



THE SUMMIT FOR AMERICA'S YOUTH

Diversity, Equity and Inclusion

America's youth know that the world is diverse and demand a future that is equitable and inclusive.

The longstanding mission and core beliefs of Boys & Girls Clubs of America fuel our commitment to promote safe, positive and inclusive environments for all, and in 2022, we know we must do even more. Standing side-by-side with all youth and teens – of every race, ethnicity, gender, gender expression, sexual orientation, ability, socio-economic status and religion – we are elevating crucial discourse about diversity, equity and inclusion.

The State of America's Youth and DEI

Although conversations around DEI have never been more relevant than they are now, the widespread consequences of systemic inequities have festered for far too long. Here are a few examples:

**Black students are
3.8X more likely**



to receive at least one out-of-school suspension as compared to white students.

**59% of
LGBTQ+ youth**



have felt unsafe at school because of their sexual orientation.

**Just 68% of
Native youth**



graduate high school on time, compared to a national graduation rate of 81%.

**Hispanic youth are
more than 2X**



as likely to live in poverty than their white peers in 33 states.

There are no easy solutions to these or similar problems, but solutions do exist. The road to healing and a better future necessitates deep conversations with the young people of this vibrant and persevering generation, a generation that is by many metrics the most diverse in American history.

Our Approach to DEI

- **Diversity** - To see and accept, without bias, all the human characteristics, experiences and identities that make us unique as individuals and members of countless cultures and communities.
- **Equity** - The process of discovering, creating and providing what is required, requested and measured by each human to feel equal.
- **Inclusion** - A failsafe strategy that guarantees everyone is invited to contribute, be seen, be heard, feel valued and be counted in a way that is safe and makes sense to them.

Clubs work every day in communities across the country to combine high-quality programs, activities and experiences with trauma-informed practice to help increase awareness and understanding of the impact of racism, discrimination and systemic inequities.

If you are interested in learning more about the Summit for America's Youth or registering for the event, please visit <http://say.bgca.org>.