



United Way of Dane County: **Racial Equity**

United Way of Dane County publicly recognizes racism as a public health crisis, understands racism as a root cause of inequity in our society, stands in total opposition to all acts of racism and discrimination and is actively working to become anti-racist.

For the last 30 years, United Way has taken an intentional approach to naming racial disparity in our community and working to measurably reduce inequity. We frame community issues, mobilize community support and invest in effective community programs to increase progress on complex issues in Dane County.

However, there is still so much to be done. We continue to work towards addressing the historic and present forces that suppress racial injustice. We are committed to supporting a just and equitable Dane County community for everyone to succeed, and we acknowledge our role and responsibility as a funder and convener.

For Dane County to reach its fullest potential, we commit to engaging and involving diverse communities, especially those racially and ethnically diverse, in decision-making, leadership and action to achieve equitable outcomes in Education, Income and Health. **We honor all our differences and create safe spaces for all voices to find common ground in building one community.**

To learn more about how United Way of Dane County works for equity, visit www.unitedwaydanecounty.org/mobilization-plans/

**For media inquiries or questions, please contact Ashley Reynolds, Director of Communications
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Working Towards a More Equitable Dane County

Our investments target programs serving disadvantaged communities and seeking to interrupt poverty – over 50% of individuals and families served are people of color.

We view each program and investment opportunity with a racial equity lens to ensure that we strengthen and deepen our impact in Dane County.

We are committed to transparency in investment decisions and increasing the voice of communities of color in decision-making.

We empower leaders of color in our community through training, supporting and lifting their voices and leadership access to break down the barriers of racial inequity.

We educate our community and corporate neighbors through an understanding of the historical context of economic and racial disparity.

People of color make up 28% of our Board of Directors, who are ultimately responsible for approving funding decisions.

Our President & CEO is a woman of color hired by our Board of Directors.

Engaging Dane County Community Members

United Way of Dane County Community Impact Advisors Council (CIAC) supports our desire to consistently engage with individuals whose voices and perspectives are often absent from conversations regarding the creation and design of social support services and policies.

United Way of Dane County Boardwalk Academy, a 9-week personal and professional development series, is a key strategy supporting our commitment to engage and involve diverse communities – especially those racially and ethnically diverse – in decision-making, leadership and action to achieve equitable outcomes in Education, Income and Health.

The Law Enforcement and Leaders of Color Collaboration (LELCC) – co-led by United Way and NAACP Dane County – is made up of leaders of law enforcement agencies, leaders of organizations representing communities of color and individuals who are recognized as leaders within communities of color in Dane County. The LELCC exists to build trust and strengthen lines of communication between law enforcement and communities of color.

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