



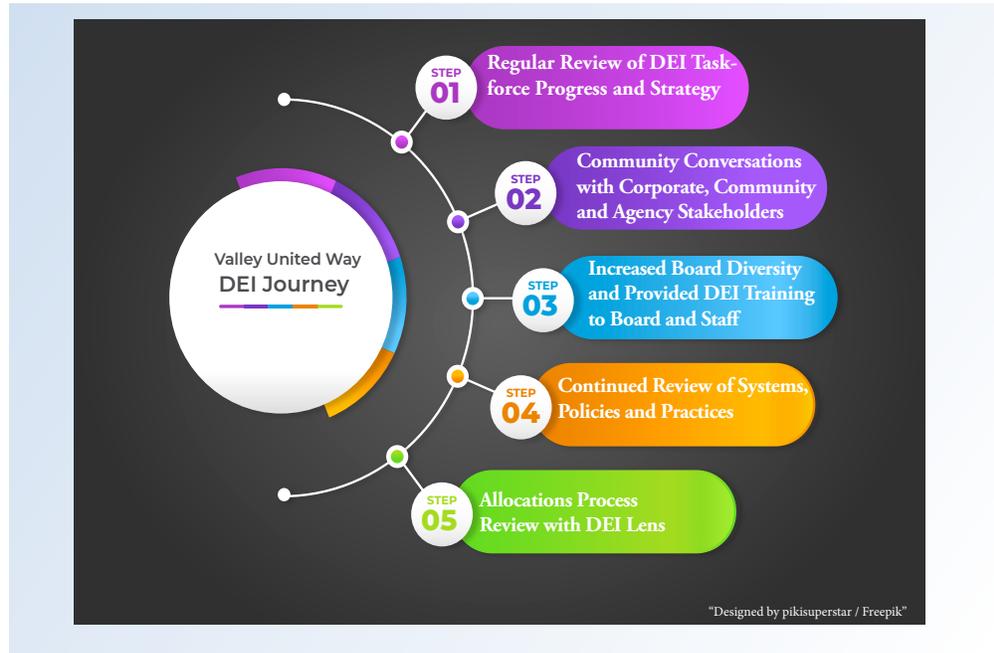
2022 - 2023 Diversity, Equity and Inclusion Report

Valley United Way is pleased to share our second Diversity, Equity and Inclusion (DEI) Report.

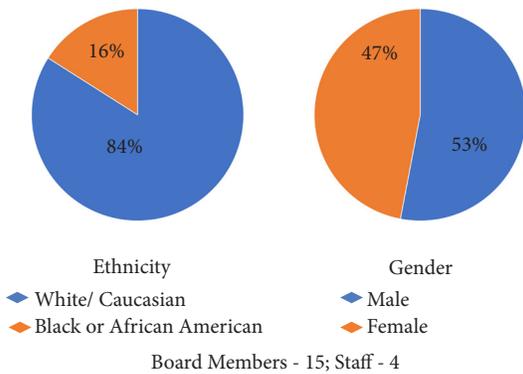
During the 2022 - 2023 fiscal year, we continued our DEI journey with a commitment to better understand the needs of our diverse communities and how to best deploy our resources.

Our Mission's Principles:

1. Recognize the need to continually review our systems, practices and procedures to ensure that we break down the barriers of inequality.
2. Foster an environment that is responsive to the people and community that the Valley United Way serves, while including these stakeholders in the decision-making process.
3. Fully understand the Valley communities that we serve, and identify barriers to equality.
4. Commitment to open mindedness, using our position to ensure that the Valley United Way reflects the diversity of our communities.



Board and Staff Composition Fiscal Year 2022 - 2023



Looking Ahead: Commitments Fiscal Year 2023 - 2024

- Community Conversations - Valley United Way will continue to host conversations to help us better understand the needs of our diverse communities and how to best deploy our resources.
- Board and Staff Diversity - Our Board Chair is committed to increasing the diversity of the board and maintaining the diversity of our staff.
- Continue to Strengthen Our Commitment to DEI - Increased focus on our systems, practices and procedures will help us eliminate systematic barriers and inequalities.
- Community Investment - Continue to integrate DEI into our community investment process in collaboration with our partner agencies.

DIVERSITY, EQUITY, & INCLUSION STATEMENT

Valley United Way Rejects Racism and All Forms of Discrimination

Valley United Way recognizes structural racism, ethnic discrimination and other forms of oppression have contributed to racial disparities that have existed in the past and persist in the present. We acknowledge those inequities are the result of systems, policies and practices that unfairly disadvantaged some people while providing an advantage to others in our communities.

We unequivocally denounce racism and ethnic discrimination in all forms, and are committed to building a future of greater opportunity and true equity for all people living in our communities. We act by working together with all community members to eliminate the barriers that have impeded the equality that all people deserve. Together, we co-create solutions that provide resources, support, opportunities and networks to facilitate change in our communities.

Valley United Way is committed to taking positive action to fight structural racism and ethnic discrimination; holding ourselves and our community partners accountable; advocating for social justice; elevating community voice; engaging in further training to address our biases; and, practicing the change we seek to realize with a vision of a more equitable future for all.