



Our Mission

To expand access to affordable, quality health care for underserved individuals and communities, and to promote fundamental improvements in the health status of all Californians.

Our Vision

The Endowment's vision for a healthy California is more than simply the absence of disease. It is a state where all Californians reach their full physical, mental, and human potential and where community members and policymakers work together to improve health and health systems. It's a state where health problems are addressed promptly and effectively to minimize their consequences, where individuals have a strong sense of self-worth and practice healthy lifestyles, where diversity is a source of strength for communities, and where effective collaboration to help solve problems is the norm.

Driving The Endowment's work in creating a healthy California is a set of values. For example, throughout our work with communities, we value teamwork and collaboration, a commitment to service, and high standards of excellence. And just as our values drive our work *outside* of The Endowment, our Code of Ethics drives how we conduct ourselves *inside* the foundation, with the goal of creating a healthy, productive work place.

Our Code of Ethics

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| <i>Fiscal Responsibility</i> | We are committed to using The Endowment's resources wisely, and in managing these resources, we are responsible to the people of California. |
| <i>Accountability</i> | We are committed to producing the highest quality of work throughout the organization, taking responsibility for our actions, and avoiding potential conflicts of interest. |
| <i>Integrity</i> | We are committed to acting honestly, in accordance with external laws and regulations and internal policies, and in such a way that inspires trust and confidence in each other. |
| <i>Respect</i> | We are committed to showing respect and consideration for all, which includes courtesy, compassion, the celebration of diversity, and a commitment to listening to the ideas of others. |
| <i>Openness</i> | We are committed to being responsive and inclusive, to ensuring that avenues for communication are accessible to all, and to sharing information openly and honestly, consistent with our privacy and confidentiality obligations. |
| <i>Equity</i> | We are committed to recognizing and appreciating the achievements and contributions of all, and to holding every person to the highest standards of ethical behavior. |