



YMCA of the USA
GLBT Affinity Group National Call
Wednesday, January 20, 2010
3 p.m. CST

To start the online meeting

Go to <https://yusa.webex.com/yusa/j.php?ED=132819692>
Follow the instructions that appear on your screen
Meeting Number: 593 430 335
This meeting does not require a password.

Teleconference information

Provide your phone number when you join the meeting to receive a call back.
Alternatively, you can: (866) 554-8472
Conference Code: 139 916 9078

Agenda

- Welcome Alexander Vaughan
- Introduction of Chuck Collins, CEO Champion of GLBT Affinity Group Alexander Vaughan
- Opening Comments Chuck Collins
- Short History of GLBT AG Richard Clegg
- Committee Updates
 - Membership Donald Langley
 - Communications Monica Elenbaas & Tom Reynolds
 - Resource Development Amy White & Aaron Franco
- Now I'm a member, so what? Or what's next? Alexander Vaughn | All
- General Assembly Reception Richard Clegg
- Steering Committee Meeting | Kansas City, MO Alexander Vaughan
- Having Fun and Moving Forward All
- Q&A, Comments, Feedback All
- Adjourn

Communications Committee Report

- Formed Committee Summer 2009
 - Co-chaired by Tom Reynolds and Monica Elenbaas
 - Eight members from Steering Committee
 - Two Members-at-Large
- Initial work plan priorities
 - Support Membership Committee's outreach plan to increase awareness of and membership in the new Affinity Group
 - Assess current and potential channels for creating awareness within local YMCA organizations and develop an annual communications plan
 - Assess target audiences and their communications needs and preferences

Progress to Date

- Supported June 2009 Y-USA Lunch & Learn
 - Stories from the field
 - Template agenda available for other Lunch & Learns
 - Will promote this resource for 2010 Pride Week
- New tools creation/review
 - White Paper: *The Transgender Community: YMCA Members, Participants, Staff, and Volunteers*
 - Flyer (thank you, Richard!)
- Outreach questionnaire to colleagues
 - In person and email versions
 - Surfaced very low awareness of the new Affinity Group

Newsletter Re-launch

- Scott Umbell, editor
- Bi-monthly, beginning February 1
 - Message from the Chair/Executive Champion(s)
 - Calendar – upcoming GLBT Affinity Group events, plus an item from GLBT in history for the particular month
 - In the News – GLBT progress on equal rights in the workplace
 - New Affinity Group Resources (such as the White Paper currently being edited for Transgender/Transsexual Issues Facing YMCAs))
 - Member profile – “real story” opportunity – I’m happy to do these (Alexander first one – was Board President of “Out and Equal” in 2004)
 - Engagement opportunities (such as other committees’ needs)
 - “Ally” corner (why this matters; what you can do)
 - In the third issue, we will do a reader survey to assess how it is being received and how to improve
- *CONTRIBUTIONS WELCOME!*

Up Next in Communications

- Messaging/speech versions
 - Preaching to the choir
 - Bringing people on – make the case
 - Hostile audience
 - Proactive person-to-person outreach
- Self-serve PPT
- Social networking plan
- Alignment with overall Affinity Group outreach by Y-USA D&I

Opportunities to Help

- Build the buzz – relationships, relationships, relationships
 - Peers, HR and D&I contacts in your Association
- Newsletter contributions
- General Assembly Reception
- LinkedIn Group posts (get the discussion moving!)
- Share your ideas, connections and what you're hearing in the field
- Website feedback (visit www.ymcaglbt.org)



YMCA of the USA
GLBT Affinity Group

**Resource
Committee**

**Criteria for
Recognizing
Affirming YMCA's**

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- 1. YMCA has a non-discrimination policy and diversity training that includes sexual orientation.**
 - 2. Non-Discrimination policy, diversity training and benefits – gender identity or expression.**
 - 3. Provides access to domestic partner benefits**
 - 4. Support of an LGBT employee resource group or other affinity group that provides YMCA dollars and resources to support and promote to YMCA staff and volunteers.**
 - 5. Engages in appropriate and respectful advertising and marketing or sponsors LGBT community events or organizations.**
 - 6. Employer exhibits responsible behavior toward the LGBT community; does not engage in action that would undermine LGBT equality.**



We build strong kids,
strong families,
strong communities.

The Gay, Lesbian, Bisexual, Transgendered Leadership Network

a national affinity group of the YMCA of the USA

www.ymcaglb.org • info@ymcaglb.org

Originally organized in 2006, a number of GLBT YMCA professionals and YMCA policy volunteers set out on a journey to increase the awareness around the issues GLBT YMCA staff and volunteers were facing within the YMCA movement. We asked: "How do we make our movement inclusive rather than exclusive so together, we can accomplish the YMCA Mission." In 2008, the GLBT Affinity Group became a nationally recognized leadership network by the YMCA of the USA. Membership is open to *everyone*, GLBT YMCA staff and volunteers, straight allies and advocates.

Currently the GLBT Leadership Network Steering Committee has created national strategies to focus on the following three areas: (1) to develop a support network for GLBT YMCA staff and volunteers, (2) to increase the education and awareness of the movement on GLBT issues through resources and (3) to provide mentoring opportunities for YMCA staff and volunteers who are GLBT.

We hope you'll join us. For more information about the work of this group or how you might become involved, please go to YMCA Exchange or to the external website at www.ymcaglb.org and click "Get Involved, Join!" link.



2010-2012 Leadership

Alexander Vaughan—Chair
Director of Human Resources
YMCA of Silicon Valley
avaughan@ymcasv.org

Leticia Torres—Vice Chair
Program Director
Main Line YMCA
YMCA of Philadelphia

Richard Clegg—Past Chair
Resource Director
YMCA of the USA
richard.clegg@ymca.net

Steering Committee

Shelly Butler
Executive Director
Emerson Branch of the Greater
St. Louis YMCA

Lisa Drouin
Resource Director
YMCA of the USA

Monica Elenbaas
Volunteer Service & Learning
YMCA of the USA

Michelle Ford
Senior Vice President
YMCA of Greater Kansas City

Aaron Franco
Program Director
Downtown YMCA
YMCA of Greater Seattle

Monica Grant
VP of Resource Development
YMCA of Honolulu

Mark Kalloz
Teen and Camp Director
Rocky Run YMCA
YMCA of Philadelphia

Donald Langley
YMCA Volunteer

Kari Lee
Executive Director
Chinatown YMCA
YMCA of San Francisco

Ashley Page
Aquatics Director
Chickahominy YMCA
YMCA of Greater Richmond

Tom Reynolds
YMCA Volunteer

Michael Saenz
Associate Executive Director
Irvin Deutscher Branch of
YMCA of Mt. Diablo

Deb Salls
Director of Sourcing & Career
Progression
YMCA of the USA

Natalie Tyler
Executive Director
East Orange Branch of the
YMCA of the Oranges

Scott Umbel
Camp Director
Westerly-Pawcatuck YMCA
Ocean Community YMCA

Roberto Valera
Director of Operations
Community Development
Branch of the YMCA of
Broward County

Ryan VanMeter
Board Chair
Lake View YMCA
YMCA of Metropolitan Chicago

Amy L. White
Senior Director, Total Health
Downtown Seattle YMCA
YMCA of Greater Seattle

Loretta Trapani
Senior Executive for Staff
Development
YMCA of Greater New York

The Executive Committee of the GLBT Affinity Group and the YMCA of the USA will keep the rostered members confidential unless a member has indicated that they allow their name to be communicated in matters related to membership. The membership roster will not be used for any other means in order to protect members who have concerns about safety and privacy.