

HEART OF MISSOURI UNITED WAY

POLICY AREAS: Administration and Finance

POLICY: Statement of Diversity

DATE APPROVED BY BOARD: May 11, 2001

PRINCIPLES:

United Way helps build a strong, responsive community that assists those with significant needs. Strong, responsive communities are built by gathering the talents, resources, viewpoints and efforts of a broad representation of local people. United Way fundamentally believes in the dignity of each person. A diversity of people and other resources enrich a community's capacity to care for one another. Therefore, it remains a practice of Heart of Missouri United Way to value the diversity of people and their viewpoints.

STATEMENT OF DIVERSITY:

The Heart of Missouri United Way values diversity and shall not discriminate with respect to race, religion, color, gender, marital status, ancestry, sexual orientation, people with disabilities, or age.

POLICY GUIDELINES:

General application: This policy will guide the Heart of Missouri United Way's own activities and, at the same time, communicate core United Way values to donors, volunteers, hired staff, and member agencies. This policy applies to the recruitment of Heart of Missouri United Way volunteers as well as selection and advancement of its hired staff.

Funding: The Heart of Missouri United Way will fund programs that benefit various groups, especially underserved groups, with proven needs as identified through ongoing community assessment. The allocation process will include a broad representation of community views to recommend how donors' contributions are distributed.

Member Agencies: While the Heart of Missouri United Way strives to support client services and volunteer opportunities that foster inclusiveness, it also must respect agency autonomy and diversity of viewpoints, choices, religious traditions, and other differences. The Heart of Missouri United Way will encourage locally governed agencies as well as those with national affiliations to offer services, select volunteers, and hire and advance staff consistent with this Statement of Diversity.

Community building: Heart of Missouri United Way will maintain its linkages with a pool of agencies and organizations as a means of identifying diverse viewpoints. In that way, United Way will enhance its ability to mobilize all the resources necessary when a need requires community-wide response.