

## YWCA Clark County Racial Equity Policy

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In light of the history of racism in our region, persistent disparities and injustice faced by people of color in our community, and an explicit commitment to eliminating racism in our mission, YWCA Clark County has adopted a racial equity policy to declare that racial justice is an imperative for our collective work. Every YWCA Clark County staff person, board member, and volunteer is responsible for advancing racial justice within the organization and in the broader community. YWCA's racial equity policy promotes our vision for a racially just community, establishes the need to eliminate racism in Clark County, and outlines our commitment to advancing racial equity. Within this policy, we recognize the role of partnerships and resource allocation, define responsibilities for furthering this work, and establish concrete actions and mechanisms for accountability.