

United Way of Greater Nashua Policy on Equity and Inclusion

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United Way
of Greater Nashua

Our communities, our country and our world are confronting difficult issues related to discrimination and to the creation of equitable and inclusive environments. As has the State of New Hampshire, United Way of Greater Nashua finds and declares that practices of discrimination against any inhabitants of our communities because of age, sex, gender identity, sexual orientation, race, creed, color, religion, marital status, familial status, physical or mental disability, or national origin are a matter of concern, and that such discrimination not only threatens the rights and proper privileges of its inhabitants but menaces the institutions and foundations of a free and democratic state, and threatens the peace, order, health, safety and general welfare of its inhabitants. (See NH RSA Chapter 354-A).

United Way of Greater Nashua is striving to create community level impact by tackling core issues facing New Hampshire's underserved populations. At United Way we believe in and will seek to promote the concept of equity. We believe that it is important to recognize that we all have a different starting point in life. We seek equality of opportunity and access to the building blocks with which to create a better life. With a systematic approach to research and evidence-based strategies, we will seek ways to improve health, education, and economic mobility.

It is through the collective efforts of individuals within our communities that we create a responsible and vibrant society, one that respects, honors, and thrives on the unique attributes of its members. Together, we can make a difference in our community and be the change.

To this end:

- A. We affirm our commitment to develop and use equity as a key criterion for prospective community investments in leadership, engagement, and funding.
- B. We commit to engage community members, especially those whose voices have traditionally been marginalized, in the shared work of fortifying equity and empowerment.
- C. We commit to work with public and private partners to co-create solutions that ensure everyone has the resources, support, opportunities, and networks they need to thrive.
- D. We commit to leveraging all our assets (e.g., convening, strategic investments, awareness building, advocacy) to create more equitable communities.
- E. We will provide annual training in concepts and practices of diversity, equity, and inclusion for all staff and board members; and
- F. We will publicly proudly post this commitment, so our communities are aware of that dedication as well.