

I was eagerly anticipating this week, the first week of the 2023 Racial Equity Challenge Series. This is the third year United Way of Delaware has offered the Challenge. Described as “a journey of self-discovery,” it is an initiative I enjoy participating in each year.



For five consecutive days in February, May, August and November, participants are sent a daily e-mail challenge — such as reading an article, listening to a podcast, or watching a video – and are then encouraged to reflect on that content and relate the situation to their own lives.

For me -- someone whose daily focus involves working for a Delaware in which all people can achieve their aspirations free from prejudice -- I find it interesting that I still learn from the Challenge every year.

This week’s Challenge emails addressed implicit bias in the workplace– those deep-seeded opinions and impressions that we all have as a result of our upbringing and life experiences that color our actions without our even knowing that it’s happening.

One can imagine how unconscious thought processes can affect hiring decisions. How many times have you heard a hiring manager say, “I don’t know why, but I just didn’t click with that person,” or, “I just had a gut feeling about him/her.” Those uneasy feelings could be implicit bias in action.

It also brings to mind that many managers consider whether the applicant “fits into the company culture.” Does that question result in employee homogeneity that could, in some cases, be a bad thing? Consider the comment expressed by a challenge participant last year:

“My team has to resolve problems on a regular basis. If everyone thinks alike then they all solve the problem in a similar way and if a problem is seen as difficult then it will be difficult for all team members. A team made up of people that think in different ways solves problems faster with more creative solutions.”

In my opinion, the Racial Equity Challenge Series lives up to its billing. For me, it’s an eye-opening experience that raises important questions and offers new insights for people of all races and ages.

Since the first year’s challenge in 2020, some 9,000 Delawareans have signed up to participate. I invite you to join us this year! You’re only one week’s emails behind, and you can catch up by accessing them on the Challenge website -- <https://deraciaequitychallenge.org>

Then, I’d love to hear your reactions – comments, questions, experiences and

examples... whatever you find thought-provoking about that week's emails. Let's make this a shared experience from which we can open a conversation and express our opinions. Please send me an email with your reactions. I would love to hear from each of you personally. My email is mtaylor@uwde.org.

Sincerely,

Michelle

Michelle A. Taylor, Ed.D.
President and CEO
United Way of Delaware

What Can We Accomplish When We Work Together for 24 Hours?



DoMore24DE is a statewide giving day launching at 6 p.m. on March 2. Your gifts to your favorite nonprofits during this campaign allow them to do more all year.

Giving is simple. After 6 p.m., just go to the Do More 24 Delaware website. Use the "find your cause" button to search for your chosen organization. When the name is displayed, click on the name to go to that organization's own donation page. Fully 100 percent of your donation, minus any credit card fees, will go to the organization. Neither United Way nor Spur impact takes any portion of your donation.

Join our 24-hour livestream starting at 6 p.m. on Thursday, March 2 and finishing a little after 6 p.m. on Friday, March 3 on the Spur Impact and United Way Facebook pages, the UWDE YouTube channel and the [Do More 24 website](#).

Many participating nonprofits and supporters will be featured during the livestream. Check back often, as we will be providing donation total updates all day! The indefatigable Chris Bruce of King Creative Studios in Wilmington will be our host and emcee throughout the full 24 hours!

Would you like a reminder to follow DM24 and to donate? [Click here to sign up.](#)

Continuing Our Month-Long Delaware 211 Celebration!

Making an Impact in Our Community

Throughout 2022, Delaware 211 call specialists connected people to locally available services for help with rent, food, utility bills, health care and more.



Since 2020, 211 has helped nearly 15,500 people with rent/mortgage assistance



Since 2020, 211 has helped nearly 9,000 people with rent/mortgage assistance.



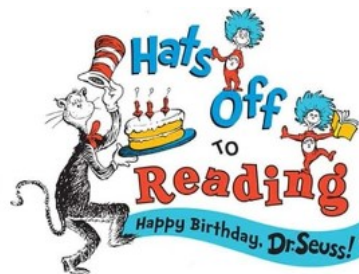
Since 2020, 211 has helped 2,300 people with food assistance.



Since 2020, 211 has helped nearly 4,500 people with their electric bill.

Celebrate Read Across America

Launched in 1998 by the National Education Association (NEA), Read Across America is the nation's largest celebration of reading. This year-round program focuses on motivating children and teens to read through events, partnerships, and reading resources that are about everyone, for everyone.



This year marks United Way of Delaware's (UWDE) 8th year acknowledging the day and celebrating reading with Early Learning Centers in Delaware and Salem County, NJ. On Read Across America Day, May 2, UWDE will host virtual reading parties with early learning centers and elementary schools across the state. The parties will include book readings and appearances by guest readers such as Lieutenant Governor Bethany Hall-Long; Community Volunteer Readers; James Spadola, Read Aloud Delaware; Dr. Brainard, Delaware Technical College; Dr. Michelle Taylor, President of UWDE, and other special guests.

Black History is the Nation's History

When Governor John Carney signed the proclamation kicking off Black History Month, he held the ceremony in the history room at Claymont Community Center. Built in 1924 as Claymont High School, the center became the first integrated Delaware

school when 12 brave African American people enrolled in 1952.

The proclamation encourages all Delawareans to learn Black history and calls on schools to teach more. "That was our history, the nation's history," Governor Carney said. "It's incumbent upon all of us to learn the full lessons."

United Way of Delaware's John Moore spoke on the importance of the church in Black History. He concluded, "We must all come to see that Black History truly is American History."

Other dignitaries present to mark Black History Month included Wilmington City Council President Trippi Congo, State Representative Nnamdi Chukwuocha, State Chief Diversity Officer Richard Potter and State Sen. David Sokola, D-Wilmington.



Pictured from left to right: Gerald Rocha, United Way of Delaware; John Moore, United Way of Delaware; Delaware Governor John Carney; and Retired Professor of Delaware State University, Reba Hollingsworth

The End of Black History Month -- The Beginning of Women's History Month

As we close out Black History Month, February, and enter Women's History Month in March, we highlight three remarkable Black women.

"Bring Your Own Chair"

By Michele Schiavoni, from her LinkedIn page

For the next few days in February, I pay tribute to the extraordinary black women on whose shoulders we all

stand. I begin with Congresswoman Shirley Chisholm.

The daughter of immigrants, she is the first Black woman to run for President; she introduced more than 50 pieces of legislation to address the needs of women, children, and immigrants and the first Black woman to serve on the ever-powerful Rules Committee.

Treat yourself and read her autobiography: *Unbossed Unbought*. I could say more about her breakthrough accomplishments but instead I give you her advice: "If they don't give you a seat at the table, bring a folding chair." Thank you, Congresswoman Chisholm.



First Black Transplant Surgeon in U.S.

Dr. Velma Scantlebury, the first Black woman transplant surgeon in the United States, is director of the kidney transplant program at Christiana Care Health System. She has completed more than 2,000 transplants and has published more than 85 peer-reviewed research papers, ten monographs, and several book chapters. She has received many honors in her career, having been named to the "Best Doctors in America" and "Top Doctors in America" lists multiple times.

Barbadian-born Dr. Scantlebury moved to New York City when she was 14 years old. She attended Prospect Heights High School in Brooklyn and Long Island University Brooklyn. She was accepted at both Yale School of Medicine and Columbia University College of Physicians and Surgeons (P&S) and chose to attend P&S, earning her medical degree in 1981.

She worked as a transplant surgeon at the Pitt School of Medicine, earning her Doctor of Surgery in 1989. That same year, she married Dr. Harvey White, received the "Gift of Life Award" from the National Kidney Foundation, and began as an assistant professor at Pitt. She was recruited by the University of South Alabama as a surgical professor and director of the USA's Gulf Coast Regional Transplant Centre. In 2003, she was inducted into the Achievers Hall of Fame of the United Negro College Fund. In 2003, 2004 and 2006, she was listed as one of the "Top Doctors in America."

In 2006, she began working with other transplant surgeons, the Coalition on Donation, and the National Minority Organ and Tissue Transplant Education Program in an endeavor called Linkages to Life to educate the black community and dispel myths regarding transplants.



Doctor of Medicine in 1864

Rebecca Lee Crumpler, born Rebecca Davis (February 8, 1831 – March 9, 1895), was an American physician, nurse, and author. She was born in Christiana, Delaware, to Matilda Webber and Absolum Davis.

She was raised in Pennsylvania by her aunt, who acted as the doctor in her community and inspired Crumpler. She moved to Charlestown,

Massachusetts, in 1852, where she worked as a nurse before applying and becoming accepted into the New England Female Medical College. Crumpler was the only African American woman who attended this school at this time.

In 1864, she became the first African-American woman to become a doctor of medicine in the United States and one of the first female physician authors. In 1883, she *published A Book of Medical Discourses*, one of the first publications written by an African American about medicine.



Crumpler first practiced medicine in Boston, primarily serving poor women and children. After the American Civil War ended in 1865, she moved to Richmond, Virginia, believing treating women and children was an ideal way to perform missionary work. Crumpler worked for the Freedmen's Bureau to provide medical care for freed slaves.

She was subject to intense racism and sexism while practicing medicine. Many male physicians did not respect Crumpler and would not approve her prescriptions for patients or listen to her medical opinions. She later returned to Boston to treat women and children. Today, her Joy Street house is a stop on the Boston Women's Heritage Trail.

The Racial Wealth Gap Persists

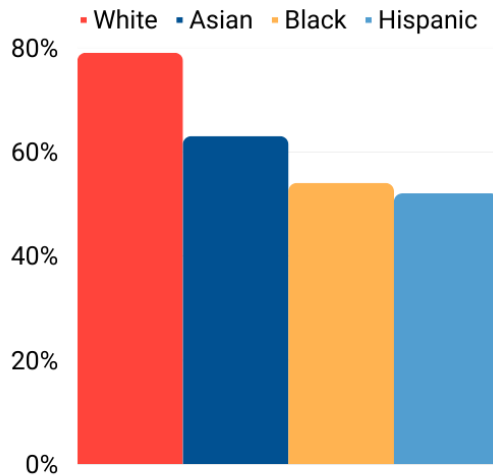
The persistent wealth gap between Black and White Americans is the result of 400 years of institutional and systemic racism. The social consequences of slavery, Jim Crow-era oppression, and racism against Black Americans continue and are visualized by the disparities in homeownership, business ownership, and income we see today.

Join the **Delaware Racial Justice Collaborative** to advocate for wealth equity in Delaware.

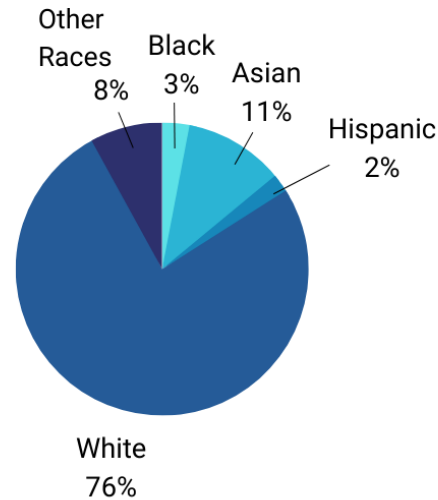
Looking for more statistics like these? Visit the **Equity Counts Data Center** to find Delaware-specific data on wealth creation.”

BARRIERS TO WEALTH CREATION CONTINUE FOR DELAWAREANS OF COLOR

Homeownership Rates by Race
(American Community Survey, 2021)



Employee-owned Firms
(Annual Business Survey, 2020)



Median Household Income
(in 2021 inflation-adjusted dollars)
American Community Survey 5- Year Estimates

White: \$79,677
Asian: \$108,456
Black: \$53,636
Hispanic: \$58,911

This initiative was supported by funds made available from the Centers for Disease Control and Prevention, Center for State, Tribal, Local and Territorial Support, under National Initiative to Address COVID-19 Health Disparities Among Populations at High-Risk and Underserved, Including Racial and Ethnic Minority Populations and Rural Communities.



Calling All Youth Workers!

The Delaware Afterschool Network invites youth workers and volunteers to be part of the *Power of Us* campaign.

We need 100 youth workers and volunteers to complete the survey, and in sharing your story with the campaign, you can help others SEE themselves as part of the workforce and understand why they, too, should take the survey.

Mentors and tutors, coaches, librarians, camp counselors, afterschool leaders, and more who support youth completed the Power of Us Workforce Survey in 2022 to ensure their experiences are reflected in the survey data.

A special thanks to Delaware's youth workers and volunteers who have already completed the survey!

We hope the rest of you will participate. The deadline has been extended to March 31, 2023. Please take the survey using our state-specific survey link: [**Delaware Power Of Us Survey**](#)



March 2, 2023 | 6 - 7:30 PM

Register bit.ly/ProbationReform

Probation Reform The Future of Probation in Delaware

PANELISTS



Sen. Marie Pinkney
Chair, Senate Corrections & Public Safety Committee



Haneef Salaam
Campaign for Smart Justice Manager
ACLU DE



Kailyn Richards
Director of Policy
Delaware Center for Justice

Join us for an introduction to Sen. Pinkney's probation reform bill, to hear from impacted individuals, and share in open discussion with stakeholders as we consider the possibilities for the future of our probation system

RealTalk

GET THE REALTALK
about probation reform in Delaware

- ▶ What does our probation system look like?
- ▶ What changes will be made under Sen. Pinkney's bill?
- ▶ How could changes impact those involved with our probation system?

Mark Your Calendar!

Golfers, make sure you mark May 22 on your calendar to participate in our annual golf tournament. Now named the Jerry Hunter Community Classic to honor our beloved former UWDE team member Jerry Hunter, who passed away last year.

Jerome "Jerry" Hunter was a friend to all, generous with his time, always ready with an encouraging word, and never above rolling up his sleeves and getting to work. Join us, as a golfer, sponsor, or both, for the 1st annual Jerry Hunter Community Golf Classic.

All proceeds from the Classic will support our community impact fund, which improves the quality of life for individuals and families throughout Delaware and Salem County (NJ).

Jerry Hunter Community Classic

May 22, 2023 | Hartefeld National



SAVE *the* DATE

May 22, 2023
at the Hartefeld National

For sponsorship opportunities, please contact
Tim Sheldon at tsheldon@uwde.org or
Kari Sullivan at ksullivan@uwde.org



A Conversation on Implementing Black History into K-12 Curricula

Here's an opportunity to speak directly with the Delaware Department of Education leadership about the implementation of HB 198 to incorporate Black History into all school curricula from kindergarten through twelfth grade.

PARENTS & COMMUNITY MEMBERS

GETTING H.B.198 RIGHT, ALL THE WAY

A conversation on the
implementation of HB 198
(incorporating Black history in K-12)

In invited guests include:

- ⇒ Dr. Monica Gant, Associate Secretary,
Department of Education (DDOE)
- ⇒ Dr. Michael Feldman, Social Studies
Education Associate, DDOE
- ⇒ School Districts, Charter Schools and HB 198 Leads

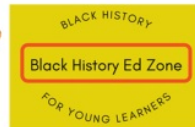
March 1, 2023 | 6:00 PM to 7:30 PM
Virtual via Zoom

Click or copy this link to register

<https://www.eventbrite.com/e/getting-hb-198-right-all-the-way-tickets-542897831027>



Event Sponsors



United Way of Delaware

Pancakes & Progress

PRESENTED BY myshepa

This session will focus on **actions** we can individually and collectively take to position the Class of 2023 to be our workforce. The event will be a blend of information, inspiration, and intentional action as we explore the topic of creating Success for Our Seniors in our schools (SOS).

- Thursday | March 9, 2023
- 8:30 am - 10:00 am
- DuPont Country Club
1001 Rockland Rd, Wilmington, DE 19803

Pancakes & Progress: Positioning Students to be Our Future Workforce

Join us for the third event in our Pancakes & Progress education-focused initiative. This session will focus on actions we can individually and collectively take to position the Class of 2023 to be our workforce. The event will be a blend of information, inspiration, and intentional action as we explore the topic of creating Success for Our Seniors in our schools (SOS).

Thursday | March 9, 2023
8:30 am - 10:00 am
DuPont Country Club
1001 Rockland Rd, Wilmington, DE 19803

This webinar is hosted by the Delaware Statewide Social Action and Economic Development Committees of the Wilmington (DE), Dover, Sussex, and Middletown (DE) Alumnae Chapters of Delta Sigma Theta Sorority, Incorporated



THE WORSENING WEALTH GAP: BRIDGING THE DIVIDE

This webinar is for anyone looking to gain information on how to drive wealth equity via home ownership and investments or who has an interest in driving legislative action to support long term change.

>> TO REGISTER:
[TINYURL.COM/WEALTHGAPWEBINAR](https://tinyurl.com/wealthgapwebinar)

TUESDAY
FEBRUARY 28, 2023
7 P.M.

Free Tax Help Now Available

UWDE partners with Nehemiah Gateway Development Corporation and First State Community Action Agency to promote FREE tax filing services. FREE in-person drop-off, available by appointment only, and virtual tax services are available. For the most current information, call 2-1-1 or visit [Nehemiah Gateway CDC](#). Learn more about making a tax appointment [here](#) and about volunteering [here](#)

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Sign up and submit your information 24/7 from anywhere.

starting 1/24/23



Scan to Have Your Return Prepared Virtually

In conjunction with *debraurtefund*, powered by Code for America

DROP-OFF TAX SITES

January 23 - April 22, 2023

All sites by appointment only. Hours listed are subject to change. Please see website for up to date information.

NEW CASTLE COUNTY

Hudson State Service Center
501 Ogletown Road, Newark, DE 19711
Appointments Available:
Monday and Thursday 11am - 5pm
Wednesday 11am - 5pm

Route 9 Library & Innovation Center
3022 New Castle Ave, New Castle, DE 19720
Appointments Available:
Monday 11am - 5pm, Tuesday 5pm - 8pm
Saturday 10am - 4pm

Wilmington Public Library
10 East 10th Street, Wilmington, DE 19801
Appointments Available:
Tuesday, Thursday, Friday 10am - 4pm

Woodlawn Library
2020 W 9th Street, Wilmington, DE 19805
Appointments Available:
Tuesday 5pm - 8pm, Wednesday 11am - 8pm
Saturday 10am - 4pm

University of Delaware
(near Star Campus)
Division of Professional & Continuing Services
501 S. College Avenue, Newark, DE 19716
Appointments Available starting 2/4/23:
Saturday 10am - 4pm

KENT COUNTY

Dover Public Library
35 Lookerman Plaza, Dover, DE 19901
Appointments Available:
Monday and Saturday 10am - 4pm

SUSSEX COUNTY

First State CAA
308 N Railroad Avenue, Georgetown, DE 19947
Call 302-856-7761 (Se habla Español)
Appointments Available:
Tuesday, Wednesday, Thursday 9am - 5pm

Georgetown on Laurel
1 East Laurel Street, Georgetown, DE 19947
Appointments Available:
Monday and Friday 8am - 1pm

Goodwill Milford
694 N. DuPont Highway, Milford, DE 19963
Appointments Available:
Tuesday 10am - 4pm
Wednesday and Thursday 10am - 1pm
Saturday 10am - 4pm

FOR A SUCCESSFUL TAX APPOINTMENT, KNOW WHAT TO BRING!

- ❑ Current Government issued photo ID for taxpayer and spouse
- ❑ W-2s, 1099s, 1099-MISC, 1099-NEC, 1099-R, 1099-SSA for all employers, retirement, and social security benefits (no pay stubs accepted)
- ❑ Social Security cards and/or ITIN letter for everyone listed on tax return
- ❑ 6419 Advance Child Tax Credit and 6475 Economic Impact Payment (EIP) stimulus letters
- ❑ Childcare statement from all providers with address and tax ID# and/or SS# for childcare provider (or provide receipts with amounts paid)
- ❑ 1098s for education expenses paid, mortgage interest paid, property taxes paid and list of any other itemized deductions
- ❑ 1095-A for Marketplace Health Insurance Coverage
- ❑ Bank account and routing number for direct deposit
- ❑ Copy of prior-year tax return (may be required for new credits)

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Sponsored by the Delaware Tax and Financial Services Campaign founded and operated by Nehemiah Gateway Community Development Corporation in partnership with First State CAA



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2023 KIA SELTOS | OR | **\$8,000 CASH**

2 Year Lease

Participants who donates \$150 or more to the **United Way of Delaware** will be entered for a chance to win!

GIVE TODAY



Kia of Wilmington
AutoTeam Delaware



United Way of Delaware



United Way of Delaware | 625 North Orange Street, Wilmington, DE 19801

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