



Commitment to Inclusion, Diversity, Equity, and Access

As a champion for building strong and healthy communities, Lubbock Area United Way will create a culture that embraces diversity, stands on equity, thrives on inclusion, expands access, and opposes ethnic and racial discrimination. It is through the collective efforts of individuals in our communities that we create and experience a responsible and vibrant society - one which respects, honors and thrives on the unique attributes of its members.

We will work to ensure Lubbock Area United Way is an organization where all stakeholders are valued, heard, seen and respected - regardless of their race, color, religion, sex, sexual orientation, gender identity or expression, age, socio-economic status, education, disability, marital status, citizenship, or national origin.

Lubbock Area United Way is committed to incorporating practices that enhance inclusion, diversity, equity and access in all areas of the organization, including its governance, staffing, volunteer structure, funding decisions, and policies. Lubbock Area United Way will create and maintain an environment that empowers all people to perform to their potential and have a positive impact on our community. We will consistently evaluate our efforts related to inclusion, diversity, equity and access so that it is woven into the fabric of our organization and can serve as a model to other entities across the South Plains.

The foundation of this commitment will be transparency, impartiality, and accountability as we continuously evaluate efforts across our organization, including the community partners and clients we serve. This will ensure our actions are intentional and empathetic to these issues. We believe the commitment to inclusion, diversity, equity, and access must go beyond this statement and we welcome allies to walk alongside us as we move toward a better community for all.

Approved by Board of Directors April 24, 2024