



# DIVERSITY AND INCLUSION

United Way fights for the health, education, and financial stability of every person in every community.

We know the work of Diversity, Equity, and Inclusion is unique to every United Way community around the world. Below is United Way Worldwide's Diversity, Equity & Inclusion Statement of Principle which outlines our commitment to building sustainable, inclusive, and resilient organizations and communities.

## DIVERSITY, EQUITY & INCLUSION STATEMENT OF PRINCIPLE

We take the broadest possible view of diversity.

**We value** the visible and invisible qualities that make you who you are.

**We welcome** that every person brings a unique perspective and experience to advance our mission and progress our fight for the health, education, and financial stability of every person in every community.

**We believe** that each United Way community member, donor, volunteer, advocate, and employee must have equal access to solving community problems.

**We strive** to include diversity, equity, and inclusion practices at the center of our daily work.

**We commit** to using these practices for our business and our communities.

Join us in embracing diversity, equity and inclusion for every person in every community.

LIVE UNITED

Also read the [Anti-Racism and Ethnic Discrimination Statement](#)

# ANTI-RACISM AND ETHNIC DISCRIMINATION STATEMENT

United Way fights for the health, education, and financial stability of every person in every community.

DIVERSITY AND INCLUSION

ANTI-RACISM AND ETHNIC DISCRIMINATION STATEMENT

**We recognize** structural racism/ethnic discrimination and other forms of oppression have contributed to persistent disparities which United Way seeks to dismantle.

**We understand** that these disparities have existed in the past and persist into the present.

**We acknowledge** that these inequities are the result of policies and practices that work to marginalize entire populations of people.

**We unequivocally denounce** racism/ethnic discrimination because it undermines the well-being and vitality of our communities.

**Our United Way network** strives to engage community members, especially those whose voices have traditionally been marginalized.

**We work with** residents and public and private partners to co-create solutions that ensure everyone has the resources, supports, opportunities and networks they need to thrive.

**We commit** to leveraging all of our assets (convening, strategic investments, awareness building, advocacy) to create more equitable communities.