

Callaway County United Way Diversity Policy

Important to the role and mission of the Callaway County United Way is a firm belief in the dignity of all people. We affirm this belief in our policies, which guide and direct our employment practices, program funding, volunteer recruitment and service delivery.

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

Diversity in Employment

The Callaway County United Way is fully committed to equal opportunity and equal consideration of all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries and other compensation, transfer, layoff or termination.

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

Diversity in Program Funding

The Callaway County United Way is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to gender, race, creed, color, religion, marital status, disability, age or national origin. In the implementation of this policy, the United Way will continue to invest in programs that target underserved populations as identified through a continuing assessment of community needs. The intent of this policy is to invest in services that meet the needs of, and support the diversity of, our community.

Diversity in Volunteer Recruitment

The Callaway County United Way is committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to gender, race, creed, color, religion, marital status, disability, age or national origin.

In the implementation of this policy, the United Way will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity.

Diversity in Service Delivery

The Callaway County United Way is committed to the delivery and provision of services that meet the needs of the communities we serve as identified through a continuing assessment of community needs.

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

Responsibility

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