

UNITED WAY OF THE MID-SOUTH DEI STATEMENT

Adopted By the Board of Directors

January 27, 2022

United Way of the Mid-South (UWMS) recognizes that our mission is most effectively fulfilled - resulting in the greatest community impact - through a commitment to diversity, equity and inclusiveness as a core value and practice.

We believe that diversity is the presence and celebration of difference that enriches our workplace, including identity-focused characteristics, such as race, gender, disability or age. We believe that equity is the presence of and commitment to fair treatment, access and opportunity for all, where individuals are not at a disadvantage because of their identities. We believe that inclusion is the manner in which we demonstrate our commitment to diversity and equity, and is at the center of our efforts to build an intentional culture that fosters feelings of belonging and honors the differences of our colleagues, partners, vendors and stakeholders. Inclusion ensures that individuals with different identities are valued, leveraged and welcomed within our workplace.

Our Diversity, Equity and Inclusion (DEI) Guiding Principles

- We acknowledge that every board member, member of our staff, volunteer, partner agency staff member and member of our community offers a unique perspective and experience to drive our cause in building a Mid-South where all families prosper.
- We value, champion, and embrace diversity and foster an environment of respect, openness, learning, integrity, and honesty.
- We recognize that systemic privilege exists in our society, and we are committed to advancing equity in our workplace and the communities that we serve.

Our Commitment

- We will raise awareness about socioeconomic status in order to overcome the constraints and disparities of poverty.
- We will lead with respect and tolerance; modeling diversity, equity, and inclusion; maintaining fair and equal treatment for all.
- We will create and sustain an environment that is inclusive, respectful, and equitable.
- We will be intentional in our efforts to recruit diverse board members, staff, and volunteers.
- We will employ the talents of people with different backgrounds, experiences, and perspectives.

Just as we *drive the dreams* of Mid-South individuals and families, we strive to create communities in which everyone has equitable opportunity to access the resources and supports necessary to thrive.