

ANTI-RACISM AND ETHNIC DISCRIMINATION STATEMENT

Cooke County United Way works to bring together individuals, groups, donors, and service providers to help solve some of the toughest social issues affecting Cooke County.

We empower donors, volunteers, businesses, governments, nonprofits, and community groups to invest in neighbors for a better Cooke County community.

We recognize structural racism/ethnic discrimination and other forms of oppression have contributed to persistent disparities which Cooke County United Way seeks to dismantle.

We understand that these disparities have existed in the past and persist into the present.

We acknowledge that these inequities are the result of policies and practices that work to marginalize entire populations of people.

We unequivocally denounce racism/ethnic discrimination because it undermines the well-being and vitality of our communities.

Cooke County United Way strives to engage community members, especially those whose voices have traditionally been marginalized.

We work with residents and public and private partners to co-create solutions that ensure everyone has the resources, supports, opportunities and networks they need to thrive.

We commit to leveraging all of our assets (convening, strategic investments, awareness building, advocacy) to create more equitable communities.

(Note: much of the language above is adopted from the United Way World Wide's Equity Vision in United Way's Equity Framework: Strengthening Our Equity Muscle to Accelerate Impact, developed in collaboration with local United Ways.)