

STATEMENT ON EQUITY, DIVERSITY, AND INCLUSION

For the past decade, United Way of Salt Lake's core work has been the elimination of racial and economic disparity gaps in education, health, and financial stability outcomes. Despite this commitment, we know we could have done more to explicitly challenge racism in our community. We must do better, and we are committed to the work of dismantling inequitable systems.

Our very reason for existing requires us to center racial equity, diversity, and inclusion in everything we do, and this statement describes our commitment. It will evolve as we learn more, and it will only be effective in our minds if sustained and thoughtful action follows.

Equity

Equity is both a value we must live and an outcome we must achieve.

We believe that equity work starts with knowing and challenging our own biases, mindsets, and harmful behaviors. We aspire to look inward first, at our organization and at ourselves as individuals. We aspire to speak about inequities openly, with a commitment to examine our own biases and our role in the systems that exclude and marginalize so many community members.

We strive to be part of collectively reimagining a community designed for all to thrive. We aim to collaboratively transform the systems that we are a part of that create inequitable outcomes. We strive to use our own power to eliminate disparities based on race and income. We commit to listening and learning and then pursuing collective action that is designed with those most oppressed by our current systems.

We believe that measuring the reduction and eventual elimination of inequities is UWSL's fundamental commitment. Equity is the outcome for which we are ultimately accountable.

Diversity

Diversity is a tremendous asset. We believe that centering diversity means seeking out experiences, backgrounds, and perspectives that are different from our own. We aspire to center the skills, perspectives, and experiences of diverse community members at all stages of our work. We aim for practices that draw in team members, partners, and board members from diverse backgrounds. We aspire to be aware of how our own personal and institutional biases influence our interactions with and beliefs about others. We commit to amplifying cultures and points of view that historically have not been valued and heard in decision-making.

Inclusion

We strive to create an inclusive working environment in our organization and in the partnerships we support – one where everyone is heard, where everyone is treated fairly and respectfully, and where everyone has access to opportunities and resources and can contribute to achieving the results for which we are accountable. We aim to create an inclusive space where community members are co-leading the design, implementation, and evaluation of the strategies we pursue.

Operationalizing our commitment to racial equity, diversity, and inclusion

Words, values, and aspirations are essential but insufficient on their own. We are committed to:

- Continuing to build partnerships accountable to closing gaps based on race and income, and where all partners participate fully and authentically.
- Prioritizing initiatives with those partnerships which focus on the root causes of racial inequities in education, health, and financial stability outcomes.
- Building diversity, equity, and inclusion goals into our annual organizational goals and plans.
- Co-creating solutions with Black, Indigenous, people of color, and others who are harmed by our current systems and norms.
- Fostering learning and conversation across our organization and partnerships about racial and economic equity, structural and institutional racism, white privilege, and other concepts.
- Challenging policies that uphold oppressive systems.
- Sharing data that reveals disparities based on race, ethnicity, income, and ZIP code and using that data to spark collective action.
- Building a team and a board whose demographics reflect the communities we work with, and an organizational and partnership culture that is welcoming and inclusive of diverse experiences and expertise.

This statement is an aspiration for what we want to be as an organization. We know more must be done and we are committed to doing it with vulnerability, humility, and a commitment to sustained action. This statement will evolve as we listen to different perspectives, reflect, heal, and learn.

Reviewed and approved by the Governance and Ethics Committee and adopted by the Board of Directors of United Way of Salt Lake, this 13th day of August 2020.



Mikelle Moore
Chair, Board of Directors