



**GIVE. ADVOCATE. VOLUNTEER.**

United Way of Pennsylvania  
[www.uwp.org](http://www.uwp.org)

The United Way of Pennsylvania Board of Directors is establishing a **Diversity, Equity, and Inclusion Committee** which will be comprised of up to 25 individuals from local United Ways and partner organizations. The committee will perform three key functions for United Way of Pennsylvania and our United Way Network:

1. Support United Way of Pennsylvania's members in their work to serve vulnerable and historically marginalized communities while dismantling institutions and policies that create oppression
2. Guide United Way of Pennsylvania in creating programs, services, and internal procedures that foster equity, diversity, and inclusion in all aspects of our work
3. Serve as leaders for our partner organizations and the commonwealth as we work on promoting diversity, equity, and inclusion in all public arenas

For our purposes, the following definitions will be used to guide the committee:

**Inclusion:** involvement and empowerment of different communities where the inherent value of all people is recognized

**Diversity:** the full range of human differences, including but not limited to race, skin color, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, and national origin.

**Equity:** meeting people where they are and ensuring that marginalized and vulnerable communities are allocated necessary resources and control over those resources to ensure equal outcomes for all community members

**Accessibility:** The extent to which a facility or system is readily approachable and usable by individuals from traditionally marginalized communities

**Racism:** when the power elite of one group, has the power to carry out systematic discrimination through the institutional policies and practices of the society while shaping the cultural beliefs and values that support those racist policies and practices.

**The committee will be formed of the following:**

- One chairperson who is a voting member of the United Way of Pennsylvania board
- Up to 15 volunteers from within the United Way network, with priority going to those who are self-identified members of a traditionally marginalized or vulnerable groups.
- Up to 10 volunteers from outside the United Way network who have experience dismantling systems of oppression and uplifting the voices of people who are experiencing discrimination. Priority will go to those who are self-identified members of traditionally marginalized or vulnerable groups.
  - Stipends will be made available to these volunteers for their time and service.

20 Erford Road Suite 215 Lemoyne, PA 17043 • 717.238.7365 tel • 717.238.7414 fax • [www.uwp.org](http://www.uwp.org)

**LIVE UNITED®**

**The Diversity, Equity, and Inclusion Committee will perform the following functions:**

- Collate and promote best practices in the realm of diversity, equity, and inclusion
- Create and encourage the use of diversity, equity, and inclusion guides for local United Ways
- Find, evaluate, and disseminate DE&I resources for local United Ways and partners.
- Provide auditing services for Local United Ways as they travel through their DE&I journey
- Evaluate the DE&I capacity of the entire network and make suggestions for continued improvement
- Foster resiliency within the United Way network by providing access to tools and resources to mitigate incendiary pushback
- Create roadmaps of intersectionality and inclusion in communities across the state by fostering an environment where diversity considers the whole aspect of the human experience.
- Form partnerships with outside agencies and promote coalitions to serve marginalized and vulnerable populations
- Hold United Way of Pennsylvania accountable for meeting high diversity, equity, and inclusion standards in both programs and internal policies.
- Members of this committee will serve on other United Way of Pennsylvania committees as DE&I representatives to ensure this work is present in all aspects of United Way of Pennsylvania.

**The Diversity, Equity, and Inclusion Committee meetings will:**

- The committee will hold regularly scheduled meetings no less frequently than quarterly, which will be a combination of in-person and conference call meetings.
- The committee should consider giving itself the ability to make decisions electronically by some portion of the voting members of the group.
- The chair can convene conference call meetings with 24 hours' notice to all members to facilitate timely discussion based on developments within the network or imminent needs

**Expectations for UWP staff support for the Diversity, Equity, and Inclusion Committee:**

- Staff will provide logistical support for all suggested activities. UWP Staff will also provide in-person support at all events related to DE&I.
- Staff will complete research on suggested best practices, speakers, and resources.
- Staff will maintain communications with all UWP members on issues related to DE&I so they can be well-informed.

20 Erford Road Suite 215 Lemoyne, PA 17043 • 717.238.7365 tel • 717.238.7414 fax • [www.uwp.org](http://www.uwp.org)

**LIVE UNITED®**