



United Way of Northeast Kentucky (UWNEK) fights for the Financial Stability, Health and Education of *every Kentuckian in Boyd, Greenup, Lawrence, Carter & Elliott Counties.*

UWNEK works to engage community members, including those whose voices have traditionally been marginalized, to co-create solutions that ensure every Kentuckian in the 5-county coverage area has the resources, support, opportunities, and networks they need to thrive.

Yet, for too many individuals and families, access to a better life remains elusive. To achieve our vision, we must understand and address the underlying factors that impede progress. UWNEK recognizes that structural racism and other forms of discrimination contribute to persistent disparities. By challenging practices based on racism, sexism, and other historical and current forms of discrimination, UWNEK can create more inclusive communities and equitable outcomes.

Therefore:

We commit to ongoing learning, communication and dialogue to deepen our progress toward being a more diverse, equitable and intentionally inclusive organization.

We commit to challenging the biases and stereotypes that prevent Kentuckians from their right to live in an equitable and inclusive society.

We commit to denouncing discrimination and exclusion based on race, gender, ethnicity, religion, sexual orientation, age, or other identities.

We commit to fostering equity, which can only be achieved when the systemic, institutional, and historical barriers resulting from exclusion no longer predict socioeconomic, education and health outcomes.

We commit to creating and sustaining an equitable UWNEK and equitable communities in collaboration with our board, agencies and donors, through convening, awareness building, advocacy, and representation.

We invite you to join us. Learn more at <https://www.uwnek.org/>

Adopted: November 2020



| Ground Rules/Operating Norms | Examples of how to Operationalize |
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| <p>We commit to elevating the voices of BIPOC (Black, Indigenous, and People of Color) and/or those most impacted by the challenges we seek to address</p> | <ul style="list-style-type: none"> • Add members to the sub-committee from BIPOC/most impacted communities • Reach out for specific input to folks from BIPOC/most impacted communities • Reference articles, materials, videos, etc. that are produced by members of BIPOC/most impacted communities |
| <p>Those of us with closer proximity to privilege (in terms of gender, race/ethnicity, income, etc.) commit to shouldering an equal, if not greater, amount of the weight in this process</p> | <ul style="list-style-type: none"> • Take a shared ownership approach when developing solutions vs. turning to BIPOC folks for solutions • Recognize and own that there will be discomfort experienced as part of confronting past and current examples of racism |
| <p>We commit to addressing big and small examples of inequitable behavior in a timely and open manner (or one-on-one when appropriate)</p> | <ul style="list-style-type: none"> • Address micro-aggressions – these are statements, actions, or incidents regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group |
| <p>We commit to developing a foundation that will assist UWKY and Kentucky's network of local United Ways in fostering community conversations on racism, equity and privilege that move beyond divisiveness to progress through unity and engagement.</p> | <ul style="list-style-type: none"> • Recognize and own that there will be discomfort experienced as part of confronting past and current examples of racism, and highlight the voices of members of BIPOC communities to a) inform and b) engage those with a closer proximity to privilege in discussions that lead to measurable and proactive personal, civic and business actions for a more equitable future. • Design our outcomes to serve as a replicable model for our network. |
| <p>We commit to treating all persons with respect and recognize that it is through the exploration of a variety of views that we can better understand the challenges facing our organization, network and society. We acknowledge that it is only through shared understanding that United Way communities can cultivate progress.</p> | |

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