United Ways of California Equity & Inclusion Action Plan



Equitable, inclusive, and people-centered We envision a California where all people have the resources and opportunities they need to thrive.

Recruitment & Retention

Inclusive hiring practices and a supportive work environment



Identify disparities, target interventions, allocate resources. measure progress, foster an inclusive culture

Our work prioritizes racial and social justice and equity. We are dedicated to removing systemic barriers and fostering inclusivity. Through diversity, equity, and inclusion, our goal is to promote belonging, job satisfaction, and overall well-being. At United Ways of California, we live by the motto: "If you want to go fast, go alone; if you want to go far, go together."



Staff **Well-Being**

Work-life balance. open discussions about roles and projects, self-care practices



Equitable opportunities and access to resources, training, and career advancement



Engagement & Communication

Involve partners, value relationships, collaboration, and communication



External Partnerships

Drive systemic change through statewide coordination, education, outreach, and advocacy



