

Granite United Way's Statement of Diversity, Equity, and Inclusion



Granite United Way believes that all members of the community are valued and respected without bias or preference based on difference. We believe that our differences are a source of our strength and vital to living out our mission.

Granite United Way's staff and volunteers model an openness to, an awareness of, and understanding and respect for, the many forms of difference reflected in the communities we serve. Granite United Way works to be diverse in people and perspective, equitable in policy and practice and inclusive in sharing power and voice.

Granite United Way takes the broadest possible view of diversity, going beyond visible differences to affirm all individuals including the background, experiences, skills, and perspectives that make all people who they are. However, we recognize structural racism, and other forms of oppression have particularly contributed to disparities that have existed in the past and continue now. Granite United Way seeks to dismantle disparities by engaging community members, especially voices that have been marginalized, in our shared work to build community. GUW commits to leveraging all assets (eg: convening, community investments, advocacy) to create equitable communities across NH and VT.

Granite United Way Mission, Vision, and Values:

Mission: To improve the quality of people's lives by bringing together the caring power of communities.

Vision: To be the preferred way people work together to build a community that values the collective responsibility to care for each other.

Promises: to LEAD in creating equitable community solutions to help all people Learn, Earn, Be Healthy; to understand and build solutions to LOCAL needs; to ADAPT to ever changing needs and provide solutions at the community level and at scale.

Values:

Our values are reflected in our actions and decisions both individually and collectively. Granite United Way affirms that part of our organizational and individual legacy to the communities we serve is our commitment to the values outlined below.

We value:

- All people as potential change agents.
- Partnerships that help an individual or family move toward their potential by providing support and removing barriers.
- A respect for diversity that acknowledges that each person's worth and differences make our community stronger through life experiences, skills, and resources.
- Developing a stronger, healthier workplace and community that benefits all people through inclusivity.
- The community's right to expect that our practices will be effective, responsible, equitable, transparent, efficient, and ethical.
- Fostering a learning environment where information becomes a catalyst for change across all aspects of community.