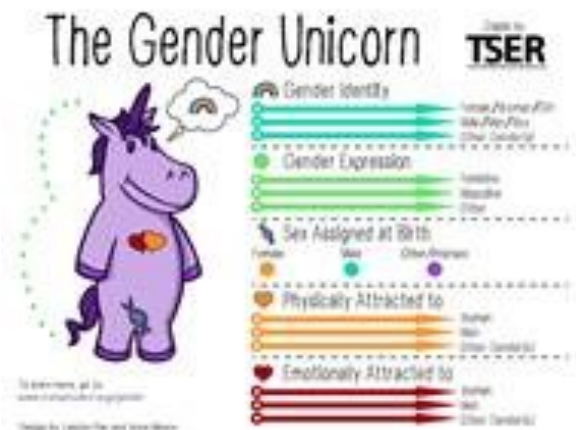
(Click on the images to learn more.)

###### From cabinet:

Here's the video that Greg shared, a loud message on how it feels to be seen differently:



You can learn about the Gender Unicorn from TSER here, a representation of some of the many different ways people love and identify:



###### YMCA resources:

###### [Engaging the Transgender Community in your Y](#)

###### LINK:

Under the Operations tab in LINK, click on Diversity, Inclusion, and Global. There are dozens of PDFs, resources, and conversations around LGBTQ+ Inclusion. You can search for specific things or browse the "Engaging Diverse Populations" tab and the LGBTQ+ section.



<https://link.ymca.net>

###### [LGBTQ Resource Network:](#)



###### Other resources:

###### [GLAAD's Glossary of Terms - Transgender](#)

###### [A Guide to Restroom Access for Transgender Workers](#)

###### [Video: Transgender Teens on Using Bathroom at School, by Human Rights Campaign](#)

###### [20 Must-Read LGBTQIA+ Children's Books](#)

Look out for an email sharing the simply awesome webinar ([in a series you can find HERE](#)) by Y-USA featuring the authors of [Two Spirits, One Heart](#).

We're hosting a table at the September PrideFest in Hartford. Email to get involved!

As always, if you want to get more involved, please reach out to me (or to Greg!), and if you have concerns about YMCA inclusion of Transgender communities, please reach out [HERE](#)

### GLOBAL LEADER INTERNSHIPS AND PROJECTS BROUGHT TO YOU BY THE GLOBAL INITIATIVES COMMITTEE

#### Introducing Rachel

Rachel is joining the Global Initiatives Committee as an administrative intern.

She'll be helping organize meetings, share communication, and support our Global Leader Projects.

Welcome, Rachel!



#### Introducing Hoda

Hoda is an MSR at Wheeler and her Global Project is to bring an International Night to her branch.

Having pulled off a wonderful Iftar Dinner in May, we're looking forward to her success!

Welcome, Hoda!



#### Introducing Marilyn

Marilyn is a student at Springfield College and her Global Project is a Tour of Nations at Camp Dakota.

Springfield is a great place to be to learn about the Y, and we're very lucky to have this globally minded intern on the team!

Welcome, Marilyn!



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

### BRANCH HIGHLIGHTS

- **Wilson-Gray** attended the Walter "Doc" Hurley Legacy Weekend.
- **East Hartford** received funds to assist Hurricane Maria evacuees.
- **Indian Valley** teens collected 65 lbs of food for Cornerstone Pantry.
- **Wheeler** hosted a fun and informative Iftar dinner, an Islamic celebration.
- **Farmington Valley** worked with Junior Achievers to teach in Tarrifville.
- **Hale** co-sponsored the DEA Drug Take Back Day with the Putnam Police.
- **Downtown** held a ribbon cutting ceremony for their Grand Re-Opening.
- **Camp Woodstock** took a trip to the Dominican Republic to volunteer.
- **Glastonbury** welcomed volunteers from Liberty Mutual who helped paint.
- **West Hartford and Wheeler** hosted the first Pour Your Support for Adaptive Programs wine tasting fundraiser.
- **Tri-Town** celebrated Earth Day & Stepping Stones started a dance trend.
- **Camp Jewell** hosted Women's Wellness and Volunteer Work Weekends.
- **GHY** took 5 Days of Action to protect against child abuse, hosted Healthy Kids Day across the association, launched a new online volunteer system, continued engaging Seniors, and adopted Test, Mark, Protect, a water safety initiative for our facilities with a pool.

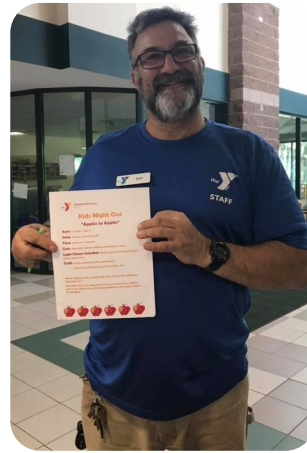
There's always so much going on at our Y.





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

## The YMCA of Greater Hartford



Here are some Summer highlights from around our Y.

### Upcoming Event: Multi-Faith Prayer Breakfast

Every year, the YMCA of Greater Hartford sponsors the Multi-Faith Prayer Breakfast, hosted by the Hartford Seminary in collaboration with numerous faith organizations across the region.

This year, the Y will have a table at the event and we'll be collecting socks in honor of the 2019 theme—ending homelessness. To help collect socks, contact Robin at [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

**November 7th, 7:00am**  
**Artists Collective; 1200 Albany Ave.**



Click the image above for more info.

### GHYMCA 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.

[Visit our DIG website page HERE](#)

### Shout Out to Camp Jewell

This summer, Camp Jewell celebrated the opening of a new health center with their campers who return each year from **Camp Rising Sun**. They watch an annual fireworks show, but this year they got to celebrate the extra space that was built to help keep campers safe.



Jewell hosts campers from Camp Rising Sun every year, a non-profit whose mission is to be a place where kids with cancer have fun and smile.

**Congrats on the new center—you've all worked really hard!**

**WE BUILD LIFELONG SUCCESS**



## Diversity, Inclusion &amp; Global Equity Newsletter

GLOBAL ENGAGEMENT  
TOUR OF NATIONS AT CAMP DAKOTA

## Campers Learned about 5 Different Countries



Thanks to Marilyn Vazquez, the Global Initiatives Committee (GIC), and Camp Dakota at Wilson-Gray, campers this summer got to explore five different countries over five weeks of summer camp.

Each week, Marilyn highlighted a different country—**Spain, India, Saint Lucia, Peru, and China**—the campers learned information about the country of the week, listened to guest speakers, did arts projects related to the countries, and played games that tested their knowledge of what they learned.



The campers were excited, engaged, and entertained, and the energy in the room was palpable. They asked a lot of questions about the different countries and cultures, and they were enthusiastic when being tested because they knew the answers and retained the lessons they learned.

## About the Key Players



Marilyn is a Springfield College Sophomore who interned with the Y this summer. We're helping her achieve a Global Leadership Certification through Y-USA. Part of earning the cert requires completing a project that serves a global community. Tour of Nations was her project, and a huge success!

Thank you, Marilyn—you're awesome!

The Global Initiatives Committee is an association board level subcommittee, made up of volunteers and staff, that has been engaged in **global engagement through GHY for over 50 years**. The mission of the GIC is to promote international understanding and increase cultural competency throughout the YMCA of Greater Hartford and its communities in order to better serve our members and communities in an increasingly diverse and inter-connected society.

A big thanks to **Melody Santiago, Norma Ortiz, Solomon Lewis**, and all the staff at Camp Dakota who made this program educational and positive for all the campers. Thanks to **Deepika Singhal** for representing India, **Rachel Anthony** for her invaluable support, and to all the guests and advisors who helped Marilyn.

Click on each country to see its Power Point or Info Sheet.

**SPAIN****Saint Lucia**

Want to earn your Global Leadership Certification?  
Learn about the cert through Y-USA, [HERE](#).

Want to get sponsored to earn your Global Cert?  
Submit a proposal to the Global Initiatives Committee!  
We'll be seeking new applicants in 2020.



## Diversity, Inclusion & Global Equity Newsletter

### GLOBAL ENGAGEMENT INTERNATIONAL DAY AT WHEELER

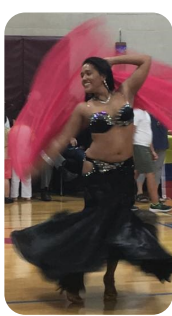
Participants explored 8 Different Countries



Thanks to Hoda Mousa, the Global Initiatives Committee (GIC), and the Wheeler branch, children, families, members and participants got to explore 8 different cultures all packed into one gymnasium, without even needing to book a flight.

Volunteer teams each highlighted a different country—**India, Poland, Lebanon, Russia, Guatemala, Egypt, Turkey, and Colombia**—the participants sampled food from each culture, watched fantastic performances of music and dance, and learned about holidays, traditions, landscapes and figures important to each country.

Kids went from country to country with a passport. They got to earn a stamp from each one by answering a question about the country they were visiting.



The crowd participated in performances, as well. A favorite were the belly dancers who showed talent, celebrated body diversity and female empowerment, and one even balanced a sword on top of her head for an entire routine!

We're so proud this event was hosted at the Y, where people from all over the world could come together to connect, share their culture, and celebrate what unites us.



### About the Key Players

Hoda is a Membership Services Representative at the Wheeler Y. She's helped host the branch's first Iftar Dinner for people who celebrate Islam to come together and for people of any faith to learn about this important tradition for Muslim communities.

In addition, she was sponsored by the GIC to earn her Global Leadership Certification. through Y-USA. Part of earning the cert requires completing a project that serves a global community. Wheeler's International Day was her project, and a total blast!

Thank you, Hoda—you're a rock star!

The GIC is an association board level subcommittee, made up of volunteers and staff, that has been globally engaged through GHY for over 50 years. The mission of the GIC is to promote international understanding and increase cultural competency throughout the YMCA of Greater Hartford and its communities in order to better serve our members and communities in an increasingly diverse and inter-connected society.

A big thanks to the Wheeler staff, our GIC intern, Rachel Anthony, and to each of the volunteer teams who helped Hoda create something magical!





## Diversity, Inclusion & Global Equity Newsletter

### ASSOCIATION HIGHLIGHTS

#### HARTFORD PRIDEFEST AND WELCOMING WEEK AT HALE

##### Welcoming Week 2019

Thanks to Amanda Kelly, Lisa Paterson, and the rest of the brilliant team of staff, members, and volunteers, Hale hosted the association's first Welcoming Week. Way to go, team!

Members shared about their ancestry, experienced food from multiple cultures, and the facility was opened for newcomers to explore the Y.



##### Hartford PrideFest 2019

Thanks to Gerina, Taylor, Tricilla, and Jada who helped at the Y's first PrideFest table this September! Thanks to Sam for putting together the amazing guest passes that we handed out, and thanks to everyone who helped us celebrate Pride!

Pride is so much fun, and next year it will be at Bushnell Park—room for way more colorful entertainment and connection. Let us know if you want to get involved in PrideFest 2020!



We believe our communities are stronger when everyone feels welcome and we work together for the common good. Learn more about Welcoming Week [HERE](#). Or...

[Watch THIS super quick video.](#)



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

### BRANCH HIGHLIGHTS

- **East Hartford** sponsored bikes in "Breaking the Cycle."
- **Farmington Valley** attended the annual Race for Chase.
- **West Hartford** graduated another class of Bell Power Scholars.
- **Indian Valley** collected goods for the Crystal Lake Food Pantry.
- **Glastonbury** hosted a DIG training for their camp staff this summer.
- **Wheeler** collected backpacks and school supplies for the United Way.
- **Tri-Town** started planning how to spend the \$2,000 DIG grant they won.
- **Downtown** hosted Work out Wednesdays on the lawn at State House Square.
- **Camps Jewell & Woodstock** hosted dozens of international camp staff from all over the world.
- **Wilson-Gray** supported "Shoot Hoops, Not Guns" with "Mothers United Against Violence."
- **Hale** engaged volunteers, and held a blood drive and groups for cancer and grief support.



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



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

## The YMCA of Greater Hartford



**Here are some Fall highlights from around our Y.**

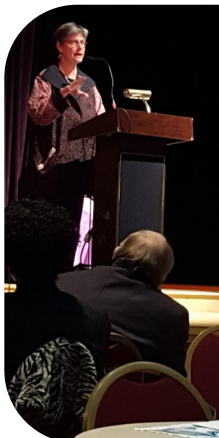
### Greater Hartford Multi-Faith Prayer Breakfast

Every year, the YMCA of Greater Hartford sponsors the Multi-Faith Prayer Breakfast, hosted by the Hartford Seminary in collaboration with numerous faith organizations across the region.

This year, the Y hosted a table at the event and collected socks for the homeless.

**With your help, we donated over 300 pairs!**

**Thank you to everyone who came to the event, worked our table, and donated socks!**



### GHYMCA 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.

[Visit our DIG website page HERE](#)

**WE BUILD LIFELONG SUCCESS**





## Diversity, Inclusion & Global Equity Newsletter

### GLOBAL ENGAGEMENT TRI-TOWN FAMILY LEARNING PROGRAM

#### Global families growing together.

Thanks to Kim, Sarah, Josue, Zach, and Shawnee—as well as many other supporters and collaborators—this Wethersfield-based Family Learning Program impacts newcomer, refugee, and immigrant families who are looking for a connection to community here in the States.

With a multi-generational approach, the participants learn English and life skills, the children learn and grow, guardians and children play together, and families create a strong network.

Participants become intertwined in each other's lives, rely on each other, and share about their culture and traditions.

The grant from the Global Initiatives Committee will help bring much-needed supplies to the program, provide educational materials, and create posters for the room to display pride for and information about where the families came from.



#### About the Key Players

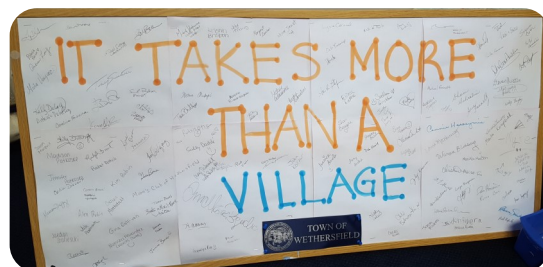
Kim Bobin is a thoroughly impressive woman from Wethersfield. If there's something going on in town, chances are Kim's a part of it.



She and the YMCA connected through the Wethersfield Early Childhood Collaboration (WECC), and we've worked together in a number of ways—for instance through this Family Learning Program that the GIC sponsored as the 2019 DIG Ideas Grant recipients.

A big thanks to Sarah Marquis, our Tri-Town Childcare Director, Josue Irizarry, Tri-Town Exec, Shawnee Baldwin and Zach Riccio, our positive, caring, and reliable childcare staff.

Something that this program emphasizes is that It Takes More than a Village. When so many players come together to sponsor, support, donate, and volunteer to make this program happen, it demonstrates the power of community.



Kim and the extended village are working to make sure everyone feels like they have a place where they belong and people who care about them.

Thank you, Kim and the entire team, for your constant passion and dedication!



The Global Initiatives Committee is an association board level subcommittee, made up of volunteers and staff, that has been engaged in global engagement through GHY for over 50 years. The mission of the GIC is to promote international understanding and increase cultural competency throughout the YMCA of Greater Hartford and its communities in order to better serve our members and communities in an increasingly diverse and inter-connected society. To get involved, reach out to [robin.thibault@ghymca.org](mailto:robin.thibault@ghymca.org)

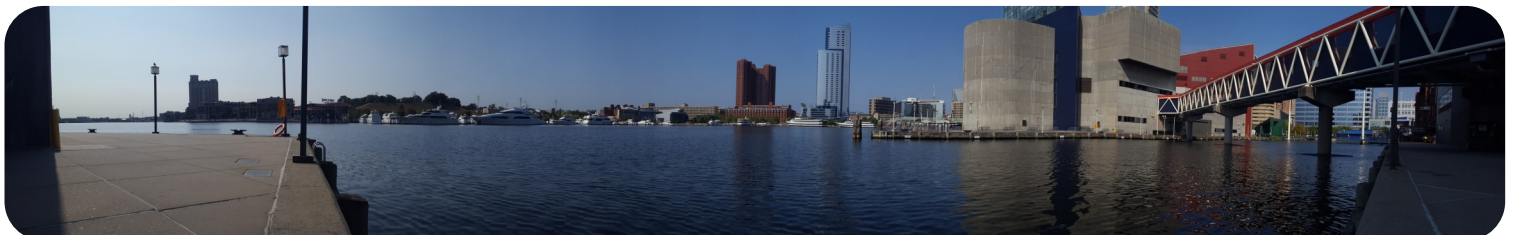
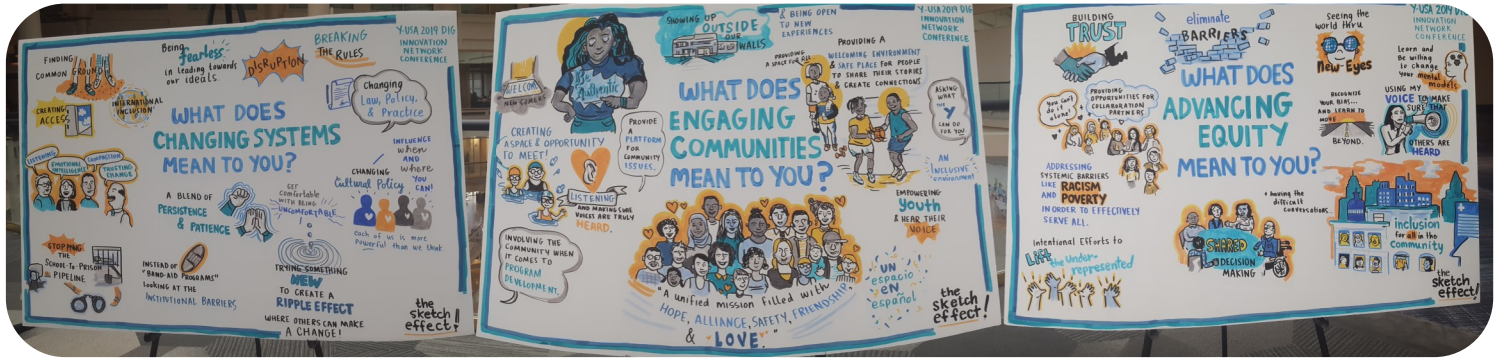


## Diversity, Inclusion & Global Equity Newsletter

### YMCA OF THE USA DIG CONFERENCE 2019 BALTIMORE, MARYLAND

YMCA of Greater Hartford represented at the DIG Conference this October in Baltimore.

Thanks to Marilyn Vazquez, Hoda Mousa, and Rachel Anthony for attending! We attended workshops, awards, community events, and heard from Kevin Washington, Carlos Sanvee, Little Miss Flint, Deray Mckesson, and many other DIG leaders. Want to attend in future years? Get involved in the Global Initiatives Committee and complete a Global Leader Project in 2020. Learn more by reaching out to Robin.





## Diversity, Inclusion &amp; Global Equity Newsletter



## THANK YOU, RACHEL!!!

Our GIC Intern, Rachel Anthony, is accepting a position in development at the Central Coast Y.

With Rachel's help, the Global Initiatives Committee sponsored two Global Leader Certification Projects, a DIG Ideas Grant, sent multi-cultural staff to leadership development courses, and attended the DIG Conference in Baltimore.

We can't say how lucky we were to work with you, and we hope you stay a volunteer with the committee. You're the best!

Congrats, good luck, stay connected, and thank you for all your hard work!



Know someone who wants a Global Internship at the Y? Send a resume and cover letter [HERE](#).

## BRANCH HIGHLIGHTS

- **Hale** held an Elder Law and Estate Planning Workshop for Seniors and Swim with the Pumpkins.
- **Farmington Valley** held Halloween at the Y!
- **Tri-Town** morning childcare participants enjoyed sensory play time.
- **Wheeler** hosted its annual Navratri Dance.
- **Indian Valley** held their Spirits for Giving Gala.
- **Glastonbury** hosted its Toast to the Town event.
- **East Hartford** martial arts participants won over 150 awards for the season.
- **West Hartford & Camp Jewell** celebrated with a Masquerade Gala.
- **Camp Woodstock** started a Waterfront Project.
- **Downtown** began an "Alphabet Soup" swim hour for the LGBTQ+ community.
- **Wilson-Gray** youth performed and volunteered at the association's Champion's Event, the 10th Anniversary of the Wilson-Gray branch.



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