

# United Way of Metro Chicago Anti-Racism Statement

Throughout our city and nation, racism remains a daily reality. While the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others have dominated the headlines, countless other Black deaths have received far too little attention. So has the impact that systemic racism has had on our neighborhoods, producing dramatic gaps in economic and physical health. For so many years, our public and economic policies—and the operations of our economic markets—have failed to serve our communities of color.

United Way of Metro Chicago stands against racism and hate in all forms. We acknowledge that racism runs deep and can be both conscious and unconscious—intentional and unintentional. But while intention matters, so does impact. We acknowledge that even unconscious, unintentional racism—in individual attitudes and behavior as well as in institutions—can be profoundly harmful. If we do not acknowledge this impact, we will inevitably perpetuate it.

We are committed to being an anti-racist organization, working against racism and toward racial equity in everything we do. We understand racial equity to include the fair and just distribution of resources as both a process and an outcome. We understand that working toward racial equity requires making an active effort to dismantle policies and practices that maintain white supremacy. And we understand that we must fight racism both internally and externally, in our workplaces and as part of our work in neighborhoods across the city.

## This work will require enduring commitments across four main pillars of work:



### Workforce

#### FOCUSED ON INTERNAL PROCESSES AND PROCEDURES

- We will be an anti-racist employer, striving to remove racism and unconscious bias from our workplace and our recruitment and talent management processes.



### Workplace Culture

#### FOCUSED ON OUR VALUES AND BEHAVIORS

- We will foster a culture of listening and teaching for all our stakeholders—including leaders, employees, Board members, and neighborhood partners—providing a safe space to discuss and unlearn racism and unconscious bias.
- We understand that language matters, and we will ensure that our communications do not inflict harm—intentional or unintentional—on our team or on those we serve.



### Commerce

#### FOCUSED ON OUR PURCHASING POWER

- We will use an equity lens in our purchasing, hiring, and contracting decisions as an institution, working to interrupt unconscious bias in those decisions and to advance minority-owned businesses.



### Community

#### FOCUSED ON OUR ROLE AS PARTNER AND FUNDER

- We will strive to use our influence and programs to address inequities in our community, following the leadership of community-based partners on how to address inequality in economic opportunity, housing, education, justice, healthcare, and community resources.
- We will make funding decisions through an equity lens, recognizing that because of structural racism, increasing investment does not always yield a meaningful increase in opportunity.

**Finally, we will be transparent about our internal progress and external impact annually, so that we can be held publicly accountable for our actions.**

As of February 14, 2022

United Way  
of Metro Chicago



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**STRONGER, MORE EQUITABLE  
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