MISSION

The YMCA of Greater Seattle (the Y) is committed to building a community where all people, especially the young, are encouraged to develop their fullest potential in spirit, mind and body. We believe that investing in our young people, particularly those who are furthest from opportunity, is key to future economic mobility and breaking the cycle of inter-generational poverty.

CORE VALUES

The Y embraces the core values of Caring, Respect, Responsibility, Honesty, & Passion for Excellence in all that we do.

EQUITY STATEMENT

The Y actively promotes a culture free from bias and injustice. We are dedicated to removing institutional and systemic barriers that result in oppression and racism. We will be accountable to marginalized communities for creating equitable and sustainable environments where social justice is woven into every facet of our programs, and by caring for our communities in a culturally versatile and respectful manner.
Our vision is to advance equity and justice for all through whole person health with trauma-informed care to promote healing and belonging – taking into account a person’s past and present life experiences.

We aspire to produce more equitable outcomes for all, especially Black, Indigenous & People of Color (BIPOC), as well as, other marginalized youth, families, older adults and communities, to develop their full potential.

More specifically, we seek to:

1. **CENTER EQUITY & JUSTICE FOR ALL.**
   We will actively promote a culture free from bias and injustice - we are committed to becoming an anti-racist organization and centering our work around active and disciplined efforts to disrupt multi-dimensional aspects of racism, starting with ourselves.

2. **ATTEND TO WHOLE PERSON HEALTH FOR ALL.**
   We will embrace and deploy a holistic approach to health and wellness, and integrate our programs and services to address all aspects of health to include physical, mental & emotional, social/relational, spiritual/cultural, and community well-being.

3. **DRIVE SYSTEMS CHANGE.**
   In the domains where we have expertise and community trust, and a unique role to play, we will seek to disrupt inequitable systems and build equitable systems – the policies and practices that undergird our programs – to produce more equitable outcomes and enable whole person health for all. We will seek to disrupt and re-imagine systems that have produced harm and inequitable outcomes, particularly for BIPOC and other marginalized and under-served communities.

4. **RECOVER STRATEGICALLY & EQUITABLY.**
   We will approach our financial, programmatic, and organizational recovery grounded in the needs of our community. We will approach recovery with an unwavering commitment to advance equity and justice for all to ensure our members, program participants, volunteers, and staff reflect the diversity and multiculturalism of the community we serve.