



The Greater Clark Foundation

AMBITION FOR A VIBRANT COMMUNITY

DIVERSITY, EQUITY, AND INCLUSION POLICY

STATEMENT OF COMMITMENT TO EQUITY AND INCLUSION

In December 2020, The Greater Clark Foundation adopted a set of core beliefs to guide its work. Embedded within these core beliefs is a commitment to diversity, equity, and inclusion. GCF defines equity as the full inclusion of all people into a society in which everyone can participate and prosper.

Diversity may be measured by, but is not limited to, differences in age, ethnicity, race, gender identity, sexual orientation, economic circumstance, class, religion, disability, geography, and profession. It is our intention to promote a fully equitable philanthropic sector that justly represents and serves all our constituencies.

EQUITY FRAMEWORK

GCF is committed to proactively providing an inclusive and welcoming environment for our staff members, board members, grantees, non-profit partners, volunteers, and vendors. To guide our commitment to this process, the Foundation has devised a framework comprised of three identified areas of focus: Vendors, Staff & Board Development, Grantmaking and Community Investment.

VENDORS

Through the individuals we employ and service providers we engage, we have an impact on the local economy. In our commitment to equity and inclusion, we will work proactively to provide economic opportunities for diverse communities at all levels of our organization. We will apply an equity lens to our search for vendors, prioritizing local businesses as well as those led by individuals representing diverse constituencies when practicable (GCF defines local as meaning within central and eastern Kentucky).

STAFF AND BOARD DEVELOPMENT

We will proactively seek to recruit, hire and retain high-performing employees, Board members and volunteers who reflect the diversity of the communities we serve. We will ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels. GCF is committed to demonstrating by example that an organizational commitment to diversity, equity, and inclusion attracts talented

people and partners as well as generous supporters.

GCF will proactively encourage, support and provide opportunities for ongoing learning for Board, staff, and partners. To maintain our commitment and accountability to equitable practices, we will create opportunities for safe, meaningful and open dialogue across the organization and with the Board. We will host and contribute to dialogues for safe, open, and honest conversations with partners, among foundations, and with the nonprofit and broader communities that we serve and where we work.

GRANTMAKING AND COMMUNITY INVESTMENT

GCF strives to partner with organizations within our community that practice the values of diversity, equity, and inclusion. We seek grantees and community partners that incorporate these values into their mission, governance board, staff, volunteers, vendors, and constituents served.

In our grantmaking, we will ask all organizations to affirm that no qualified individual is excluded from services, employment, or volunteer participation based on age, ethnicity, race, gender identity, sexual orientation, religion, or disability. We will also ask all organizations to evaluate outcomes using an equity lens.

GCF is committed to developing practices that promote equitable access to our funding programs for all eligible organizations. We will maintain an ongoing dialogue to examine and refine our work through the lens of equity and inclusiveness.