TCE’S DIVERSITY, EQUITY AND INCLUSION GOALS (2013 - 2016)

1. Communicate a clear statement and definition of diversity as a measure of philanthropic effectiveness, including operations and grantmaking to both external and internal stakeholders.

2. Engage Board of Directors/Trustees in endorsing/supporting an organizational Diversity Plan.

3. Include diversity-related measures in the performance goals for the CEO and other managers, as appropriate.

4. Identify and implement a plan for any additional staff orientation and training on issues related to diversity, equity, and inclusion (e.g., race/ethnicity, gender, sexual orientation, disability).

5. Ensure compliance with accessibility requirements of the Americans with Disabilities Act for all offices and implementation of best practices for accessibility of communications formats (e.g., website accessibility for persons with visual and physical disabilities, appropriate translations of written materials in other languages, etc.).

6. Develop and adopt appropriate diversity indicators for Board, management and staff; collect baseline data and implement and publicly report periodic collection of data.

7. Conduct proactive outreach and recruitment for diverse candidates for Board, management and staff positions.

8. Continue collecting and documenting diversity-related information about grantees, especially populations/communities served.

9. Continue strategic focus serving diverse populations and communities and to address themes of diversity, equity, and inclusion through grantmaking.

10. Review and make appropriate changes to contracting policies regarding sole source vs. competitive bid contracting, and promote equal opportunity and diversity in contracting.

11. Explore, review and consider efforts to promote diversity among investment managers.

12. Explore, review and consider efforts to promote mission or program related investments.

13. Engage in collaboration and field building activities among foundations, colleagues, and philanthropic affinity groups, including, but not limited to: (a) sharing grantmaking data (e.g., number and description of grants serving specific populations/communities) (b) standardized diversity indicators of grant, staff and board demographics; and (c) dissemination and support adoption of best practices with peer foundations in key philanthropic venues.