



United Way
of Kennebec Valley

United Way of Kennebec Valley Diversity, Equity and Inclusion Statement

Diversity, equity and inclusion lies at the core of achieving our mission, living our values, and advancing the common good. We acknowledge that injustices have persisted throughout history and continue to exist in our communities today. Therefore, we remain committed to addressing these complex issues by sharing our own beliefs with the community:

- Diversity leverages the benefits of each unique perspective.
- Equity gives everyone the opportunity to thrive.
- Inclusion shares the power of decision making.

Within our own organization, we strive to create and maintain an equitable and inclusive environment that leverages the unique contributions of diverse individuals and organizations in all aspects of our work. We constantly work to:

- take the broadest possible view of diversity, going beyond visible differences, to affirm the humanity of all individuals.
- bring an equity lens to our organizational practices to guide decision-making and advance goals in this space.
- engage the power of inclusion to create the innovative solutions and community ownership necessary to address complex community issues.
- hold ourselves accountable, consistently examining and evolving our core beliefs over time, to honor the members of our communities.
- work toward our staff and volunteers broadly reflecting the diversity of the communities we serve.

As community leaders, we support our partners in diversity, equity, and inclusion capacity building by providing an awareness and foundation for best practices. We constantly work to:

- provide appropriate transparency around decision-making and facilitate meaningful opportunities for feedback, especially for those directly impacted.
- act as a resource for the community by offering information, materials and training.
- offer a measure of accountability by modeling and sharing best practices as well as providing a framework for assessment.
- leverage our established partnerships and community connections to coordinate and drive efforts in this work.