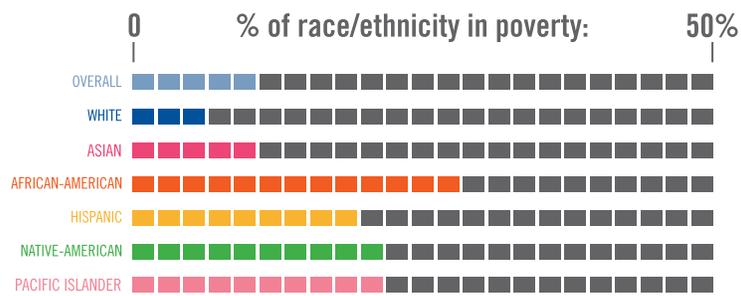


Addressing Racial Inequities Through Investments

Poverty impacts all of us. In King County, housing costs have outpaced incomes. Our on-time graduation rates—79.3%—are lower than the national rate. One in 6 kids is regularly struggling with hunger. In all of these scenarios, people of color are impacted at a higher rate than the overall population. As our homelessness crisis persists, people of color make up 32% of the population in King County, yet they make up 52% of homeless population in King County.

These disparities exist because people of color are less likely to have benefited from multigenerational inherited wealth. Racism persists and they may have experienced displacement due to gentrification and are more likely to experience employment and housing discrimination.



SO WHAT ARE WE DOING ABOUT IT?

At United Way, we’re addressing racial inequities head on. We know that with our funding and policy-making influence—and donor support—we can change the makeup of racial inequities in King County.

Directing our investments in a way that reduces these disparities has been a priority for years.

Leading with core program investments.

Last year, your donations helped more than 40,000 people of color receive services. And, yet, we know that’s not good enough to close the equity gap. We know that when we invest in programs with partners who are zeroed in on serving people of color, have a high staff ratio of people of color and have closing the equity gap as part of their mission, we get better, longer-lasting results.

We’re seeing big changes with this type of support for people of color:

- Employment programs.** We know that when people have the support of employment workshops, training and apprenticeships, they’re likely to find employment more quickly and have better long-term success. Because people of color are disproportionately impacted by the criminal justice system, we invest in partner programs like the Urban League’s Career Bridge. This program supports people with multiple barriers to employment—including former incarceration—by providing mentors and case workers to help with education, housing and access to financial services. Participants leave the program with a new sense of confidence and ready-to-hire certifications ranging from flagger to safety in the workplace and First Aid/CPR.
- Helping people of color move out of homelessness.** Last year, 60% of the 1,100+ people who were connected to housing in our Streets to Home program were people of color. Partners like Muslim Housing Services and Chief Seattle Club have been added to particularly address the needs of people of color experiencing homelessness.

This calendar year, we increased our multi-million dollar investment by \$2.5M to see even more progress. Our investments were focused on:

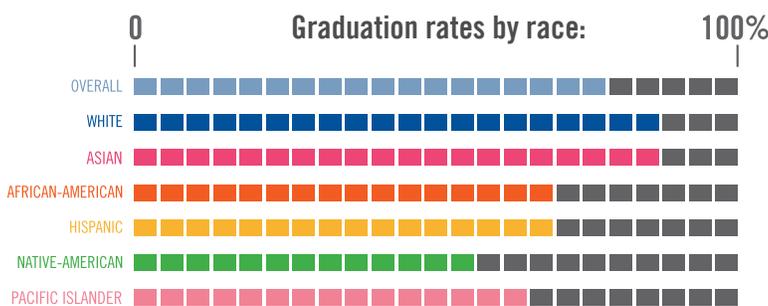
Closing the high school graduation gap for kids of color. In 2017, graduation rates in King County for students of color were significantly lower than students who are white. Your donation helps students of color stay in school with these investments that offer an intentional focus on culture:

- **Out-of-school programs.** Through sports-related programs like Ultimate Frisbee at Southend Ultimate Group, kids of color gain a real sense of identity and community. Through mentorship with incredible coaches, students feel like they have a place and purpose at school. The sport is the hook—and the student’s success is the payoff. At Rainier Athletes, mentors and coaches work with the family and students—grades are improving and attendance has improved dramatically.
- **Cultural identity programs.** We’re investing in programs that reinforce students’ pride in their culture. Through programs like Dyvas at Powerful Voices in the Central District, young people who identify as girls learn to express themselves creatively through art and poetry. In South King County, students are focusing on culturally relevant food in schools and learning leadership skills at Food Empowerment Education and Sustainability Team. Students are learning to advocate for low-income communities to have better access to healthier food options that are culturally relevant.
- **Parent-Child Home Program.** We know we need to start early: three out of four low-income kids are behind their peers when they start kindergarten. This program addresses this preparation gap by supporting isolated parents of two- and three-year olds during these crucial years of child development. Families are matched with coaches of the same language and cultural background; they bring a book or toy each week and model educational play.

Helping youth of color get their education back on track. In King County, there are 14,000 teens and young adults who are not in high school and do not have a stable job. We see a higher number of kids of color in this group than we see in the general population of King County.

Despite success with our Reconnecting Youth program helping young people get their education back on track, we were still seeing disproportionalities by race. Because of this, we’ve added these components to improve the success for youth of color:

- **Culturally relevant mentoring.** We’re supporting young people through this incredibly tough transition period with culturally relevant and peer-driven support through programs like Good Shepherd Youth Outreach and Coalition for Refugees from Burma.
- **Additional support.** We’re helping young people navigate high school with behavioral and mental health support, coaching and substance use prevention. With partners like Southwest Youth & Family Services and WAPI Community Services, your donation provides youth with the tools to combat substance use.



With your support, we’re working to close these racial equity gaps so that everyone in King County thrives.

Populations being housed at a higher % than the disproportionality:

