

STATEMENT ON DIVERSITY

WHY IT'S IMPORTANT TO OUR WORK

United Way of Anchorage is a community-centered organization designed to serve the unique needs of the residents of Anchorage. **We pursue our vision that Anchorage is a diverse, vibrant community where everyone can achieve their potential.**

SERVES OUR VISION

To serve our vision, diversity is imperative to our work for Anchorage and its residents. **Anchorage is home to some of the most diverse neighborhoods in the U.S.** Our work is done on the ancestral homelands of the Dena'ina people who have stewarded these lands and waters for hundreds of years.

VALUES COMMUNITY REPRESENTATION

We still have work to do. This statement is one of many steps in our journey to untangle the systems, biases and our own past practices that have contributed to inequality and lack of diverse representation in our community work. **We are committed to principles of diversity, equity and inclusion.** They allow United Way of Anchorage to build programs and initiatives that are positive, sustainable and impactful.

Our statement

In all work, we strive to meet the following principles and values.

- People—and all the **visible and invisible qualities** that make us who we are—are at the center of our work.
- We believe each person deserves **fair and just opportunities** to thrive.
- We integrate the **voices of underrepresented communities** into all policy, program and resource decisions.
- We ensure **equitable access** to services, programs, opportunities and information.
- We build diverse partnerships to **eliminate disparities** and multiply our impact.

Our journey

We welcome all community members, donors, volunteers, advocates and employees to join us in affirming these beliefs and holding us accountable to them in our work. **This statement will be regularly reviewed to harness the power of diversity, equity and inclusion as a force for United good.**