

EQUITY AND DIVERSITY STATEMENT

UNITED WAY GREATER NIGERIA COMMUNITY INITIATIVE

To set out publicly our position, approach, and priorities on equity, diversity, and inclusion in our organization. United Way Greater Nigeria Community Initiative stands against all forms of discrimination whether direct or indirect, or by reason of race, ethnicity, sex, religion, disability, and socio-economic status.

We believe equity, diversity and inclusion are crucial to effective governance. In the words of the Corporate Governance Code:

“Addressing racial, ethnic and sexual equality, diversity and inclusion help us to make better decisions. This requires commitment, but it means that we as an organization are more likely to stay relevant to the people we serve and to deliver public benefit. Recognizing and countering any imbalances in power, perspectives, and opportunities in the charity, and in the attitudes and behavior of our trustees, staff, and volunteers helps to make sure that we achieve our aims without undermining personal and public rights.

Our trustees, employees, volunteers, beneficiaries, and donors have varying responsibilities in and to the organization, so they must have equal opportunities to contribute to decision-making as internal, connected, and external stakeholders. This increases the organization’s legitimacy and impact.

As a charity organization, we play a sensitive role in our society. It is not just about the actions we take but about encouraging others to take action. We believe it is important to work with our members and networks to influence them and learn from the experience of our members and networks where they are ahead of us on this agenda.

We commit ourselves to move forward, to listen and to learn, to take action jointly and individually, to effect change and to be held accountable for delivering change. We know we have much more to do.

Live United.