

DIVERSITY AND INCLUSION CEO MESSAGE



From Lauren A. Segal, president and CEO:

“Senior leaders are uniquely positioned to identify and promote the core values of their organization and must be the catalyst for promoting diversity and inclusion at all levels.

Greater Twin Cities United Way realizes the impact diversity and inclusion has on every aspect of our mission. It is evident within the communities we serve, and it must be demonstrated by how well our impact strategies are implemented and supported by equally diverse community partners as well as our donors.

Our values are developed with a clear understanding of the community needs and a commitment to ensuring high quality services that uphold personal dignity and equality.

I have made a commitment to value the diversity of our employees and our leadership team to ensure that inclusion is a part of daily life at Greater Twin Cities United Way. We will achieve our goals in the Agenda for Lasting Change by fostering creative ideas and seeking diverse thought and opinions.

It is equally important that we continue to be governed by a diverse board of directors, who represent a broad spectrum of industries, experiences and communities.

Our deep rooted commitment for diversity of people is essential to achieving our mission. It is this commitment driven by our deep rooted enthusiasm and passion for *all people* that will differentiate us and guide us to long term success.”

Lauren A. Segal

DIVERSITY AND INCLUSION STATEMENT

Diversity is a critical component to achieving success in an ever changing environment. Our community is experiencing dramatic changes in demographics and changing community needs. Our ability to employ effective inclusion practices to make them an integral part of our business will enable Greater Twin Cities United Way to fulfill its mission.

Commitment to community success and inclusiveness are core values at United Way. We will continually strive to be a model of diversity and inclusion. To value diversity is to respect and appreciate race, religion, gender, nationality, sexual orientation, age, physical disabilities, work and behavioral styles, and perspectives shaped by an individual's experiences. To be inclusive is to leverage our diversity by bringing together unique backgrounds to collectively and more effectively address the issues facing our communities.

Our board, staff, and volunteers must reflect all of the faces, and walks of life which make up our communities. It is our goal; therefore, that United Way partners, strategies, and investments reflect these core values. Together we will genuinely demonstrate and model the principles of diversity and inclusion which enrich all communities.

2007 HIGHLIGHTS

- Hired Pro-Group to plan diversity/inclusion work.
- Conducted organizational assessment.
 - Focus group results
- Formed Inclusion Council.
 - Role:
 1. Provide resource and support to director of diversity and inclusion.
 2. Assist in establishment and implementation of best practices.
 3. Employee Resource Group(s).
 4. Collaborate with employee engagement team on employee surveys.
 5. Support organization business case.
 6. Support awareness and education initiatives and strategies.

Team members:

Kari Davis	Diversity/Inclusion Director
Chris Amundsen	Executive Sponsor
Beverly Bushyhead	Support Services
Marjorie Grevious	Community Impact
Todd Jasin	Marketing
Liz Johnson	Community Impact
Amy Lopez	Community Impact
Kara Meade	Research and Planning
Kevin Murray	Donor Relations
Carol Stodieck	Human Resources
Lezlie Taylor	Community Impact
Ka Yang	2-1-1

Cultural events:

Black History Month
National Coming Out Day
Hmong New Year

2008 HIGHLIGHTS

- All staff trained in Diversity and Inclusion.
- Diversity Director hired in September 2008.
 - Role:
 1. Design, develop and execute the implementation of the United Way inclusiveness efforts.
 2. Consult and collaborate across departmentally and with the inclusion council.
- Attended the United Way of America 2008 Inclusion Roundtable.
- Purchased cultural/ethnic art work.
- Held cultural events:
 - Black History Month
 - Asian Heritage Month
 - Hispanic Heritage Month
 - Native American Month

Monthly events in the Twin Cities

Coming soon!

National cultural events calendar

Coming soon!