

BGCGM Diversity, Equity, and Inclusion Statement

Our Diversity, Equity & Inclusion (DEI) Mission is to encourage, educate and empower BGCGM employees and our partners to be inclusive, equitable and impactful. BGCGM believes that every employee has a perspective, story and experience that is important to the framework of our culture as we work collectively to advance our mission.

We value the diversity of all our employees, members and their families, donors, volunteers, board of trustees, and community partners. Our goal is to live out inclusivity in a way that insists that we apply internal pressure to ourselves when we become too comfortable with homogenous groups consistently at the table of power, authority, and decision-making. We welcome diverse thoughts, strategies and skillsets that teach us that everyone is welcome and belongs here.

To amplify our impact as an organization, we commit to being deliberate and have purposeful practices that involve:

- Reminding us that Milwaukee has a deep-rooted history of segregation and discrimination, and we must be mindful to not reinforce this for staff or for youth.
- An awareness that we must be diligent to speak from our own perspectives as well as actively welcome the perspectives of others. We must continue to encourage one another to share our perspectives rather than create an environment that obstructs or silences the sharing of perspectives.
- Continuous evaluation and challenging of our current policies, systems and practices that perpetuate a narrative of supremacy, privilege, and an imbalance of power.
- Recognizing that internalized, structural and systemic racism shows up in our daily lives. We acknowledge that we work in a system that may create privilege for some and limitations for others. Because of this, with deep respect we hold ourselves accountable to each other when we take advantage of our privilege and are unaware of the impact on our work with youth, the community and one another.

BGCGM Strategic Priorities and DEI Focus Areas:

1. Safety – develop procedures that improve safety throughout our agency.

- a. Create spaces that provide relational and psychological safety for staff and youth.
- b. Define and enforce what it means to have zero-tolerance for hate speech, microaggressions and both blatant and subtle racist and negative acts or statements regarding race, sexual orientation, age, religion and gender.
- c. Increase our risk taking with one another by creating brave spaces to learn and grow together.



2. People Power – build a strong organizational culture that attracts, develops, and retains staff who invest in our impact and outcomes.

- a. Monitor HR demographic data for all leadership positions- including promotions and external hires.
- b. Improve retention rates with an emphasis on addressing, confronting, and eliminating structural racism, and implicit or explicit bias in the agency. Track employee turnover by program, site, job category, race, age, ethnicity, and gender.
- c. Investigate patterns and trends in exit interview data, specifically if turnover data shows disproportionate number of staff in any category leaving.
- d. Include DEI related questions in all candidate interviews.
- e. Participate in regular learning opportunities that empower employees to increase their knowledge and understanding of bias, stereotypes, cultural humility, microaggressions and oppressions.
- f. Increase hiring and recruiting practices to include underrepresented demographics of candidates.
- g. Champion DEI by all staff especially those who manage other people and Senior Leaders by creating and monitoring progress of DEI goals.

3. Financial Sustainability – Design a framework for financial sustainability and strategic growth.

- a. Continuously review and monitor employee compensation for pay equity.
- b. Conduct ongoing analysis of all vendors and supplies used by the agency to gauge proportion which are purposely from local, minority-owned businesses, specifically in areas near club locations.
- c. Increase the use of vendors through conscious RFP processes with a priority on locally and minority owned businesses that reflect the communities we serve.

4. Mission Impact - Create institutional alignment of programs and community partnerships that increase program quality, outcomes, and long-term value for K-12 youth in Greater Milwaukee.

- a. Ensure business decisions are made by inclusive groups who bring varying perspectives to the table.
- b. Increase the number of opportunities stakeholders (cross-departmental and even youth) interact with and gather in community.
- c. Develop, monitor and report DEI Key Performance Indicators (KPI's).
- d. Ensure accountability and transparency of all program's outcomes across all areas of the agency - HR, Finance, Development, Marketing, Programs, Operations, Government Affairs and Grants, and Community Relations.

Diversity, Equity & Inclusion

Our DEI mission is to encourage, educate and empower the BGCGM organization and partners to be inclusive, equitable, impactful and always seek justice.

**Whatever it Takes to
Build Great Futures.**