

United Way of the Brown County Area Policy

Diversity and Inclusion Statement

Issue Date: 12/12/2017
Revision Level: A
Next Review Date: 12/12/2019

The United Way of the Brown County Area Board of Directors recognizes diversity and inclusion as core values that are critical success factors in achieving United Way's mission. This is a business imperative required for United Way to grow, thrive and advance the common good in our communities.

United Way of the Brown County Area Board of Directors, staff and volunteers must reflect *all* of the many faces, and walks of life, that proudly make up our nation and the world. Together we genuinely demonstrate the principles of diversity and inclusion which enrich all communities.

To value diversity is to respect and appreciate race, religion, skin color, gender, nationality, language differences, sexual orientation, gender identity, physical, mental and developmental abilities, age, socioeconomic status, work and behavioral styles, parental status, veteran status and the perspectives of each individual shaped by their nation, culture and experiences. To be inclusive is to leverage diversity by bringing together unique individual backgrounds to collectively and more effectively address the issues facing our communities.

It is our aim, therefore, that the United Way of the Brown County Area's strategies, investments and partners reflect these core values. Diversity and inclusion are at the heart of what it means to live united and advance the common good; to be a diverse and inclusive system is fundamental to achieving our mission and goals in education, income, health and community basics.

Approved by the United Way Board of Directors on March 22, 2018.

United Way of the Brown County Area Board Chair

United Way of the Brown County Area Executive Director

Revision Record

Effective Date	Supersedes Date	Revision Level	Reason for Change
12/12/2017	New	A	New