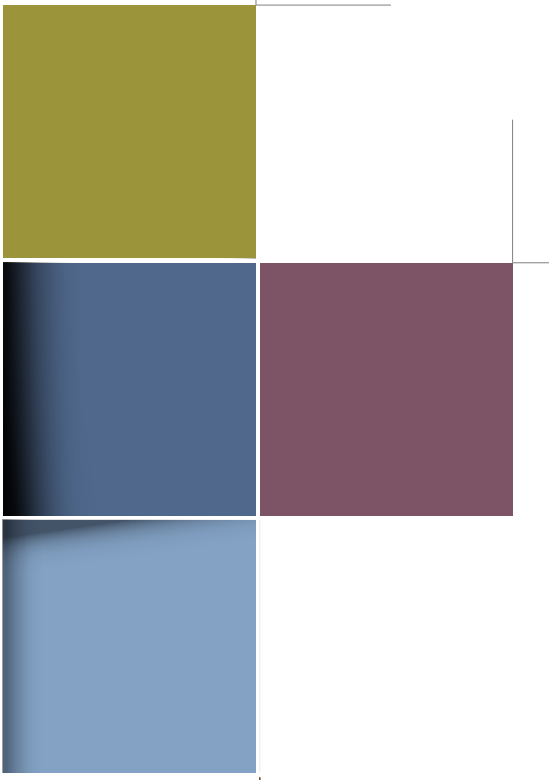


OCF

**EQUITY, DIVERSITY AND INCLUSION COMMITMENT**



## **ACKNOWLEDGMENTS**

We thank our Equity, Diversity and Inclusion Staff Committee for their dedication and contributions to advancing this important work since 2012. We also wish to thank the OCF Board of Directors Equity Committee for their leadership, support and guidance in advancing equity, diversity and inclusion at The Oregon Community Foundation.



## EQUITY, DIVERSITY AND INCLUSION STATEMENT

*Adopted by the OCF Board of Directors November 5, 2014*

The Oregon Community Foundation's mission is to improve the lives of all Oregonians through the power of philanthropy. OCF aspires to pursue its mission across all Oregon communities and populations. These communities are far more diverse and complex than they were throughout much of the state's history and in coming times will reflect the diversity of the world.

OCF believes that persistent disparities based on such characteristics as race, gender, national origin, ethnicity, culture, disability, age, faith, gender identity and sexual orientation, together with barriers imposed by poverty, prevent OCF's vision of a healthy, thriving, sustainable Oregon from being fully realized.

Individually and institutionally, Oregonians must be committed to move forward as one state. As we do, we will discover that we are stronger economically, richer culturally, healthier physically and mentally, and better prepared educationally to meet the challenges we face. Real change is seldom easy to achieve, and it requires strong, intentional leadership supported by the open participation and wisdom of many.

OCF commits itself to:

- appreciate the dignity and worth of all individuals;
- invite honest and dynamic discourse on the issues of equity, diversity and inclusion;
- develop within our own operations and policies a spirit and discipline that advances equity, diversity and inclusion;
- nurture an open and welcoming working environment;
- promote the dismantling of structural and cultural barriers to individual achievement;
- use our resources to make Oregon a place in which all people fully realize their aspirations; and
- advance public policies and practices consistent with these commitments.

As we travel this road, we will need many others to advise us, to partner with us, to reinforce our work and to inspire us. We ask for the support and the participation of all Oregonians as we work to keep these commitments so central to our mission.

# OCF'S COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION (EDI)

## How does OCF define equity, diversity and inclusion?

Improving **equity** promotes justice, impartiality and fairness within the procedures, processes and distribution of resources by institutions and systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

**Diversity** refers to a broad representation of a community's demographic mix, taking into account elements of human difference focusing on racial and ethnic groups, sexual orientation, gender, gender identity, disabilities, religion, age and perspectives arising from different backgrounds.

**Inclusion** refers to the degree in which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."

## What are we doing about it?

OCF has prioritized equity, diversity and inclusion in all aspects of the Foundation. As part of this commitment, we have an active Equity, Diversity and Inclusion (EDI) staff committee that champions EDI at OCF and ensures tangible action that advances our EDI priority. We have a Board of Directors Equity Committee that reinforces our organization's direction and progress in this work.

We have developed an EDI framework to guide our efforts.

## DIVERSITY OF PEOPLE & PERSPECTIVES

Strengthen diversity of OCF family  
Foster an inclusive culture

## IMPROVE CULTURAL AGILITY

Educate and train OCF family  
Enhance communication to  
increase awareness



## THE OREGON COMMUNITY FOUNDATION

We commit ourselves and our resources to the advancement  
of equity, diversity and inclusion and toward making Oregon  
a place where all people can fully realize their aspirations

Adopted by the OCF Board of Directors

## EFFECTIVE COMMUNITY ENGAGEMENT

Engage with diverse communities  
Convene leaders & partners  
Strengthen regional strategies  
Commit to supplier diversity

## IMPACT ON EQUITY & DISPARITIES

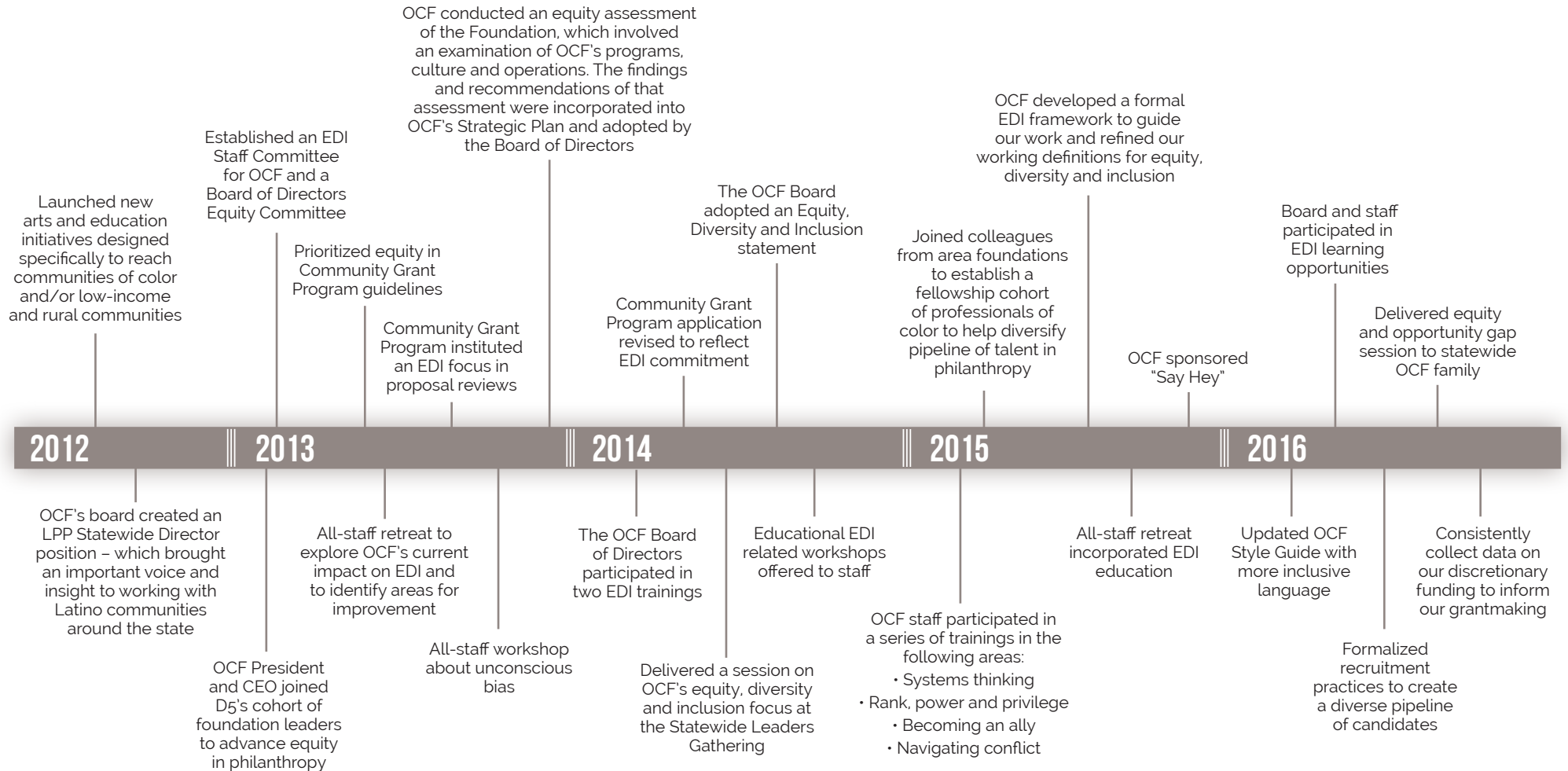
Increase funding to diverse constituents  
Diversify donor base  
Improve data collection  
Leverage research capability

# EQUITY, DIVERSITY AND INCLUSION (EDI) WORK PLAN

DIVERSITY OF PEOPLE AND PERSPECTIVES	IMPROVE CULTURAL AGILITY	EFFECTIVE COMMUNITY ENGAGEMENT	IMPACT ON EQUITY AND DISPARITIES
<p><i>Strengthen the diversity and inclusion of OCF</i></p>	<p><i>Increase the cultural competency of OCF</i></p>	<p><i>Prioritize outreach and partnerships to improve our engagement and impact</i></p>	<p><i>Take action to impact equity in the work we do and in the communities we serve</i></p>
<p>★ <b>Strengthen diversity of OCF family</b></p> <ul style="list-style-type: none"> <li>• Set goals and strategies for increasing diversity in staff, management and board member categories</li> <li>• Recruit and retain diverse staff, management, board members, committees, leadership council and volunteers to more closely reflect communities we serve and to increase diversity in perspectives</li> <li>• Track demographics of OCF family</li> </ul>	<p>★ <b>Educate and train OCF family</b></p> <ul style="list-style-type: none"> <li>• Provide regular and meaningful cultural competency education to staff, management, board members, leadership councils, committees and volunteers</li> <li>• Engage and educate OCF donors to share our commitment to EDI and to understand the issues facing our communities</li> <li>• Increase the knowledge of OCF staff about current programs that support EDI and the business case for our strategies</li> </ul>	<p>🏠 <b>Engage with diverse communities</b></p> <ul style="list-style-type: none"> <li>• Increase meaningful participation of OCF staff in culturally specific organizations and those addressing EDI issues</li> <li>• Partner with diverse communities and invite them to share their perspectives with OCF</li> <li>• Replicate successes we have with existing outreach efforts</li> </ul>	<p>🏠 <b>Increase funding to diverse constituents</b></p> <ul style="list-style-type: none"> <li>• Explore grantmaking that builds the capacity for nonprofits to advance EDI</li> <li>• Create equitable processes, policies and practices that minimize barriers to resources</li> <li>• Apply an equity lens to all grant application and review processes</li> <li>• Use data to inform grantmaking, scholarships and outreach for underrepresented and underserved populations</li> </ul>
<p>★ <b>Foster an inclusive culture</b></p> <ul style="list-style-type: none"> <li>• Foster an inclusive culture that allows staff to actively participate and in which we welcome a broad spectrum of ideas and perspectives</li> <li>• Ensure policies and programs are accessible and equitable</li> <li>• Ensure internal communication message is sensitive, accessible and respectful</li> <li>• Measure inclusion climate of the organization to ensure we have a welcoming environment</li> </ul>	<p>❤️❄️ <b>Enhance communication to increase awareness</b></p> <ul style="list-style-type: none"> <li>• Implement communication plan to increase the awareness of OCF family about EDI efforts</li> <li>• Demonstrate EDI commitment in our external communications</li> <li>• Ensure all material is inclusive and sensitive to various audiences and reflects the diversity of our communities</li> <li>• Communicate our impact and challenges in advancing our EDI commitment across the state</li> </ul>	<p>★❄️ <b>Convene leaders and partners</b></p> <ul style="list-style-type: none"> <li>• Establish intentional partnerships with other grantmaking entities and organizations that prioritize equity, diversity and inclusion in order to build collective capacity</li> <li>• Use our convening power to bring state-wide leaders together to better serve underserved and underrepresented constituencies</li> </ul>	<p>❤️ <b>Diversify donor base</b></p> <ul style="list-style-type: none"> <li>• Increase staff understanding of giving behaviors in diverse and emerging populations in Oregon in order to create responsive, effective and relevant donor engagement</li> <li>• Reach out to professional advisors who represent diverse communities</li> <li>• Set targets for building diverse donor relationships</li> <li>• Track demographics of donors, professional advisors and investment managers</li> </ul>
<div data-bbox="142 1105 976 1502" style="border: 1px solid black; padding: 10px;"> <p><b>STRATEGIC PLAN OBJECTIVES</b></p> <ul style="list-style-type: none"> <li>🏠 Improve life in Oregon</li> <li>❤️ Promote effective philanthropy</li> <li>❄️ Engage and serve all</li> <li>★ Strengthen OCF's capacity to meet its mission</li> </ul> </div>		<p>🏠❄️ <b>Strengthen regional strategies</b></p> <ul style="list-style-type: none"> <li>• Increase opportunities for leadership council members to be involved with organizations and efforts to advance EDI</li> <li>• Participate in outreach events in communities that will allow staff to connect with underserved and underrepresented constituencies and broaden our knowledge</li> </ul>	<p>🏠 <b>Improve data collection</b></p> <ul style="list-style-type: none"> <li>• Develop a systematic and uniform method for collecting vital data to track populations served by flow of funding dollars, programs and resources</li> <li>• Track and report data to measure progress and to identify marginalized groups and organizations that have the highest impact on these groups</li> </ul>
		<p>★ <b>Commit to supplier diversity</b></p> <ul style="list-style-type: none"> <li>• Increase inclusion of diverse enterprises through supplier and vendor programs and partnerships</li> <li>• Convey our commitment to EDI in our vendor and purchasing relationships</li> </ul>	<p>❤️ <b>Leverage research capability</b></p> <ul style="list-style-type: none"> <li>• Utilize our research capacity to advance EDI issues in grantmaking at regional and national levels</li> <li>• Analyze data for underserved and underrepresented populations to identify disparities in opportunity and outcomes</li> </ul>



## EQUITY, DIVERSITY AND INCLUSION KEY MILESTONES





**THE MISSION OF  
THE OREGON COMMUNITY FOUNDATION  
IS TO IMPROVE LIVES FOR ALL OREGONIANS  
THROUGH THE POWER OF PHILANTHROPY.**

THE OREGON COMMUNITY FOUNDATION

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