



Capital Area United Way
Clinton | Eaton | Ingham

A statement on Capital Area United Way's commitment to Diversity, Equity and Justice

Capital Area United Way believes that every person is entitled to be treated with dignity and respect; this includes equal treatment and impartial and non-discriminatory access to justice. Recent events involving violence and threats against black, brown and other people of color expose our society's underlying racism, prejudice and privilege that prevent people from being treated with humanity, dignity, respect and an equal measures of justice. Recent incidents of racism, including the senseless killings of Breonna Taylor, George Floyd, and Ahmaud Arbery, in our society are abhorrent and run counter to everything that United Way, its volunteers and professionals value, live and fight for every day.

All people of all backgrounds and identities must call out racism and demand its removal from our society; otherwise, we are endorsing the status quo and are complicit in the abuses that follow.

We must all do our part, working and living United, to make our communities the places that we need them to be – equitable, respectful, welcoming, and opportunity-filled. We, as a society, can and must do better to guarantee that the human rights and freedoms of every person in every community are protected.

Capital Area United Way recognizes that words without action do not matter. Racism is a systemic problem and demands a systemic and comprehensive response. CAUW will engage current stakeholders and underrepresented communities to identify, implement and evaluate organizational policies and practices with an equity lens.

- Our board of directors will oversee a race equity impact assessment of current policies and practices and will utilize the results of the review to build a multi-ethnic, anti-racist, and inclusive organization.
- Our board of directors and committees will conduct an audit of our volunteer and professional membership to determine our gaps in community representation and will develop a plan to recruit/hire that moves us towards equality with representation of the communities that we serve.
- Our board members and staff team will be provided with opportunities to increase self-awareness and knowledge of implicit bias, interracial understanding, and white privilege and with ongoing opportunities for learning and personal development.
- Our board of directors will monitor and annually evaluate our policies, programs, practices and decisions to advance a multi-ethnic, anti-racist, and inclusive organization. The organization will report its progress to the community annually.
- Our board and staff members will strive to be advocates for social justice and diversity; including full participation in programs, policy formulation, and decision-making.

This is only the beginning and we are committed to fighting for an inclusive, supportive and welcoming community for all. We have much work to do in our organization and in the community.