



United Way of King County

Together, we're working toward a **racially just community** where **all people have homes, students graduate and families are financially stable.**



## Where we started

Various groups, internally and externally, put necessary pressure on our organization to commit to advancing racial justice.

We partnered with Equity Matters to complete an organizational assessment to determine areas of opportunity and growth to better center racial equity in all our work. Their approach was two-pronged:

- Assessment: Deeper, focused, and disaggregate data by race
- Implementation: Building internal capacity, knowledge, and experience



# Racial Equity Assessment Learnings

- Elevate BIPOC voices
- Slow down, build a strong foundation
- Put people first
- Support white & BIPOC leadership
- Repair and healing
- Build practices to create and maintain trust and accountability



# Racial Equity Statement

## We recognize that...

The United Way of King County benefits from systems of racial inequity and oppression and operates in a society deeply rooted in white supremacy that perpetuates harm and injustice for BIPOC people and communities.

## Given this, Racial Equity is critical to our work because...

In our role as a grantmaker, fundraiser, and service provider we have a responsibility to restore power and resources to Black, Indigenous, and People of Color, and communities, address racial disparities, and support systems change. All people deserve the opportunity to thrive, manage their own destiny, and contribute their unique strengths. By centering expertise, and especially the lived experience of BIPOC people and communities, we can tackle the root causes of inequity to bring us closer to our vision of justice, liberation, and progress for all.



**COMMITTED TO A JUST RECOVERY**



# Racial Equity Guiding Principles

- We will prioritize the collective, rather than the individual.
- We will be diligent in evaluating and re-evaluating the way in which we do our racial equity work and our core business – so that we can maintain and sustain visible and tangible change.
- We benefited from Equity Matters' guidance, wisdom, and expertise in leading us through the Racial Equity Assessment. By using the Assessment Mapping Tool, we will work to achieve Structural, Organizational Racial Equity.
- We will work to dismantle white supremacist/white dominant culture.
- We will increase the number of resources we invest in BIPOC communities.
- We will seek out and increase awareness of the lived experience of our BIPOC communities.
- We will ensure that our culture, policies, strategies, and systems center BIPOC community voices, internally and externally – and it will be these voices and lived experiences that will drive our strategy and solutions.
- We will use our foundational and historical strength to influence and affect systems change work that directly addresses racial inequity and intersectional oppressions.
- We will work to bring funders and supporters along with us in the pursuit of strategies to support racial justice – and we will benefit from gaining new supporters with fresh ideas and the desire to create systems of abundance and sustainability.

# Our vision for moving forward

## Operationalize assessment recommendations

- Using **key themes** to create programmatic strategies
- Identify **necessary tactics** to achieve strategies

Increase influence & share power with communities of color

Build racially equitable communication techniques

Increase BIPOC in leadership roles

Create a culture that centers racial justice

Have a shared racial equity vision and practices



## How:

- Increase number of **Black and Indigenous** board members
- Build **accountability & trust structures**
- Increase funding for BIPOC organizations
- Engage BIPOC donors/funders/businesses in organizational resource-building strategy

## Why:

To restore power and resources to communities of color

## Five Key Strategies:

**Increase influence & share power with communities of color**

Build racially equitable communication techniques

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## How:

- **Increase transparency** and demonstrate a **genuine understanding** of our work to address systemic racism
- Engage in **cyclical feedback loops** that are open for all audiences
- Develop more inclusive/equitable project processes
- Provide culturally relevant and accessible communications

## Why:

To create a sense of belonging

## Five Key Strategies:

Increase influence & share power with communities of color

**Build racially equitable communication techniques**

Increase BIPOC in leadership roles

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## How:

- Implement **career progression and succession planning** processes & programs
- Review of HR policies with a racial equity lens
- Re-examine internal hiring practices and create policies to reflect those practices (e.g., promotions, reclassifications, transfers, etc.)

## Why:

To attract, retain, and grow talent so all can thrive

## Five Key Strategies:

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Build racially equitable communication techniques

**Increase BIPOC in leadership roles**

Create a culture that centers racial justice

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## How:

- Create and **cultivate a culture of C.A.R.E.** and **power-sharing** systems
- Build abundance based, Native & Black-centered, and participatory systems
- Build distributive & adaptive leadership and cultural strength-based systems

## Why:

To realign UWKC's values and practices to racial equity guiding principles

## Five Key Strategies:

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Build racially equitable communication techniques

Increase BIPOC in leadership roles

**Create a culture that centers racial justice**

Have a shared racial equity vision and practices



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## How:

- Adoption of a **clear racial justice vision** & key terms/language
- Implementation of Equity Matter **racial equity frameworks**

## Why:

To have a unified vision, voice, and understanding of racial equity

## Five Key Strategies:

Increase influence & share power with communities of color

Build racially equitable communication techniques

Increase BIPOC in leadership roles

Create a culture that centers racial justice

**Have a shared racial equity vision and practices**





# Five Key Strategies Review

- Increase influence & share power with communities of color
- Build racially equitable communication techniques
- Increase BIPOC in leadership roles
- Create a culture that centers racial justice
- Have a shared racial equity vision and practices



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