



**DELA PLAINE  
FOUNDATION  
INC.**

## **DIVERSITY, EQUITY, INCLUSION**

The mission of Delaplaine Foundation, Inc. is to foster philanthropy that enriches communities, families, and quality of life for all by focusing on six pillars of giving: The Arts; Education; Health; Historic Preservation; Human Services; Spiritual Enlightenment. We acknowledge that our mission is most effectively fulfilled through proactively supporting the values of diversity, equity and inclusion.

### **OBJECTIVES**

We acknowledge and respect the many differences that comprise thriving communities and seek diversity, equity and inclusion to ensure that a range of perspectives, opinions, and experiences are recognized and acted upon in achieving our mission. It is our intention to promote a fully equitable philanthropic sector that justly represents and serves all of our constituencies.

#### **DIVERSITY:**

Diversity references differences and variety in age, ethnicity, race, color, gender identity, sexual orientation, economic status or circumstance, veteran status, religion, physical and mental abilities, disability, profession, geographic location. The Foundation respects all forms of diversity that contribute to a healthy and caring community.

#### **EQUITY:**

Equity is the indicator of fairness in our work to achieve an equity that will require the proactive reinforcement of policies, practices, attitudes and actions that justly produce access, opportunities, treatment, impacts, empowerment and outcomes for all.

#### **INCLUSION:**

Our work to foster inclusion will require active engagement of diverse constituencies across our area of grantmaking, sponsorships and service. When practically applied, inclusion necessitates an authentic commitment to understanding, welcoming and adapting our practices to a variety of perspectives, opinions and experiences.

### **RESPONSIBILITY**

The Board of Trustees of Delaplaine Foundation, Inc. is committed to proactively providing an inclusive and welcoming environment for our Board members, staff, business associates including investment advisors, fellow philanthropic organizations, civic and community organizations and others, volunteers, nonprofit partners, applicants and grantees. To guide our commitment to this process, we will apply this commitment to those whom we recruit,

employ, the service providers we engage and likewise, will apply this lens as we recruit Board members and staff.

## **GRANTMAKING**

Delaplaine Foundation, Inc. strives to partner with 501 (c) nonprofit organizations whose missions align with ours and practice similar values. We will actively promote awareness of our Diversity, Equity and Inclusion policy on our website and in other means of communication. Organizations that serve a specifically defined population at need or charitable group of persons are not considered non-inclusive or discriminatory. We seek grantees who incorporate the values of diversity, equity and inclusion into their missions and those whom they serve. We will maintain in ongoing dialogue to examine and refine our work through the lens of diversity, equity and inclusiveness.

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