



## DIVERSITY AND INCLUSION POLICY

*Purpose:* To express the importance to and value of diversity and inclusiveness to the REACH Healthcare Foundation, and to clarify the Foundation's definition of diversity and inclusion.

*Adopted:* June 15, 2009

**Preamble:** The REACH Healthcare Foundation ("REACH) respects and celebrates diversity that contributes to a healthy, caring community. The Foundation believes that its effectiveness is enhanced when individuals with diverse backgrounds and perspectives are engaged throughout the organization. It believes that a more diverse philanthropic community, and one that reaches out to all, will result in richer and more responsive philanthropy that better meets the needs of the community. Toward that end, REACH is fully committed to pursuing a governing body, work force, grantees and community partners that include individuals of diverse backgrounds, beliefs and perspectives. The Foundation commits its resources to change in ways that signal to groups with diverse cultures, philosophies and experiences that they are welcome partners in its efforts.

The Foundation believes that diversity and inclusiveness encompass, but are not limited to, age, gender identity, race, national origin (ethnicity), religious beliefs, physical and mental abilities and characteristics, sexual orientation and economic circumstance.

This Policy is not intended to address claims or allegations of harassment, sexual or otherwise, or discrimination in the workplace; those issues are covered in separate policies adopted by REACH.

### **Policy:**

REACH is committed to fostering an organization that respects and appreciates diversity in its many forms as defined above in both its governance and administration and its grantmaking and policy efforts. To that end:

A. Governance and Administration: REACH will work closely with its nominating authorities and the Community Advisory Committee who recommend members to its board

of directors to seek community leaders who will bring diversity and varying points of view and life experiences to the board. REACH will strive to hire staff that reflects the broad diversity of the community and will provide all staff members with an opportunity to maximize the use of their work-related skills and talents. REACH will strive to retain a diverse group of product and service vendors to work with the Foundation and will strive to select product and service vendors committed to promoting a diverse workplace.

B. Community Partners: The REACH Healthcare Foundation values organizations within our community that are committed to promoting the broad diversity of our geographic service area. REACH will seek grantees and partners that incorporate inclusive practices and strive for diverse governance boards, partner organizations and served constituencies wherever practicable. Toward this end, the Foundation will seek to assure that its grantmaking, public policy and communications activities reflect and promote the diversity of the community. The Foundation will support and undertake efforts to end discrimination and disparities among diverse and underserved populations.