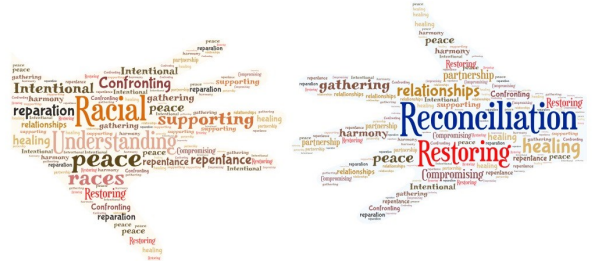


FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Growing With All In Mind



Diversity & Inclusion Lunch and Learn Whitley County Family YMCA

Registration required at fwymca.org or Membership Services

Diversity is simply “the practice of including people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.” To be a growing community, company, and world we must practice including all diversities. Join a team of volunteers for four lunch & learns to develop your and your organization’s ability to grow in diversity and inclusion. See the back for Q&A.

Each 45-minute session will include:

- Free Lunch
- Topical Information
- Interactive Activity
- Practical Steps Forward
- Application for your Organization

Save the dates for each
Lunch & Learn at 12:00PM:
October 14th; 21st; 28th;
and Nov 4th.

Mission: To put Christian principles into practice through programs that build healthy spirit, mind and body for all. Whitley County Family YMCA; 950 E Van Buren Street; Columbia City, IN 46725

1. What Is a Diversity and Inclusion Lunch and Learn?

- It is a free lunch meeting to learn about diversity and grow in inclusion. There will be four initial sessions that include a teaching component, exercise with personal discussion, and practical ways to take the information and apply it to your life/organization.
- Sessions: 1) Stop the Assumptions: How Bias' Work
 - 2) The Cost of Not Belonging: Organizational Bias
 - 3) Death by A Thousand Cuts: Micro-Aggressions and High Context Awareness
 - 4) Let's Not Repeat It: History of Race and Why is still Matters

2. Why is this something the YMCA is doing?

- The YMCA mission is to help all. Through conversations and listening to stories we see the need for our community to be welcoming and recruit more talent. Almost everyone is hiring and there are limited people. In a world where the next generation gets to decide where they want to live, work, and play we will be competing against welcoming and diverse communities.
- Diversity is a fact; inclusion is a choice. We choose to work through our bias to become inclusive. Diversity is everywhere and until we face our discomfort with diversity we cannot be inclusive.
- Jesus was inclusive and we strive to be like him.
- We sent out a survey to businesses, non-profits, churches, and elected officials and the majority consensus was that diversity is important to their organization and a training/educational event would be beneficial.

3. What is the cost?

- These Lunch and Leans are free! They do require registration at fwymca.org or at our Membership Services Desk.

4. What is the goal?

- The goal is to understand what prevents us from accepting other's diversities and what practices we can put in place to be inclusive individuals and organizations. Everyone carries biases and every organization has biases from the leaders. If we recognize them then we can grow and thrive as a welcoming and recruiting individual or organization.

5. Who is the target audience

- Anyone who wishes to grow and learn
- Organizations, non-profits, elected officials, business owners and HR Directors. Anyone wishing to enhance their organization.