Working for Racial Justice: An Invitation for Self-Reflection and Collective Action

United Way of Salt Lake (UWSL) condemns racism in all its forms – visible and hidden – structural, systemic, and often not seen by those of us who are white. We cannot overcome racism unless we actively pursue its extinction. We must speak about it openly – with humility and a sincere desire to examine our own biases and our role in the systems that exclude and marginalize Black community members and other people of color.

Every day, along with many of our neighbors who are underrepresented, UWSL serves and supports those in our community who are marginalized and harmed by structural racism, and we hold ourselves and our partnerships accountable for closing racial and economic gaps in education, health and financial well-being - but we know we must do more.

We join with those who are calling on our country to be better – and commit to continue our own journey toward racial awareness and healing – as individuals and as an organization. We pledge to do our part to create an organization and a world where racism is no longer the daily experience for people of color.

We will seek out and learn from those impacted by racism and work together to dismantle racism in our community. We will:

• Continue to build and strengthen partnerships that close disparity gaps
• Use data to shine a light on disparities based on race, ethnicity, and income
• Communicate and demonstrate that equity is a core organizational value that is embedded in everything we do – including hiring and board recruitment
• Increase our role in participating in and leading education and community dialogue
• Explore new partnerships, and offer support to organizations leading racial equity work
• Review every initiative and significant activity through the lens of how it can obliterate racism

We invite those in our community who are wondering how to engage with others in working to build a world free of racism and oppression to learn about UWSL’s commitment and join us at www.uw.org/dismantleracism.

Signed By

Michael Anglin
Cathy Angstman
Kirk Aubry
President and CEO, Savage
Matt Bartol
General Manager Operations, Dominion Energy

Nate Boyer
President, The Boyer Company
Mark Bouchard
Lauren Call
Chris Christiansen
Market Executive, Bank of America

Continued on Next Page >>
Bill Crim  
President and CEO, United Way of Salt Lake

Jorge A. Fierro  
CEO, The Fierro Group Inc.

Jay K. Francis

Matt Gnau

Tim Harrison  
Major Gifts Officer, United Way of Salt Lake

Rebecca Chavez-Houck

Paula Green Johnson

Deneiva Knight  
External Affairs Director, Comcast

Representative Karen Kwan  
Utah House of Representatives, District 34

Crystal Low  
EVP, Zions Bancorporation

Mark Lucas

Beth Martial  
211 Managing Director, United Way of Salt Lake

Ashleigh May  
Marketing and Communications Director, United Way of Salt Lake

Jane A. Marquardt

Brian McCallion  
Managing Director, Goldman Sachs

Kathie Miller  
Co-Founder, Mark and Kathie Miller Foundation

John W. Milliken

Mikelle Moore  
Vice Chair, United Way of Salt Lake  
SVP Chief Community Health Officer, Intermountain Healthcare

Cristina Ortega  
Board Member, United Way of Salt Lake

Dany Pastuszek  
Chief Operating Officer, United Way of Salt Lake

Gary Porter  
Senior VP, Deseret Management Corporation

Kevin J. Potts

Jamie Schill  
Controller, United Way of Salt Lake

Adrienne Smith  
Corporate Relations Director, United Way of Salt Lake

David L. Smith  
President, Penna Powers

Scott Sperry  
Chief Operating Officer, O.C. Tanner

Joelle Steward  
Vice President, Rocky Mountain Power

Greg Summerhayes  
President and CEO, South Valley Chamber

Amy Ahrens Terpstra  
VP Collective Impact Partnerships, United Way of Salt Lake

Kathleen Pitcher Tobey  
Director of Operations, Cambia Health Foundation

Art Turner

Tricia Warnken  
VP Marketing, CHG Healthcare Services

Todd Weiler

Steven Westenskow  
Managing Director, JP Morgan Chase & Co.

Wendy Williams

Jenny Wilson  
Salt Lake County Mayor, Salt Lake County

Scott C. Ulbrich

Tanya Vea  
Senior VP, Bonneville International, SLC