

DEI SYMPOSIUM COMMUNITY CONVERSATIONS



The YMCA OF GREATER RICHMOND is on a learning journey with the goal of advancing diversity, equity, and inclusion (DEI) in our organization and our communities. Nearly a decade ago, our leadership team made a genuine, long-term commitment to intentionally focus on understanding and amplifying this work, which continues to evolve through strategic decision-making and use of resources.

Our DEI Cabinet of YMCA staff includes representatives from every part of our organization and meets regularly to continue advancing equity across all dimensions of diversity. Our Belong at the YMCA: Diversity Equity and Inclusion (DEI) Strategic Plan serves as a critical addendum to our organization's 2025 Strategic Plan and puts strategies, tactics, and metrics in place to further this initiative.

This journey to create measurable goals was amplified in 2020 when our CEO commissioned an Anti-Racism Task Force. As a result of our learnings, our Mission, Equity and Inclusion (MEI) Committee of the Association Governance Board recommended the YMCA convene community stakeholders to discuss and learn from one another ways to advance equity collectively. Three years later, we are proud to share the successful execution of this recommendation and the vision to continue enhancing these convenings to truly impact organizational change. It is with this vision in mind that we invite you to sponsor the DEI Symposium Community Conversations to support communal learning and demonstrate your commitment to the advancement of equity.

IMPACT

DEI SYMPOSIUM

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THE FUTURE VISION

Leveraging the success of our first two DEI Symposiums, we are utilizing feedback to guide our next steps. Moving forward, the goal for the symposiums is to not only serve as an annual event but also become catalysts for sustainable organizational change advancing equity in our community.

To do this, our partners and stakeholders have conceived of a bi-annual DEI Symposium alternating with a year of learning and application opportunities through the format of Community Conversations. These conversations will occur quarterly throughout 2024 with the next Symposium planned for 2025.

A planning committee of 30 community leaders has been convened to guide this work. This committee will:

- Devise a plan to curate future symposiums based directly on community feedback and recommendations.
- Strategize ways to engage senior leadership throughout the region.
- Promote DEI related learning opportunities and events occurring throughout the region.
- Identify additional community partners to support advancing equity collectively as a community.

Community Conversation Topics:

- March: DEI and the Employee Experience (breakfast)
- June: The Role of DEI for Board Volunteers (lunch)
- September: DEI Data: Collecting, Analyzing, Utilizing (dinner)
- November/December: Practicing DEI through Community Service (opportunity to volunteer)

Volunteer Planning Committee Representatives:

- ChamberRVA
- Chesterfield Health District
- Circles Ashland
- CodeVA
- Community Foundation for a Greater Richmond
- Drums No Guns Foundation
- Federal Reserve Bank of Richmond
- Henrico County General Government
- Leadership Metro Richmond (LMR)
- SK Consulting, LLC
- Voices for Virginia's Children
- Virginia Commonwealth University (VCU)
- Virginia Credit Union
- Virginia's home for public media (VPM)
- Warren Whitney
- Young Women's Christian Association (YWCA)

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SPONSORSHIP OPPORTUNITIES

Equity Advancer: \$5,000

- Support speaker fees for one of four Community Conversations
- Presenting sponsor of all (4) Community Conversations
- Name/Company listed in event marketing materials (digital and printed) and social media
- Name/company listed in event marketing materials, digital, printed and social media for all four events
- Verbally mentioned in opening and closing remarks, on acknowledgement slide
- Five registration tickets to each Community Conversation (20 tickets total)

Equity Investor: \$2,500

- Support experience and setting for one of four Community Conversations
- Name/Company listed in event digital marketing materials and printed materials day of event
- Verbally mentioned in opening and closing remarks, on acknowledgement slide
- Three registration tickets to each Community Conversation (12 tickets total)

Equity Connector: \$1,000

- Provide experience and setting for one of our four Community Conversations
- Name/Company listed in event printed materials day of event
- Verbally mentioned in opening and closing remarks, on acknowledgement slide
- Two registration tickets to each Community Conversation (8 tickets total)

Equity Supporter: \$500

- Verbally mentioned in opening and closing remarks, on acknowledgement slide
- One registration ticket to each Community Conversation (4 tickets total)

SPONSORSHIP LEVEL (Check one):

Equity Advancer

Equity Investor

Equity Connector

Equity Connector

CONTACT INFORMATION

Business Name (if applicable) _____

Contact Name _____

Address _____ City _____ Zip _____

Preferred Phone Number (____) _____ E-mail _____

Signage Recognition _____



PAYMENT OPTIONS

- Enclosed is my check.

Check payable to: **YMCA OF GREATER RICHMOND**, 201 West 7th Street, Suite 110, Richmond, VA 23224

- Please bill me at the address above for my sponsorship.

- I will pay online at www.ymcarichmond.org/donate-deisponsor or scan QR code

