



# Our Equity Framework

**Equity as a key value** affecting all aspects of our work – internally and externally.

## Our Impact

### PEOPLE

1. Identify, focus on and engage **populations most affected** by inequities

### PLACE

2. Invest in and build on **strength and cultural and social assets** of the community

### POWER

3. Invest in power to lift **community voice and leadership** as a driver for change

### Systemic Change

4. Understand **root causes, key gaps, and connectivity** of issues to identify and invest in **systemic solutions** to addressing equity

## Our Work

### PARTNERSHIP

4. Strengthen **partnerships** with community-based, grassroots organizations, nonprofits, and peer foundations **who are aligned with equity goals** for greater impact and shared learning

### PRACTICE

5. Build **organizational capacity and institutional accountability** for equity practices and results – internally and for our partners
6. Collect and use **data to identify inequities**, inform decisions and track progress

### PURPOSEFUL ALIGNMENT

7. Ensure **intentional coordination and alignment** of all resources across Foundation's work to create impact with focus on equity
8. Ensure Foundation's **organizational policies and decisions** reflect equity value