

## CAPITAL AREA UNITED WAY

### **POLICY:** Statement on Cultural Competence, Inclusion, Diversity and Non-Discrimination

**Purpose:** Capital Area United Way embraces inclusiveness, diversity and equal opportunity as core values. We do not tolerate discrimination against individuals because of race, religion, national origin, ethnicity, age, gender, disability, sexual orientation, veteran status, military service and/or socio-economic status. We celebrate all cultures and strive to integrate knowledge about individual and group culture into the fiber of our organization. We understand that our community is stronger and our mission more likely to be realized when the gifts of all people are valued, embraced and maximized. Staff, volunteers, customers, agencies, vendors and their representatives must act in ways that honor these core values.

### **Diversity Pledge of Capital Area United Way**

1. We embrace diversity and make it an integral part of our business in order to serve our community most effectively.
2. We, strive to maintain a workforce that accurately reflects the complexity of today's society and provide equal employment and advancement opportunities to all individuals.
3. We advocate and promote cultural competence and inclusion among our staff and volunteers and among the staff and volunteers of affiliate agencies and community partners.
4. We treat all people respectfully, in all aspects of our work and services, without regard to race, ethnicity, religion, age, gender, national origin, ancestry, socio-economic status, sexual orientation, status as a disabled individual or any other protected class under law and require programs supported by United Way funding to meet this standard.
5. We endeavor to make reasonable accommodations for qualified individuals with known disabilities.
6. We work to integrate and transform knowledge about individuals and groups of individuals into standards, practices and policies used in appropriate cultural settings to improve the quality of our work.
7. We hold ourselves accountable for observable, measurable, actions that represent achievement of our standards around inclusiveness, cultural competence, diversity and equal opportunity.
8. We comply with all equal employment and nondiscrimination laws and regulations and monitor and enforce all policies and procedures relating to nondiscrimination and inclusion.
9. We honor the privacy rights of all people, including co-workers, donors, volunteers, service providers and service recipients.
10. We treat all volunteers, and our volunteers treat all employees, with fairness and respect.
11. We strive for a work environment conducive to personal and professional growth.

12. We will continuously monitor our workplace and service provision to ensure compliance with and enhancement of these standards.

**Reference to this policy can be also be found in the AFL-CIO Local labor agreement contract under Article 15.**