

# JAIDE IN ACTION

Justice, Access, Inclusion, Diversity and Equity in action at the YMCA of Three Rivers



**JAIDE** at the YMCA of Three Rivers is a core commitment our organization roots itself into for our employees, volunteers, participants (families/members/clients), and the greater communities in which we are located. JAIDE is not just a project; it is a way of being and becoming. As individuals who are part of our Y, we want to share with you the importance of our JAIDE work and the expectations we have for everyone in our spaces, to ensure we are meeting our commitments and holding ourselves accountable to our values.

**JAIDE** stands for **Justice, Access, Inclusion, Diversity, and Equity**.

## Justice

Providing restoration for practices that have (un)intentionally caused loss and/or oppression. It involves building agency through advocacy for social justice and challenging discriminatory practices, while ensuring equal rights and addressing systemic inequalities.

## Access

Dismantling barriers and providing equitable access so that all people, regardless of their identity, ability, or language can obtain resources and assistance.

## Inclusion

Ensuring people feel a sense of belonging and are able to be themselves. Creating spaces where people feel valued and respected. Inclusion goes beyond representation—it is about actively involving and welcoming diverse voices and perspectives. When people feel valued and respected, they are more connected and engaged.

## Diversity

Appreciating and embracing differences among people. Organizations benefit from diverse viewpoints, different lived experiences, cultural backgrounds, and identities. A diverse workforce and community inspires creativity, different perspectives and enriches collective experiences.

## Equity

Unlike the notion of equality, equity is not about treating everyone the same. Equity acknowledges that individuals require different levels of support to achieve equal outcomes. Equity requires recognizing and addressing barriers to provide individuals with the supports and recourses they need to thrive.



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## What does this mean for you?

The YMCA of Three Rivers' commitment to JAIDE contributes to the overall well-being of the communities we serve by addressing systemic barriers, promoting equity, and fostering belonging. When individuals feel included and supported, it fosters social connection, leading to positive impacts on our communities' health and well-being. By working to understand each other, (un)learn and grow together, we can build stronger empathy towards each other. This leads to a collaborative effort towards advocating for policy changes, challenging discriminatory practices, promoting social justice, and being accountable to our actions at the YMCA.

Together we can become allies in creating a more equitable community for all. As individuals who are part of our YMCA of Three Rivers community, we ask you to support JAIDE by:

- Taking steps to support your own personal JAIDE learning, as well as learning more about [JAIDE at our YMCA](#).
- Being accountable for how your actions and decisions affect those from equity deserving groups with lived experiences different than your own.
- Considering your role in building an inclusive environment, where differences are welcome and everyone is valued and treated with respect.
- Being an ally in your actions to stop harm, get help (if you need it), and spread love in our Y so we can be accountable to JAIDE values together in our community.

By embracing JAIDE at our Y, you contribute to a more vibrant, compassionate, and just world. Thank you!

