

4.4 Diversity, Equity, and Inclusion: A Statement of Principle

The United Way of Licking County Board of Directors, staff, and volunteers will strive to reflect all of the many faces and walks of life which make up our community. We will genuinely demonstrate the principles of Diversity, Equity, and Inclusion which enrich all communities and by doing so we will become the model for all communities. To value diversity is to respect and appreciate race, religion, color, gender identity, nationality, socio-economic status, sexual orientation, physical and mental abilities, age, familial/parental status and any other protected classes as defined by federal, state and local regulations. Being inclusive to us means respecting, valuing and bringing together unique individual backgrounds to collectively and more effectively address issues facing our communities. The core values of Diversity, Equity, and Inclusion will be reflected in every partnership, strategy and investment involving the United Way of Licking County. Diversity is a critical component to achieving success in an everchanging environment. Every day, we experience dramatic changes occurring in our county: changing demographics and changing needs. Our ability to model effective, inclusive practices and make them an integral part of our business culture will enable our United Way to fulfill its Mission to improve lives by uniting the community. This mission will then support our Vision that Licking County is a productive community where individuals achieve their full potential.

We firmly oppose the many forms of structural racism and ethnic discrimination that persist in our society. We acknowledge the harm that has been caused to Black, Indigenous, and People of Color by these systems and unequivocally support equity for all. No one should be denied rights, liberties, or protection under the law due to the color of their skin or ethnic heritage, and we are committed to working to advance racial equity within our community and our organization. Through the relationships that we have built in Licking County since our founding in 1933, we have come to recognize that structural racism inhibits us from fulfilling the mission of the United Way of Licking County. We will work to promote and advocate for racial equity and an end to systemic racism which continues to harm our neighbors, friends, and family members.

Approved by the Board of Directors 8/20/2009
Reaffirmed by the Board of Directors 1/17/2013
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