

The Greenwich United Way is committed to building a future of greater opportunity and equity with all people. We are committed to uphold justice for people in the LGBTQIA+ community, people living with disabilities, and people without status in this country. To achieve this vision, we will not accept racism, ethnic discrimination, and any expression of discrimination stemming from one's race, ethnicity, faith, religious beliefs, gender expression, sexual orientation, disability, sex, age, national origin and other identities. We will act by tackling the structural barriers to equity that have impeded the health, safety and wellbeing of marginalized people of our society.

The Greenwich United Way calls on ourselves to take positive action in being part of the solution. We commit to:

- **Transforming systems and eliminating structural barriers** in order to provide residents with every privilege and opportunity for self-actualization.
- **Being accountable and transparent** at all levels--from our own organization to all institutions we work with.
- **Advocating for justice** and supporting partners and organizations advancing equity.
- **Working to create support systems** around families that address the needs of the whole person: economic stability, health care and mental health, quality education, and a safe and secure community to thrive in.
- **Elevating community voice and sharing power.** We lift up the rich variety of voices in our community by fostering civic leadership and participation. We will share power by continuing to diversify our staff, board and committees to reflect the community we serve. In addition, we will listen to our community and identify unmet needs to co-design solutions to address their unique issues.
- **Engaging in further training to address our biases** (conscious and unconscious), as we work to hold ourselves accountable. We will continue to have conversations about race and equity in order to learn from and understand new perspectives.

The Greenwich United Way's mission is to empower the people in the Greenwich community. We must use our resources and carry out our work with the goal of helping to drive systemic changes that create a more equitable future for every person in every community.

We are speaking out against all forms of racism, bigotry, xenophobia, and discrimination as noted above--including violence undertaken to advance related agendas of subjugation and fear. We are committed to undertaking the daily work of strengthening connections, centering those on the margins, and creating a future of greater inclusion and equity throughout the community of Greenwich.