



## **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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| <b><i>Fiscal Responsibility</i></b> | We are committed to using The Endowment's resources wisely, and in managing these resources, we are responsible to the people of California.   |
| <b><i>Accountability</i></b>        | We are committed to producing the highest quality of work throughout the organization, taking responsibility for our actions, and avoiding potential conflicts of interest.  |
| <b><i>Integrity</i></b>             | 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.   |
| <b><i>Respect</i></b>               | 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.  |
| <b><i>Openness</i></b>              | 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. |
| <b><i>Equity</i></b>                | 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.  |



### Core Values

The mission of the California Endowment is 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. We believe that we can best achieve this mission by using our financial and people resources to work in partnership with communities, non-profit organizations, academic institutions, public and private sectors and other allies by improving social, economic and political conditions so all Californians have the opportunity to live healthier lives.

Our funding decisions and behaviors are guided by the following core values:

1. We value diversity, inclusion and equity, including – gender, race, color, physical ability, marital status, geography, age, income, faith, sexual orientation, gender identity and expression, national origin, language, medical condition, disability or immigration status. We believe that diversity, equity and inclusion are essential to our effectiveness and the long-term health of all Californians and commit to the integration of diversity, equity and inclusion in all our policies, practices, processes, relationships, internal working culture and systems.
2. We believe in health and justice for all. We are committed to meaningful and sustained improvements in health outcomes through a focus on the social, economic and political factors that drive health outcomes and believe that our working together will lead to changes in the traditional indicators of health.
3. We believe in advancing “Just Systems” for opportunity and wellness for all, not isolated charity for some. We understand that poor health conditions in some communities are the result of systemic practices that privilege some groups and exclude others. We are committed to influencing profound changes in those systems and promoting just and equitable solutions and resources for all.
4. We recognize the impact of trauma on both individual and community health and commit to instilling healing practices in organizations and institutions. We believe community residents are often the necessary healers and generators of solutions to longstanding community challenges and see our role as standing side by side and partnering with those struggling for health and justice.
5. We value the energy, agility and fearlessness of youth leadership and youth organizing in its many forms including local, statewide and online community-building.
6. We value lifting voices of those typically excluded from public conversations and believe in creating opportunities for their stories to be told and heard. We recognize the value of widely disseminating differing ideas and sharing hope.
7. We cherish democracy. We value the importance of building and sustaining community resident power and resiliency, particularly those who historically are denied access or are underrepresented in our democratic process. Balancing the scales of power is critical to optimizing democracy, battling structural inequality and ultimately creating healthy communities for all.
8. We believe in prevention in all public systems and seek strategic opportunities to advance prevention and secure resources to invest in schools, neighborhoods and health.
9. We value learning through action and listening beyond our own plans and inner circles. We commit to changing in response to what we are learning, to emerging challenges, diverse ideas and to healthier opportunities for all.
10. We commit to humility, mutual respect, forgiveness, transparency and love of humanity in all our dealings with grantees, partners, communities, organizations and each other. We will always speak with honesty and integrity.

We recognize we cannot foster positive and lasting change without living out these values in our interactions with our colleagues, our grantees and the people and communities of California. We value mutual respect, courage in standing against injustice or powerful interests, giving one another the benefit of the doubt, and treating one another with kindness and understanding. We are grateful to be doing this work and are accountable to each other and our health mission.