

## **United Way of Steele County**

### **DIVERSITY POLICY STATEMENT**

Underlying the role and mission of the United Way of Steele County is a firm belief in the dignity of all people. We reaffirm this belief in our policies which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery.

Diversity, as defined by United Way of Steele County, provides equal opportunity to all people without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

#### **Diversity and Employment:**

United Way of Steele 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, transfer and layoff or termination.

In the implementation of this policy, United Way will actively seek personnel for all job levels within the organization in compliance with the above definition of diversity. The intent of this policy is to respect the positive value of diversity in the community.

#### **Diversity and Program Funding and Service Delivery:**

United Way of Steele County is fully committed to the funding of programs that provide equal opportunity and access for all, and to the delivery and provision of service to meet the needs of the community as identified through a continuous assessment process.

United Way will provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs of, and support the diversity of our community.

#### **Diversity and Volunteer Recruitment:**

United Way of Steele County is fully committed to the recruitment of diverse volunteers to fill all volunteer positions within the organization.

United Way will actively seek volunteers from the community who reflect and acknowledge the value of diversity.

#### **Responsibility:**

In order to promote and value diversity, the active participation and support of all members of the organization will be required.