

United Way of Hernando County 2021-2022 Partner Agencies

Diversity Equity & Inclusion Policies and Statements

United Way of Hernando County

“As a champion and catalyst for building a strong, healthy community in Hernando County, United Way values racial, ethnic, and cultural diversity. United Way fights for the health, education, and financial stability of every person in our community.

United Way’s vision and mission reflect our fundamental belief that all people belong, and deserve fairness, justice, and inclusivity. Our strength comes through our diversity and we celebrate the visible and invisible qualities that make each person unique, including race, religion, national origin, ethnicity, age, gender, gender identity and expression, disability, sexual orientation, veteran-status, residency status, socio-economic status, geographical representation, pregnancy, or any other category protected by law.”

[Click here for FULL DEI POLICY and Core Values](#)

A New Generation

“Clients are served without regard to age, race, income, nationality, affiliation, disability, or other arbitrary circumstances.”

Boys and Girls Club of Hernando County

“Boys & Girls Clubs of Hernando County stands against racism, discrimination and inequity. The principle of equity embodies the values, policies and practices that ensure that all people—including, but not limited to, those who have been historically marginalized, underserved and underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, gender expression, socioeconomic status, geography, citizenship status or religion—are represented in the development and implementation of youth programs; the fair financial and supervisory support of staff; and the leadership of the organization.”

Catholic Charities - Foundations of Life

“There will be no discrimination in the manner in which services are provided based on race, creed, ethnic origin, religious preference, gender, gender identity, age, handicapping condition, sexual preference or lifestyle, and/or financial means.”

Dawn Center of Hernando County

“Dawn Center is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, and participants feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We’re committed to being non-discriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to their views and give them value.

We’re committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.”

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Deaf and Hard of Hearing Services of Florida

“Deaf and Hard of Hearing Services of Florida is a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We’re committed to modeling diversity and inclusion for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.”

Early Learning Coalition of Pasco/Hernando Counties

“It is the Early Learning Coalition of Pasco and Hernando Counties, Inc.’s policy to select the best-qualified person for each position in the organization. No individual within the Early Learning Coalition of Pasco and Hernando Counties, Inc. with hiring responsibility will discriminate against an applicant for employment or a fellow employee because of race, creed, color, religion, sex, disability, national origin, ancestry, or age. The Early Learning Coalition of Pasco and Hernando Counties, Inc. will not discriminate against any applicant or fellow employee because of physical or mental handicap or because of the person’s veteran status. This policy applies to all employment practices and personnel actions.”

For Each 1 Reach 1 Mentoring Program

“For Each 1 Reach 1 Mentoring Program, Inc. prides itself on creating a diverse and inclusive family environment where we not only build up the youth, but mentor the parents and our staff. We require respectfulness among all of our youth, staff, parents, and partnerships. We are open to and encourage varying ideas, qualities, and perspectives within our organization to support our mission. Our belief is that we are all our best investment, regardless of our culture, socio-economic status, race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background; and we all walk in this belief everyday.”

Lighthouse for the Visually Impaired and Blind

“LVIB is an equal opportunity employer and is committed to the principle of diversity. We therefore:

- Value, champion, and embrace diversity in all aspects of LVIB activities and respect others without regard to race, color, religion, creed, sex, age, national origin or ancestry, marital status, veteran status, or status as a qualified disabled or handicapped individual
- Support affirmative action and equal employment opportunity programs as apply to LVIB
- Refuse to engage in or tolerate any form of discrimination or harassment”

Mid Florida Community Services, Inc.

“We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity, or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.”

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Mid Florida Homeless Coalition

“This policy is pursuant to the final rule (Equal Access Rule) (77 FR 20 5662) which requires that HUD’s housing programs be made available to individuals and families without regard to actual or perceived sexual orientation, gender identity, or marital status. The rule further defines “gender identity” to mean “actual or self-perceived gender-related characteristics.” The final rule prohibits owners and administrators of HUD-assisted or HUD-insured housing, approved lenders in an FHA mortgage insurance program, and any other recipients or subrecipients of HUD funds from inquiring about sexual orientation or gender identity to determine eligibility for HUD-assisted or HUD-insured housing.”

NAMI Hernando

“NAMI Hernando, Inc. shall actively recruit, engage and serve members from every race, culture, ethnicity, age, religion, socio-economic status, sexual orientation, gender, gender identity and disability, and shall not discriminate in the requirements for membership, provision of service or support or in its policies or actions.”

People Helping People in Hernando County

“People Helping People in Hernando County, Inc’s (PHP) Diversity & Inclusion policy is part of our people strategy which reflects our vision of building an organization that attracts and leverages diversity in our staff, volunteers, clients, and partners. PHP started as an interfaith initiative that included and still includes, Christians, Jews, Muslims, Hindus, and other ethnicities. We strive for respect, inclusion, dignity, and understanding, regardless of race, class, gender, sexual or faith orientation. This value is pervasive throughout each of our policies, our programs and the board of directors.

We strive to foster belonging and empowerment at PHP. We create relevant programs for our diverse community members that require our resources. Everything we do is to reduce homelessness and hunger in Hernando County, Florida. Our commitment is to listen and engage with our diverse community and its members to support our core mission. Our Diversity & Inclusion policy encompasses its purpose throughout our staff, volunteers, board as well as our local and national partners.

Society of St. Vincent de Paul

“In accordance with Federal Law and USDA civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, disability, and reprisal or retaliation for prior civil rights activity.”

YMCA of the Suncoast - Hernando County

The YMCA is made up of all people from every walk of life, working side by side to strengthen our communities. Together we approach our work using empathy and equity to ensure that everyone - members, volunteers and staff - have the opportunity to reach their fullest God-Given potential with dignity. Our core values of caring, honesty, respect and responsibility guide everything we do.