



## **Support for Diversity, Equity and Inclusion – Guidance for Grantees**

Our community's population is more ethnically, racially, and socio-economically diverse than previously. In alignment with our mission to engage people, connect resources and build a better community, the Foundation is committed to philanthropy that is ethical and highly principled. As such, we prescribe to the Minnesota Council on Foundation's ["Principles and Practices" of Grantmaking](#). As a result, we value funding priorities that reflect the diverse needs and opportunities of the community.

Our commitment is grounded in the Minnesota Human Rights Act and shall not exclude any groups named under the declaration of human rights. Protected classes include race, color, creed, religion, national origin, gender, marital status, familial status, disability, public assistance status, age, and sexual orientation.

CommunityGiving recognizes the importance of inclusion to advancing the common good, increasing effectiveness, and enhancing the impact of philanthropy in our communities. Grantees seeking support from the Foundation shall practice inclusive behaviors in order to be considered for funding. We encourage you to contact the Foundation's Executive Director or CommunityGiving's Director of Community Programs should you have questions about your organization's funding eligibility.

All submitted grant applications are reviewed according to an established protocol.

## Minnesota Council on Foundations - Principles for Grantmakers

As a community of grantmakers, we embrace philanthropy's role in a civil society. We are leading advocates for public policy to sustain robust philanthropy. We work strategically through grantmaking and other means to improve the vitality and health of our communities, to educate our members and the field, and to achieve our collective mission of strengthening and expanding philanthropy.

**1. Ethics and Law Principle**

To sustain public trust by adhering to the highest ethical principles and practices and abiding by all state and federal laws that govern philanthropy.

**2. Effective Governance Principle**

To achieve effective governance by ensuring performance in the areas of stewardship of assets, donor intent, fiduciary responsibility and sound decision-making.

**3. Mission and Goals Principle**

To be purposeful in our philanthropy by having a clearly stated mission and explicit goals.

**4. Engaged Learning Principle**

To foster continuous learning and reflection by engaging board members, staff, grantees and donors in thoughtful dialogue and education.

**5. Respectful Relationships Principle**

To build constructive relationships with applicants, grantees and donors by ensuring mutual respect, candor, confidentiality and understanding.

**6. Transparency Principle**

To achieve transparency in our relationships with the public, applicants, grantees and donors by being clear, consistent and timely in our communications with them.

**7. Diversity Principle**

To reflect and engage the diversity of the communities we serve in our varying roles as grantmakers, boards and employers, economic entities and civic participants.

**8. Self-Assessment and Commitment Principle**

To uphold the highest standards by regularly assessing ourselves against these principles and committing to implement them.