



DIVERSITY STATEMENT

Underlying the role and mission of United Way of St. Lucie County is a firm belief in the dignity of all people. Our values include respect for all cultures and individuals with an aim toward understanding and celebrating the unique qualities of our citizens. We reaffirm this belief in our policies that guide and direct employment practices, agency and program funding, volunteer recruitment, and service delivery.

United Way of St. Lucie County values diversity and desires to promote respect for the dignity of all people without regard to race, creed, color, religion, marital status, sexual orientation, disability, gender, age, national origin, education, position, ancestry, or veteran status. United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

United Way of St. Lucie County values the diversity of our stakeholders because we believe that

- Diversity adds to organizational excellence when we tap the skills, talents and resources of people of different backgrounds;
- Diversity improves our responsiveness and ability to understand community problems when we include diverse perspectives;
- Diversity makes us better stewards of donor dollars when we reach out to all people.

Diversity and Employment:

United Way of St. Lucie County is committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters consistent with all applicable federal or state laws and regulations. Personnel matters include recruitment, hiring, training, promotions, salaries and other compensation, transfer and separation.

In the implementation of this policy, United Way of St. Lucie County will actively seek personnel for all available positions that tap into the skills, talents and resources of people of different backgrounds.

Diversity and Funding:

United Way of St. Lucie County is committed to the funding of agencies and programs that serve all people in accordance with applicable law. In the implementation of this policy, United Way will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs of, and support the diversity of our community.

Diversity and Volunteer Recruitment:

United Way of St. Lucie County is committed to the recruitment of individuals to fill all volunteer positions within the organization without regard to race, creed, color, religion, marital status, lifestyle, disability, gender, age, national origin, education, position, ancestry, veteran status or any other difference.



In the implementation of this policy, United Way of St. Lucie County will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity and embody it in their personal actions.

Diversity and Service Delivery:

United Way of St. Lucie County is committed to the delivery and provision of service to meet the needs of the community as identified through a continuous assessment process.

Responsibility:

The Board of Directors, management, staff and volunteers must create and sustain an environment that encourages diverse viewpoints.

The Board will review this policy and oversee and foster the development of initiatives that support the Diversity Policy of United Way of St. Lucie County, Inc.