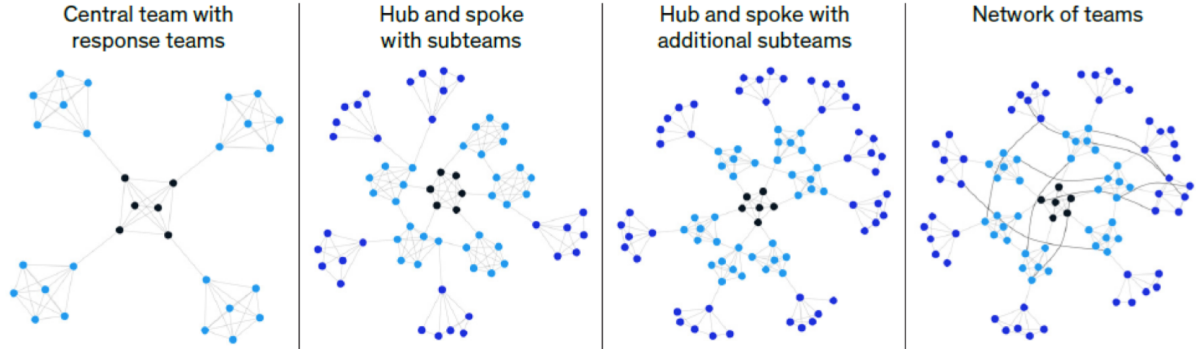




Strategy Teams are based on the concept of building teams utilizing a 'Hub & Spoke' model meaning teams are small, flat, nimble and interconnected.



“What companies have learned [from the pandemic] cannot be unlearned—namely, that a flatter organization that delegates decision making down to a dynamic network of teams is more effective.” – McKinsey & Company

2020 DIVERSITY, INCLUSION & GLOBAL STRATEGY TEAM MEMBERS:

- **Carola Cárdenas**, Executive Director Johnston YMCA
- **Michael DeVaul**, Strategy Leader, Advocacy/Public Policy/Collaboration
- **Allison Jones**, Director of Public Relations & Communications
- **Joe Kovalcheck**, Executive Director, Lincoln County & Sally’s YMCA
- **Sorayda Diaz Leon**, Association Business Office Support Coordinator
- **Candace Murray**, Director Diversity, Inclusion & Global
- **Dena Paulding**, Executive Director, McCrorey YMCA
- **Victor Nicholson**, Executive Director of Christian Mission
- **Brooke Reddington**, Senior Vice President/Chief Human Capital Officer
- **Kamal Shaw**, Member Experience Leader Harris YMCA
- **Joyce Tompkins**, Association Director of Member Experience

Each team is responsible for creating an Action Initiative Plan (AIP). The AIP is developed utilizing collective input from each of the DIG Strategy team members.

The DIG Strategy team stated **OBJECTIVE** is for everyone in the organization to feel they belong and are a valued part of the YMCA family.

The KEY DELIVERABLES include:

- 1 An inclusive workplace where employees’ unique talents, skills, and perspectives are valued and leveraged.
- 2 Accountability of monitoring metrics to build a skilled, highly engaged, and diverse workforce at all levels the organization
- 3 Consistent and accessible leadership development opportunities to cultivate culturally competent, globally minded, inclusive leaders
- 4 Utilize institutional communication channels and brand to communicate YOGC’s diversity and inclusion commitment internally and externally.