



## **Statement of Commitment to Diversity, Equity, & Inclusion**

*We cannot afford to be compliant nor complacent.*

We acknowledge that our country is experiencing a structural examination of what it means to be an effective multiracial, multilingual, multicultural, and multigenerational democracy.

For us as a foundation, this means having the courage to examine our role and being willing to respond to identified shortcomings or challenges, guided by the diversity of thought from those who are directly impacted by decisions and rooted in building – and maintaining — trusting relationships with communities.

The McCune Foundation believes that every individual, regardless of their race, ethnicity, gender, sexual orientation, ability, age, socioeconomic status, or other background, should have equitable access to opportunities and resources. We believe that diversity, equity, and inclusion are important in fulfilling our mission to be an agent of productive change in society.

The Foundation focuses its resources on supporting communities in cultivating social capital and enacting community organizing strategies to overcome structural inequalities. We recognize that organizing is a proven process to engage communities in the practice of democracy and build power to secure social transformation toward commonly identified goals. Working with our partners, we seek to strengthen our role as an integral member in the ecosystem of funders and nonprofits dedicated to advocacy and community organizing in the Central Coast region.

To carry out our mission with respect for diversity, equity, and inclusion, we commit to strengthening our practices of:

### **1. Critical examination of internal processes.**

Regularly examining all aspects of our organization to ensure our policies, procedures, and practices move us toward an ever more diverse, just, equitable, and inclusive space. Staff and board members engage in ongoing internal dialogue that encourages everyone to reflect, listen to each other, and learn from each other's experiences.

## **2. Inclusion of grant partners in decision-making.**

We will seek input from grant partners and grant seekers about how our policies and practices can be as inclusive as possible of diverse communities and support those of all abilities to access grant programs equally. We will seek to build inclusive relationships that are respectful of the diverse cultures in our region.

## **3. Utilization of data to support change.**

Continuously monitoring and interpreting data from multiple reliable sources, including community-engaged research, allows us to gain insights into the diverse and evolving lived experiences of our partners and other constituencies. We will engage in ongoing data analysis, while being conscious of inherent bias. Listening to feedback from stakeholders not only enables us to understand which strategies most effectively support our equity goals, but also informs the adjustments we make to our strategies to drive positive change.

We as a Foundation stand behind this statement and acknowledge that this work involves a process of continuous examination in which we must continually evolve.

November 3, 2023