

Case for Change

Our Pathway to a More Equitable Clallam County

Context

Why is this important?
What else is going on?

Stakeholders

Who are the stakeholders?
What is important to them?



This Case for Change communicates about why Diversity, Equity, and Inclusion are important to our work, and how addressing these issues will make us better able to achieve our mission of strengthening our community by helping people live safe, healthy, and productive lives. This is a living document that we will adjust as we engage with more and more stakeholders within our community and deepen our analysis of our current reality. Each list below is color-coded and aligned to one piece of the image above. If you have questions or feedback on this Case for Change, please don't hesitate to reach out by contacting us at (360) 457-0311 or info@unitedwayclallam.org.

Context – Why is this important? What else is going on?

- Historical trauma and ongoing distrust between Native tribes and white residents
- Belief that equity is key to county and organization growth
- Strong buy-in and engagement of UWCC board and staff
- “Old school” attitude towards philanthropy and relationship between funders and nonprofit organizations
- Sustained interest/commitment to Diversity, Equity, and Inclusion issues 2 years after George Floyd's murder

Stakeholders – Who are the stakeholders? What is important to them?

- United Way of Clallam County board and staff
- Partner agencies board, clients, and staff
- Residents and guests of Clallam County
- Native tribes upon whose lands Clallam County sits
- Clallam County becomes more equitable, and barriers are dismantled

Current Reality – Where are we now?

Not all community needs are being met
Intersecting identities of oppression compound inequalities
People would like to engage in DEI but don't know how or where to start
Housing, employment, and childcare crises

Pathway to Action – How do we get from here to there?

- We begin with our 3 DEI Initiatives
 - **Building an Anti-Racist Organization** - Doing the work to uncover and dismantle white dominant culture inside agency policies, procedures, and practices.
 - **Equity in Grantmaking** - Through our grantmaking process, systemic barriers to equitable grantmaking will be eliminated and communities that have traditionally been excluded from philanthropy will be centered.
 - **Community Conversations** - Co-create solutions that ensure everyone has the resources, support, opportunities, and networks they need to thrive.

DEI Goals – Where do we want to be?

- Philanthropic giving in Clallam County adopts a DEI lens
- Agencies and organizations in Clallam County dismantle and disrupt systemic barriers in their work because their DEI consciousness has been raised
- Human service agencies connect DEI to their mission