

# DIVERSITY, EQUITY AND INCLUSION (DEI):

## THE PILLARS OF STRONGER FOUNDATION PRACTICE

1

INVESTS TIME AND  
RESOURCES IN  
UNDERSTANDING  
AND DEFINING  
DIVERSITY, EQUITY  
AND INCLUSION

2

PRODUCES  
AND REVIEWS  
STRATEGIES THAT  
WILL IMPLEMENT  
DEI PRACTICES

3

COLLECTS, TRACKS  
AND PUBLISHES DEI  
DATA ON ITS OWN  
PRACTICES AND  
PERFORMANCE

4

HAS A DIVERSE  
TRUSTEE BOARD  
AND STAFF TEAM,  
BOTH IN TERMS OF  
DEMOGRAPHICS  
AND EXPERIENCE

5

REFLECTS AND  
IMPLEMENTS  
DEI PRACTICES  
IN ITS FUNDING  
ACTIVITIES

6

EXPRESSES ITS  
DEI COMMITMENT,  
POLICIES AND  
PRACTICES  
PUBLICLY

7

MAKES ITSELF  
ACCOUNTABLE TO  
THOSE IT SERVES  
AND SUPPORTS

8

USES ITS OWN  
POWER TO  
ADVOCATE FOR  
AND ADVANCE  
DEI PRACTICES

9

COLLABORATES  
WITH OTHERS TO  
PROMOTE AND  
IMPLEMENT DEI  
PRACTICES