GOING BEYOND DIVERSITY

QUESTIONS FOR DISCUSSION

1. What does it mean to “embrace diversity” as a fundamental element in our efforts to support healthy aging?
2. How is your foundation working to embrace diversity? Are you working both internally and with your grantees and partners?
3. How do we go beyond diversity to create real inclusion and advance equity for older persons who have historically and systemically been left out and left behind? Consider both internal and external strategies.

DEFINITIONS FOR DISCUSSION

Diversity:

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. Recognizing that certain populations have been historically marginalized due to their race, ethnicity and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values.

Inclusion:

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It’s important to note that while an inclusive group is diverse, a diverse group isn’t always inclusive. Increasingly, recognition of unconscious or implicit bias helps organizations to be deliberate about addressing issues of inclusivity.

Equity:

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

The Endowment for Health developed the above draft definitions based on language from the D5 Coalition, Racial Equity Tools Glossary, and UC Berkeley.
TOOLS TO EXPLORE

  Workplace racial inequity exists in America unless significant attention is paid to changing it. When racial equity, diversity and inclusion (EDI) are understood as mission-relevant to an organization, strategies for achieving EDI take precedence and permeate the culture. This toolkit condenses 15 years of the Annie E. Casey Foundation’s employee work “hard-wiring” EDI as part of the cultural norm from management to staff to grantees to vendors.

- **Analysis of Policies, Practices, and Programs for Advancing Diversity, Equity, and Inclusion.** Prepared for the D5 Coalition by Just Partners, Inc. 2013
  This is a useful tool for foundation staff, leadership and other members of the philanthropy community who want to take action to advance Diversity, Equity and Inclusion. It provides a comprehensive scan of existing written and web-based resources from philanthropy and the more general fields of organizational effectiveness and social justice in order to identify existing policies, practices, and tools that can inform and guide philanthropic action.

- **Foundations Facilitate Diversity, Equity and Inclusion: Partnering with Community and Nonprofits.** Prepared for the D5 Coalition by Gerri Spilka, Vivian Figueredo, Georgia Kioukis of the OMG Center for Collaborative Learning. 2014.
  This 2014 report by the OMG Center for Collaborative investigated the systemic factors in the philanthropic sector that facilitate diversity, equity, and inclusion in grantmaking and nonprofit practices. Specifically, the project identified where there are opportunities for foundations to reinforce diversity, equity, and inclusion through interactions with their nonprofit partners and peer foundations.