



UNITED WAY OF BRISTOL TN/VA

Diversity and Inclusion Statement

The United Way of Bristol TN/VA greatly values the trust that is placed in us by the people and organizations we serve. We recognize that we must carefully protect and nurture that trust.

At no point is that trust more important than in the manner in which this United Way recognizes the diversity and inclusion of those we serve and of those who choose to assist us in serving our community.

United Way of Bristol's commitment is to promote, support, advance and enhance an environment of inclusivity and diversity which amply reflects the demographics, culture and values of the community which we serve.

We shall fully embrace our responsibilities as an equal opportunity employer.

We shall, in all that we do, respect, appreciate, value and not discriminate against the following, but not limited to race, religion, skin color, gender, nationality, language differences, sexual orientation, gender identity, gender expression, age, socioeconomic status, work and behavioral styles, parental status, differing perspectives, lived experiences, as well as physical, mental and developmental abilities.

We shall refuse to engage in, support or tolerate those who discriminate in a manner that would violate this Diversity and Inclusion Statement.

We shall constantly strive to reflect the diversity of our community and of those whom we serve in this community in our employment, our provision of services, our volunteer participation, and in the composition of our Board, Committees and staff.

-United Way of Bristol TN/VA Board of Directors and Staff, updated June 28, 2021