MANATEE COMMUNITY FOUNDATION

DIVERSITY EQUITY ACCESS INCLUSION

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Our Beliefs

1. Diversity includes gender, ethnicity, sexual orientation, skills and knowledge, perspectives, geographic location, employment status and other factors.

2. *Equity* is giving everyone what they need to be successful. *Equality* is treating everyone the same.

3. Developing a culture of diversity, inclusion and equity is not a “check the box” exercise, but one that takes time, discussion and ongoing education.

When we fully embrace a culture of diversity, inclusion and equity, we are more successful in all of our essential business functions—from attracting donors to responding to community needs.
Our strategies

LISTEN & LEARN

Integrate diversity, inclusion, equity and access into ongoing staff and board professional development.

ADAPT DECISION-MAKING PROCESSES

Seek diverse voices to inform our work and decision-making through deliberate processes and networking.

MAKE MEANINGFUL INVESTMENTS

Include meaningful initiatives in our annual plan that reflect our commitment to diversity and inclusion.

COMMUNICATE OUR VALUES

Demonstrate to diverse donors and community members that we represent their needs, interests and communities as part of our work.