

GREEN MOUNTAIN UNITED WAY

DIVERSITY

Diversity is the quality of being different or unique at the individual or group level.

Green Mountain United Way values diversity because only when we have considered as many points of view as possible on any issue have we completely fulfilled our stewardship role.

Every day there are dramatic changes occurring in our State. These changes also change the needs in our communities. Our ability to embrace diversity and to make it an integral part of our business will enable us to collaborate with member agencies to serve our communities effectively. It will also ensure that our volunteers and givers represent the broad spectrum of our communities.

Green Mountain United Way strives to ensure that the volunteers and staff of this organization reflect the diversity of the communities it serves.

The success of Green Mountain United Way will ultimately depend on many factors, several of which are:

The ability of Green Mountain United Way to seek its leaders from all parts of the communities it serves;

The creation, cultivation and organization of local leadership resources that reflect the demographics of the communities;

The inclusion of diverse elements of the communities we serve;

Identifying community needs through community assessment and focusing to address these needs.

Diversity Statement: To create and maintain an organizational environment which enables volunteers and staff to perform to their potential by actively valuing different backgrounds and perspectives, fostering teamwork and collaboration among a heterogeneous community and utilizing appropriate skills, talents and resources of members of our communities. Such skills, talents and resources will be appropriate to assist GMUW to achieve its overall mission and to meet its organizational outcomes.

Elements of diversity will include but not be limited to ethnic, religion, vocation, race, disability (visible and invisible), age, sex, income, sexual preference.

The Nominating Committee will abide by the foregoing Diversity Statement in their recruitment to Green Mountain United Way Committees and ultimately to the Board of Directors.

November 2003