

United Way Monterey County

DIVERSITY AND INCLUSION STATEMENT

Approved April 27, 2017

As a champion and catalyst for building strong, healthy communities in the Monterey County, United Way values diversity. We believe all people should have an opportunity to make an impact in society. It is through the collective efforts of individuals in our communities that we create a responsible and vibrant society, one that respects, honors and thrives on the unique attributes of its members.

Definitions:

Diversity includes the following dimensions: race, religion, national origin, ethnicity, age, gender, gender identity and expression, disability, sexual orientation, veteran-status, familial status, residency status, socio-economic status, geographical representation or any other category protected by law.

Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, tolerance and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create value. We practice Inclusion through our Recruitment of staff and volunteers, Service delivery, Advocacy, Grant making, Governance, Training, and Accommodation.

Our commitment to diversity rests on certain core values that influence our decision-making, guide our interactions with each other and others, and determine the measure of our success:

- **Leadership**
We provide leadership for solving problems facing our communities in Monterey County by mobilizing resources (people, money, talent) for collective action. We are focused, innovative, bold and courageous in our efforts to act on community aspirations for a better life.
- **Integrity**
We are responsible stewards of the resources entrusted to us. Our actions are honest and open in every regard. We respect the trust of our community. We practice accountability, transparency, discipline and responsibility.
- **Inclusiveness**
We foster an environment of trust and respect for all individuals and points of view. We value the rich diversity of our county and strive to ensure that all our actions are inclusive and reflective of our shared aspirations.

- **Excellence**
We are focused on achieving the highest standards of organizational excellence. We work to exceed our community's expectations. We focus our efforts on providing the most cost-effective return on investment of our human and financial resources.
- **Collaborative**
We recognize that diverse partners bring expertise, perspective, legitimacy and resources. We pursue multiple strategic partnerships and share responsibility and credit. United Way can't do it alone.
- **Innovative**
We identify novel ideas that promise to be catalysts for change and apply them to achieve our goals. We are nimble in making course corrections and use continuous feedback to hone our strategies.
- **Strategic**
We aim to address the root-cause and implement long-term solutions that have the potential to maximize our investments and our impact in the community.
- **Transparency**
We operate openly and communicate in a clear manner easily understood by the community.

We practice our commitment to diversity by living our values and:

- **Creating a 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.
- **Serving the needs of diverse communities:** UWMC will continue to be a leader in funding promising community programs that target diverse populations and communities.
- **Respecting and including diverse volunteers, donors and advocates:** To be relevant and a viable community partner, UWMC representatives model an awareness of, and understanding and respect for, the many forms of difference reflected in the people and communities served by UWMC. We aspire to attract and build a diverse volunteer, donor and advocate base.
- **Accountability and making a difference:** We strive to fulfill the letter and spirit of our diversity philosophy, and to illustrate that through our commitment to excellence. To realize the potential of every member of our organization, we work to create a culture that promotes individual accountability. We recognize that holding ourselves accountable to our fundamental principals allows us a better opportunity to make a positive difference through our work.

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.