

## **Consumer Health Foundation Internal Diversity and Equity Indicators**

### **Overview Statement**

The Consumer Health Foundation envisions a region and nation in which everyone has an equal opportunity to live a healthy and dignified life. By everyone, we mean all people regardless of race, ethnicity, immigration status, gender identity, sexual orientation, disability, or income. As a private funder focused on improving the health of low-income communities and communities of color in our region, we must ensure that our internal policies and practices are in keeping with our public health mission.

We strive to be a diverse and inclusive organization by ensuring that people from different backgrounds are involved meaningfully in the organization. This includes having leadership responsibilities at both the level of governance and operations. We also strive to organize various aspects of our work and organizational processes so that they contribute to equity outside of the foundation. To this end, we have developed a set of diversity and equity goals and practices to support the Board of Trustees and staff in their efforts to be accountable to the community. These indicators are used by the board and staff to reflect on our progress on diversity and equity and to encourage decision-making for continuous improvement.

### **Vision, Mission and Values**

CHF's vision, mission and values statements reflect its commitment to diversity and equity.

### **Board of Trustees**

- The board is diverse in many ways, with special attention to racial/ethnic and gender diversity.
- The board includes members who are involved in grassroots advocacy efforts aligned with the foundation's priorities.
- The board's officers are diverse, with special attention to racial/ethnic and gender diversity.
- The nominations and governance committee of the board monitors board diversity using a board diversity matrix and makes recommendations to the board.
- New board members are recruited using diverse networks.
- New board members receive an orientation to the board that includes special attention to diversity and equity.
- Board members describe the board as diverse and inclusive.
- Board members participate in diversity and equity development opportunities.

### **Employment**

- The staff is racially/ethnically diverse and there is gender diversity. Whenever possible, there is language diversity.
- New staff members are recruited using diverse networks.
- A diverse pool of candidates is selected for interviews for all positions.
- Staff members describe CHF as diverse and inclusive.
- Staff members participate in orientation and development opportunities on equity issues.
- CHF's employment handbook reflects its commitment to diversity and equity.
- CHF is in compliance with relevant laws and regulations on employment nondiscrimination.
- CHF uses a variety of methods to assure the fiscal stability of the organization and takes special care when using credit reports to make employment decisions.

### **Performance**

- The Board of Trustees assesses the President & CEO's performance regarding diversity and equity indicators.
- Staff members who have the responsibility for selecting vendors are assessed on the Vendor Relationships indicators.

### **Vendor Relationships**

- Vendors led by women and people of color are strongly encouraged to apply.

- Requests for proposals include a statement about CHF's commitment to diversity and equity.
- There is documentation that requests for proposals have been shared with diverse networks.
- Potential vendors are encouraged to share staff diversity data as a part of the procurement process.

### **Communications**

- When communicating with audiences who have limited English proficiency, CHF makes every attempt to translate written materials and oral content into other relevant languages, as appropriate.
- CHF's core narratives and messages highlight the foundation's commitment to diversity and equity.

### **Grantmaking and Capacity Building**

- Requests for proposals include a statement about CHF's commitment to diversity and equity.
- There is documentation that requests for proposals have been shared with diverse networks.
- Applicants are asked to provide the racial/ethnic and gender composition of the organization's management, staff and board members.
- Grantees are asked if their board or staff composition has changed from last year and is at least 51% persons of color. They are also asked to name the reason(s) for the change and the major steps the organizations undertook.
- CHF provides capacity building support and consultation to its grantee partners on diversity and equity issues.

### **Strategic Partnerships**

- CHF staff members document how they are working to influence strategic philanthropic partnerships as it relates to issues of diversity and equity.

### **Mission-Consistent Investing**

- When selecting investment advisors and money managers, firms led by women and people of color are strongly encouraged to respond to requests for proposals.
- Requests for proposals include a statement about CHF's commitment to diversity and equity.
- There is documentation that RFPs have been shared with diverse networks.
- Potential firms are asked to share staff diversity data.
- When considering investments and social venture opportunities, CHF considers those that will positively impact low-income communities of color.