



MIDDLESEX UNITED WAY, INC.

Diversity Policy Statement

Board Approved June 2017

The Middlesex United Way, Inc. is fully committed to creating and maintaining an organizational environment which enables all people to perform to their potential by actively valuing different backgrounds and perspectives, fostering teamwork and collaboration among a heterogeneous community, and maximizing contributions to the Middlesex United Way by using the skills, talents, and resources of all members of our community.

Our Values:

Diversity is a concept by which value is placed on the differences of the people who make up our workforce and communities. These differences include both primary dimensions (*e.g. race, creed, color, religion, sexual orientation, gender identity or expression, transgender status, genetic history, past/present history of mental or physical disability, intellectual or learning disability, (including, but not limited to blindness) or any other characteristics protected by law, marital status, sex (including pregnancy), age, or national origin, etc., and secondary dimensions (e.g. geographic location, socioeconomic conditions, and work background, etc.)*), which are characteristics of the people within our organization and communities.

The Middlesex United Way, Inc. advocates and promotes diversity among its Board, staff, volunteers, programs, services, program funding, donors, suppliers, and partners. Managing diversity offers a different set of challenges and opportunities than affirmative action or race relations. Diversity recognizes the distinct differences of individuals and organizations and capitalizes on the strengths of each.

Our Goals:

We strive to have our Board, staff, and volunteers genuinely demonstrate the principles of diversity, which reflect and enrich our community. Our ability to embrace diversity and make it an integral part of our business will enable us to serve our members and the communities more effectively.

Reaffirmed June 2017

Middlesex United Way
100 Riverview Center, Suite 230
Middletown, CT 06457
860-346-8695
www.middlesexunitedway.org