

# LICKING COUNTY FOUNDATION

## STATEMENT OF INCLUSIVENESS

Approved on 5/24/18

Licking County Foundation exists to improve the quality of life for all citizens of Licking County, and is made up of a diverse collection of funds given by caring individuals, businesses and organizations that have a common concern for the well-being of the people in the community. Our mission requires a commitment to inclusiveness as a fundamental operating principle and is best pursued if our workforce, grantees, donors, volunteers, partners, vendors and governing body include individuals of diverse backgrounds, beliefs, and perspectives.

The Foundation believes that diversity encompasses, but is not limited to, age, gender, race, national origin, philosophy/religion, physical and/or mental abilities/characteristics, sexual orientation, economic circumstances, and lifestyle. Thus the Foundation is committed to fostering a supportive work environment that respects and appreciates diversity in its many forms and provides all staff members with an opportunity to maximize the use of their work-related skills and talents.

The Foundation seeks to work with external organizations that reflect, as a group, the diversity of the Licking County community. We look for grantees, volunteers and business partners that include individuals of varied backgrounds, beliefs, and perspectives. We encourage all organizations with which we work to recognize and embrace the benefits of diversity.

Finally, in order to achieve the highest standards in all our activities, it is important that the Foundation benefit from the perspectives of many different segments of the community. Toward this end, we seek to collaborate with donors of varying means and interests. In addition, we encourage the appointment of community leaders to our governing board who will bring varying points of view to board deliberations.

Licking County Foundation celebrates and values diversity that contributes to a kind, encouraging and welcoming community which helps all residents live happy, healthy and hopeful lives.