



United Way of San Joaquin County

## **IT IS TIME: UWSJC's Recommitment to Diversity, Equity, and Inclusion to Belong**

At United Way of San Joaquin County, we believe in the power of diversity, equity and inclusion where “belonging” is an essential tenant of how we serve our county. As we head into our second century of operations, we will strive to create an inclusive and equitable organization—one that is much stronger than our past.

It will be our calling card to embrace and celebrate the uniqueness of every individual, recognizing that diversity encompasses a wide range of characteristics, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, disability, and socio-economic status. Since we live in one of the most culturally diverse cities in the nation—we need to champion these unique characteristics.

We stand committed to fostering an environment that values and respects the contributions, perspectives, and experiences of all our employees, volunteers, partners, and the communities we serve. We actively seek to build a diverse workforce and in fact have one of the most diverse teams and Board in the history of UWSJC. Our leadership team reflects those communities we work with, as we firmly believe that diversity drives innovation, enhances our decision-making processes, and strengthens our ability to address complex social challenges. In short, diversity makes us BOLDER and a much more effective and impactful agency.

Through our work, we strive to create opportunities for marginalized and underrepresented groups and advocate for equal access to education, healthcare, employment, and basic needs. We actively partner with organizations that share our commitment to diversity, equity, and inclusion, leveraging collective resources and expertise to create sustainable and lasting impact.

Supporting our nonprofits led by diverse voices is a priority. We will do this by directly connecting with the nonprofits, vendors, partners, and associates from the various communities of color. We must equally hold others accountable, who might in fact not see diversity as an essential way to work. Like the air we breathe, we must integrate our influence for greater equity across all sectors.

UWSJC knows **IT IS TIME**. For the past three years we have been realigning our mission statement to reflect our commitment to diversity, upgrading policies and procedures, ensuring our board of directors reflects the community we serve and most importantly, continuing to listen to the needs of others who are marginalized, underrepresented, and without a voice at the table. In short, UWSJC is resetting the table to allow for all voices to be heard.