

California Community Foundation Statement on Equity and Inclusion

California Community Foundation (CCF) values and embraces the cultural, religious, racial, ethnic, ideological, sexual orientation and gender diversity, and differences in physical abilities among the residents of Los Angeles County. CCF recognizes that its organizational effectiveness is enhanced when the practice of equity and inclusiveness is reflected and protected throughout the organization both at a governance and staff level. The foundation is committed to being a leader and a catalyst in promoting equity and inclusion throughout the region that it serves.

1. CCF's mission, purpose and vision are best fulfilled when it incorporates equity and inclusiveness as a value and practice.
2. CCF affirms the dignity and worth of all persons in Los Angeles County regardless of residency status.
3. CCF creates, disseminates and frequently reviews internal policies and procedures and monitors their implementation to ensure compliance with its desire to promote equity and inclusion through its grantmaking and operations.
4. CCF ensures an anti-bias environment by assessing foundation culture and addressing issues of equity and inclusiveness in grantmaking, donor cultivation and services, investments, programs and hiring practices.
5. CCF values all nonprofits organizations, recognizing differences in ideologies and approaches to problem-solving as well as their experiences in working with people of all backgrounds.
6. CCF uses inclusive, anti-bias language in all written and oral communications.
7. CCF complies with local, state and federal laws that promote diversity.
8. CCF provides a neutral forum for leadership and participation in decision making to all persons in Los Angeles County.

To promote equity and inclusion in Los Angeles County, the California Community Foundation will endeavor to:

- Help strengthen communities and build a brighter future for Los Angeles County by using diversity as a roadmap to fulfill its vision and identify common interests and themes, and foster interconnectedness.
- Promote policies that reduce the racial, gender, religious, economic and cultural disparities confronting our region in arts, education, housing and economic opportunity, health, immigrant integration, nonprofit sustainability and youth empowerment..
- Work collaboratively with partners in local communities to break the patterns that have contributed to these disparities and find new ways to work together for justice and equity in the region.
- Maintain an enduring commitment to inclusion that is championed by its organizational culture, values, norms, and behaviors.