



Policy on Diversity & Inclusiveness

The principal purpose of Philanthropy New York, as stated in the mission statement, is “to promote effective grantmaking and cooperation among private grantmaking organizations...” As a direct consequence of this purpose, the Board of Directors has adopted several policies to support and encourage greater diversity in Philanthropy New York activities and in all phases of grantmaking. The board believes that adopting these policies is timely and appropriate for several reasons:

1. **Effectiveness is enhanced** when individuals with different backgrounds and perspectives are engaged in an organization’s program and governance. A more diverse philanthropic community, and one that reaches out to diverse groups, will result in richer and more responsive philanthropic programs with greater public support and which better meet the needs of our communities.
2. Examples of historically underrepresented groups that may require particular strategies to encourage their greater inclusion in philanthropy include racial and ethnic minorities such as, **African-American, Latino/as, Asian-American, and American Indians**, as well as **youth, women, gay men and lesbians, and persons with disabilities**. While underrepresented in philanthropy, the above groups are increasingly representative of the general population in our region. To be responsive to our region and be in step with its changes, we must reach out to new communities and populations that have been overlooked in the past.
3. **Philanthropy New York can be a model for other professional associations** by stressing respect and appreciation of differences. If we are to be a credible voice for philanthropy in the region, we must take actions to harness creatively the vitality and strength of the many diverse groups that contribute to the economic health, the cultural opportunities, and the general well-being of our region.

For these reasons, the Board has voted to adopt the following board policies to guide the association as it seeks to encourage and support greater diversity in all aspects of grantmaking.

1. Philanthropy New York will **adopt, publish, and publicize a rationale for actively promoting diversity** in Philanthropy New York’s activities and among its member organizations.
2. Philanthropy New York will seek **greater inclusiveness in membership on its board and on all committees**, planning committees, and ad hoc task forces; in addition, Philanthropy New York will seek inclusiveness in other forms of participation, such as attendance at Philanthropy New York programs and membership of philanthropic organizations set up or managed by underrepresented groups.
3. In all of its **programming**, Philanthropy New York will seek to increase diversity and inclusiveness with respect to program themes, topics, and attendance as well as with respect to speakers, panelists, facilitators, resource persons, resource materials, and vendors/providers of services.
4. Philanthropy New York will seek to provide learning experiences and **support for Philanthropy New York member organizations that are themselves working to increase diversity and inclusiveness** in their programs, activities, outreach, staffing, and governance.

5. The Philanthropy New York staff will develop a **resource bank of informational materials relevant to increasing diversity** in programs, activities, outreach, staffing, and governance. In collecting these materials, the staff will draw heavily on the experience and expertise of member organizations and on the materials developed by other organizations.
6. Philanthropy New York will work in cooperation with other **regional organizations, and in cooperation with other organizations in the philanthropic community** (e.g., other RAGs, affinity groups, Independent Sector, Women and Foundations/Corporate Philanthropy, Council on Foundations) to support and encourage their efforts, and to bolster Philanthropy New York's own efforts, to encourage and support greater diversity and inclusiveness in philanthropy.
7. Because achieving greater diversity requires vigorous and sustained attention, the board will **monitor and annually review progress** toward implementing these policies.