



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA Equity Innovation Center of Excellence

YMCA GREATER TWIN CITIES
651 Nicollet Mall, Suite 500, Minneapolis, MN 55402

WHAT IS THE EQUITY INNOVATION CENTER?

We are a collaborative engine of equity innovation serving the Twin Cities region and beyond. More than a place or a program, we serve as a national center of excellence that seeks innovative ways to solve intractable problems around inequity, intolerance and exclusion.

WHY A CENTER OF EXCELLENCE?

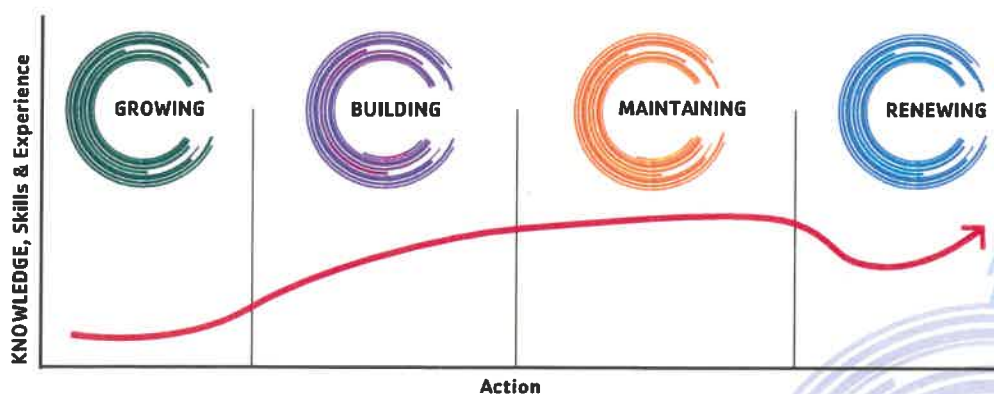
The YMCA is well-known for our commitment to healthy living, youth development and social responsibility. With our legacy of positive change in communities, we launched this Center of Excellence to learn, practice and share. We don't claim to have all the answers. Instead, we bring together thought leaders and change agents from across the region to:

- Identify best practices
- Develop future practices
- Convene individuals, groups and power communities
- Be a resource

WHAT MAKES US UNIQUE?

Unlike most organizations focused on advancing diversity, equity and inclusion, we focus on fueling equity innovation for greater impact. By equity, we mean the ability to see and remove structural barriers in systems and people to create equal opportunity. By innovation, we mean fresh approaches and practices that positively impact the Equity Progress Curve.™

EQUITY PROGRESS CURVE



WHERE DO WE START?

We recognize that everyone is in a different place on their equity journey. We meet you where you are. Some people may be reacting to what's going on culturally and need a place to begin. Others have been doing equity work for awhile and want to know what's working. Still others aspire to take their internal equity work to a broader audience.

FOR MORE INFORMATION, VISIT [YMCAMN.ORG/EIC](https://ymcamn.org/eic)



EQUITY INNOVATION LAB



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Community and cross-sector partners meet for five sessions to brainstorm and implement innovative ideas to increase opportunity and equity for local minority communities, including youth and families.

WHY WOULD ORGANIZATIONS PARTICIPATE IN THE EQUITY INNOVATION LAB?

Minnesota is a national leader in the disparity between racial and ethnic groups and will need to provide increased opportunities and equity for all youth to fulfill their potential for the Twin Cities to thrive.

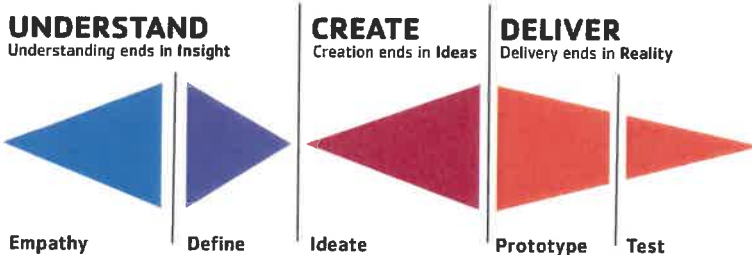
TARGET AUDIENCE

Nonprofit organizations, corporations, community-based organizations, schools, foundations, higher education institutions, government and faith-based organizations

PURPOSE

- **Map Opportunities:** Identify the key priorities to address the local community concerns
- **Brainstorm Innovations:** Develop innovative solutions to address unmet opportunities and gaps
- **Build Collaborative Capacity:** Advance capacity of participating organizations to work together around common goals
- **Encourage Networking:** Offer opportunities for individuals to meet others that share similar passions and goals
- **Expand Skills:** Explore tools for innovation that individuals can use back in their organization
- **Generate Action:** Share ideas and possibly collaborate for how to implement and follow-up with the best ideas

OUTCOMES



Empathy: Deep dive into the strengths, opportunities and gaps for minority youth

Define: Make sure we define and solve the right problem

Brainstorm: Create a large number of innovative ideas

Prototype: Make a model of how solutions will work

Test: Create small trials to see if the ideas are viable



EQUITY LEADER INSTITUTE



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By participating in the Equity Leader Institute, you will engage in best practices and develop the human-centered design skills to intentionally engage internal staff and external stakeholders and community through facilitative discussions and intercultural relationships.

WHY WOULD ORGANIZATIONS PARTICIPATE IN THE EQUITY LEADER INSTITUTE?

The Equity Leadership Institute provides the necessary experiences and skills for increasing awareness, empathy and understanding for interacting in diverse settings in the community and workplace.

TARGET AUDIENCE

Nonprofit organizations, corporations, community-based organizations, schools, foundations, higher education institutions, government and faith-based organizations

PURPOSE

- Increase understanding of self-awareness as it relates to intercultural relationships
- Build positive work culture that supports equity and inclusion
- Improve effective communications among diverse populations
- Increase intercultural competencies related to age, gender, ethnicity, religion and sexual orientation

OUTCOMES

- Gain deeper understanding and respect for cultural differences
- Strengthen positive behaviors among staff, members and community
- Recruit, promote and retain diverse staff and volunteers
- Reflect the diversity of the community we serve