

# APPENDIX C: TCE DIVERSITY, EQUITY AND INCLUSION STATEMENT



## **THE CALIFORNIA ENDOWMENT'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSIVENESS**

Since its inception, The California Endowment has placed a high value on diversity, equity, and inclusion. We define diversity in broad terms to include race, ethnicity, age, gender, sexual orientation, gender identity, disability, as well as geographic diversity. We believe that diversity and inclusion are essential to organizational effectiveness and excellence, and that services are enhanced when organizations are reflective of communities being served. As such, The Endowment will continue to raise issues of inclusion and promote diversity in our grant making and operational activities.

Our commitment to diversity is reflected in the composition of our staff, management, and Board of Directors. We also are committed to using diverse vendors, contractors and consultants, and promoting equal opportunity through our business transactions. We will strive to make our facilities and communications accessible to all.

Because of The Endowment's commitment to diversity in California, staff will pursue opportunities to discuss issues related to diversity and inclusion with grantees and applicants. Staff will take every opportunity to constructively engage in efforts to assist grantees and applicants to better serve the needs of California's diverse communities. As appropriate, applicants seeking funds from The California Endowment will be asked to provide information related to governance, management, staff and volunteer composition in the interest of encouraging diversity and inclusion whenever possible. Finally, The Endowment will participate in and support efforts of our peer funders to increase diversity and inclusion in the field of philanthropy.