



April 2016

Statement Regarding Non-Discrimination, Diversity and Inclusion Policies

In 2009, the REACH Healthcare Foundation's Board of Directors adopted a [Diversity and Inclusion Policy](#) that represents the Foundation's commitment to achieving equity in health care services and outcomes for all individuals.

The Board seeks to uphold its commitment to diversity and inclusion by consistently applying this standard to our grant making efforts.

Organizations applying for a grant from REACH are required to submit their organization's board- or trustee-approved non-discrimination policy with their grant application. The policy must prohibit discrimination in the provision of health services and employment practices, and expressly include *race, color, sex, religion, age, national origin, disability, gender identity and sexual orientation*, and any other considerations made unlawful by applicable law. Although gender identity and sexual orientation are not currently protected classes under federal or Kansas and Missouri state law, the Board of the REACH Healthcare Foundation is committed to a broader definition of non-discrimination.

Applicants whose policies do not encompass the considerations identified above will not be eligible for funding in calendar year 2017.

Foundation staff is available to talk with organizations about their agencies' diversity and inclusion policies, and answer questions about this funding requirement. Staff is also available to facilitate dialogue about health equity and the role of governance and management of nonprofit and governmental health and human service providers in promoting non-discrimination, diversity and inclusion to improve the health of all people.

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