



UNWLA Policies and Procedures

Part 3: National Policies and Procedures

Section 10: Diversity Policy

Purpose:

The Ukrainian National Women's League of America (UNWLA) recognizes the importance of diversity and inclusion within our organization. While the bylaws restrict membership to women who meet specific criteria, we are committed to fostering an inclusive environment that values and respects our members' diverse experiences, backgrounds, and perspectives.

Policy:

Inclusive Membership:

- UNWLA membership is open to women eighteen years or older residing in the United States of America who are of Ukrainian descent or actively engaged in the Ukrainian-American community, as outlined in our Bylaws. We celebrate the diversity within this defined community.

Respect for Individual Differences:

- UNWLA values and respects the individual differences that contribute to the richness of our community. We acknowledge the unique backgrounds, experiences, and perspectives that each member brings to the organization.

Non-Discrimination:

- UNWLA is committed to providing an inclusive and welcoming environment for all eligible members without regard to race, religion, national origin, age, disability, marital status, sexual orientation, gender identity, or any other characteristic protected by applicable law, and is consistent with our Bylaws

Cultural Sensitivity:

- As an organization rooted in Ukrainian heritage, UNWLA promotes cultural sensitivity and understanding among our members. We strive to create an atmosphere that appreciates and embraces the diversity of Ukrainian traditions and backgrounds.

Equal Opportunities:

- UNWLA is committed to providing equal opportunities for participation, leadership, and advancement within the organization, ensuring all eligible

members have an equitable chance to contribute and thrive.

Implementation:

Communication:

- UNWLA will actively communicate its commitment to diversity and inclusion to all members, emphasizing the value placed on individual differences and the collective strength derived from a diverse membership.

Education and Awareness:

- UNWLA will promote education and awareness initiatives to enhance understanding and appreciation of diverse cultures, perspectives, and experiences within the Ukrainian-American community.

Periodic Review:

- This Diversity Policy will be periodically reviewed to ensure its effectiveness and relevance. Amendments may be made at the discretion of UNWLA leadership to further enhance inclusivity.

Approval:

This Diversity Policy was approved by the National Board of the Ukrainian National Women's League of America at its meeting on 6/15/2024.