

## Equity Statement – Jackson Community Foundation

Embracing diversity and inclusion and advancing equity are values we hold dear, are connected to our mission, and critical to ensure the well-being of the community we serve.

Therefore, we will:

- Lead with respect and tolerance through everyday practices.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand a more diverse leadership within our own board, staff, committees, community partners, and donors.
- Explore potential underlying, unquestioned assumptions that interfere with our own inclusiveness.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and will continually update and report our progress.
- Advocate for and support board-level thinking about how systemic inequities affect our work, and how best to address that in a way that is consistent with our mission and our resources.

With these principles in mind, we commit to the following:

### *Governance and Administration*

The board of trustees seeks community leaders who will bring diversity and varying points of view and life experiences to our board and committees.

We will hire staff that reflects the broad diversity of the community and will provide all staff members with an opportunity to maximize the use of their work-related skills and talents.

We will retain a diverse group of product and service vendors to work with the Community Foundation and will strive to select product and service vendors committed to promoting a diverse workplace.

### *Community Partners*

We seek grantees and community partners that are committed to promoting diversity, inclusion and equity. We will work with those who strive to encourage diverse governance boards, partner organizations, and served constituencies wherever practicable. We will assure that our grantmaking activities reflect and promote the diversity and inclusion of the community and advance equity across the programs and systems that touch our community members.

### *Donors*

We seek to collaborate with donors of varying means and interests and together will promote a healthy, caring community.

We ask for the support of our friends and neighbors throughout Jackson County as we work to bring these commitments to life, every single day.

RECOMMENDED BY:

BOARD DEVELOPMENT COMMITTEE

RECOMMENDATION DATE: NOVEMBER 8, 2021  
APPROVED BY: BOARD OF TRUSTEES  
APPROVAL DATE: DECEMBER 2, 2021  
NEXT REVIEW DATE: NOVEMBER 2023  
REQUIRED BY NATIONAL STANDARDS: NO