

## **Commitment to Diversity, Equity, and Inclusion (Rockefeller Brothers Fund, 2010)**

**Source:** <https://www.rbf.org/about/diversity-equity-and-inclusion>

We, the trustees and staff of the Rockefeller Brothers Fund, are resolutely committed to the values of diversity, equity, and inclusion. We believe the Fund has a moral obligation to do its part to address past and current injustices to groups that have been historically disadvantaged and socially, politically, and economically excluded. Our commitment is shaped by our values, our work, and the philanthropic traditions of the Rockefeller family.

We define diversity as including, but not limited to, individual and group differences based on race, ethnicity, nationality, age, gender, sexual orientation, class, religious belief, and physical ability. Creating a genuinely inclusive environment and ensuring that diverse voices are present and active in all aspects of our institutional life will enhance our organization's effectiveness.

In pursuing our social change mission, we seek to manage our philanthropic programs and organizational culture in a manner that embraces diversity and inclusion. We strive to maintain the highest standards of ethics, transparency, and accountability, and are committed to:

- recruiting a diverse board of trustees and staff;
- fostering open and effective cooperation among the board and staff;
- engaging with and funding diverse constituencies;
- working with grantees to achieve our shared diversity goals;
- identifying and working with diverse vendors, contractors, and consultants;
- advocating public policy that advances social inclusion; and
- promoting intercultural understanding.

The Rockefeller Brothers Fund will continue to support ongoing efforts to advance excellence and effectiveness in the philanthropic community. Achieving diversity, equity, and inclusion is a continuous process which we believe will contribute to a more just, sustainable, and peaceful world.

### **Diversity Project Reports**

[Download the 2010 report](#) detailing the Fund's work on diversity and inclusion.

[Download the 2012 report](#) summarizing the Fund's progress in collecting and analyzing data on human resources, operations, grantmaking, public programs, and conference activities.

This sample policy or practice has been selected for inclusion in the [Policy Central](#) section of the National Center for Family Philanthropy's Knowledge Center. [Please read our Samples Disclaimer Policy statement.](#)