

## CAPITAL AREA UNITED WAY DIVERSITY POLICY

Underlying the role and mission of the Capital Area United Way (CAUW) is a firm belief in the dignity of all people. We reaffirm this belief in our policies, which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery.

Diversity, as defined by CAUW, provides equal opportunity to all people without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. CAUW promotes the full realization of this policy through the positive recognition of the value of diversity.

### I. DIVERSITY AND EMPLOYMENT

The CAUW is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries and other compensation, transfer, and layoffs and termination.

In the implementation of this policy, CAUW will seek personnel for all job levels within the organization without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. The intent of this policy is to reflect the positive value of diversity in the community.

### II. DIVERSITY AND PROGRAM FUNDING

The CAUW is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin.

In the implementation of this policy, CAUW will continue to provide funding to programs that target specific populations. Programs supported by United Way must be open to all people within that targeted population and programs may not discriminate within that specific targeted population. The intent of this policy is to provide funding to meet the needs of and support the diversity of our community.

### III. DIVERSITY AND VOLUNTEER RECRUITMENT

The CAUW is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin.

In the implementation of this policy, CAUW will seek volunteers from the community who reflect and acknowledge the value of diversity, including, but not limited to minority group members, women, and the disabled.

#### IV. DIVERSITY AND SERVICE DELIVERY

The CAUW is fully committed to the delivery and provision of service to meet the needs of the community.

In the implementation of this policy, CAUW will grant program funding to those organizations which demonstrate the commitment to provide service without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin or which have as their legitimate stated purpose or mission the servicing of specific population segments.

#### V. RESPONSIBILITY

In order to promote and value diversity, the active participation and support of all members of the organization will be required.