



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

ADVANCING EQUITY DURING TIMES OF COVID

The COVID-19 global pandemic is amplifying the disparities in life outcomes that marginalized communities, especially communities of color face. These disparities are a direct result of current systems and policies that perpetuate historic oppression and systemic racism.

We can be most effective in our communities when we recognize intersectionality and that each individual's dimensions of diversity influence how they cope with social isolation; chronic stress and trauma; as well as access employment, health care, safe and affordable housing, food, education and other critical needs.

The Y is focused on creating equitable and sustainable solutions that address both the immediate needs of the community and the systemic root causes that lead to inequities.

This resource serves to provide initial steps that Y staff, volunteers and leaders can implement to strengthen a foundation of access, equity, and inclusion for all.

COVID IMPACT ON VULNERABLE COMMUNITIES

Data shows economic declines results in the most vulnerable being most impacted. The pandemic-driven outcomes and leadership decisions of today have long term impact.

Y-USA will roll out various tools and resources in the coming weeks. These tools and resources aim to help Ys support the most vulnerable communities impacted by COVID-19.

Although only 13% of the US population

33.7%

of COVID-19 cases in the US
are Black/African American

Source: Centers for Disease Control, 4/20/2020

**6.3 MILLION
IMMIGRANTS**

HOLD JOBS IN THE UNITED STATES THAT
ARE KEY TO FIGHTING COVID-19

Source: Migration Policy Institute

**LGBTQ
INDIVIDUALS**

ARE MORE LIKELY THAN THE GENERAL POPULATION
TO LIVE IN POVERTY, ENCOUNTER PRONOUNCED
SOCIAL ISOLATION, AND LACK ACCESS TO
ADEQUATE AND AFFIRMING MEDICAL CARE/LEAVE.

Source: Human Rights Campaign
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**ASIAN PACIFIC
ISLANDERS**

ARE FACING INCREASED RACISM AND
XENOPHOBIA RELATED TO COVID-19 INCLUDING
HATE CRIMES, VIOLENCE, AND FEAR IN PUBLIC
SPACES

OVER 50%

OF ALL COVID-19 HOSPITALIZATIONS IN
THE US ARE PEOPLE OF COLOR

Source: Centers for Disease Control, 4/20/2020

**MEN ARE
2TIMES**

MORE LIKELY TO BE HOSPITALIZED DUE TO
COVID 19 THAN THEIR FEMALE
COUNTERPARTS

Source: Centers for Disease Control

Hispanic/Latinos compromise
18% of the US population but

23%

of COVID-19 cases

Source: Centers for Disease Control, 4/20/2020

1 IN 5

US ADULTS EXPERIENCE A MENTAL HEALTH
DISORDER EACH YEAR
WHICH IS EXPECTED TO
INCREASE DRAMATICALLY DUE
TO THE STRESS FROM THE
COVID 19 CRISIS.

Source: Substance Abuse and Mental Health Association

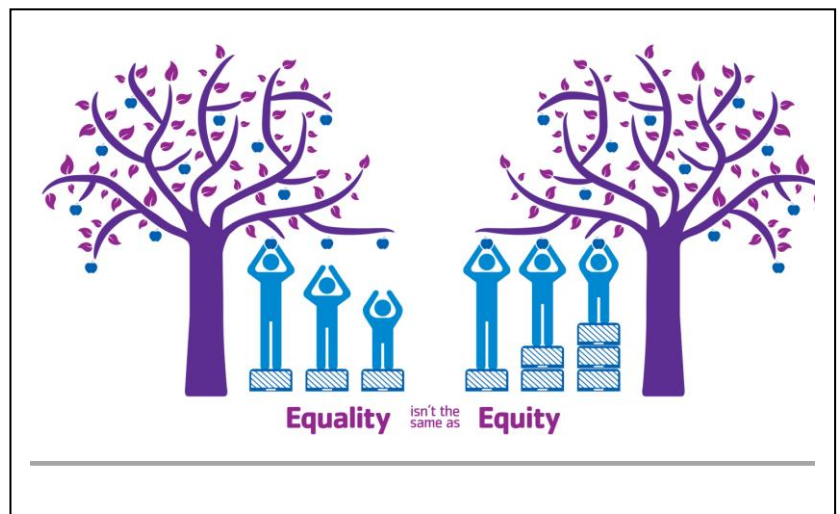
ORGANIZATIONAL COMMITMENT

The Y's commitment to diversity, inclusion, and global (DIG) serves as a compass for the Y as it works alongside communities to drive social progress and positive social change addressing systemic racism and other forms of institutionalized bias. Learn about the **Diversity, Inclusion, and Global (DIG) strategies** offered through Y-USA. Integrating DIG/Equity principles, practices and strategy can help strengthen a Y by fostering institutional and societal equity. Through more inclusive and equitable operating practices, and through authentic engagement with community members, YMCAs and community can better co-create relevant solutions in the form of programs and services. Better community engagement and partnership allows YMCAs to reach and serve their increasingly diverse and changing communities. They can do this as bridge builder partnering with changemakers to create the communities we all want to live in – where everyone can reach their fullest potential with dignity and love. This is more relevant now than ever in the face of the COVID19 global health pandemic, the economic crises, and the increased awareness of the impact systemic racism has had in further marginalizing communities of color.

OUR CAUSE TO ADVANCE EQUITY

Equity is the guarantee of fair treatment, access, opportunity and advancement for everyone, where individuals are not at a disadvantage from achieving their potential because of their background or social position.

Equity requires intentionality around identifying and eliminating the institutional, systemic and societal barriers that have prevented the full participation of some groups (based on certain characteristics including ability, age, economic background, ethnicity, faith, gender, national origin, race or sexual orientation), and developing the solutions and support systems that are relevant to social structures, trends and emerging opportunities.



Current Resources Available

- [Brave Space](#)