

**United Way of Kankakee & Iroquois Counties**  
**DIVERSITY STATEMENT**  
**(Adopted May, 2013)**

The United Way of Kankakee and Iroquois Counties advocates and promotes diversity among its board, staff, agencies, volunteers, programs, services, donors, and partners. We define diversity as valuing individuals without regard to race, color, religion, creed, age, gender, sexual orientation, national origin or ancestry, marital status, veteran status or disability. Our goal is to have our Board of Directors, staff and volunteers genuinely demonstrate the principles of diversity, which enrich our community.