

UNITED WAY OF DELAWARE  
DIVERSITY, EQUITY, INCLUSION, ANTI-RACISM & DISCRIMINATION STATEMENT  
04/22/21

United Way of Delaware **works to create lasting change** for those most in need through advocacy, strategic partnerships, philanthropy, volunteerism and collective impact. We recognize that structural racism/ethnic discrimination and other forms of oppression have contributed to persistent disparities and inequities which we seek to dismantle. To that end, we:

- understand these disparities have existed in the past and persist into the present;
- acknowledge these inequities are the result of policies and practices that work to marginalize entire populations of people;
- unequivocally denounce racism/ethnic discrimination because it undermines the well-being and vitality of our communities;
- strive to engage community members, especially those whose voices have traditionally been marginalized;
- work with residents and partners to co-create solutions that ensure all have the resources, supports, opportunities and networks to thrive;
- commit to leveraging all of our assets, including our influence and voice, to create more equitable communities;
- take the broadest possible view of diversity;
- value the visible and invisible qualities that make you who you are;
- welcome that every person brings a unique perspective and experience to advance our mission (early education, college and career readiness and financial stability) and progress our fight for every person in every community;
- believe that all must have equal access to solving community problems;
- strive to include diversity, equity and inclusion practices at the center of our daily work;
- commit to using these practices for our business and our communities.

Join us in embracing diversity, equity and inclusion for every person in every community.