

POLICY

DIVERSITY AND INCLUSION

Preamble:

The Ottawa Community Foundation was created by and for the people of Ottawa. It is committed to connecting donors who care with issues that matter in order to build and sustain a strong, smart and caring community in which all are included and have the opportunity for full and productive lives.

To build and sustain this goal over the long term the OCF must reflect and be part of the community of Ottawa. As the community evolves and changes so must the OCF. Diversity and inclusion are essential in everything that we do to ensure OCF's continuing relevance and impact. OCF seeks to lead through example and action.

Diversity strengthens our community and organization. Inclusion broadens our experiences and capacity.

Statement:

OCF recognizes the social, cultural and economic advantages of diversity for our city and our organization. We serve and celebrate all residents of our city with respect for all their qualities and differences.

We will develop, apply and sustain inclusive practices in all that we do by:

1. appointing members to the Board and Committees that reflect the community we serve;
2. ensuring our staff and programming reflect the community we serve;
3. providing grants that reach out to a broad range of issues across the community;
4. enhancing and expanding our donor base to include funding partners from diverse communities and backgrounds;
5. constantly striving for an environment in all that we do that is welcoming and inclusive; and
6. regularly reporting on our progress and challenges and reviewing this policy and work plan at least every 4 years.

ORIGINAL EFFECTIVE DATE: June 2013

LAST REVIEWED: June 2017

SUBJECT TO REVIEW: June 2021