

Equity, Diversity, and Inclusion: A Statement of Principle

The United Way of Olmsted County Board of Directors recognizes equity as a core value that is critical in achieving United Way's mission. We value the intentional inclusion of everyone in our community. We strive to dismantle systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities so they no longer determine socioeconomic, education, and health outcomes.

To achieve equity requires diversity. Diversity is the extent to which people of different identities and experiences are represented. To value diversity is to respect and appreciate race; religion; skin color; gender; nationality; language differences; sexual orientation; physical, mental and developmental abilities; age; socioeconomic status; marital status; parental status; and veteran status. Diversity is most important when it comes to representation of communities that have historically been excluded or marginalized.

Inclusion is the extent to which people have access to formal and informal decision-making structures. Inclusion is most important when it comes to decisions that affect people's lives. Inclusion leverages diversity to collectively and more effectively address the issues facing our communities.

It is our aim, therefore, that Olmsted County become a more equitable community and that United Way of Olmsted County's strategies, investments, and partners be directed toward this end. Equity is at the heart of what it means to live united and advance the common good; to be an equitable system is fundamental to achieving our mission and goals in education, financial stability, health, and basic needs.

Approved by the United Way Board of Directors on February 18, 2020