The work is not done. Commitment to an inclusive community

The fight for diversity, equity and inclusion

The Heart of Missouri United Way fights to improve lives in our community.

The Inclusive Excellence Model is based on three core principles, led by the Association of American Colleges and Universities and the National Association of Schools of Professional Psychology, and Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions.

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United Way Worldwide has a robust online IDE resource collection. This collection was developed to help United Ways have productive conversations in the community around race, equity, and inclusion. Whether it is workplace engagement, community conversations or communications within your organization, this collection of tools and resources was created to assist United Ways in effectively conducting courageous conversations.

As a member of the United Way Worldwide community, Heart of Missouri United Way considers the following.

- **Understanding our United Way's history and how it shaped our community's demographics.**
- **Adopting cultural competency and examining the ways that our policies and practices might be working against or for inclusion, diversity, and equity.**

Our Heart of Missouri United Way team is interested in your organization’s experiences with inclusion, diversity, and equity. If you would like to share your thoughts or ideas with us, please contact us at diversity@hmou.org or 573-449-8320. We would love to hear from you.

### Inclusive Excellence Journey in Boon County

This initiative is an eight-month community effort that organized local agencies and non-profits to work together at constructing an inclusive environment, and adopting the cohesive, coherent, and collaborative integration of diversity, inclusion, and equity in the organization and   community.

The Inclusive Excellence Framework has been developed collaboratively by the Missouri United Way and partner agencies.

A brief overview of the Inclusive Excellence Framework for the Heart of Missouri United Way and the United Way Worldwide specifies Inclusion, Diversity and Equity (IDE) goals for the year 2016, with the intention of identifying and catalyzing funding to agencies that demonstrate an inclusive and concretely designed to incorporate the dimensions of the Inclusive Excellence Framework into their work.

The Inclusive Excellence Framework has the following Five Dimensions therein:

1. **Access & Success:** the ability to achieve and retain meaningful employment, ensure client and partners are able to use the services/resources provided.
2. **Organizational Infrastructural:** the goal of this dimension is to ensure that the work being done is aligned with the goals and priorities of the organization and that accountability is established.
3. **Community Engagement:** the goal of this dimension is to engage and partner with local and non-profit organizations to improve outcomes in local communities.
4. **Diversity & Equity Grants to Six Heart of Missouri United Way agencies in 2016-2018:**
   - **Health Care:** to ensure clients and partners are able to use the services/resources provided.
   - **Community Engagement:** the goal of this dimension is to engage and partner with local and non-profit organizations to improve outcomes in local communities.
   - **Diversity & Equity:** to ensure that the work being done is aligned with the goals and priorities of the organization and that accountability is established.
   - **Access & Success:** the ability to achieve and retain meaningful employment, ensure client and partners are able to use the services/resources provided.
   - **Organizational Infrastructural:** the goal of this dimension is to ensure that the work being done is aligned with the goals and priorities of the organization and that accountability is established.

The Heart of Missouri United Way is an important asset and cornerstone for change in our community. The Heart of Missouri United Way is becoming a model for child mental health treatment and is dedicated to supporting the United Way's mission.

The Heart of Missouri United Way is dedicated to helping those in need by providing funds for initiatives that improve outcomes in local communities.

The Inclusive Excellence Framework helps ensure that the work being done is aligned with the goals and priorities of the organization and that accountability is established. It's important for our United Way to engage in dialogue around inclusion, diversity and equity, and that we work towards creating a more diverse workforce.

The Heart of Missouri United Way is committed to being a partner and collaborating to eliminate the barriers to creating a diverse workforce. The Heart of Missouri United Way is a member of the Inclusive Excellence Network and is dedicated to helping those in need by providing funds for initiatives that improve outcomes in local communities.

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Certified Agencies

Community Impact: Education - Health - Financial Stability - Basic Needs

ADULT DAY CONNECTION
ALZHEIMERS ASSOCIATION OF GREATER MISSOURI
AMERICAN RED CROSS EASTERN MISSOURI REGION
BIG BROTHERS BIG SISTERS OF CENTRAL MISSOURI
BOONSLICK HEARTLAND YMCA – COOPER COUNTY
BOYS & GIRLS CLUBS OF THE COLUMBIA AREA
BOY SCOUTS OF AMERICA - GREAT RIVERS COUNCIL
CENTRAL MISSOURI AREA AGENCY ON AGING
CENTRAL MISSOURI COMMUNITY ACTION
CENTRAL MISSOURI FOSTER CARE AND ADOPTION ASSOCIATION
CHILD CARE AWARE
CITY OF REFUGE
COLUMBIA CENTER FOR URBAN AGRICULTURE
COLUMBIA HOUSING AUTHORITY LOW-INCOME SERVICES
COMO YOUTH WORKS
DEFENSE AGAINST DIABETES
EASTERNSEAS MIDWEST
FAMILY COUNSELING CENTER OF MISSOURI INC.
FAMILY HEALTH CENTER
FIRST CHANCE FOR CHILDREN
FUN CITY YOUTH ACADEMY
GIRLS ON THE RUN
GIRLS SCOUTS OF THE MISSOURI HEARTLAND
GRADE A PLUS, INC.
GREAT CIRCLE
HARRISBURG EARLY LEARNING CENTER
HARVEST HOUSE – COOPER COUNTY
HEART OF MISSOURI CASA
INZACTION

JABBERWOCKY STUDIOS
JOB POINT
LIFE NETWORK OF CENTRAL MISSOURI
LOVE INC
LUTHERAN FAMILY & CHILDREN'S SERVICES
MARY LEE JOHNSTON COMMUNITY LEARNING CENTER
MEALS ON WHEELS
MID-MISSOURI LEGAL SERVICES CORP
NORA STEWART EARLY LEARNING CENTER
PEDNET COALITION, INC.
PHOENIX HEALTH PROGRAMS
RAINBOW HOUSE
RILEY EQUINE CENTER
ROCK THE COMMUNITY
SERVICES FOR INDEPENDENT LIVING (SIL)
SOUTHERN BOONE AREA YMCA
ST. RAYMOND’S SOCIETY
THE BLUFFS
THE FOOD BANK FOR CENTRAL & NORTHEAST MISSOURI
THE SALVATION ARMY
TRUE NORTH
TURNING POINT
UNIFIED CEREBRAL PALSY HEARTLAND CHILD DEVELOPMENT CENTER
UNITED COMMUNITY BUILDERS
UNIVERSITY Y
UNLIMITED OPPORTUNITIES INC. — COOPER COUNTY
VOLUNTARY ACTION CENTER
WELCOME HOME

* DENOTES FUNDED AGENCY

Text “LiveUnited” to 91999 to give a donation.

UPCOMING EVENT DATES

September 6, 2019  Campaign Kick-off and Day of Caring
COLUMBIA AGRICULTURE PARK - 8:00AM

September 25, 2019  Peer - to - Peer Networking Conference
THE FOOD BANK - 7:30AM-4:00PM

October 19, 2019  United Way Party at the Station  OPEN TO THE PUBLIC

October 23, 2019  Community Summit  OPEN TO THE PUBLIC

November 21, 2019  LIVE UNITED Day
THE PRINCIPLES OF COMMUNITY

WE AFFIRM the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.

WE AFFIRM the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.

WE AFFIRM the value of human diversity because it enriches our lives and our organizations. We acknowledge and respect our differences while affirming our common humanity.

WE REJECT all forms of prejudice and discrimination, including those based on age, color, diverse ability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.

WE PLEDGE our collective commitment to incorporate these principles into our mission.