

United Way of New York State Equity and Anti-Racism Statement

Approved by the Board of Directors – 9/21/2021

United Way of the New York State Board of Directors and staff are deeply committed to our mission, to unite the goodwill and resources of our community so everyone can thrive. We condemn the systematic racism, injustice, and inequality that continue to exist in our community. We acknowledge those inequities are the result of historic and ongoing policies and practices that work to marginalize entire populations.

We support and advocate for anti-racism, stand against ethnic discrimination and all forms of systematic oppression in order to improve the well-being and vitality of our community.

- We do not discriminate against others on any legally recognized basis including but not limited to: veteran status, marital status, physical or mental disability, race, age, color, religion, creed, sex, national origin, sexual orientation, gender identity, a victim of domestic violence or familial status.
- We work to dismantle inequities and engage community members, especially those whose voices have traditionally been marginalized, in the shared work of fortifying equity and empowerment.
- We engage public and private partners to co-create solutions that ensure everyone is heard and has the resources, support, opportunities, and networks they need to thrive.
- We use our social equity project, the ALICE® Report (Asset Limited, Income Constrained, Employed), to assess the health of our communities and advocate the facts; minority communities face lower wages, higher unemployment, and disproportionately higher incarceration rates. We advocate for policies and programs that break down the disproportionate lack of access these communities have to services and opportunities.
- We support all of our Member United Ways across the state and their Diversity, Equity and Inclusion statement and guiding principles.

Please join us in this very important work and choose to truly LIVE UNITED.