

POLICY ON DIVERSITY & INCLUSION

March 1, 2021

United Way of Madison County (UWMC) is committed to be a model of diversity and inclusion, and to promote an inclusive culture where diversity is valued by everyone. This includes our Board of Directors, staff, volunteers, and allocation agencies, reflecting the many faces, cultures and walks of life that make up the communities we serve. It is central to our mission – LIVE UNITED – to bring together caring people to more effectively address the issues that face our communities.

We respect, value, and celebrate the unique attributes of our stakeholders and we believe that no one should be discriminated against because of age, ancestry, citizenship, color, creed, culture, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, military status, national origin, race, religious beliefs, sex, sexual orientation, or socioeconomic status.

We will practice this commitment by:

- Creating an intentional Diverse and Inclusive Workplace. UWMC is committed to building and maintaining an environment that embraces and values differences. UWMC employees should feel valued and respected without bias or preference based on difference. Everyone should be treated with dignity and respect.
- Modeling leadership and developing practices and policies that embrace the value of “inclusion” in our day-to-day operations that promote understanding and acceptance of individual differences.
- Supporting educational programs and initiatives that advance the recognition, understanding and importance of safeguarding the right to dignity and justice of all people.
- Respect our employees’ need to have a work/life balance.
- Continuing to seek respectful relationships and partnerships that are aligned with achieving common goals, both within and outside of UWMC that are inclusive of individual ideals, abilities, and opinions.
- Respect and Inclusion of Diverse Volunteers. To be relevant and a viable community partner, UWMC staff and volunteers model an awareness of, and understanding and respect for, the many forms of difference reflected in the people and communities served by UWMC.
- UWMC will comply with all statutes, regulations, and executive orders that address equal employment and non-discrimination to select the individual considered best qualified on the basis of ability and merit and without regard to age, ancestry, citizenship, color, culture, creed, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, military status, national origin, race, religious beliefs, sex, sexual orientation, socioeconomic status or any other personal characteristic protected under applicable federal, state, or local law. There will be no discrimination on any of these grounds in employment, recruitment, hiring, compensation, training, advancement opportunities, or any other aspect of employment.