

## Value Statement on Equity and Inclusion

We value and rely on the cultural, racial, linguistic, and sexual diversity in the East Bay to develop novel and innovative approaches to building sustainable communities. EBCF is committed to being both a leader and a catalyst in promoting equity and inclusion throughout the diverse region we serve. We support organizations whose mission and goals value diversity, equity and inclusion of people of all backgrounds. All forms of knowledge of our community, whether acquired through education or by experience, are essential to our expertise at the East Bay Community Foundation. Our Board and staff will come from these communities and will proactively provide our donors and community with this broad expertise.

We will strive to:

- ❖ surface seemingly neutral laws and policies and show how they contribute to the racial, sexual, economic and cultural disparities our region faces today in education, housing, medical care, economic opportunity and the environment.
- ❖ work with our partners in the community to break the patterns that have contributed to these disparities and to find new ways to work together for racial justice and equity in our region.
- ❖ help our communities identify common interests and themes, and foster interconnectedness.
- ❖ to hear the voices of youth and to support cross cultural dialogue among our future leaders
- ❖ be mindful that many of the same structures that have often marginalized people of color have had similar effects on other community members based on their age, sexual orientation, immigration status or disabilities.

To assist staff and trustees with our work, we will promote the following principles:

- ❖ recognize the assets and strengths of our various communities and draw upon these resources in a partnership to promote community self-determination.
- ❖ encourage and develop cross-cultural leadership and deepen our personal and institutional commitment to broad-based cultural competency.
- ❖ speak out to insure that people are not excluded from the decision-making process due to racism, homophobia, sexism, language or cultural bias or other forms of cultural dominance.
- ❖ hold ourselves accountable and periodically examine our impact through both our own evaluation processes and the eyes of our various geographical and interest communities.