

United Way of the Bay Area Diversity Statement

As a champion and catalyst for building strong, healthy communities in the Bay Area, United Way of the Bay Area values diversity. We believe all people should have an opportunity to make an impact in society. It is through the collective efforts of individuals in our communities that we create a responsible and vibrant society, one which respects, honors and thrives on the unique attributes of its members.

Our commitment to diversity rests on certain fundamental principles that influence our decision-making, guide our interactions with each other and others, and determine the measure of our success as activists for social justice:

Inclusion/Personal Responsibility - Modeling leadership and developing practices and policies that embrace the value of "inclusion" in our day-to-day operations. Creating an environment at UWBA in which all people have the opportunity and responsibility to value and respect diverse perspectives, ideas and beliefs.

Respect - Supporting educational programs and initiatives that advance the recognition, understanding and importance of safeguarding the right to dignity and justice of all people, without regard to race, gender, age, sexual orientation, culture, ethnicity, disability, religion or socioeconomic status.

Collaboration - Continuing to seek respectful relationships and partnerships that are aligned with achieving common goals, both within and outside of UWBA, that are inclusive of individual ideals, abilities, and opinions.

We practice our commitment to diversity by living our values and:

- Creating a Diverse and Inclusive Workplace. UWBA is committed to building and maintaining an environment that embraces and values differences. UWBA employees should feel valued and respected, without bias or preference based on difference.
- Serving the Needs of Diverse Communities. UWBA will continue to be a leader in funding promising community programs that target diverse populations and communities.
- Respect and Inclusion of Diverse Volunteers. To be relevant and a viable community partner, UWBA staff and volunteers model an awareness of, and understanding and respect for, the many forms of difference reflected in the people and communities served by UWBA. UWBA aims to be a role model for volunteer organizations in attracting and building a diverse volunteer base.
- Accountability and Making a Difference. We strive to fulfill the letter and spirit of our diversity 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.

Our values should be demonstrated through our actions and decisions, individually and collectively. We know that part of our organizational and individual legacy to the communities we serve is our commitment to this achievable ideal.

Affirmed:

United Way of the Bay Area Board of Directors

September 15, 2011