

Association of Baltimore Area Grantmakers DIVERSITY, EQUITY, and INCLUSIVENESS POLICY

The mission of the Association of Baltimore Area Grantmakers (ABAG) is to maximize the impact of giving on community life through a growing network of diverse, informed, and effective philanthropists. ABAG encompasses a region that is changing every day in its economic, social, religious, racial, and ethnic makeup. Through its giving, our philanthropic community is in a unique position to offer equitable access to resources and increased opportunity to residents and organizations.

ABAG is committed to fulfill its mission by embracing diversity and inclusiveness and focusing on racial equity in its governance and programs. For ABAG, diversity encompasses differences in the attributes of both individuals (such as race, ethnicity, age, socio-economic status, gender, physical ability, sexual orientation, and religion) and organizations (foundations and giving programs of differing sizes, missions, geographic locations, and approaches to grantmaking). For ABAG, inclusiveness means creating a welcoming and trusting environment that facilitates learning and incorporates viewpoints of diverse communities. For ABAG, racial equity is a state in which one's life outcome cannot be predicted by race or ethnicity. Racial equity ensures that the necessary conditions are in place for each person to achieve his/her full potential in life. Racial equity is one part of racial justice as are diversity and inclusiveness. Thus, we include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race.

Diversity, in all its aspects, is an essential ingredient of good governance, and has been shown to result in better financial and organizational performance; increased capacity to connect to new markets and communities; expanded access to talented staff and volunteers; enhanced innovation and creativity; and stronger professional relationships. ABAG believes that its governance and programs will improve if the perspectives of individuals of different backgrounds are included in its board, programs, and decision-making.

Effective grant making requires philanthropic institutions to adopt and maintain a culture and organizational practices that are inclusive, transparent, and equitable. Effective philanthropic organizations must work with each other and the larger community to develop innovative solutions to societal problems and needs. Therefore, ABAG will offer programs that will expose its membership to a broad pool of ideas, experiences, and knowledge from which members can draw for their own work.

ABAG recognizes that achieving diversity, racial equity, and inclusiveness is an ongoing process which requires intentionality and explicitness. Therefore, the Directors of ABAG resolve that:

- ABAG will provide learning resources and support for ABAG member organizations seeking to increase diversity, racial equity, and inclusiveness in their own programs, activities, outreach, staffing, governance, and grantmaking.
- ABAG will increase diversity and inclusiveness among its board and membership, including its committees, member groups, and task forces.
- ABAG will encourage engagement around issues of diversity, racial equity, and inclusiveness, particularly with respect to program themes, topics for communications, agendas, speakers, audiences, and resource materials.
- ABAG will use its diversity, racial equity and inclusiveness principles when contracting for goods, services, and recruiting, hiring and retaining staff.
- ABAG will annually evaluate its implementation of this policy and provide a written report of activities related to all members.