



MINNESOTA COUNCIL  
ON FOUNDATIONS

*a community of grantmakers*

### **MCF Policy on Inclusivity**

The mission of the Minnesota Council on Foundations is to strengthen and expand philanthropy. In its efforts to accomplish its mission, the Council is committed to achieving inclusivity by modeling inclusive practices within the organization and by providing leadership, tools and resources on inclusive practices to its members and the field.

The Council believes that the quality and the effectiveness of philanthropy are enhanced when diverse people work together and when grantmaking organizations – in their roles as funders, employers, economic entities and civic participants – reflect the diversity of the communities they serve.

For the purposes of its work, the Council has defined inclusivity to include groups of individuals traditionally identified in various definitions or included in language related to human rights laws. Diverse characteristics that may be important to our philanthropic work include, but are not limited to, individuals who bring perspectives based on race, color, religion, gender, age, disability, national origin, marital status, sexual orientation or diverse social/political ideology.

## 2009 MCF PLAN OF INCLUSIVITY

The Board of Directors believes that MCF, as part of its mission to strengthen and expand philanthropy, must work to ensure that philanthropy in Minnesota has respect and appreciation of differences among people and that it includes and is responsive to the views and issues of the diverse communities with which we live and work.

The Council has a long history of providing leadership on inclusive practices since its seminal work beginning with its strategic work begun with the 1991 plan, *Imperatives for New Times*. An original Plan of Inclusivity was developed in 1996 providing guidance on the selection and composition of the board and committees of the Council. This plan updates that work and expands it to include a specific MCF Policy on Inclusivity and a Plan of Inclusivity that articulates the role and activities of MCF committees and their work on inclusive practices.

As part of its recent work on Public Trust and Accountability, MCF has published a new set of Principles and Practice Options that define Race/Diversity and Inclusive Practices as:

*For the purposes of our work, we have included groups of individuals traditionally identified in various definitions or included in language related to human rights laws. Diverse characteristics that may be important to our philanthropic work include, but are not limited to, individuals who bring perspectives based on race, color, religion, gender, age, disability, national origin, marital status, sexual orientation or diverse social/political ideology.*

Achieving diversity and embracing inclusive practices begins with the commitment and leadership of the board of directors and is carried out by committees, task forces and staff.

Annually, this Plan of Inclusivity and its outcomes will be presented to the Board of Directors at its December meeting. It is expected that the Plan will evolve over time and that each year it will affirm or refine committee roles and strategies that will be undertaken for efforts related to inclusive practices. While the roles may not change significantly from year to year, new strategies may be introduced, others may move from development stages to implementation and monitoring, and others may need updating and refinement.

Following is the 2009 Plan of Inclusivity, developed by MCF's committees and task forces as the activities they will undertake to implement the Council's work on these issues within the context of its current strategic plan, STRATEGY | 2010.

### **Board of Directors**

Provide leadership on behalf of the field in demonstrating inclusive practices through the Minnesota Council on Foundations and in its governance functions.

1. Engage in discussions/debate and develop policies and direction on Inclusivity.
2. Annually approve a Plan of Inclusivity
3. Oversee and monitor the work and implementation of the Plan of Inclusivity by staff and the committees of the Council.

### **Executive Committee**

Serve as the committee coordinating all inclusivity efforts by the Board of Directors

1. Oversee the implementation of Inclusive Practices on the board including board training.
2. Work directly with the President to monitor progress and establish priorities for work on Inclusivity.
3. Assure that all new directors, committee and task force members and staff will receive an orientation to MCF's past work and to its current strategic direction, and that they will be given opportunities to better understand race, diversity and inclusive practices and their impact on philanthropy.

### **Governance Committee**

Assure an environment of inclusivity exists in all aspects of MCF's governance, including appointment, composition, and treatment of the volunteer board of directors, committees and task forces.

1. Responsibility for recruitment and nomination of directors and officers of the board rests with the Governance Committee. The volunteer pool from which directors and committee and task force members are chosen consists of individuals associated with MCF member organizations (e.g., staff, trustees and others who have a current and ongoing formal relationship with a member). The Governance Committee will use the following guidelines in the recruitment and nomination process:
  - a. Prospective qualified candidates will be identified to assure diverse representation along with other considerations, such as interest in serving, skill set, etc. The Committee may also consider up to two at-large members from the general community, as allowed in the Council's bylaws.
  - b. Specifically for the Board of Directors, the demographic composition and profile of the current membership will be analyzed by asking each board member to voluntarily complete a demographic characteristics survey, which should include:
    - i. affiliations of individual directors (e.g., type of organization, size and location of that organization, etc.)
    - ii. personal characteristics of individual directors (e.g., diversity characteristics, professional position, skills, etc.)
  - c. Since MCF committees are a significant source of board nominees, MCF will actively seek to recruit committee members who also bring diverse perspectives and experiences and who will contribute to the inclusiveness of MCF.
  - d. All MCF members will be solicited for recommendations for board nominees. In addition, all members will be given an opportunity to volunteer for MCF committees and, when appropriate, task forces.
2. The composition of the board of directors, committees and task forces will be examined annually, identifying any compositional changes needed to represent the changing diversity of our state and to include important, diverse perspectives that will inform the work of MCF, its Board of Directors and its membership.
3. Annually, the Governance Committee will report to the Board of Directors and to the membership on the diversity achieved for the Board, its leadership and all committees and task forces established by the Board, based on the voluntarily completed demographic characteristics and skills survey.
4. The Governance Committee will identify the educational and training needs and interests of the board, identify and recommend opportunities to meet those needs and interests, and if warranted work cooperatively with the Committee on Inclusivity or staff to develop and assure delivery of board, committee, and task force orientations on inclusive practices, consistent with the Plan of Inclusivity.

### **Committee on Inclusivity**

Identify or develop knowledge, resources, and tools that substantiate the case for inclusivity and illustrate good practices on race, diversity and inclusive practices in philanthropy. Assist MCF staff and committees in integrating these strategies into its work with MCF members and the field of philanthropy.

1. Collaborate and consult with the Program and Information Committee on developing new inclusivity/diversity programming and holistically incorporating inclusivity/diversity components within ongoing programs as appropriate. This includes coordination with The Saint Paul Foundation on the Institutional Racism Learning Community project and development of other educational activities as identified.
2. Gather, vet and disseminate inclusivity/diversity information resources to enhance MCF member effectiveness. This includes updating and redeveloping the diversity toolkit into an online, interactive resource that illustrates and reinforces the MCF Diversity Framework.
3. Track local and national initiatives related to inclusivity and diversity in order to identify and extract trends, best practices, challenges and accomplishments in the nonprofit and philanthropic sectors.

4. Identify training resources and opportunities for the Board and members, sharing measurement methods and gathering relevant membership data that will enhance MCF's and MCF members' ability to model inclusive practices.
5. Evaluate the potential for a diversity/inclusivity fellowship to further MCF strategic goals related to inclusivity/diversity.
6. Consult with the Governance Committee on development of the Policy of Inclusivity and the annual Plan of Inclusivity.

### ***Program and Information Committee***

Provide education and professional development and networking connections on inclusive practices

1. Develop the Institutional Racism Learning Community pilot project in partnership with The Saint Paul Foundation
2. Complement this pilot project with other opportunities for all members.
3. Promote the opportunity for members to hold "Facing Race" dialogues within their foundations
4. Conduct at least one general learning opportunity about cultural competence
5. In conjunction with the Committee on inclusivity explore creating a Diversity Fellow position or intern program as a way to develop models, best practices, tools and resources.
6. Integrate inclusive practices into existing training and programs.

### ***Membership Committee***

Assure that MCF membership policies are inclusive and that outreach efforts are undertaken to recruit diverse grantmaking organizations.

1. Review and update, if needed, current membership policies to ensure an inclusive membership that reaches out to and includes diverse organizational grantmakers in the Council's membership. The Membership Committee defines grantmaker diversity to include (but not limited to):
  - Minority led grantmakers
  - Faith-based Grantmakers
  - Next Generation Philanthropists
  - Giving Circles
  - Individuals
2. Develop recruitment and retention strategies to reach out to non-traditional grantmakers and minority led foundations. Consider a meeting of potential new stakeholders to identify where the intersection is between what MCF currently offers its membership and the interests and needs of a more diverse membership.
3. Work with the P&I Committee to offer opportunities for interaction and discussion such as personal invitations to attend programs and inviting diverse/minority speakers and presenters to share their stories.

### ***Government Relations Committee***

Monitor public policies on a local, state and federal level that impact philanthropy and inclusive practices both as a grantmaker and employer. Develop positions and/or recommendations for board consideration.

1. Monitor emerging work in public policy engagement of members, especially where it relates to disparities. If public policy engagement efforts can be enhanced through inclusive practices consider implementing the following activities:
  - a. Convene – explore educational opportunities and member briefings around disparities work.
  - b. Identify examples/best practices from member grantmakers that are doing work around diversity and public policy.
  - c. Identify ways to connect with diverse communities to hear their stories - a "listening tour" of sorts. Share learnings and stories with members and other stakeholders.

**Finance and Administration Committee**

In the Council's role as an economic entity and employer, develop internal financial and management policies that help MCF serve as a model of inclusive practices.

1. Develop and implement a vendor selection process to support and increase the diversity of the Council's vendors.
2. Develop and implement a non-discrimination statement/agreement for existing and new vendors to ensure compliance with the Council's non-discrimination policy.

**Audit Committee**

There is no specific role for this committee on inclusive practices, other than to employ inclusive practices in its work.

1. Implement the Council's vendor selection policy, when seeking a new auditor.