United Way of Mid Coast Maine values the inherent worth of every single person in our community and works for equity. We stand opposed to all forms of discrimination or harassment including that based on race, color, ethnicity, national origin, religion, disability, age, sex (including pregnancy, gender identity and expression, and sexual orientation), genetics, and economic status.

POLICY ON EQUITY, DIVERSITY, AND INCLUSION

United Way of Mid Coast Maine values the inherent worth of every single person in our community. Our values demand that we work for equity, justice, and for everyone to be fully included.

We recognize that historic and institutional practices of racism and discrimination exist here in Mid Coast Maine, as well as nationally. These practices continue to affect people today, and serve as barriers to equity, full community participation, and the best possible outcomes in life for all people in our communities. United Way of Mid Coast Maine is committed to better understanding and addressing discrimination based on race, color, ethnicity, national origin, religion, disability, age, sex (including pregnancy, gender identity and expression, and sexual orientation), genetics, and economic status.

We are an equal opportunity employer and refuse to engage in or tolerate any form of discrimination or harassment.

Diversity and inclusion are vital to United Way of Mid Coast Maine achieving our mission and advancing the common good. Engaging people with diverse backgrounds, cultures, identities, experiences, gifts, challenges, and perspectives results in creative, more equitable solutions, and the community ownership needed to address complex issues. We are eager to include people of all types of diversity in our work, and understand that doing so will help create a better life for all.

Approved by United Way of Mid Coast Maine Board of Directors, December 2022
Revised: March 2023