Appendix C

Sample Statement on Diversity and Inclusion[1]

The mission of *(organization)* is to *(insert mission statement)*. We believe that our mission is most effectively fulfilled through a commitment to inclusiveness as a core value and practice.

We maintain that building and sustaining diversity requires an ongoing commitment to inclusion that must find full expression in our organizational culture, values, norms, and behaviors. Throughout our work, we support diversity across all lines of difference, including age, economic circumstance, ethnicity, sex, race, range of ability, religion, sexual orientation, and gender identity/expression. We aim to lead by example, viewing and encouraging diversity as a fundamental and abiding strength of *(our sector in our region)*.

(This Organization) recognizes that its effectiveness will be enhanced and its mission well served when the practice of inclusion is reflected in all aspects of the organization and specifically when:

Board Membership

Our Board of Trustees reflects the rich and growing diversity of *(insert geographic region or population of focus served by the organization)*.

Programming

We create and implement programs using our awareness of cultural differences and treat all clients with respect. We seek input from staff at all levels of the organization and work with a diverse group of stakeholders to ensure that our programs are inclusive.

Policies and Procedures

Our commitment to inclusiveness is evident in our organizational policies and procedures, as part of our strategic plan, and within our organizational goals.

Employment

Our staffing at every level of the organization is reflective of *(insert geographic region or population of focus served by the organization)* diverse communities. Associated recruitment and hiring practices reflect a commitment to the value of inclusion. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee can actively contribute to fulfilling the organization's mission.

Donors

We share our commitment to inclusion as a core value and practice with current and potential donors and encourage donors to consider and embrace these values.

(This Organization) hopes that its demonstrated commitment to promoting diversity and inclusion represents an organizational standard for the nonprofit sector.

[1] This statement relies on concepts, structure, and language from diversity statements and sample inclusiveness case statements from the Council on Foundations, the Chicago Community Trust, the Children's Museum of Atlanta, the Denver Foundation's Inclusiveness Project, and Nonprofit Enterprise at Work.