

California Community Foundation Statement on Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion (DEI) are essential, interdependent elements of everyday life within California Community Foundation (CCF). Our pursuit towards compassion, dignity, and excellence is deeply connected to our work around DEI. California Community Foundation acknowledges that in order to make meaningful change and have significant impact, it is important that our work represent and reflect the diversity within Los Angeles County.

Diversity includes characteristics of age, color, disabilities/abilities, ethnicity, gender, gender expression, gender identity, migratory status, national origin, race, religion, political affiliation, sexual orientation, socioeconomic background, and veteran status. It also incorporates distinctions in backgrounds, beliefs, ideas, thought and values. CCF believes that welcoming differences makes us better advocates, employees, and leaders. Most important, it makes us better people! CCF recognizes that its organizational effectiveness is enhanced when the practice of diversity is reflected and protected throughout the organization both at a governance and staff level.

Equity requires working from a place of integrity, impartiality, and objectivity. We further strengthen our work by ensuring access to opportunities and resources are provided to all staff and residents of Los Angeles County absent their background or beliefs. In establishing and maintaining an environment where equity and mutual respect are embedded in our everyday life, we believe we will be a success-oriented, collaborative, and compassionate group where people thrive.

CCF understands the importance of **inclusion** and works hard to respect everyone, acknowledge, and value differences, and use those differences to strengthen our intellectual capital. We strive to foster a culture where every member of our circle feels valued, supported, and inspired to achieve individual and common goals.

Foundational Principles:

- CCF's mission, purpose and vision are best fulfilled when it incorporates diversity, equity, and inclusiveness as core values.
- The future of our work and success depends on our willingness and ability to include emerging, as well as historically marginalized people and perspectives into our funding, programs, grantmaking, and operations to meet current and future demands.
- All of our work and success relies on our individual and collective ability to build authentic and trusting relationships and partnerships both internally and externally.
- CCF affirms the dignity and worth of all staff and persons in Los Angeles County regardless of their diverse backgrounds and experiences.
- 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.
- CCF values all nonprofit organizations and partnerships, recognizing differences in ideologies and approaches to problem-solving as well as their experiences in working with people of all backgrounds.

- CCF complies with local, state, and federal laws that promote diversity, equity, and inclusion.

CCF believes that by promoting diversity, equity, and inclusion in our work and in our hearts, we will strengthen communities and build a brighter future for staff, stakeholders, and residents of Los Angeles County absent our human differences.