

# HEART OF FLORIDA UNITED WAY

## DIVERSITY, EQUITY AND INCLUSION STATEMENT

Heart of Florida United Way is committed to creating a rich, diverse work environment and supportive community that not only accepts differences, but also embraces and celebrates them. We are committed to being a health and human service leader that meets the needs of our diverse community. Our clients come from all walks of life and so does the team at United Way. Our vision for diversity and inclusion is to ensure that all of Heart of Florida United Way's business policies, procedures, and practices are respectful of all individuals. Our belief is that the best way to accomplish this is to maintain a culture that utilizes the diversity of ideas, the collaboration of different perspectives, to courageously share thoughts and encourage others to do the same.

Diversity and inclusion are at the heart of what it means to LIVE UNITED and are fundamental to achieving our mission and impact goals in education, income and health.

### **Non-Discrimination Policy:**

Every person in our community is of value and can contribute to a healthy, safe, strong and caring community. In addition, Heart of Florida United Way believes that all people, regardless of their differences, deserve to have access to the resources that will help them grow to their greatest potential. We do not condone nor tolerate discrimination of any kind.

Therefore, United Way does not invest in or partner with any agency that discriminates in the provision of services through any program in regards to age, race, color, ethnicity national origin, ancestry, citizenship status, gender (including pregnancy, childbirth or medical condition related to pregnancy or childbirth), gender identity or expression, religion, physical or mental disability, medical condition, legally protected genetic information, marital status, veteran status, military status, sexual orientation, or any other factor determined to be an unlawful basis for such decisions by federal, state, or local statutes

This policy does not prohibit any agency from operating specific programs based on age, gender, health or disability designed to meet the special needs of target populations with those characteristics. Further, this policy does not prohibit any agency from selecting its leadership on any legal basis.