

OUR COMMITMENT TO DIVERSITY

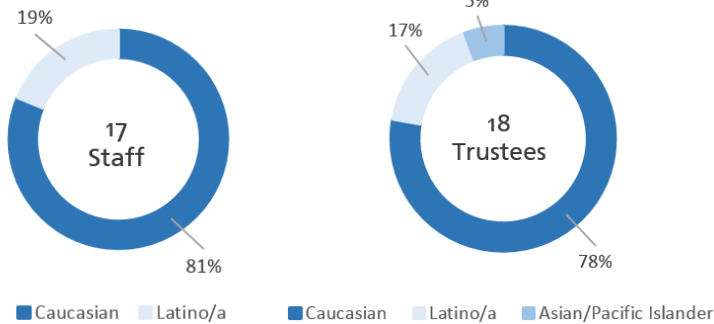
The Community Foundation’s impact is enhanced when it reflects the communities we serve. Our ability to achieve our mission can best be pursued if our staff, board, donors, and grantee partners include individuals of diverse backgrounds, beliefs and perspectives. We are committed to fostering an organizational culture that respects and appreciates diversity in its many forms.

Our mission is advanced by working alongside organizations that reflect, as a group, the diversity of Santa Cruz County. We look for partners that share a commitment to diversity in order to better enhance their abilities to engage with and improve our community. We know developing broader representation takes time. As a funder, we collect diversity data from our partners as one way to learn about diversity trends in fields we support and where organizations are making progress in reflecting the communities they serve.

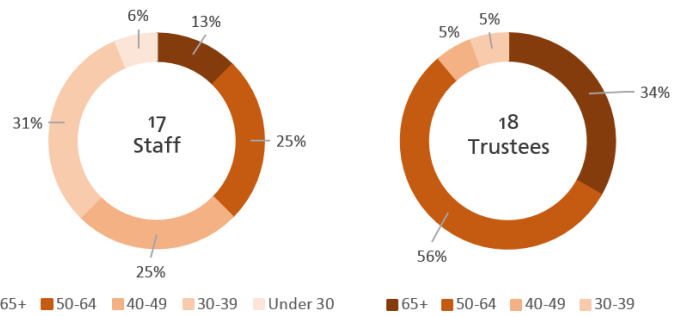
We also pay attention to our own diversity. As we work to recruit and retain a diverse staff and board, we’ll share we’re at. Below you can find a few of the indicators of the makeup of our Community Foundation family. While demographic identity is only part of the story, we believe that better data will support greater diversity. We invite the involvement and feedback of our partners as we work to keep these commitments central to our mission.

COMMUNITY FOUNDATION BY THE NUMBERS FY2018

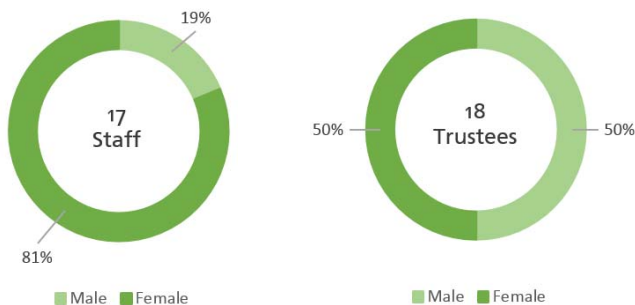
TOTALS BY ETHNICITY



TOTALS BY AGE GROUP



TOTALS BY GENDER



TOTALS BY SEXUAL ORIENTATION

