

Coastal Community Foundation Policies and Procedures

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Department: **Operations**

Subject: **Equity and Inclusion**

Last modified on Date: 2/26/2016

Effective Date:

DESCRIPTION: Policy governing CCF's commitment to equity, inclusion, and diversity.

RESPONSIBLE PARTY: Board of Directors, Staff

LEGAL REFERENCE: Wilbur Johnson

CROSS-REFERENCE: Council on Foundations & Grand Rapids Community Foundation

PURPOSE:

STATEMENT OF COMMITMENT TO EQUITY AND INCLUSION

The mission of Coastal Community Foundation is to foster philanthropy for the lasting good of the community. Our mission is most effectively fulfilled through proactively supporting the values of equity, inclusion, and diversity. Diversity may be measured by, but is not limited to, differences in age, ethnicity, race, gender identity, sexual orientation, economic circumstance, class, religion, disability, geography, and profession.

We acknowledge and respect the many differences that comprise thriving communities and seek diversity to ensure that a range of perspectives, opinions and experiences are recognized and acted upon in achieving our mission. It is our intention to promote a fully equitable philanthropic sector that justly represents and serves all our constituencies.

EQUITY FRAMEWORK

We are committed to proactively providing an inclusive and welcoming environment for our staff members, volunteers, board members, donors, vendors, nonprofit partners and grantees. To guide our commitment to this process, the Foundation has devised a framework comprised of five identified areas of focus: Vendors, Recruitment, Staff Development, Grantmaking, and Philanthropy.

VENDORS

Through the individuals we employ and service providers we engage, we have an impact on the local economy. In our commitment to equity and inclusion, we will work proactively to provide economic opportunities for diverse communities at all levels of our organization. We will apply an equity lens to our search for vendors, prioritizing local businesses as well as those led by individuals representing diverse constituencies when practicable.

RECRUITMENT

In our work to recruit Board members, staff members, and volunteers, we will proactively seek to represent the population we serve. Coastal Community Foundation is committed to demonstrating by example that organizational diversity, equity, and inclusion attract talented

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people and partners as well as generous supporters. As we work to become representational, Coastal Community Foundation staff will provide all volunteers and Board members with a statement of commitment to our values.

STAFFDEVELOPMENT

Coastal Community Foundation will proactively encourage and support opportunities for ongoing learning in the areas of diversity, equity, and inclusion. To maintain our commitment and accountability to equitable practices, we will establish a standing tradition of meaningful, open dialogue within and across departments.

GRANTMAKING

Coastal Community Foundation strives to partner with organizations within our community that practice the values of diversity, equity, and inclusion. We seek grantees that incorporate these values into their mission, governance board, staff, volunteers, vendors, and constituents served.

In our competitive grantmaking, we will ask all organizations to affirm that no qualified individual is excluded from services, employment, or volunteer participation based on age, ethnicity, race, gender identity, sexual orientation, religion, or disability.¹

Coastal Community Foundation is committed to developing practices that promote equitable access to our funding programs for all eligible organizations. We will maintain an ongoing dialogue to examine and refine our work through the lens of equity and inclusiveness.

PHILANTHROPY

Coastal Community Foundation supports a culturally aware philanthropic sector. We are committed to providing ongoing opportunities for interested donors to learn about the application of diversity, equity and inclusion to philanthropy.

We celebrate, recruit, and engage donors from *all* communities. We seek to establish a diverse philanthropic base to ensure the application of our commitment to inclusiveness at all levels of our organization.

¹Organizations that serve a specifically defined population in an effort to help populations overcome historic discrimination are not considered non-inclusive, or discriminatory. Organizations serving target populations per their mission would not be considered discriminatory.

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DEFINITIONS

The following definitions serve to inform our Statement of Commitment to Diversity and Inclusiveness and Equity Framework.

CLASS: The system of ordering a society in which people are divided into sets based on perceived social or economic status.

COMMUNITY: The people of an area or place considered collectively, especially in the context of social values and responsibilities; society.

CONSTITUENCIES (OF COASTAL COMMUNITY FOUNDATION): board members, donors, grantees, nonprofit partners, staff members, volunteers and citizens comprising our nine county service area.

DIVERSITY: Variety. Diversity may be measured by, but is not limited to, differences in age, ethnicity, race, gender identity, sexual orientation, economic circumstance, class, religion, disability, geography, and profession.

EQUITY: Fairness. Our work to achieve equity will require the proactive reinforcement of policies, practices, attitudes and actions that justly produce empowerment, access, opportunities, treatment, impacts and outcomes for all.

INCLUSION: Proactive engagement with diversity; a critical means to achieving equity. Our work to foster inclusion will require active engagement of diverse constituencies across our service area. When practically applied, inclusion necessitates an authentic commitment to understanding, welcoming and adapting our practices to a variety of perspectives, opinions and experiences.

SOURCES

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