



DIVERSITY & INCLUSION

NEWSLETTER

Whatcom Family YMCA

November, 2022



NATIVE AMERICAN HERITAGE MONTH

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

Whatcom County currently has two of the 4 Native American Tribes that are indigenous to this land:

Lummi Nation and the Nooksack Tribe. Everyone is encouraged to learn more about the people on whose land we reside.

UPDATE FROM DEI COMMITTEE

In June, the Diversity, Equity and Inclusion Committee published its current chart of work. The first item on the list was for the Whatcom Family YMCA to conduct its first ever Diversity, Equity and Inclusion Member Survey. The purpose of the survey was to get feedback on how the Whatcom Family YMCA is doing on diversity, equity and inclusion with our members. The survey was sent to all members and we had over 100 responses.

The good news is the vast majority of respondents felt the Whatcom Family YMCA showed a commitment to diversity, equity and inclusion, created an environment for full, free and open expression of concerns, ideas and opinions; welcomed a diverse group of members and valued the differences of individuals. People feel welcomed and respected and have a sense of belonging at the Whatcom Family YMCA. The results are a testament to the work of staff and volunteers. Those who responded did not see employees and volunteers representing a diverse group of people; and were not clear how to report concerns about discrimination or bias or harassment at the Whatcom Family YMCA. Based on member feedback, these are two areas that require attention.

The Diversity, Equity and Inclusion Committee at the Whatcom Family YMCA will be focusing on our recruitment efforts for employees and volunteers, and how members and guests report concerns about discrimination or bias or harassment. More on our work soon!

Most importantly, thank you to everyone who participated in the survey and to all of the folks supporting our diversity, equity and inclusion efforts.

WHATCOM FAMILY YMCA'S LAND ACKNOWLEDGMENT STATEMENT

First, we acknowledge the Nooksack and Lummi people, who have stewarded and lived here since time immemorial. As we engage in our activities in this sacred place, let us breathe with a sense of gratitude and move in the spirit of unity, caring for all who seek to thrive on this land and water, and to honor those who have come before us and those who will come after us.

A CALL TO SERVE

The DEI committee is looking for additional staff to serve on the DEI committee.

If you are interested in Diversity, Equity and Inclusion work and would like to help the Y further its purpose to be welcoming to all please reach out to Lynda Purdie for more information.

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360-255-0632