

UNITED WAY OF HENDERSON COUNTY
Diversity Policy Statement



Underlying the role and mission of the United Way of Henderson County is a firm belief in the dignity of all people. We reaffirm this belief in our policies that guide and direct our work and practices. We respect, value and celebrate the unique attributes, characteristics and perspectives that make each person who he or she is. We also believe that bringing diverse individuals together allows us collectively and more effectively to address the issues that face our communities. It is our aim, therefore, that our partners, strategies and investments reflect these core values.

Diversity, as defined by United Way of Henderson County, provides equal opportunity to all people without regard to race, ethnicity, gender, gender identity, religion, marital status, disability, sexual orientation, age, or national origin. United Way promotes the full realization of this policy through the positive recognition of the value of diversity. Diversity and inclusion are at the heart of what it means to LIVE UNITED.

Diversity and Employment

United Way of Henderson County is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries and other compensation, transfers, layoffs and termination. In the implementation of this policy, United Way will aggressively seek personnel for all job levels within the organization in a manner reflected in our belief in diversity.

Diversity and Program Funding

United Way of Henderson County is fully committed to the funding of programs that provide equal opportunity and access for all, in a manner reflected in our belief in diversity. In the implementation of this policy, United Way will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. Any program supported by United Way of Henderson County funding must operate in accordance with state and federal law.

Diversity and Volunteer Recruitment

United Way of Henderson County is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization in a manner reflected in our belief in diversity. In the implementation of this policy, United Way will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity, including, but not limited to minority group members, women, and the disabled.

Diversity and Service Delivery

United Way of Henderson County is fully committed to the delivery and provision of service to meet the needs of the community as identified through a continuous assessment process.

In the implementation of this policy, United Way will grant program funding to those organizations that demonstrate the commitment to provide service in a manner reflected in our belief in diversity or that have as their legitimate stated purpose or mission the servicing of specific population segments.

Responsibility

In order to promote and value diversity, the active participation and support of all members of the organization will be required. Our values should be demonstrated through our actions and decisions, individually and collectively. We know that part of our organizational and individual legacy to the communities we serve is our commitment to this achievable ideal.