



Antiracism Statement

United Way of Northern California (UWNC) stands firmly against racism and for equal justice. We promote equity in our mission to improve health, education, financial wellness and disaster recovery for ALL people in Northern California.

As we deepen partnerships within communities of color, we are compelled to listen carefully and examine our own beliefs and biases. We will promote awareness and understanding among ourselves and others about the communities we serve. We promote collective impact in our nine-county region by convening community and encouraging participation in candid, respectful dialogue. We commit to hearing each other's words and recognizing points of view that differ from our own.

UWNC commits to demonstrating thoughtful boldness in our words and actions:

- We embrace opportunities to amplify the voices of those working for racial justice, equity and inclusion.
- We call attention to policies, practices and events that undermine racial equality.
- We hold ourselves and our communities accountable for rectifying the impacts of racism on our organization and community.
- We prioritize partnerships and fund organizations that share United Way's commitment to social equity and antiracism.

We call on everyone in the North State to participate in meaningful, constructive civic engagement that honors differences, celebrates diversity, fosters unity and results in positive change toward inclusion, empowerment, and racial justice.

To learn about UWNC's current work, visit our social media pages and website:

- facebook.com/NorCalUnitedWay
- youtube.com/channel/UC8s47ie4iJbYqbgLfs172lw
- instagram.com/norcalunitedway/
- norcalunitedway.org