

Inspiring Change: 7 Tangible Actions to Equity

Please join these organizations and over 300 people in moving our community forward through these actions.



1

DIVERSIFY LEADERSHIP

Work towards having community and organizational leaders reflect the demographics of our community members.

2

DEEPEN KNOWLEDGE & UNDERSTANDING AROUND DIVERSITY, EQUITY, AND INCLUSION

Provide learning opportunities for employees, stakeholders, and the broader community on the meaning and history of privilege and bias while providing resources that encourage self-exploration.

Incorporate in schools practices that meet the needs of students of all backgrounds, cultures, and ethnicities

3

EXPAND MULTICULTURAL EXPERIENCES

Invest in more events that deepen cultural understanding and celebrate our community's diversity.

4

SUPPORT RESOURCE-BUILDING FOR HISTORICALLY UNDERSERVED GROUPS

Give individuals fair access to the tools they need for economic mobility, and invest in minority-owned business.

5

CREATE EQUITABLE OPPORTUNITIES

Provide underserved groups opportunities to access resources that enhance personal and professional development and ensure our current systems provide the same support and advantages for everyone.

6

SHARE BEST PRACTICES

Share experiences and knowledge on best practices in inclusion, personal experiences, and efforts toward organizational change.

7

ADVOCATE

Be vocal and call out inappropriate behavior and aggressions, knowing that silence hurts our underserved and underrepresented community members.

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The purpose of this document is to elevate voices not often heard in our community and spur action on achieving equity. United Way's Imagine Columbus Coalition works to strengthen and advance inclusion and equity to provide a more hopeful future for all. By addressing the most vital of challenges around all the domains of inclusion, we can become the most equitable community in the nation.

To involve people from all races and ethnicities, political beliefs, faiths, and all walks of life, over 300 individual conversations on the openness of the community were conducted toward diversity, equity, inclusion and belonging. Based on those conversations and voices, we still have more work to do to move equity forward. Our community has spoken clearly that these seven tangible actions would achieve continuous progress on diversity issues. By bringing people together from all areas of the community (institutional, organizational, individual), everyone can take part in defining problems and finding ways to work with others to solve them. This also creates opportunities for community members to carry their voice forward from meaningful personal change into collective action.

We invite you to join us in inspiring change by committing to one or more of the seven tangible action levers. If you have any questions please email us at jking@uwbarthco.org.

