



Diversity Policy Statement

Adopted April 16, 2009

Underlying the role and mission of United Way of Greater New Bedford 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 which guide and direct employment practices, community funding, volunteer recruitment, and service delivery.

United Way of Greater New Bedford values diversity and desires to promote respect for the dignity of all people without regard to race, creed, color, religion, marital status, lifestyle, disability, gender, age, national origin, education, position, ancestry, veteran status or any other difference. United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

United Way of Greater New Bedford 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.

United Way of Greater New Bedford has a deep and abiding commitment towards human service solutions that are both open to, and inclusive of all peoples. We are emphatic in our commitment to seek out and serve those persons who lack the resources and the ability to express their needs, and who continue to remain beyond the reach of the providers of those solutions.

United Way of Greater New Bedford 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 Greater New Bedford will actively seek personnel for all available positions that tap into the skills, talents and resources of people of different backgrounds.

Responsibility:

The Board of Directors, management, staff and volunteers must create and sustain an environment that encourages diverse viewpoints. The Executive Committee will review this policy annually. It will also oversee and foster the development of initiatives that support the Diversity Policy of United Way of Greater New Bedford.