

UNITED WAY OF TUSCARAWAS COUNTY, INC.
DIVERSITY, EQUITY AND INCLUSION POLICY STATEMENT

Underlying the role and mission of United Way of Tuscarawas County (hereafter referred to as the "Organization") is a firm belief in the dignity of all people. Our values include respect for all cultures and individuals with an aim toward understanding and celebrating the unique qualities of our citizens. We reaffirm this belief in our policies which guide and direct employment practices, community impact practices, volunteer recruitment and mobilization, and service delivery. We unequivocally denounce racism/ethnic discrimination because it undermines the well-being and vitality of our communities. We seek to dismantle disparities and strive to engage residents and community members in the shared work of fortifying equity and empowerment.

The Organization values diversity and desires to promote respect for the dignity of all people without regard to race, creed, color, religion, marital status, lifestyle, disability, gender, age, national origin, education, position, ancestry, veteran status or any other protected class. The Organization promotes the full realization of this policy through the positive recognition of the value of diversity.

The Organization values the diversity of our stakeholders because we believe that

- Diversity adds to organizational excellence when we tap the skills, talents and resources of people of different backgrounds;
- Diversity improves our responsiveness and ability to understand community problems when we include diverse perspectives;
- Diversity makes us better stewards of donor dollars when we reach out to all people.

Diversity and Employment:

The Organization is committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters consistent with all applicable federal or state laws and regulations. Personnel matters include recruitment, hiring, training, promotions, salaries and other compensation, transfer and separation.

Diversity and Volunteer Recruitment/Mobilization:

The Organization is committed to the recruitment of individuals to fill volunteer positions without regard to race, creed, color, religion, marital status, lifestyle, disability, gender, age, national origin, position, ancestry, veteran status or any other protected class.

In the implementation of this policy, the Organization will aggressively seek volunteers from area communities who reflect and acknowledge the value of diversity and embody it in their personal actions.

Diversity and Community Impact:

The Organization is committed to the delivery and provision of service to meet the needs of area communities as identified through formal and informal assessments, research and volunteer engagement.

In the implementation of this policy, the Organization will partner with organizations that demonstrate the commitment to provide service and advocate for change in accordance with applicable law and demonstrate a commitment to the spirit of the Organization's Diversity Policy.

Responsibility:

The Board of Directors, management, staff and volunteers must create and sustain an environment that encourages diversity, equity and inclusion.

The Board of Trustees will review this policy at least once every two years.

Reviewed with the Board of Trustees: Date ____November 18, 2021_____

Reviewed by the Board of Trustees with no changes: Date ____October 19, 2023_____