

The McConnell Foundation Diversity, Equity, and Inclusion Statement

The mission of The McConnell Foundation is helping build better communities through philanthropy.

What is our vision for a better community? One that is diverse, equitable, and inclusive: when our downtowns are thriving with active, engaged residents, healthy local businesses, and safe, inviting places to be and meet; when people have access to affordable housing, and come out of homelessness through housing that provides supportive services; when children in our communities, regardless of family finance or circumstance, succeed in school; when our students can go on to develop their talents through post-secondary training and higher education, and make their own unique contributions to society; when communities and ecosystems are resilient through natural disasters and a changing climate; when our youth can develop greater connections to nature and each other; and when people in [Nepal and Laos](#) have access to justice, a healthy environment, and equitable leadership.

The history of the areas we serve includes periods of systemic genocidal practices, colonization, displacement, forced labor, discrimination, and oppression. Awareness and acknowledgement of these shared histories is critical to understanding how to move forward, as is understanding how expressions of white supremacy, racism, sexism, heterosexism, ableism, classism, and their legacies of trauma, persist.

The Foundation board and staff are engaged in an inward-looking process to ensure that our philanthropy avoids perpetuating harm by putting equity at the center of our work. We begin by looking at our own organization: our policies, culture, and staffing. We commit to the continued process of reviewing and improving our policies and operations to support a culture in which staff and their contributions flourish.

We also bring a commitment to equity in our external work, with a specific focus on trust and relationship building with community partners, stakeholders, organizations, and grantees. We strive to reach out with humility and respect to those who have been impacted by systemic racism and inequity, to practice inclusive listening and learning, and to identify opportunities for reparative action.

We expect that our equity work will be an enduring process, with continual learning, reflection and revision. We commit to holding ourselves to a high standard of integrity and perseverance. We are grateful to work together to help build better communities for everyone.