CREATIVE NAME QUARTERLY NEWSLETTER ABOUT YMCA DIVERSITY, INCLUSION & GLOBAL SERVICE INITIATIVES: JUNE 2013

CHARLOTTE DELEGATION TO ATTEND YMCA EUROPE FESTIVAL

DEVELOPING GLOBAL LEADERS

The YMCA of Greater Charlotte has organized a delegation of 3 high school students and 3 young adult Y staff members to attend the week long international YMCA Youth Festival in Prague, Czech Republic this August. The event unites thousands of young people from around the world to celebrate life, diversity and all that is inspiring about being young and part of the global YMCA Movement. Through workshops, performances, networking and service-learning opportunities rooted in the festival theme of Love2Live, the event focuses on the power and potential of youth to make a positive impact locally and globally.

Special thanks to Diversity, Inclusion, & Global committee Y volunteers George Varghese, Reggie Pincham, Katrina Ford, and Kristina McCarter for leading the application and interview process to identify the 6 individuals that will represent Charlotte and the YMCA of the USA in Prague!

“I LOOK FORWARD TO GAINING MORE OF A GLOBAL PERSPECTIVE ON HOW WE ARE ALL CONNECTED.”
-16 yr. old Jordan Williams, Y Achievers Program, West Charlotte HS

ORGANIZATIONAL COMMITMENT

The Y is committed to creating a culture in which diversity and inclusion are integral to everyday operations. YMCAs empower communities through access to the support and connections all people need to learn, grow, and thrive. Through welcoming, inclusive practices and environments, Ys engage people from all segments of the community and help to effect lasting, meaningful change.

FOOD FOR THOUGHT

"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”
— Martin Luther King, Jr.

"165 different native languages are spoken by students enrolled in Charlotte Mecklenburg Schools.”
—Diversity in CMS (2011-2012)

ACCESS, INCLUSION, ENGAGEMENT

To deliver on our promise to strengthen community, the YMCA must be innovative and responsive to engage, connect and serve diverse populations at home and around the world.

QUESTIONS, COMMENTS, IDEAS?

Contact: Candace Murray
candace.murray@ymcacharlotte.org
On Friday, June 7th, the White House honored twelve people as YMCA "Champions of Change." YMCA of Greater Charlotte’s Senior Vice President of Organizational Advancement, Michael DeVaul, received this distinguished award. The Champions event focused on Y leaders and Y partners for their efforts in transforming communities and making them better places to live.

Michael DeVaul is a 28-year veteran of the YMCA, recognized for his community building and diversity work as well as his leadership in supporting the Charlotte Y’s global partners in Senegal, Gambia, and Jerusalem. Michael also leads the association’s Global Center of Excellence strategy to ensure that all community members in Charlotte feel welcome at the Y. Our organization believes better engaging our diverse community is a key growth strategy for the YMCA!

2013 GLOBAL SERVICE TRIP TO WEST AFRICA

For the 2nd consecutive year the YMCA of Greater Charlotte is offering an opportunity for Y teens and young adults to participate in the Global Service-Learning Program. Eight participants will be selected after application and interviews. The team will volunteer 6 weeks with the Y Readers literacy program in Charlotte, participate in program fundraising, and then travel to Senegal YMCA over Thanksgiving break in November.

While in Dakar, the team will volunteer at the Senegal Y primary school, meet Senegal Y staff and teens, experience traditional food and local customs, and visit important historical sites. Our YMCA provides annual support to the Senegal YMCA. In 2012 $6,500 was donated to the primary school serving 225 children ages 3-12.

Upon returning from the trip, each participant will be responsible for presenting the impact of the experience. The program promotes young people’s role in civic engagement and is an experience that creates global leadership skills useful within our increasingly diverse workforce.

In order for this program to be successful financial support and donations are needed. Donations are tax-deductible. Business level sponsor donations are available. Contact: Blair.Campbell@ymcacharlotte.org

What is Global Service-Learning?
Service-learning is a deliberate process through which young people develop leadership skills, knowledge and behaviors while making meaningful contributions to their community and developing civic awareness. The leadership development experience is a process that involves local projects and activities impacting local and global communities. The YMCA of Greater Charlotte service-learning program emphasizes learning before, during and after international travel. The West Africa and Senegal Y project theme focuses on literacy and education.

2012 participant Teal Green volunteered at Thomasboro elementary school with the Y Readers program (pictured Right). During the visit in Dakar, Teal spent 3 days volunteering in the classroom at the Senegal Y primary school (pictured Left). The experience highlighted the significance of education and impact of literacy locally in Charlotte and globally in West Africa.
A team of 8 from the YMCA of Greater Charlotte, led by CEO Andy Calhoun, traveled to Israel in May to re-ignite the partnership with the Jerusalem International YMCA. Established in 1878 the Jerusalem International YMCA (JIY) is a safe haven for religious, cultural and intellectual freedom for the people of Jerusalem. Jewish, Muslim and Christians of all ages come to JIY to enjoy the atmosphere of understanding and unity.

Like YMCAs in the United States, JIY serves the needs of its local community through programs focused on the holistic development of children and youth, health and well-being for all and family strengthening. In an effort to end the cycle of prejudice and violence, JIY offers a variety of programs designed to stimulate positive connections among people of all faiths and backgrounds.

The YMCA Peace Preschool (pictured right) enrolls students of Muslim, Jewish and Christian faith backgrounds. Classes are mixed, each with two teachers, one Jewish and one Arab (Muslim or Christian). Stories are told alternatively in Arabic and Hebrew, songs are sung in each language, each culture is given equal place and weight in the classroom.

During the visit staff members from Charlotte contributed in the areas of YMCA Human Resources, Facility Management, Development, & Global Service-Learning. The team spent time getting to know the JIY staff and programs, visited important historical sites within Old City Jerusalem and also spent two days at the Peniel YMCA located on the shore of the Sea of Galilee. The visit created opportunity for our YMCA to deepen relationships with JIY staff and also discuss ways to build future visits and exchanges for YMCA youth and young adults. To learn more about the Jerusalem International YMCA visit www.jerusalemymca.org

WHAT IS DIVERSITY & INCLUSION?

Diversity and inclusion is the practice of recognizing, appreciating and valuing all of the ways an individual is unique and intentionally engaging and connecting different populations in a welcoming environment.

- **Diversity:** The presence of differences that make each person unique and that can be used to differentiate groups and people from one another.
- **Inclusion:** The intentional engagement and development of all Y stakeholders including participants, members, staff, volunteers, partners, vendors and the public.
- **Dimensions of Diversity**
  To be truly inclusive and welcoming to all, it is critical to understand the different dimensions of diversity that make up and influence an individual and their personality.

*Resource: YMCA of the USA, Diversity/Inclusion Best Practices 2013*
YMCA Diversity, Inclusion & Global (DIG) Committee volunteer highlight: **Meet George!**

**Full name:** George Varghese  
**Employer:** Bank of America  
**# Years volunteering with the Y:** 13

**What is your favorite part about volunteering with the committee?**

“I enjoy being around people who take the work seriously and hold themselves accountable for achieving goals. I’m also glad to see that Diversity & Inclusion work is finally beginning to be taken seriously by the general population.”

**Why is this type of work important to you?**

“|I believe in getting involved to solve the problem instead of just sitting by the sidelines and complaining. One of my favorite parts of the Y is that it leads by example in being open to everyone. It is inspiring to hear what a difference the work makes in people’s lives and to be able to provide opportunities to those who were not given the advantages so many of us take for granted.”

George began volunteering as a member of the University City Community Building Project (UCCBP) and then served as a board member with the UCity Y branch. George is volunteering for his 2nd year with DIG committee.

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**2013 DIVERSITY, INCLUSION AND GLOBAL STRATEGIC FOCUS AREAS**

To ensure the YMCA of greater Charlotte shows measurable improvement this year the DIG chart of work is centered on 3 strategic areas. Take a look at some of the accomplishments already underway this year!

**Staff Development:** 72 staff members completed Y USA’s Cultural Lenses training which has been offered twice this year in Charlotte. 17 staff completed the Engaging the Hispanic/Latino population workshop, including two Charlotte staff trained as facilitators (Pilar Perez and Victor Rodriguez). There will be 2 additional Cultural Lenses classes offered this year. Don’t miss out on this valuable leadership development opportunity.

**Financial Development:** Partnering with Community Building Initiative (CBI) our Y’s branch board chairs and designees dedicated 14 hours in 3 trainings centered on better engaging branch boards with diversity and inclusion strategies. DIG committee co-chair David Head will attend the 2013 Y General Assembly in Philadelphia to be part of a panel presenting on how diversity & inclusion is an important strategy for board development.

**Membership Development:** YMCA summer day camp will incorporate an international theme into day camp for the 3rd year in a row. During the week of July 22-26 thousands of day campers will participate in activities dedicated to learning about culture, uplifting diversity and sharing the YMCA global movement. Members of the 2013 Prague Festival delegation have composed a resource book of global activities, games and ideas for camp staff to use at the day camp sites this summer!

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**ASIANS FASTEST-GROWING RACE OR ETHNIC GROUP IN 2012**

In a report released June 13, 2013 the Census Bureau announced Asians were the nation’s fastest growing ethnic group in 2012. The Asian population grew by 2.9 percent, to 18.9 million. More than 60 percent of this growth came from international migration.

The Hispanic population grew by 2.2 percent to just over 53 million in 2012. The Hispanic population was fueled primarily by natural increase (birth minus deaths). Hispanics remain our nation’s second largest ethnic group (behind non-Hispanic whites), representing about 17 percent of the total population.

The nation’s total minority population was 37 percent of the total population in July 2012. (Minority population includes people in any category other than non-Hispanic white). Six more counties became majority-minority populations as of July 1, 2012. **Mecklenburg, N.C. (Charlotte)**, Cherokee, OK; Texas, OK; Bell, TX; Hockley, TX; and Terrell, TX.

* Source: United States Census Bureau, June 13, 2013