



Drop in the Bucket Racial Equity Policy

Drop in the Bucket

Purpose Statement

Drop in the Bucket is committed to advancing racial equity in every aspect of our work — from program design to community engagement. We believe that equity is essential to building lasting, community-driven solutions for clean water and education.

Equity in Our Programs

Drop in the Bucket works to improve access to clean water, sanitation, and education in Uganda and South Sudan, with programs that include well drilling, toilet construction, hygiene training, and gender equity initiatives. We serve individuals across East Africa with no discrimination based on race, ethnicity, tribe, gender, religion, or creed. Our programs are built on the principle that every person deserves equal access to clean water and education for all.

In South Sudan, we implement targeted gender equity initiatives that address systemic barriers facing girls and young women. These include:

- Offering secondary school scholarships to high-potential girls at risk of dropping out
- Providing sanitary pads to all menstruating girls in the areas where we operate to help reduce school absenteeism
- Creating Safe Spaces where girls receive mentorship, academic support, and health guidance in a safe and supportive environment

Data Collection and Disaggregation

We use data to better understand who we are reaching and how to improve. Where appropriate and culturally respectful, we disaggregate program data by gender, age, and geography to:

- Identify inequities



- Adjust our programming based on evidence
- Ensure that all communities are being served fairly

We also incorporate non-traditional feedback methods — including informal interviews, peer-to-peer discussions, and staff-led conversations — to center the voices of those directly impacted by our work.

Community Leadership and Representation

Because Drop in the Bucket is directly responsible for all implementation — from site selection to drilling, to school outreach and staff hiring — we are deeply embedded in the communities we serve. Our team is made up of professionals who live and work in Uganda and South Sudan. This direct connection allows us to design and deliver programs that are culturally informed, community-driven, and truly local.

Ongoing Commitment

Equity is not a static goal — it is an ongoing process. We are committed to evaluating our impact, learning from the communities we serve, and adapting our practices to advance justice, fairness, and clean water and education for all.