



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:

- intentionally provide fair treatment, access, and opportunity for all through our work.
- take the broadest possible view of diversity, going beyond visible differences, to affirm the humanity of all individuals.
- audit policies, practices, and procedures through an equity lens to advance goals in this space.
- engage the power of inclusion, especially of those whose voices have been traditionally marginalized, to create the innovative solutions and community ownership necessary to address complex community issues.
- hold ourselves accountable, consistently examining and evolving our core beliefs, norms, and behaviors over time, to honor the members of our communities.
- work toward our staff, volunteers, and vendors broadly reflecting the diversity of the communities we serve.
- focus our diversity, equity, and inclusion efforts internally so that we can expand out to our broader communities, county, and state as a whole.

As community leaders, we work to dismantle disparities and remove structural forms of oppression that uphold discrimination and create barriers to adequate healthcare, education, and financial stability. We constantly work to:

- create pathways to engage diverse community members as partners, donors, and volunteers in a shared effort to understand barriers and co-create solutions that ensure everyone has the needed resources, support, opportunities, and networks.
- leverage our assets to create more equitable communities, including convening stakeholders, making strategic investments, building awareness, and providing education and advocacy.
- support organizations (nonprofits, businesses, schools, and municipalities) across our community in diversity, equity, and inclusion capacity-building by modeling and sharing best practices.

- provide appropriate transparency around decision-making and facilitate meaningful opportunities for feedback, especially for those directly impacted.
- recognize, raise up and support leaders from our underrepresented neighbors and include them in our own organization and among our partners, ensuring diversity in the circles of decision makers.