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**Marveen Henderson**  
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***Diversity is a core value for the entire United Way movement and is reflected in its vision and mission statement. Diversity is both a principle and a practice for the entire movement. We aspire to involve every segment of the community in every aspect of our work and to demonstrate our commitment to and accountability for an inclusive environment in which differences are recognized, respected, valued and celebrated. By building a more inclusive system, we are building a stronger system.***

***In February, 2007, the Inclusion Council for the United Way System was created to advise the United Way system on how to best leverage diversity to create an inclusive environment. This group serves to:***

- ***Help address business and system issues , including enhancing relationships with donors, increasing community engagement and developing professional talent;***
- ***Determine a field communication plan for their work; and***
- ***Convene and lead Inclusion Business Resource Groups to assist them with their work.***

***The Inclusion Council is led by Marc Levy, President/CEO, United Way of the Greater Dayton Area, Dayton, OH. The council is made up of leaders from nine targeted segments - at least one convener, a CEO Coach and a United Way of America (UWA) staff liaison. To help them carry out their work, the Inclusion Council has convened a Business Resource Group for each of the segments they represent. The Business Resource Groups (BRGs) were created to address diversity and inclusion issues and challenges facing each of the following segments:***

- ***African American***
- ***Asian Pacific Islander***
- ***Gay, Lesbian, Bisexual & Transgender***
- ***Latino***
- ***Native American***
- ***Persons with Disabilities***
- ***Women***
- ***White Engagement***
- ***Young (under age 40)***

***The Council engaged the BRGs throughout 2007 to help them identify five main areas in which they would like to make an impact through their work. They are leadership, professional development, human resources practices and internal policies, marketing and outreach, collaborations and partnerships.***

In 2008, BRGs, led by the Inclusion Council members for each group, have begun another series of engagements. Each BRG has been assigned to one of the focus areas and will work together to develop system-wide recommendations and solutions for the challenges the United Way system faces in those areas.

***United Way staff members are invited to assist the Inclusion Council in its work by joining one or more of the Business Resource Groups. Membership in the groups is unlimited and is open to anyone. To join one or more of the groups, please visit:***

***<http://online.unitedway.org/advisoryteams>***

***For more information about United Way's diversity and inclusion work, please contact Marveen Henderson, Director, Diversity and Inclusion, [Marveen.Henderson@uwa.unitedway.org](mailto:Marveen.Henderson@uwa.unitedway.org), 800-892-2757, Ext. 847, or Deborah Foster, Executive Vice President, Strategic Alliances and Inclusion, [Deborah.Foster@uwa.unitedway.org](mailto:Deborah.Foster@uwa.unitedway.org), 800-892-2757, Ext. 878.***