

COMMITTED TO RACIAL EQUITY

Bringing the community together to work toward racial justice—beginning from within.



WHY ARE WE ON A RACIAL EQUITY JOURNEY?

At United Way, we address immediate needs like feeding children and families and keeping them safe in their homes. We also advocate for a change in systems. In all our work, we see how systemic racism continues to drive disparities. But simply acknowledging that isn't enough. If we hope to make a dent in the problems our communities face, we must work together to transform the systems and policies that create those disparities. To best do that, we must embrace change from within.

Our focus on racial equity reflects nearly 30 years of commitment and growth, and this snapshot highlights our recent progress. We continue to learn and transform our organization to one that's focused on meaningfully advancing racial equity every day.

A TIMELINE



Staff introduce United Way board to the racial equity theory of change and a new participatory grantmaking process to better collaborate and drive impact in the communities we serve.

May 2019

Leaders on the board and staff agree that racial disparities must be acknowledged; forms the Board Racial Equity Taskforce to help United Way center equity to fully realize its mission.

An advocate for social and economic equity, new president and CEO Gordon McHenry, Jr. identifies advancing racial equity in all that we do as high priority for our organization.

July 2019

Sept 2019

United Way of King County undergoes internal racial equity assessment and trainings to identify areas of opportunity and growth.

United Way shifts focus to center communities of color in all its work; launches the Black Community Building Collective, the Indigenous Communities Fund, and Racial Equity Coalition.

Mar 2020

May 2021
Mar 2022

Working with the board of directors, United Way staff put forth a Strategic Road Map—a three-year plan to transform organizational culture and implement recommendations from the internal racial equity assessment.

Jan 2022



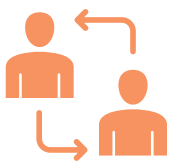
LISTENING. LEARNING. MOVING FORWARD.

As an organization committed to racial equity, we recognize that our journey is ongoing. We are dedicated to continuous learning and growth, understanding that our work has only just begun.

While internal equity training is an ongoing commitment, we teamed up with consulting firm Equity Matters for an organization-wide racial equity assessment. This gave us the framework we needed for transformation within our organization. What did we learn?

- People come first. **Let's mend and heal.**
- To elevate voices of color. **Always.**
- To take it slow and focus on building the foundation for strong relationships. **Step by step.**
- To support our leaders in developing practices and holding each other accountable. **Build trust.**

HOW WE'RE MAKING IT HAPPEN:



Shifting power, resources, and influence to communities of color.

- We're intentionally recruiting an increasingly diverse board that represents the communities we serve. Currently, a majority of our board identify as people of color.
- We're also intentionally increasing funding a majority of our grant dollars to organizations of color to address racial inequities head-on.
- Working side by side with communities is important to us: Through participatory grantmaking, we collaborate with communities of color via partnerships, like the [Black Community Building Collective](#), [Indigenous Communities Fund](#), and [Racial Equity Coalition](#), fostering mutual learning and understanding.
- We're leveraging our influence and resources to advocate for policy and systems changes driven by communities of color. We're committed to listening closely and amplifying the priorities championed by community-based organizations.
- Additionally, we're funding people of color-led agencies focused on systems change and advocacy efforts, spanning from community organizing to lobbying.



Attracting, retaining, and growing the best, most diverse talent so we can better show up for the communities we serve.

We're working to have more people of color in leadership roles. Plus, we're reviewing our human resources policies and re-examining hiring practices to make sure that equity is at the heart of it.



Aligning United Way of King County's values and practices to racial equity guiding principles.

We're united by a clear vision, shared language, and a commitment to operationalizing equitable practices that fosters a culture of care and belonging. With thoughtful feedback loops, we pause, listen to community input, and remain mindful of how we engage.

LEARN MORE

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