Diversity Policy

Commitment to Inclusiveness and Diversity

The Community Foundation of Northeast Alabama seeks to promote a healthy work environment for all Foundation employees and understanding and respect for the diversity of the communities and grantees with which we work. We recognize diversity as an asset essential to accomplishing our work and view diversity as encompassing differences in race and gender, as well as age, national origin, ethnicity, physical ability, sexual orientation, job skills and levels, education, class, religion, and geographic location. The Foundation seeks to promote understanding and appreciation of these differences in order to eliminate racism, bigotry and other forms of intolerance and to build a more humane and just society.

Employees
The Foundation believes that a healthy work environment includes a diverse workforce, taps the unique potential of individual employees, recognizes and rewards employee accomplishments, respects the family and civic obligations of employees, and promotes mutual respect and understanding among employees.

Grantees
The Foundation is committed to helping grantees achieve their stated programmatic goals. Depending on these goals, understanding how the diversity of a nonprofit organization’s staff and board relates to its program goals and constituencies may be part of staff review of proposals for support. The Foundation does not formally track this information for all applicants.

Vendors
When selecting vendors, the Foundation is committed to doing business with all people, without bias.

Statement of Diversity Principles

The Foundation promotes diversity within its own organization and those it funds in order that they...
• reflect the racial, ethnic and other characteristics of those living in the communities served
• promote greater understanding of and respect for the diversity within these communities
• recognize and amplify these communities’ “voices”
• build on the strengths of community residents and develop local leadership
• achieve the highest level of effectiveness and well informed decision-making
The Foundation will advance these goals by...

- promoting diverse boards and staff
- improving access for all those needing the programs and services funded by the Foundation
- supporting self-development efforts of traditionally oppressed groups to become equal participants in society
- funding specific efforts that deal with race relations
- funding specific efforts that promote leadership development and build the capacity of neighborhood residents and organizations to solve their own problems
- having a visible presence in the community
- advocating for diversity in the world of philanthropic decision-making

The Foundation has found that success in achieving diversity requires commitment from the leadership of an organization at both the board and staff levels. This commitment must extend over time, with an understanding that there are no “quick fixes” to the lack of diversity. Achieving diversity is an ongoing process which the Foundation believes will lead to a more pluralistic and economically productive society.