

7/29/2020

Equity Membership Requirement Vote

*Brian Gallagher
President and CEO
United Way Worldwide*

Colleagues:

Today our U.S. and International membership approved a change to our Membership Requirements and, in doing so, made a clear statement about our values and commitment as a Network to advancing racial equity. The following changes were approved: Develop, maintain, and publicly post an organization position opposing all forms of racism; Annually, provide racial equity training for all board members and staff; and Develop and use racial equity as one of the criteria in making community investments.

I want to take a moment to thank you for the time, attention and thought you've given to this – from participating in the town halls and office hours, to contacting me directly to share your views and perspective.

What happens next

This is an important leadership moment for the United Way Network, and we are committed to supporting your success in implementing these new requirements. Just as we engaged you in the run-up to this vote, we are counting on your continued partnership as we develop a plan for implementing these requirements in your organizations. In the near term, we would urge you to take a few initial steps: Review now where your organization stands on the new requirements. If you have not done so, review the DEI resources we have developed for your use, including the [Equity Toolkit](#) and the [Equity Framework](#), both of which can be found on the UWO [Equity Resource Page](#)

We know there is no one-size-fits-all plan for implementation, so we are creating three United Way CEO-led **work teams** to develop guidance, templates, digital engagements, and other tools to help you meet the new requirements. Each work team will be devoted to one component of the new requirements and will be supported by UWW staff leaders. Our strength as a network is in the diversity of the communities we serve and the perspectives they inform, so we encourage you to sign up for one or more work teams so that you and your peers can benefit from a shared dialogue on how best to drive equity in your community.

Our goal is to have a thoughtful approach to creating real change in our organizations and our communities. Whether or not you choose to join a work team, we will be seeking your feedback on the drafted guidance and plans as they are developed.

If you would like to be considered for a work team or lend your expertise as a reviewer, click [here](#) to let us know.

Implementation

All United Ways will have one full year to implement the new membership requirements. The expectation is that United Ways will act to meet or exceed the new standard by July 31, 2021.

The 2021 membership certification will include the revised Requirement D language, and there will be questions added to confirm your United Way's status on implementation of not only the requirement, but also the activities that are indicators of compliance. Consistent with past practice, questions added to the certification will be shared with the network later this year.

United Way has been deeply committed to Diversity, Equity, and Inclusion and the good news is many of you are either in full compliance or close to it. We are proud of the work we've done in this area, but there is more work to be done. Racial and ethnic equity are underlying issues that must be addressed to ensure that those we serve have equal access to education, income, and health. We took an important step today in leading on this issue and, with your partnership, we will work to ensure that United Way is better and stronger now, and into the future.



United Way of
Waco-McLennan County

CHANGE DOESN'T HAPPEN ALONE