

## United Way Monterey County

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### DIVERSITY AND INCLUSION STATEMENT

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*Approved April 27, 2017, Revised December 3, 2020*

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As a champion and catalyst for building strong, healthy communities in Monterey County, United Way is committed to sustaining a welcoming environment where diversity, equity, anti-racism, and inclusion are valued and demonstrated in our organizational practices, policies, services and programs.

#### Definitions:

**Diversity** Each individual is unique and groups of individuals reflect multiple dimensions of difference including race, religion, national origin, ethnicity, age, gender, gender identity and expression, disability, sexual orientation, veteran-status, familial status, residency status, socio-economic status, mental health status, or geographical representation.

**Equity** is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional and historical barriers based on race, gender, sexual orientation and other identities are dismantled and no longer determine socioeconomic, educational and health outcomes.

**Inclusion** is the value and practice of creating cultures of support and belonging in which everyone's input is valued by the whole (group, organization, society, etc.), particularly regarding decisions that affect their lives, and in which people do their best work and are respected and honored for who they are.

We define **Racism** as racial prejudice which is supported by social, institutional, and economic power. Racism manifests itself on several levels, including internally through bigotry and implicit bias, institutionally through outcome disparities, and culturally through historically racist policies and practices.

We at United Way Monterey County stand against racism in all of its forms, and are committed to **Anti-racism** and applying it to our internal structures, policies and practices as well as our external partnerships and programs.

These values influence our decision-making and program design, guide our interactions with each other and others, and determine the measure of our success:

#### **We Live Our Values.**

We practice our commitment to diversity, inclusion, and anti-racism 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. We continue to learn and grow as individuals and as an organization.

- Serving the needs of diverse communities: UWMC will continue to be a leader in funding promising community programs that target underserved 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 staff and board, volunteer, donor and advocate base.
- Being accountable and making a difference: We strive to fulfill the letter and spirit of our equity 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 principles allows us a better opportunity to make a positive difference through our work. We strive to measure equity in our programmatic outcomes and the impact we are making in the community.