



United Way
of Central Kentucky

UNITED WAY OF CENTRAL KENTUCKY

DIVERSITY & INCLUSION POLICY

Approved by Board of Directors April 23, 2015

OUR COMMITMENT

Promoting an inclusive environment—where everyone respects and values the contributions of people of different backgrounds, experiences, and perspectives—enriches and strengthens the quality of our work and the success of our community.

More than 125 years ago, the diverse community leaders who founded United Way crossed cultural, religious and economic boundaries to make a difference through collective action. Today, diversity and inclusion remain vital to achieving our mission, living our values and advancing the common good. Diversity and inclusion are core values for United Way of Central Kentucky and for the entire United Way movement. Our commitment to be inclusive and respectful of all forms of diversity defines who we are as an organization and how we work.

Beyond being the "right thing to do," diversity and inclusion make good business sense, allowing us to increase donor engagement throughout a wider variety of communities. Meaningful diversity and inclusion efforts also increase employee and volunteer satisfaction, and create loyal, long-lasting relationships with those who champion United Way's mission. Our goal is to maximize the impact we make in our community – a community built upon the diverse talents, cultures, and perspectives of the human race.

United Way of Central Kentucky strives to be a model of diversity and inclusion, with our Board of Trustees, staff, and volunteers reflecting the many faces, cultures and walks of life that proudly make up our communities. We abide by all relevant equal opportunity employment laws, as reflected in our Personnel Policies. We respect, value, and celebrate the unique attributes, characteristics and perspectives that make each person who they are. We also believe that bringing diverse individuals together allows us to collectively and more effectively address the issues that face our communities.