



POLICY: Diversity, Inclusion, Equity and Belonging Policy

POLICY NUMBER: 1.12

ISSUING AUTHORITY: Community Foundation of Portage and District Inc.

APPROVED: Date

LAST REVIEWED:

NEXT REVIEW: Date

Purpose:

This policy affirms our community foundation's commitment to fostering a culture where diversity is embraced, equity is actively pursued, inclusion is fostered, and belonging is nurtured. It serves as a guiding framework for how we engage with staff, volunteers, board members, donors, grantees, and community stakeholders. Our goal is to ensure that our values are reflected in our governance, operations, hiring, funding decisions, and community relationships.

Policy Statement:

We recognize that systemic inequities have historically excluded and marginalized many communities. Our foundation is committed to reducing barriers, amplifying underrepresented voices, and creating inclusive spaces where individuals feel respected, valued, and connected. We encourage all individuals involved in our work to apply these Diversity, Inclusion, Equity and Belonging (DEIB) principles in their decisions and actions, and we strive to be a learning organization that evolves through reflection, feedback, and accountability.

Guiding Principles:

- Diversity refers to the presence of differences in identity, experience, and perspective, including but not limited to race, ethnicity, gender identity, sexual orientation, age, ability, religion, language, and socioeconomic background.
- Equity involves recognizing and addressing systemic barriers to ensure fair access to opportunities and resources.
- Inclusion is the practice of creating environments where all individuals can fully participate and contribute.
- Belonging is the outcome of intentional efforts to ensure people feel seen, heard, and valued within our foundation and the broader community.

Practice:

These guiding principles reflect our holistic approach to inclusive engagement. Every stage: from outreach and recruitment to selection and onboarding, is guided by fairness, transparency, and a deep respect for diverse identities and experiences. By embedding equity into our workflows and decision-making, we strive to create an environment where all individuals feel seen, supported, and empowered to thrive.

Community Relationships and Support:

Our foundation is committed to supporting diverse community stakeholders, including Indigenous, racialized, LGBTQIA2S+, and disability communities. We aim to uplift organizations and initiatives that reflect the lived experiences and priorities of equity-deserving groups while remaining responsive to the evolving landscape of community leadership and ensuring our funding and engagement practices reflect our values.

Data, Learning, and Accountability:

We collect and analyze demographic and equity-related data to inform our practices. Progress toward DEIB goals is evaluated and shared transparently. Feedback from staff, partners, and community members is welcomed to strengthen our approach.

Belonging in Practice:

Belonging is cultivated through intentional efforts to create spaces for connection, affirmation, and respect. We celebrate cultural milestones, support inclusive practices, and respond to harm with care and restorative approaches.

Responsibility:

Review, and revision of this policy if required, with subsequent recommendation to the Board for approval.