



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

ENGAGE SHARE GROW

Employee Resource Groups
YMCA OF THE USA

OUR
MISSION

CARING, HONESTY, RESPECT, RESPONSIBILITY

EMPLOYEE RESOURCE GROUPS AT THE Y

Our staff and volunteers are our most treasured assets.

Strengthening Community

At the Y, strengthening community is our cause and ensuring access, inclusion and engagement for all is fundamental. Nationwide, communities are rapidly changing and we are committed to recognizing and embracing all dimensions of diversity to better serve our neighbors. Our staff and volunteers are our most treasured assets and make people feel welcome and valued at the Y. To further support their efforts, it is an organizational priority to offer an inclusive work environment where staff and volunteers have opportunities to learn, advocate and engage effectively and responsibly as cause-driven leaders.

The Y's Employee Resource Groups (ERGs) are staff- and volunteer-led networks, which offer colleagues from all backgrounds and experiences opportunities to:

- **Connect and build relationships**
- **Mentor one another**
- **Share knowledge and experiences**
- **Participate in personal and professional development**
- **Enhance leadership skills**
- **Strengthen cultural competency**
- **Inform organizational strategies**

How Staff and Volunteers Benefit

As platforms for sharing expertise, ideas and perspectives, ERGs contribute to the professional and personal development of staff and volunteers and to enriching and rewarding their career path. Through webinars, workshops, conference calls, blogging and regional events or conferences, participants can connect with other professionals, share ideas and access information and resources on the latest trends. By offering staff and volunteers spaces to connect and create community, ERGs ultimately inspire a deeper commitment to each other and the Y.

Currently, the Y offers six ERGs at the national level. Committed to genuine and meaningful engagement among participants, these groups are open to all YMCA staff and volunteers. We encourage you to join one or more.

AFRICAN-AMERICAN RESOURCE NETWORK (AARN)

- Develops the leadership potential of African-Americans in the YMCA
- Provides career and personal development, networking, training and mentoring

ASIAN AND PACIFIC ISLANDER LEADERSHIP NETWORK (APILN)

- Comprises Asian and Pacific Islander staff and volunteers
- Shares information and resources through social activities and online experience for career development

EMERGING LEADERS RESOURCE NETWORK (ELRN)

- Cultivates and prepares a diverse group of millennial leaders to fill critical roles to ensure the sustainability and success of the Y Movement
- Serves as a connector to tools, resources and people to enhance career development

HISPANIC/LATINO LEADERSHIP NETWORK (HLLN)

- Advocates for Hispanics and Latinos within the organization and nurtures the next generation of Y leaders
- Serves as a thought leader on issues important to Hispanics and Latinos

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER RESOURCE NETWORK (LGBTQRN)

- Helps participants fully embrace the Y's mission and advance their careers
- Works to ensure that all LGBTQ staff and volunteers feel safe, welcomed and valued

WOMEN'S LEADERSHIP RESOURCE NETWORK (WLRN)

- Cultivates an environment that leverages the talents and addresses the unique needs of women while maximizing their career potential at the Y
- Works to develop strategies and provide support for women within the professional framework of an ERG

Many Ys have created **local ERGs** to enable their staff and volunteers to find resources and support close to home. To learn more about local ERGs, contact ERG@ymca.net.



Learn more about ERGs! To discover how to enhance your personal and professional development through the Y's Employee Resource Groups, visit the Networks tab in [Link](#) or send an email to ERG@ymca.net.

“The Hispanic/Latino Leadership Network has been a game changer for me. It amplified my perspective on the Y Movement and the impact it is having in the lives of our Hispanic/Latino employees. I was instantly connected to a group of veterans who knew what they were doing, where they were going and were eager to teach me how to get there.”

— Carola Cárdenas
YMCA of Arlington
Arlington, TX

“The Emerging Leaders Resource Network has given me the opportunity to collaborate with and lift up inspiring leaders from across the Movement. It provides me a seat at the table and a continued spark for our global YMCA work. I have been able to access a strong network of cause-driven leaders, to develop competencies and cultural awareness, and to serve in a capacity that is meaningful and truly makes a difference.”

— Sha Foland
YMCA of Greater Omaha
Omaha, NE

“Being involved in the Asian and Pacific Islander Leadership Network (APILN) has been crucial to my career growth but critical to my sense of belonging in the Movement. APILN has provided me access to resources for career development and opportunity for national trainings. Most importantly, I have built relationships with premier YMCA leaders who have mentored and empowered me to do the same for others.”

— Margie Rask
Emma B. Howe Family YMCA
Coon Rapids, MN

YMCA OF THE USA

101 N Wacker Drive

Chicago, IL 60606

P 800 872 9622

F 312 977 9063

www.ymca.net