

2002 Board Value Statement on Diversity & Inclusion

“We strive to model and promote diversity and inclusion as a means to strengthen the work of grantmakers. We do so by working to create an environment in which men and women from different national origins, ethnicities, races, and cultures, of different generations, religions, economic backgrounds, and sexual orientations, and with different skills, abilities, lifestyles, and beliefs are respected, valued, and encouraged to participate. We seek to understand, represent, and share the range of philanthropic perspectives held and traditions followed by our members. And, we actively attempt to serve a diverse membership, be governed by a diverse Board of Trustees, and to attract and retain diverse staff members. We encourage members to join with us by developing their own commitment to diversity and inclusion for the future of philanthropy in Michigan.”

2003 Board Adoption of Guiding Principles as condition of membership

Principle #6. “Strive to include the perspectives, opinions and experiences of the broadest possible cross-section of people to inform the foundation through its grantmaking, through the composition of its board, committees, staff and advisors/consultants and through its business practices.”

2006 Board Resolution on Inclusion

RESOLVED that the CMF Board and staff strive to model and promote inclusion as a means to serve and strengthen the work of a diverse membership by working to: Create an inclusive environment in which individuals or grantmakers from different national origins, ethnicities, races, cultures, generations, religions, economic backgrounds and sexual orientations, and with different skills, abilities, lifestyles and beliefs are respected, valued and encouraged to participate; Be governed by a diverse Board of Trustees, and attract and retain diverse staff members; Understand, represent and share the range of philanthropic perspectives held and traditions followed by our members; Encourage members to join with us in developing their own commitment to inclusion for the future of philanthropy in Michigan by signing CMF’s Guiding Principles.

2006 Board Approval of New Equal Employment Opportunity Policy with Gender Identity

2008 Board Resolution on *Transforming Michigan Philanthropy Through Diversity & Inclusion (TMP)*

RESOLVED that CMF undertake a five-year initiative to become a model regional association and resource for the national field of organized philanthropy by institutionalizing diversity and inclusion throughout all aspects of staffing, operations, governance, membership, member services/programs; and sharing lessons learned/best practices with the network of regional associations of grantmakers nationwide and other key partners like the Council on Foundations.

2008 Board Resolution on Principles for Diversity & Inclusion

RESOLVED that we encourage all foundation leaders to embrace the following common principles that promote a broad approach to diversity, equity and inclusion as a matter of fairness and effectiveness in our profession by believing in:

- Mutual Respect – fundamentally valuing and respecting experiences different from our own,
- Freedom and Flexibility – respect for each individual foundation’s commitment to address those aspects most germane to its mission,
- Knowledge and Creativity – becoming more creative and informed investors
- An Intentional Approach – formalizing meaningful goals in our governance and programming
- Transparency – regularly reporting progress and lessons learned

2009 Board Resolution on Updated Statements for TMP and Unified Definition of Diversity & Inclusion

RESOLVED that the following changes to the goal, four objectives, vision and unified definition of diversity and inclusion for the *Transforming Michigan Philanthropy Through Diversity and Inclusion* (TMP) Initiative be adopted.

TMP Vision: Be a catalyst for positive social change to transform Michigan communities

TMP Goal: To increase the effectiveness of organized philanthropy in Michigan

TMP Objectives:

- 1: Become a diverse and inclusive membership association
- 2: Increase member awareness and understanding and support voluntary action to become more diverse and inclusive
- 3: Help member foundations achieve their goals for diversity and Inclusion
- 4: Increase the diversity of individuals serving, leading, governing and advising foundations and corporate giving programs

Unified Definition of Inclusion & Diversity:

Inclusive philanthropic organizations seek out and consider the perspectives of diverse individuals to overcome current and historic systemic barriers and exclusion thus ensuring that all individuals have equitable opportunity to participate in society and philanthropy. Diverse individuals are from different genders, national origins, ethnicities, races, cultures, generations, religions, economic backgrounds, gender identities and sexual orientations, and possess different skills, abilities, lifestyles and beliefs.