

# EQUITY, DIVERSITY & INCLUSION

UWSCMI is committed to dismantling systemic inequities that continue to cause harm for Black, Indigenous, and other People of Color (BIPOC), Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) people, women, and people with disabilities. We are dedicated to building capacity and accountability into our policies, practices, and partnerships to create more inclusive, welcoming, and affirming spaces. In our governance process of attracting individuals to our advisory boards, board of directors, and other volunteer leadership bodies, this includes engaging with community organizations and individuals who hold marginalized or historically under-represented identities and provide the option for existing volunteers to self-disclose their identities, roles in the community, and skills so we can understand the existing demographic and talent composition of our teams in order to more intentionally build boards that reflect the diversity of our community and those we serve.



**UNITED WAY**

South Central Michigan