

## **(Draft) Values Statement on Diversity and Inclusion**

The Winston-Salem Foundation exists to make philanthropy and its benefits available to all in the Winston-Salem and Forsyth County area. Our ability to achieve this mission depends upon our commitment to integrity, generosity, respect, and excellence, which are best pursued if our governing body, staff, grantees, donors, and partners include individuals of diverse backgrounds, beliefs, experiences, and perspectives.

### **At the Winston-Salem Foundation, We Believe That:**

- *diversity* encompasses, but is not limited to, age, gender, race, ethnicity, national origin, religious beliefs, physical abilities, sexual orientation, economic circumstances, and different life experiences.
- *inclusion* of individuals and groups from diverse backgrounds, beliefs, experiences, and perspectives is a means of reaching the best decisions. Inclusion benefits everyone and promotes excellence.

### **The Winston-Salem Foundation Commits To:**

- fostering an environment that values and respects diversity in its many forms in all that we do.
- working with business partners, grantees, donors and vendors that share a commitment to inclusion
- investing in organizations that recognize and embrace the benefits of diversity and actively work to become more inclusive
- modeling activities that are flexible and sensitive to the individual journeys of all of our stakeholders