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FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

**The Y in Central Maryland. For a better us.**

**Seminars in Diversity Equity and Inclusion  
May 2024**

**Purpose:** Seminars are designed to provide opportunities for continuous engagement of Y associates who have previously engage in the "DEI Learning Journey." Session topics have been generated from current topics related to the strategic direction for the Y in Central Maryland.

| Topic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Date and Time       | Location            |
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| <b>The Tools Only Work if We Use Them: Refresher on Courageous Conversations about Race</b><br><br><i>Session Description: As the Y in Central Maryland grows in its inclusive practices, associates should expect the need to have difficult discussions, to manage conflict, to manage varying value systems etc. At the leadership level, we have examined tools from Courageous Conversations, Crucial Conversations, and other resources that provide suggestions for support in navigating complexity. These tools only serve us if we embody the relevant praxis associated with the function of the tools presented in the texts. This session is designed as a refresher on the tools that leaders can BOTH consider and teach as we normalize conflict that can accompany broader inclusion.</i>                                              | June 27, 9:00-12:00 | Y Engagement Center |
| <b>Disrupting the Narrative of the Perpetual Outsider: "They" are Our Community Too!</b><br><br><i>Session Description: Historically, challenges of inclusion have required us to contend with notions and narratives of "Outsider" status. As a society addressing inclusion, there have been changes to the Constitution, to laws, to public policy, and to social practices designed to move outsiders, inside. As we address the correlates of this history within the Y in Central Maryland, how do we intentional shape the narrative with clarity that "they" too are Y members, associates, volunteers, donors etc. Shifting practice without interrogating the narrative leaves conditions that can be harmful unchallenged. This session is designed to support leaders' deliberate consideration of the efforts relevant for their team.</i> | Sept 25, 9:00-12:00 | Y Engagement Center |
| <b>Inclusion on Purpose: Theory to Practice Efforts Among Y Leaders</b><br><br><i>Session Description: The Strategy Team has shared data from hiring and associate diversity to membership survey diversity data to show the opportunities to grow in our collective ability to target populations who are under-represented. The purpose of this session is to engage as a community of practitioners sharing ideas, exploring challenges, and identifying innovations as we continue to use data to</i>                                                                                                                                                                                                                                                                                                                                               | Dec 12, 9:00-12:00  | Y Engagement center |

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| <i>direct the work of inclusion and belonging.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |                     |
| <b>Identifying and Engaging Resistance to Inclusion, Belonging, and Equitable Access</b><br><br><i>Session Description: In the context of equitable access, resistance is not always overt or conscious decisions that team members are making. Often folks are unaware that they are engaging in resistance in this context. This session is designed to explore what resistance can look like, how leaders might create conditions that engender awareness, and how leaders might create conditions that normalize active engagement, thereby reducing the opportunities for passive resistance.</i> | March 27, 9:00-12:00 | Y Engagement Center |

**These seminars will be in-person and capped at 40 participants.** Space is limited so please RSVP to [lisawilliams@ymaryland.org](mailto:lisawilliams@ymaryland.org) at your earliest convenience.