



Statement on Diversity

WHEREAS, the mission of The Oak Park-River Forest Community Foundation is to inspire philanthropy and to steward the communities toward sustainability, we believe diversity is a fundamental strength of our communities. Our mission is best fulfilled when we embrace diversity as a value and a practice.

WHEREAS, we maintain achieving diversity requires an enduring commitment to inclusion, we believe it must find full expression in our organizational culture, values, norms and behaviors. Throughout our work, we shall support diversity in all of its forms, encompassing but not limited to: age, disability status⁽¹⁾, economic circumstance, ethnicity, gender, race, religion and sexual orientation. Leading by example we aspire to make diversity a core and abiding strength of the nonprofit sector in our communities.

WHEREAS, the Foundation recognizes its effectiveness shall be enhanced and its mission well served by achieving diversity, we believe the practice of diversity is reflected in all aspects of the organization, specifically when:

The Foundation reflects the rich diversity of the communities it serves.

The Foundation shares its commitment to diversity as a value and a practice with its current and potential donors and encourages donors to consider and embrace these values.

The Foundation's Board of Directors represents both the Oak Park and River Forest communities. Board membership strives to reflect diversity in all of its forms, including representation from both communities.

The staff of the Foundation reflects the Oak Park and River Forest communities. Staffing at every level of the organization strives to reflect the diversity of its communities. The Foundation anticipates that its demonstrated commitment represents an organizational standard for the nonprofit sector in our communities.

The Foundation's grant making is representative of the communities it serves and each potential and current grantee demonstrates a commitment to diversity as a value and a practice. A demonstrated commitment is reflected in staffing, board composition, vendors and program partners and organizational philosophy. It is important for an organization's staff to be representative of the populations served. Staff demographics should also be factors considered in making grant decisions.

The Foundation's vendor community demonstrates a commitment to diversity and inclusion as a practice. This commitment is reflected in governance practices, hiring practices and organizational philosophy.

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⁽¹⁾The term "disability" means, with respect to an individual, a physical or mental impairment that substantially limits one or more major life activities of such individual; major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. (Americans with Disabilities Act, 1990)