

# YNPN'S COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

## Our Story

Early in 2014, YNPN National determined that one way to clearly affirm our commitment to promoting equity, diversity, and inclusion was to develop an official statement of what EDI means to us and what we will do to promote it to and beyond our networks. A small committee of board members and staff began developing this statement in July 2014 and received input from the wider board. In addition to board input, a feedback session held with YNPN Baltimore during the October 2014 board retreat, which highlighted additional work needed to deepen YNPN's stance on EDI.

In February and March 2015 coinciding with the onboarding of a new board class, YNPN National devoted significant time during our National board retreat and meetings to understand our EDI theory of change and the strategies we wish to pursue to activate our network around these issues.

## EDI YNPN National Board Committee

Although YNPN National has committed to making EDI a lens through which the organization develops and considers all of its work, at the January 2015 retreat, the board decided that members of the national board would commit to serving on the joint board/staff/chapter committee. This decision was meant to ensure that there would be dedicated board attention to actively advancing our work and deepening our stance in this area.

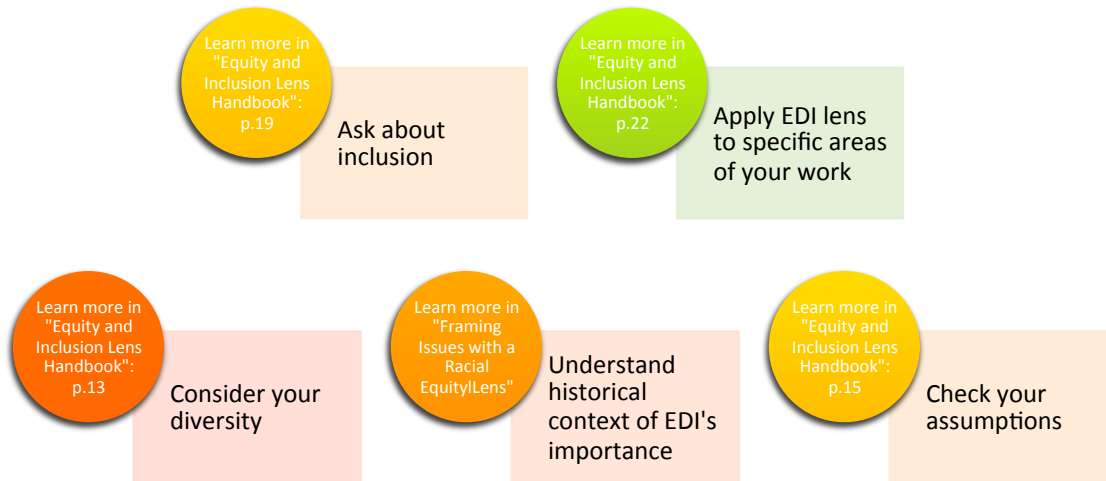
## EDI Advisory Committee

This committee of chapter leaders met for the first on October 2014. This committee was then integrated with the EDI board committee. Out of this committee, three subcommittees were formed to address different parts of YNPN National's EDI strategy:

1. Resources Committee: Educating and training YNPN members and offering intentional spaces for discussion.
2. Metrics/ Data Committee: Gathering data through members and chapters about the state of the sector and measuring our own progress on EDI.
3. EDI Reader: Leveraging our communications platform to model the change we want to see in the sector.

## BEFORE YOU GET STARTED: WORKING WITH AN EQUITY, DIVERSITY AND INCLUSION LENS

Incorporating an EDI lens to your day-to-day chapter work is essential to advancing YNPN's of stronger communities supported by a diverse and powerful social sector. To apply an EDI lens to your chapter work, here are some things you can do:



### What's Important at the Start

- Leadership
- Broadly embraced message
- Shared definitions and clear point of view
- Openness to self-reflection, learning, data
- Manageable place to anchor commitment in everyday work
- Early positive reinforcement
- External supports

### What's Required for EDI to be Sustained

- Good results
- Ongoing and broadening leadership commitment
- Growing board, staff, organizational competencies
- "Hard-wired" institutional commitment to EDI
- Systematic data for tracking impact

### Further reading

- Analysis of Programs, Practices and Policies in Advancing Diversity, Equity and Inclusion, D5 Coalition: <http://www.d5coalition.org/work/policies-practices-and-programs-for-advancing-diversity-equity-and-inclusion/>
- Framing Issues with a Racial Equity Tools: <http://www.racialequitytools.org/module/framing-issues-with-a-racial-equity-lens>

### Tools

- Equity and Inclusion Lens Handbook, City of Ottawa and City for All Women Initiative (CAWI) : [http://documents.ottawa.ca/sites/documents.ottawa.ca/files/documents/EI\\_Lens\\_Handbook\\_2015\\_FINAL\\_EN\\_WEB\\_2.pdf](http://documents.ottawa.ca/sites/documents.ottawa.ca/files/documents/EI_Lens_Handbook_2015_FINAL_EN_WEB_2.pdf)

Read **YNPN National's** Stance on [Diversity, Equity and Inclusion](http://www.ynnpn.org/equity-diversity-inclusion) : <http://www.ynnpn.org/equity-diversity-inclusion>

## FRAMEWORK FOR TAKING ACTION

This framework for taking action will help move YNPN chapters from values to practice around Equity, Diversity, and Inclusion (EDI.) Recognizing that different chapters will be at different levels in advancing EDI, this framework lays out specific actions chapters can take, and can help chapters see where they are at, and where they want to go next.



Fortunately, there are many resources out there to help chapter leaders advance EDI in their chapters and community. This [document](#) lays out specific actions that chapters can take and chapter leaders can find recommended resources according to the type of action they want to take.

From this framework, chapter leaders have identified the following priorities, and we have developed guidelines for each of the following action:

1. Making the case for EDI to your board
2. Growing diverse and inclusive leadership
3. Ensuring programming and events are diverse and inclusive
4. Growing a diverse and inclusive Membership

Read **YNPN National's** Stance on [Diversity, Equity and Inclusion](http://www.ynnpn.org/equity-diversity-inclusion) : <http://www.ynnpn.org/equity-diversity-inclusion>