

# RACE, DIVERSITY, EQUITY AND INCLUSION (RDEI) COMMITMENT

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**United Way of Greater Cleveland** (UWGC) has been an advocate and investor in efforts related to race, diversity, equity and inclusion (RDEI) within Greater Cleveland. As an organization dedicated to the eradication of poverty, our actions must be sensitive to its root causes, including systemic racism. This work is important to us because it provides a framework for our dedication to the people we serve through our board, volunteers, staff, agency and corporate partners. Therefore, in partnership with the Equity Leadership Council, we commit to infusing RDEI into our daily interactions and the lens through which we make decisions that impact our internal and external work.

**We commit to the following actions:**

1. Continue to promote race, diversity, equity and inclusion in UWGC work, including the board of directors, staff, and partner agencies of the organization.
2. Review UWGC internal practices and operations.
  - A. Develop leaders in the organization who are educated and aware of the critical issues related to race, diversity, equity and inclusion.
  - B. Design a work plan to increase cultural competency of the organization and measure annually.
  - C. Redesign organizational structures to enhance current policies and procedures to honor race, diversity, equity and inclusion.
    - i. We will provide staff with resources to ensure there will be a diverse pool of candidates for every position, at every level of the organization.
    - ii. UWGC will include racially diverse interviewers for every position in the organization.
    - iii. All search firms retained by UWGC must demonstrate workplace RDIE training.
    - iv. Ensure a commitment to RDEI when internal promotions, lateral moves and retention are considered.
    - v. Provide for each employee learning opportunities, professional development and reflection on how we are exhibiting our commitment to RDEI.
    - vi. Embed race, diversity, equity and inclusion measures into staff performance evaluations – how core values of RDEI were evidenced each year.
  - D. Establish and leverage an internal council to create and promote RDEI into internal interactions, events and learning throughout the year.

- E. Discuss RDEI and its impact on poverty with each Board member during orientation.
  - F. Incorporate RDEI discussions into all United Way activities, including but not limited to Board committees, retreats and advisory committees.
  - G. Represent the organization in the community on issues related to race, diversity, equity and inclusion, to increase awareness with key stakeholders, e.g. Soul of Philanthropy, Cleveland Public Theatre.
3. Incorporate RDEI considerations into the funding process and request funded agencies to report results to UWGC.
  4. Formalize RDEI as foundational and pervasive components of the Impact Institute.
  5. Develop partnerships to gather, analyze and share RDEI data, e.g. country and/or city hiring, funding, etc. with government nonprofits, businesses and the media within our footprint.

