

	Exploring. (Haven't decided)	Making Progress. (Somewhat true)	Getting Close. (True)
UNDERSTANDING : Our organization values differences.			
• Our work benefits from the varied experiences and perspectives of trustees, staff (if any), advisors and partners.			
• Our commitment to inclusion ensures that different perspectives are actively solicited and considered, not just tolerated in our meetings and interactions (internal and external).			
• Understanding and considering varied perspectives improves problem-solving and decision-making.			
• Our goals and strategies reflect our belief in the value of differences.			
• Our grantmaking is more effective as a result of our commitment to inclusion.			

COMMITMENT: Our organization is committed to ensuring and sustaining differences.

• Our mission, vision and values communicate our commitment to engaging differences (generational, abilities, backgrounds, perspectives, etc.)			
• Our chairperson is a role model for inclusion and ensures all perspectives are heard and considered.			
• Board membership reflects the demographic makeup of the communities we serve or is supplemented by input obtained from community members through focus groups, town hall meetings, advisory committees, or other means.			
• We hold members of our board (and staff) accountable for being fair and treating all with dignity and respect. (All = Members of the board, staff, advisors, partners, community members.)			

CONDITIONS: Our organization operates in ways that express its commitment to valuing and promoting differences.

• Our policies and procedures reflect our commitment to inclusion.			
• Members of our board (and staff) are genuinely interested in knowing about cultures, experiences and perspectives different than their own.			
• Members of our board (and staff) feel safe expressing individual perspectives and identities in our meetings and interactions.			
• When incidents of bias or stereotyping occur, we help each other recognize and change those behaviors.			

RESOURCES: We have allocated sufficient time and money to creating and sustaining a culture that values differences and fosters inclusion.

• We have developed strategies for soliciting diverse perspectives on our work.			
• We actively obtain different perspectives using best practices from the field of philanthropy.			
• We invest time and/or money in learning about differences and inclusive practices.			
• We support activities that promote inclusiveness within the communities we serve.			