

LIVE UNITED

# Diversity Equity Inclusion Workgroup

United Way of Volusia-Flagler Counties



Equality



Equity

# EQUITY

The intentional inclusion of everyone in society

# HOW CAN THE LACK OF FORMING A DEI PLAN HARM OUR ORGANIZATION AND THE COMMUNITY?

UNITED WE FIGHT.  
UNITED WE WIN.

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## IDENTIFIED BY DEI WORKGROUP

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- The lack of a plan shows that United Way is not sensitive to people's needs or wants
- If United Way is the hand raiser it would be poor and hypocritical of us if we do not embrace the culture
- We leave the impression that we are not sensitive to the needs and wants of the community and that we are living in our own bubble
- It shows that we are disconnected from the community we help
- We have to lead by example and represent the community we serve
- **WE LOSE THE TRUST OF THE COMMUNITY**

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# ACTION ITEMS IDENTIFIED

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- Structure our Internal DEI Workgroup Mission Statement
- Review Our Procedures on Issues
- Review Internal Role Structure
- Training for Staff and Board
- Collection of Data
- Staff Engagement
- Board Self-Assessment
- Board Engagement
- Create Benchmarks
- Community Engagement
- Identify Speakers

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# DEI WORKGROUP MISSION STATEMENT

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# UWVFC DEI Mission Statement

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The mission of the Diversity, Equity & Inclusion Initiative at United Way of Volusia-Flagler Counties is to achieve a consistent and sustainable level of intentional inclusion of all staff, board members and volunteers in company performance, without regard to race, ethnicity, gender, sexual orientation, age, religion, persons with disabilities and other identities. The goal of this Mission is to help our United Way maximize its credibility & impact in addressing Education, Financial Stability and Health needs of our community and all of its constituencies.



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# BENCHMARKS

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## 1. Create New Survey

1. Data used to determine the temperature of Staff, Board Members, Affinity Groups, Volunteers
2. Identify any movement since the first survey was taken
3. Identify any Institutional Biases

## 2. Ongoing Staff and Board Training

## 3. Organize Community Roundtable

## 4. Build Strategic Plan

1. Across all aspects of United Way and Affiliate Groups
2. Update United Way Worldwide Membership Requirements to include Historical Information around Racism in Volusia and Flagler Counties
3. Update Current Diversity Statement

## 5. Convene a 2022 Community DEI Symposium