



## **Diversity Policy**

The Community Foundation of Louisville lives out its mission by being a leader in philanthropy and connecting donors, nonprofits, and civic partners to create lasting impact in our community. We believe that maximizing the impact of our mission and fostering a commitment to excellence can best be pursued with a governing body, workforce, grantees, donors, and partners that include individuals of diverse backgrounds, beliefs, and perspectives.

Our commitment to diversity encompasses, but is not limited to ethnicity, race, age, gender identity/expression, sexual orientation, national origin, economic background/circumstances, physical and/or mental abilities, veteran status, regional differences, marital or parental status, immigration status, philosophy/religion, and education. We will assess and update this list annually to ensure it is inclusive and reflects the community we serve.

We respect and celebrate diversity that contributes to a healthy and caring community. The Community Foundation commits its resources to facilitate and enable change that is inclusive of groups with diverse cultures, philosophies, and experiences. We always seek and welcome partnership in our efforts.

## **Our Inclusion Statement**

The Greater Louisville area draws its spirit, vitality, and character from the increasingly diverse mix of people who live and work in our community. We are more rooted than ever in our commitment to social justice, breaking barriers, and making equity a cornerstone of everything we do. Creating a community where everyone has the opportunity to thrive will only happen when every voice is heard and respected and all residents can dream fearlessly.

## **Our Anti-Racist Identity**

The Community Foundation of Louisville believes structural racism perpetuates the inequities that threaten the well-being of our community. We will continue to learn from those in our communities who are teaching us what present and future systemic changes are needed to ensure we build a more equitable and inclusive community.