



community foundation

**Muskegon County**

## **Diversity and Inclusion Statement**

The Community Foundation for Muskegon County has committed to building an inclusive community. We are also committed to building a Community Foundation that is diverse, inclusive, and reflects the community we serve.

We accept diversity in its many forms, including, but not limited to, age, disability, economic circumstance, race, creed, color, ethnicity, gender, gender identity, sexual orientation, religious beliefs, marital status, national origin, or veteran status.

The Community Foundation is committed to promoting acceptance, inclusiveness, and cultural competence in its practices for governance and administration, community leadership, grantmaking, philanthropic services, and personnel and employment policies.

We commit to being inclusive and reflecting the ethnic, racial, age, gender, and religious diversity of our community. Through the composition of our staff, volunteer boards and committees, we strive to show by example that diversity creates an organization that attracts talented people and generous donors.

We commit to looking at our community and our work through an equity lens to understand the root causes of disparities and strategically work to tackle institutional barriers.

We believe these commitments will help our community and the Community Foundation grow and prosper. It is important because we need to ensure that we are all open to differences and intentional in how we treat one another and how we treat everyone who comes in contact with the Foundation.

*- Approved, Board of Trustees, October 24, 2016*