



# DIVERSITY AND INCLUSION POLICY

## OF THE NORTH SUBURBAN YMCA

The North Suburban YMCA is an inclusive organization open to all. We welcome all people regardless of ability, age, background, income, ethnicity/race, faith, gender, gender identity or sexual orientation. To fulfill our purpose of strengthening community for all, the Y is committed to being an inclusive, anti-racist organization and leveraging our collective impact to address social inequities.

The Y believes that, in a diverse world, we are stronger when we are inclusive, when our doors are open to all and when everyone has the opportunity to learn, grow and thrive. The North Suburban YMCA shares the values of caring, honesty, respect and responsibility and supports member diversity in every sense.

**In compliance with the Illinois Human Rights Act** and keeping with our commitment to diversity and inclusion, and to ensuring everyone feels welcome at the Y, we give transgender individuals the opportunity to choose the locker room they most identify with. All three of the Y's locker rooms have private spaces available for changing, and there are also private bathrooms located throughout the YMCA facility.

It is our goal for all members to thrive at the Y, and we will continue to do our best to support all members, staff and volunteers while maintaining an environment that reflects the inclusive values we share.