

From our CEO

At GWC, **we stand in solidarity against racism and advocate for diversity, equity, and inclusion in our society.** This is the very foundation of our work. Often, we are working in some of the world's most marginalized communities. It is our privilege to do so and we have met the challenge for nearly 15 years. To address racism and bring about social equity in our country, GWC will fully leverage our work and network to help address social justice challenges through action in the United States. Our mission is to help create a more sustainable world. Social and economic equity for all of humanity is a key contributor to that mission.

We will use our platform for good initially to move the needle in areas of our domain expertise, addressing water, health, and education fronts in support of Black and minority communities. Together, with our sister organization, Global Environment & Technology Foundation, we will:

- **Address WASH in the USA**, particularly in Black and minority communities. Our goal is 100% coverage for all. The quality and affordability of water in your community affects the quality of your life, sometimes forever. We have already done some groundbreaking work in this area but we will scale it faster. Initially, in our own backyard, we will partner with DC Water on their affordable utility programs for low income populations.
- **Formalize and expand our relationships with Earlham College and Howard University** to offer funded internships and scholarships to Black and minority students. Our goal is to continue and expand opportunities for talented, high-potential young people who will benefit from access to our work, knowledge, and networks.
- Offer support to **help address improving maternal mortality in the US among black women**, which is incredibly high. Black women are often the cornerstone of their communities and families. By addressing this issue, we can create a positive ripple effect throughout the Black community. (See <https://hbr.org/2019/06/the-rising-u-s-maternal-mortality-rate-demands-action-from-employers> for more insights.)
- **Support change for individuals who have suffered racial injustice.** We will provide financial support to the [Equal Justice Initiative](#), a group committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society.
- **Support Black women and the unique role they have in bringing about change.** We will also provide financial support to [Black Women's Blueprint](#). This unique organization places Black women and girls' lives as well as their struggles squarely within the context of the larger racial justice concerns of Black communities and are committed to building movements where gender matters in broader social justice organizing. Creating a ripple effect in communities through women is nicely aligned with our current work.

As a team, we will work to:

- Better educate ourselves on race history, relations, and diversity and inclusion.
- Organize team community service opportunities around these equity issues once the pandemic subsides.
- Continue to emphasize diversity in our hiring and team.

Diversity and inclusion are core values of the entire GWC family. Every day, we are making a difference in high need communities globally, but we have more to do right here on our doorstep. We are committed to listening and taking action to make a positive change in the US. There is no place for racism or inequality in our nation. I welcome the coming dialogue with each of you on where we can best utilize our platforms to further support the Black community and in doing so, meet our mission of building a more sustainable world. Black Lives Matter.

With thanks,
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