

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 and at-risk, 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.

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