

United Way of Southern Chester County (UWSCC) Diversity Policy

Date of Board Approval: 8-23-06	Supersedes:		
Dates Reviewed by Policy Committee:	6-26-12	4-10-18	

Underlying the role and mission of United Way of Southern Chester County 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. The intent of this policy is to reflect the positive value of diversity in the community.

Diversity is valuing individuals without regard to age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status.

We believe in treating everyone with dignity:

Every human being has inherent worth and deserves to be treated respectfully.

We believe in valuing difference:

Value the uniqueness of each person without bias.

We believe in personal responsibility:

We are responsible for our actions towards others and for informing others, or taking appropriate action, when we have been personally offended.

Our ability to embrace diversity and to make it an integral part of our business will enable us to serve our southern Chester County community more effectively. It will also help us to retain and attract volunteers, staff, and donors.

United Way of Southern Chester County is committed to creating and maintaining an organizational environment which enables all people to perform to their potential by actively valuing different backgrounds and perspectives, fostering teamwork and collaboration among a heterogeneous community, and maximizing contributions to United Way of Southern Chester County by using the skills, talents, and resources of all members of our community.

Our Value Defined

United Way of Southern Chester County advocates and promotes diversity among its Board, staff, agencies, volunteers, programs, services, donors, suppliers, and partners. Diversity recognizes the distinct differences of individuals and organizations and capitalizes on the strengths of each.

REVIEW OF POLICY: This Policy will initially be reviewed and approved by the organization’s Board of Directors. Thereafter, the policy will be reviewed and updated by the Policy Committee at least every two years or as regulations and/or methods of operation change.