



Diversity, Equity and Inclusion Statement

United Way of the Brazos Valley fights for the health, education and financial stability of every person in the Brazos Valley.

United Way of Brazos Valley (UWBV) is committed to cultivating and preserving a culture of diversity, equity and inclusion to achieve lasting change across the Brazos Valley.

The goal of UWBV is to create a diverse, equitable and inclusive workplace where each individual feels valued and respected without bias. We believe that our strength comes from our differences and that unity within the organization overflows into the services we provide for our community.

We embrace and encourage our employees, volunteers and Community Partners to understand and value the differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other visible and invisible qualities that that make people who they are.

We place a priority on support for our vulnerable populations with our investments to our Community Partnerships. We are intentional in our partnerships with nonprofits, local government, businesses, community advocates and volunteers, to build a just and fair community in which we all can participate, prosper and reach our full potential. UWBV Board of Directors, staff, volunteers and community partners must reflect and demonstrate our culture of diversity, equity and inclusion because it is the essence of what it means to LIVE UNITED.

We practice our commitment to diversity through our Organizational Goals and Strategies:

Community Impact: Create measurable impact on community issues which target diverse populations through purposeful and innovative investments and initiatives.

Resource Development: Create a greater investment impact for UWBV by utilizing innovative revenue development practices, building and strengthening diverse donor relationships and sustaining revenue growth.

Branding and Communications: Be the United Way of the future by engaging companies and individuals to connect to the mission of UWBV.

General Administration and Finance: Be an innovative, diverse, highly effective financially sound organization that validates and frequently assesses our relevancy.