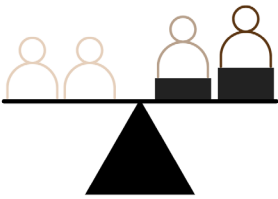


United Way



United Way of Southwest Michigan

EVERY PERSON BRINGS UNIQUE STRENGTHS AND PERSPECTIVES TO THE SOCIAL FABRIC OF OUR COMMUNITIES. AT UNITED WAY, WE CELEBRATE THAT DISTINCTIVENESS. WE WORK ON BEHALF OF ALL PEOPLE, REGARDLESS OF AGE, RACE, ETHNICITY, GENDER, GENDER IDENTITY, RELIGION, SEXUAL ORIENTATION, SOCIO-ECONOMIC STATUS, OR PHYSICAL, MENTAL OR DEVELOPMENTAL ABILITIES. WE'RE DETERMINED TO DRIVE EVERY PROGRAM, PARTNER AND INVESTMENT TO ADDRESS THE NEEDS IN SOUTHWEST MICHIGAN IN AN INCLUSIVE AND EQUITABLE WAY.



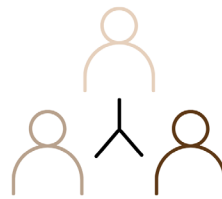
JUSTICE

is directly dismantling barriers to resources and opportunities in society so that all individuals in communities can live a full and dignified life.



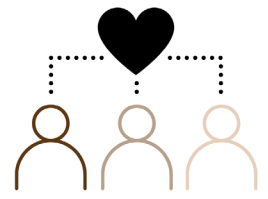
EQUITY

is allocating resources to ensure everyone has access to the same opportunities.



DIVERSITY

is the extent to which people of different identities and experiences are represented.



INCLUSION

is the extent to which people have access to formal and informal decision making structures and is critically important when it comes to decisions that affect people's lives.