

## **DIVERSITY POLICY**

Underlying the role and mission of UWWC 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 UWWC, provides equal opportunity to all people without regard to race, color, religion, national origin, age, sex, pregnancy, citizenship, familial status, disability, veteran status, or genetic information. UWWC promotes the full realization of this policy through the positive recognition of the value of diversity.

### **Diversity and Employment**

UWWC 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 layoff or termination.

In the implementation of this policy, UWWC will aggressively seek personnel for all job levels within the organization without regard to race, color, religion, national origin, age, sex, pregnancy, citizenship, familial status, disability, veteran status, or genetic information. The intent of this policy is to reflect the positive value of diversity in the community.

### **Diversity and Program Funding**

UWWC is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, color, religion, national origin, age, sex, pregnancy, citizenship, familial status, disability, veteran status, or genetic information. In the implementation of this policy, UWWC will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs of and support the diversity of our community.

### **Diversity and Volunteer Recruitment**

UWWC is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, color, religion, national origin, age, sex, pregnancy, citizenship, familial status, disability, veteran status, or genetic information.

In the implementation of this policy, UWWC will aggressively seek volunteers who reflect the diverse make-up of our community and who acknowledge the value of diversity, including, but not limited to minority group members and the disabled.

### **Diversity and Service Delivery**

UWWC is fully committed to the delivery and provision of services to meet the needs of the community, as identified through a continuous assessment process.

In the implementation of this policy, UWWC will grant program funding to those organizations which demonstrate the commitment to provide service without regard to race, color, religion, national origin, age, sex, pregnancy, citizenship, familial status, disability, veteran status, or genetic information, or which have as their legitimate stated purpose or mission the servicing of specific population segments.

## **Diversity, Purchasing, and Contracts**

UWWC will conduct business with those of diverse backgrounds whenever possible when purchasing supplies, equipment or services.

## **Responsibility**

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

The UWWC CEO, in consultation with the Board Personnel Committee, will be responsible for implementation of UWWC's Diversity Policy.

We want our work to be above reproach: from our community, our donors, and even one another.

UWWC desires the right people to be in the right positions, doing great work to serve our community. Policies in this section were formed with a view towards finding, developing, supervising, and assessing our team members- all in the context of a positive team environment.