



June 2013

Statement Regarding Non-Discrimination, Diversity and Inclusion Policies

Background

In 2009, the REACH Healthcare Foundation's Board of Directors adopted a [Diversity and Inclusion Policy](#) to expand upon its existing Equal Employment Opportunity (EEO) statement that addresses employment. The Diversity and Inclusion Policy represents the Foundation's strong commitment to achieving equity in health care services and outcomes for all individuals. In addition to those protected classes covered by law, the Foundation believes that diversity and inclusiveness encompasses, but is not limited to, age, gender identity, race, national origin (ethnicity), religious beliefs, physical and mental abilities and characteristics, sexual orientation and economic circumstance.

Furthermore, the foundation's Diversity and Inclusion Policy states that the REACH Board of Directors will seek to assure that its grantmaking, public policy and communications activities reflect and promote the diversity of the community, and that our organization will value others that share this commitment.

As part of our significant investment in the Foundation's Cultural Competency Initiative over the last several years, REACH and many of our grantee partners have had the opportunity to revisit and revise their policies to make explicit commitments to diversity and inclusion. Others have embarked upon this work on their own.

The REACH Board seeks to uphold this commitment to diversity and inclusion by applying this standard to all of our grantmaking efforts. To that end, the foundation requested that the 2013 grant applicants provide their board-approved non-discrimination policies with their applications. REACH staff conferred with organizations whose policies were not aligned with those of the foundation so that they could choose to revise their policies in order to be considered for future funding.

Policy for 2014

With the 2014 grant cycle that begins this August, all grant applicants will be required to include their organizations' Board-approved EEO policy and/or Anti-Discrimination policy in their grant application, or submit a statement signed by the Board chair stating that their organization, at a minimum, *does not discriminate based on race, color, sex, religion, age, national origin, disability and sexual orientation, both in employment and provision of services*. Although sexual orientation and gender identity are not consistently protected classes, many organizations and local and state units of government include bans on discrimination based on sexual orientation and gender identity.

Applicants whose policies do not address the considerations identified above in regards to both employment and provision of services are asked to contact a REACH program officer to discuss their situation.

Beginning in August 2014, organizations that apply for funding for 2015 will be asked to make the policy adjustments to expressly include *race, color, sex, religion, age, national origin, disability, sexual orientation, or any other consideration made unlawful by applicable law*.

As always, we welcome questions and feedback from our partners, and encourage them to contact their program officer or **William Moore, Ph.D., Vice President of Program, Policy and Evaluation**, at bill@reachhealth.org, 913-432-4196, to discuss this eligibility requirement.