

The Unity I.D.E.A. at Work

Unity teaches that we are all created with sacred worth. We embrace the principles of Inclusion, Diversity, Equity, and Acceptance (I.D.E.A.) in the workplace and in our community.

We want all Unity employees to know they are valued for the talent they bring to our work and for who they are as individuals.



Meet Our Diversity and Inclusion Officer

Alexandra Scott is a talent acquisition and DEI strategist at UWH. Along with recruiting, she leads our DEI-focused initiatives and training programs.



“Unity I.D.E.A. initiatives educate associates and provide a foundation for meaningful conversations on race, inclusiveness, and bias,” says Scott.

“Our DEI training programs are designed to challenge mindsets and bring conversations about diversity from theory into practice. Through education, compassion, and conversation, we hope to contribute to the social changes needed today. Our training workshops are for all team members to ensure that each person understands the inclusive culture of Unity.”

Our DEI-Focused Workplace Efforts

Unity seeks to hire, develop, and retain qualified individuals who embrace our diverse and inclusive environment—where associates feel empowered to bring their authentic, unique selves to work.

Below Are Some of Our Workplace-Focused DEI Initiatives:

- Our board has made diversity and inclusion a priority through DEI-focused committee work.
- We employ a full-time diversity and inclusion officer to guide our DEI practices.
- Our leadership team developed a comprehensive, multiyear DEI strategic plan that involves numerous initiatives including DEI-focused hiring practices and ongoing training programs for associates to deepen and expand their cultural competencies.
- We have conducted 20 DEI trainings in the past two years for our 300 associates.
- We rewrote the employee guidebook and job descriptions to use more inclusive language.
- We are committed to interviewing at least one non-white candidate for every open position at UWH.
- We are using a team panel style of interviewing to gain multiple perspectives about applicants.
- By partnering with organizations such as the Women’s Network, the Urban League, and the Center for Disability Inclusion, we have increased diversity among our applicant pool.
- We created associate training focused on valuing others’ perspectives using the 13 Principles of How We Treat Each Other from the Peace and Justice Institute.
- We added Juneteenth as a paid holiday for all employees and offered suggestions on ways that associates can honor Juneteenth through education and social activism.
- Martin Luther King Jr. Day is also a paid holiday for employees.
- We host watch parties and book clubs about relevant DEI topics.

Our Next Workplace-Focused DEI Initiatives

- Regularly survey employees to ensure that we are truly fostering an inclusive culture at work.
- Continue to train associates to recognize unconscious bias, microaggressions, and unearned privilege.
- Adapt our interview process to include blind recruitment techniques.
- Hold internal focus groups to develop departmental inclusion goals.
- Partner with Historically Black Colleges and Universities to help us identify diverse candidates for internships.
- Host “Courageous Conversations” sessions in all Unity departments.
- Host DEI-focused training programs for the local community.

In Our Public-Facing Materials, UWH Has:

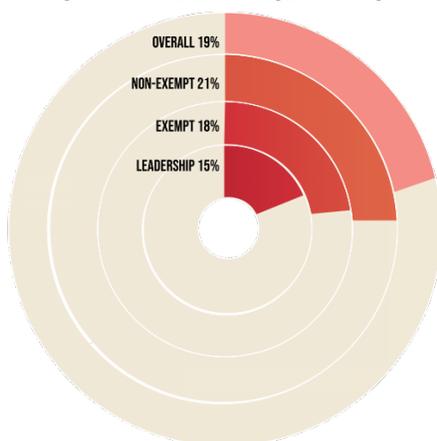
- Committed to having a diverse representation of people in all printed, multimedia, and digital materials.
- Developed resource areas at *Unity.org* for LGBTQIA+ communities, Black communities, and Hispanic communities.
- Created a section on *Unity.org* about social justice and racial equality titled Standing Together in Unity.
- Included books in our campus and online bookstores with resources about race and social justice topics.
- Released a video of our CEO highlighting the Unity commitment to diversity, inclusion, and social justice.
- Created a booklet focused on Black history in New Thought.
- Offered an online event celebrating Martin Luther King Jr. Day in 2021 organized by Black leaders in Unity.
- Created articles and resources in support of Black History Month each year.
- Featured only Black ministers delivering the daily prayer services on the Unity Facebook page during Black History Month in February 2021.

Our Employee Community

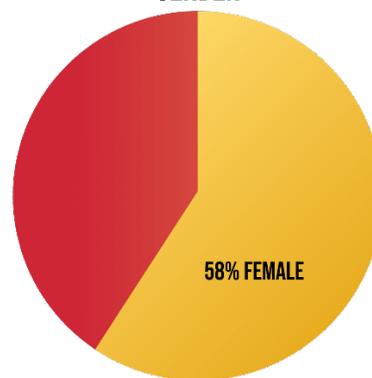
We are committed to making sure the demographics of our employee community at Unity World Headquarters reflect the demographics of our local community. Our long-term goal is to have a 40% representation of non-white associates thriving in our community.

The demographics of our approximately 300 employees reflect:

NON-WHITE REPRESENTATION



GENDER



ADAAA Renovations at Unity Village

An integral piece of diversity and inclusion efforts includes making Unity more accessible for our visitors and employees alike. In alignment with the [Americans with Disabilities Act Amendments Act \(ADAAA\)](#), recent structural renovations at Unity Village have included an assessment of ADAAA regulations to meet new standards as well as an update to all restrooms to be accessible and gender neutral.

Below is a list of our ADAAA renovations, training and education initiatives, and other accessible additions around Unity Village in 2022:

- Replaced doors at the Café & Bookstore at Unity Village for ADAAA compliance
- Replaced doors in the banquet room/Grand Ballroom for ADAAA compliance
- Added an ADA sidewalk at the bookstore
- Added an entry slab at Fillmore Chapel
- Renovated the third floor of the Unity Prayer Ministry to include gender-neutral bathrooms as well as accessible sinks and doors
- Renovated the Café & Bookstore and reconstructed counter heights to allow better accessibility
- Added new furniture items in updated workspaces that are adjustable for multiple heights
- Updated elevators to include braille
- Replaced the curb along the Café & Bookstore to incorporate an accessible ramp leading from the Hotel to the Café & Bookstore
- Evaluated all parking lots to ensure handicap parking spaces were on level ground and closest to building entrances; moved spaces that didn't meet those needs
- Renovated the 400 Building to include updated ramps from the parking lot to the new entrance of People Support
- Purchased a six-seat golf cart to transport individuals around campus when needed
- All employees attended "Accessibility Myth Busters" training by the [Center for Disability Inclusion](#)
- Joined as a paid sponsored partner the Disability Inclusion Network
- People Support attended the 5th Annual Disability and Inclusion Conference
- Began using closed-captioning during all virtual employee meetings and offering audio transcripts of recordings

What Unity Employees Say About Our Inclusive Culture:



“The DEI training [at Unity] has been transformational for me on a personal and professional level. The open dialogue encouraged during [training] sessions was sometimes a little uncomfortable, but always worthwhile ... The result of these sessions is a culture of personal growth, compassion, acceptance, and transparency where we can each feel more free to be our authentic selves.”

—Vivian Valencia, Director, Customer Care



“I’ve been at Unity Village for eight years, and it’s been amazing to see the Village really start walking its talk in terms of diversity and inclusion. Unity has always been above average in terms of inclusive practices while I’ve been employed here, but has really started taking the lead now. I am excited to see how we continue to grow, know, and do better going forward.”

—Cecil Place, Lead, Hotel Front Desk

