

## DIVERSITY AND EQUAL OPPORTUNITY

United Way of Caldwell County is an equal opportunity employer and is committed to the principle of diversity. We therefore:

- Fully endorse and promote a policy of non-discrimination on the basis sex, race, age, national origin, religion, sexual orientation or disability in all aspects of our work.
- Provide equal employment opportunities to all people without regard to sex, race, age, national origin, religion, sexual orientation or disability.
- Refuse to personally engage in any form of unlawful discrimination or harassment.
- Will not tolerate unlawful harassment of any employee or volunteer by fellow employees or volunteers due sex, race, age, national origin, religion, sexual orientation or disability.
- Strive to reflect the diversity of the communities served by our member organizations, and examine our progress in this regard annually.

Any instance of unlawful discrimination or harassment on the part of a staff member shall be reported to the president, or, if on the part of the president or a board member, to the board chair.

## UNITED WAY EQUITY DEFINITION

Equity is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer predict socioeconomic, education and health outcomes.

## UNITED WAY VISION FOR EQUITY

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

### **Statement:**

*United Way of Caldwell County believes that every person is entitled to be treated with dignity and respect – this includes equal treatment and access to justice. Recent events involving violence and threats against African Americans expose our society’s underlying racism, prejudice and privilege that prevent too many people from being treated with the humanity and respect they*

*deserve. These incidents are abhorrent and run counter to everything that United Way, its volunteers and professional's value, live and fight for every day.*

*All people of all backgrounds and identities must call out discrimination and demand its removal from our society; otherwise we are endorsing the status quo and are complicit in the abuses that follow.*

*We must all do our part, working United, to make our communities the places that we need them to be – equitable, respectful and opportunity-filled. We, as a society, can and must do better to guarantee that the basic human rights and freedoms of every person in every community are protected.”*

**Statement that will be signed by staff and Board of Directors:**

We believe in the inherent worth and dignity of all people. Because of this, the staff and board of United Way of Caldwell County commit to:

- recognize the many ways inequity, particularly racial inequity, takes form both historically and today;
- name the structures that uphold injustice and work to eliminate these barriers to inclusion and equity from our own work and in our community;
- build the relationships needed to do this work and, with humility, join community efforts and invite others to join us; and
- actively honor, engage and embrace diversity with the core belief that it will strengthen our systems, partnerships and community.