

**UNITED WAY OF GREATER BAYTOWN AREA  
& CHAMBERS COUNTY**

**DIVERSITY**

Adopted - September 16, 2003; Reviewed - September 18, 2007;  
Reviewed/Amended - May 18, 2010; Reviewed May 21, 2013

It is the policy of the United Way of Greater Baytown Area & Chambers County to reflect the diversity of this community among board members, volunteers, and staff.

The vision of diversity by United Way of Greater Baytown Area & Chambers County is to respect and to honor diversity by welcoming and serving everyone.

Positions on the governing board are filled by a formal mechanism, described in the by-laws of United Way of Greater Baytown Area & Chambers County. At the first meeting of the nominating committee each year, the chief professional officer is to brief the nominating committee on the various factors, including this diversity policy, that committee members are to consider in identifying possible nominees to fill board member vacancies.

Notification to the public, as called for in the by-laws, of the opportunity to make nominations to the United Way of Greater Baytown Area & Chambers County board is to include the first sentence of this policy.