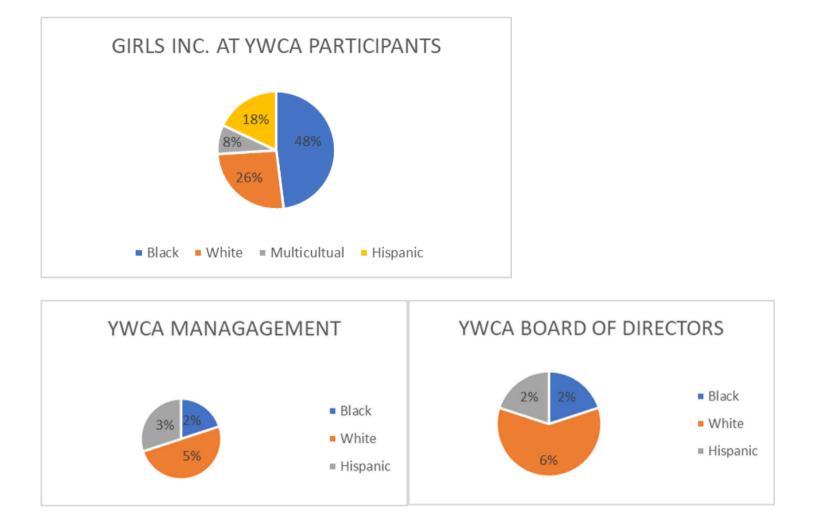
## **COMMITMENT TO DIVERSITY**

At the YWCA, we envision a world of inclusion, diversity, equity and human decency. We envision a world of opportunity. We commit ourselves to the work of racial justice. We will get up and continue to do the work until "Justice, Just Is"! Until institutions are transformed, until the world sees women, girls, and people of color the way we do: Equal, Powerful, Unstoppable.

Communicating the anti-racist value of our organization in the mission statement, strategic plans, operating principles, job descriptions, employee handbook, client and vendor contracts, reports, events, newsletters etc., and in the symbols and images and messages we use. We commit to ongoing examination of our DEI frameworks so that diversity is central to our mission and programs.



## **Program & Staff Demographics**