

United Way of Franklin County (UWFC) is committed to fostering an organizational culture that is diverse, inclusive, and equitable. We strive to include diversity, equity, and inclusion (DEI) practices at the center of our daily work. We commit to using these practices for our business and our communities.

As we strive for this culture, we have already initiated the following strategies:

1. Convene a workgroup, meeting monthly, to guide the planning and activities toward building an organizational culture of DEI.
2. Ensure all materials utilized to promote or advance the work of UWFC reflect through images, content, and ideas the diversity of communities we serve.
3. Seek opportunities and invite the UWFC staff team to participate in DEI trainings provided through local partners, United Way Worldwide, United Way of Pennsylvania or other partners that are actively engaging in this work.
 - a. Encourage open conversations with staff and volunteers to allow the sharing of ideas and meaningful conversation around this framework.
 - b. Provide supports for expansion of the appropriate vocabulary to describe this work.
 - c. Create a safe environment where all ideas are respected and acknowledged, and where learning is encouraged.
4. Invite and encourage staff and volunteers to share information – books, articles, personal stories, videos, exhibits, or other media – that educate about DEI
5. Actively promote DEI training or experiences through organizational networks and media – both formal and informal.
6. Bring DEI learning opportunities to community partners and providing safe spaces for discussions related to diversity, equity, and inclusion.
7. Ensure groups making decisions on behalf of our organization to distribute resources are representative of the diversities that make up the communities of Franklin County.
 - a. Recruit to ensure our Community Impact (fund distribution) committee is proportionally representative of Franklin County's most diverse communities.
 - b. Recruit to ensure our Board of Directors is proportionally representative of Franklin County's most diverse communities.

The following strategies are work currently in progress:

8. Provide regular trainings and shared experiences for our Board of Directors to ensure a culture of DEI is shared through our volunteer leadership.
9. Promote policies and practices that are inclusive and equitable.
10. Create tools to measure the success of our DEI work, both organizationally and for the communities we serve.

The following strategies are pending:

11. Ensure groups that make decisions on behalf of our organization to develop resources are representative of the diversities of our community.
 - a. Recruit to ensure our Campaign (fundraising) committee is representative of the diversity of our community.
12. Create outcomes criteria for funded programs ensuring funds will promote equity for our communities.
13. Make a more concerted effort to do business with minority owned and operated vendors.