

Kishwaukee United Way Diversity Policy Statement

Underlying the role and mission of the Kishwaukee United Way (KUW) is a firm belief in the dignity of all people. We reaffirm this belief in the policies that guide and direct our employment practices, program funding, volunteer recruitment and service delivery.

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

Diversity and Employment:

KUW is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including retirement, hiring, training, promotions, salaries or other compensation, transfer and layoff or termination.

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

Diversity and Program Funding:

KUW is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, matriculation, ancestry or national origin. In the implementation of this policy, KUW 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:

KUW is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, matriculation, ancestry or national origin.

In the implementation of this policy, KUW will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity, including but not limited to minority group members, women and the disabled.

Diversity and Service Delivery:

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

In the implementation of this policy, KUW will grant program funding to those organizations which demonstrate the commitment to provide service without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, matriculation, ancestry or national origin or which have as their legitimate stated purpose or mission the servicing of specific population segments.

Responsibility:

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