



Advancing Diversity, Equity, and Inclusion requires a persistent commitment to education intentional allocation of resources, improved cultural awareness, being introspective about current work climate, and promoting feelings of belonging. The United Way of Greater Charlottesville (UWGC) is committed to have every employee, volunteer, and Board member expand self-awareness and learning. We are engaged in enriching our cultural perspective and thus, contributing positively to the dismantling of systemic racism in our community.

When we talk about equity work it's imperative to understand that it doesn't mean "treating everyone equally." It means, instead, that we must account for historical and systemic barriers to progress and success that have plagued, and continue to haunt, communities of color to this day. The legacies of slavery, Jim Crow, redlining, and other racist practices in housing, monetary policy, education, and healthcare, reverberate through our town and our nation.

At the United Way of Greater Charlottesville we strive to be intentional about the revision and implementation of all policies, processes, and practices with emphasis and focus on diversity and inclusion. This includes the hiring of new employees, board nominations, the promotion of talent, partnerships, grant-making, and programming; all rooted in tangible goals and steadfast actions.

We have set a bold goal: to help lift 1800 families, and specifically 133 black head-of-household families, out of poverty by 2027, by raising their annual income to or above the survival threshold of \$45,000.

We are unified in the belief that our values and efforts must continually be grounded in measurable outcomes in order to promote equity internally and through our programs and initiatives. We represent the disenfranchised and those who have been historically disadvantaged. We achieve cultural unity through innovative partnerships with other local, mission-aligned organizations, and by addressing direct barriers for people of color to access capital and build wealth, attain reliable transportation, and obtain a quality education. We must ensure access and success for all of our community members without bias. Within our internal structures and practices, and through our impact work in financial stability and school readiness, we will make progress leveling the playing field based on competencies and resources.

To be part of the movement, we have to walk the walk. We urge you to join us.