

The mission of United Way of Yavapai County is to unite people, organizations, and resources to improve lives and build strong communities. As a uniting agency, we recognize unity cannot be obtained until systemic racism is addressed and dismantled within Yavapai County.

Racism and racist are terms used to describe policies, actions, ideas, and unconscious bias entrenched in prejudice, discrimination, and opposition that are directed towards a person or people due to their race or ethnicity. In the United States, racist policies, actions, and ideas continue to perpetuate racial inequity, leaving BIPOC (Black, Indigenous, People of Color) communities with lasting educational, health, social, and economic disparities and barriers far greater than their counterparts.

In order to undo racism, we must act with urgency to identify implicit bias and learn what it means to be anti-racist and incorporate racial equity into the very fabric of our organization.

To ensure United Way of Yavapai County effectively addresses racism in all forms, we have established a Diversity, Equity, and Inclusion Committee to strategically model the values necessary to dismantle racism and to assist individuals, organizations, and governing bodies to do the same. The Diversity, Equity, and Inclusion Committee is dedicated to understanding the historical and present-day implications of racism on a local and national level, listening to individuals harmed by systemic racism, and developing sustainable anti-racism policies, procedures, and practices. This committee must also create opportunities for interaction and dialog between the silos that exist within the neighborhoods of Yavapai County. These silos do not naturally create a flow of ideas, information, and conversation about the issues that impact all individuals.

The Diversity, Equity, and Inclusion team plans to address racial inequity through the following actions:

- 1.) Provide annual racial equity training for all board members and staff within Yavapai County.
- 2.) Become more diverse, inclusive, and equitable as an organization so that we are more credible in addressing these same issues in the community. United Way of Yavapai County will only partner with and/or fund organizations that work with them to align values on racial equity.
- 3.) Leverage expertise within and outside United Way to provide the strategies, best practice examples, and success measures to help create more equitable communities and close disparities wherever they exist. We will look to partner with organizations and individuals in the community successfully leading efforts in diversity, equity, and inclusion.
- 4.) Deepen business and community leaders' understanding of community issues and data. United Way will leverage our ability to provide opportunities for business and community leaders to convene, strategically invest their resources, and build awareness for a more equitable community.

We cannot sit quietly as our BIPOC neighbors in Yavapai County and across the nation are burdened by historical and systematic racism. A future free from policies, actions, and ideas rooted in racism requires everyone in our community to act. We - individuals, families, religious leaders, schools, small and large companies, neighbors, and government - must actively commit to ending racism in all forms. We call on you to join us as we choose to truly LIVE UNITED.