

DAY 0: Welcome to the 2023 Equity Challenge

Thank you for joining United Way of Washtenaw County's (UWWC) 2023 21-Day Equity Challenge, which starts now and continues each day from January 9th, 2023 through January 29th, 2023. We have a vision that by 2030 your zip code will no longer predict your opportunity in life. At present in Washtenaw County, [it does](#).

Before we embark together on this Challenge, we invite you to join us in [acknowledging the traditional native lands](#) on which Washtenaw County was established as a step toward honoring the truth and correcting the stories and practices that erase Indigenous people's history and culture. Michigan, named for Michigami, the world's largest freshwater system and located in the Huron River watershed, was formed and has grown through connections with the land stewarded by the People of the Three Fires-- Chippewa, Ottawa, and Potawatomi Indians-- along with their neighbors the Seneca, Delaware, Shawnee and Wyandot nations. [Learn more about the history of our Native family locally via this interview between local writer, Mark Maynard and historian Matt Siegfried](#). We invite you to delve more deeply into this history and ask that you commit, alongside us, to repairing the harm of this erasure in our community.

Since 2021, we've adapted the Challenge, updating content and topics, based on how our world and society has shifted. UWWC has also adapted to and been reshaped by the ongoing global pandemic. We asked ourselves big questions about where we needed to direct our resources and power to realize our vision. This has resulted in a focus on the three forces that we believe hold opportunity at bay for ALL Washtenaw County people-- [poverty, racism and trauma](#).

Our hope is that as a result of the Challenge more people will shift from being a bystander to being an active participant in creating equitable change in their workplaces, neighborhoods, and communities.

People will experience the content differently and may even be triggered by some of the offerings on each day. We invite you to take care of yourself and take breaks as needed while you move through the content in the Challenge.

Before you get started:

1. **Complete our [pre-event survey](#)** to help us understand who is saying "yes" to the Challenge and to share your goals with us.
2. Download our [Challenge Activity Log](#) to keep yourself accountable and our [Group Discussion Guide](#) to help you reflect and dialogue with others.
3. Get familiar with the terminology we'll be using during the Challenge. Check out **Racial Equity Tools' [Glossary of Racial Equity Terms](#)**. The words and language we use hold meaning and help us engage in more inclusive and respectful dialogue.
4. [RSVP to one or more discussion groups](#) hosted by [Nonprofit Enterprise at Work](#) and UWWC to reflect, share and take action.



Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) or [#uwwcequitychallenge](#) and tag [@uwwashtenaw](#).