



OUR COMMITMENT TO EQUITY

Being part of a marginalized group has a big impact on a person's life outcomes, and we can only break the cycle by standing up for equity and justice. That is why UWLC commits to:

- Acknowledging and reconciling our historical role in perpetuating systems of inequality
- Changing inequitable systems that prevent our community from reaching its full potential.
- Embracing diversity, equity, and inclusion as individuals, as an organization, and with our community
- Recognizing that marginalized groups and systems change over time, we may be impacting un-noticed groups today differently than underserved groups yesterday.

As an organization we are always learning and unlearning so that we can improve our practices and our commitment to equity. We aspire to embed diversity, equity, inclusion, accessibility and belonging in everything we do by focusing on individuals, our organization, our interactions with the community we serve, and our stakeholders. In that process, we must pay particular attention to include the voices of those who are marginalized or underrepresented. We are constantly building organizational capacity to engage meaningfully across differences and foster an inclusive culture.

At UWLC, we aim to address inequities and foster inclusion and advancement for underrepresented populations in the communities in which we live and work. We do this because a community that isn't whole and healthy at its margin cannot be whole and healthy for long in its center. Our classification of underrepresented populations includes *individuals who are members of the Black and African-American community as well as Indigenous Persons and People of Color (BIPOC), who have been discriminated in this system on the basis of religion, gender, sexual orientation, national origin, age, disability, poverty(rural & urban), incarcerated & re-entering the community/economy, or any other factor not relevant to a person's eligibility for service, and to advance and thrive in life.*

Our internal board-level Equity Committee is leading us in accomplishing the goals of our own strategic plan, and working to ensure that all our programs and initiatives address the needs of everyone, particularly those who are marginalized and most underrepresented in our communities. Still, we are humbled by the significant work yet to be done. We acknowledge that we have much to do to become more equitable, inclusive, accessible, and intentional about cultivating belonging in our organization and in the communities we serve.

We seek to partner with others with the same commitment to equity - those who are at the forefront of this work and those who are just beginning their journey. We aim to support our community partners in developing projects and initiatives that promote positive change and

growth within the community. We offer our assistance in creating an equitable nonprofit landscape in our community and ensuring community voice is integral to the work we support.