

## IMPACT100 SONOMA VALUES AND DEI COMMITMENT

### **Community:**

We believe in Community because we are stronger when we work together. Our philanthropy enables nonprofit organizations serving the Sonoma Valley to grow and flourish, creating a community in which our inhabitants thrive, our natural landscapes are protected, and the special character of Sonoma Valley is preserved, supported, and celebrated.

### **Diversity, Equity, and Inclusion:**

We believe in Diversity, Equity, and Inclusion (DEI). We prioritize DEI in our organization and in our philanthropy because we believe all people deserve to be respected and valued. Within our organization, we emphasize a participatory grantmaking process, while we also strive for DEI in our membership recruitment. We believe our grant recipients must acknowledge the importance of incorporating DEI into their organizational mission, vision, and values.

### **Responsible Stewardship:**

We believe in Responsible Stewardship of the funds we receive from our members. We use 100% of membership donations to accomplish our Mission, while building a focus on trust-based philanthropy. We encourage partnerships and collaboration to improve the long-term sustainability of our nonprofit community and greater sustainability of our non-profit community.

### **Empowerment:**

We believe in Empowering our members to become more engaged in our community. We provide our members the opportunity to learn about the goals and needs of nonprofits operating in Sonoma Valley, in order to develop a better understanding of the challenges facing these community, and ways we can create positive change through the power of collective philanthropy.

### **FURTHERMORE, OUR DEI COMMITMENT:**

As a nonprofit organization with a mission to improve the quality of life in our community, it is essential that we confront the effects of racism and discrimination, accept that we have work to do and recognize that we bear collective responsibility for dismantling systemic racism and injustice in our community. Therefore, we are committing to:

- Creating an organizational culture and set of values that reflects the principles of diversity, equity, inclusion, and justice.
- Ensuring our staffing, spaces, programming, outreach, communications, board membership and other organizational aspects are welcoming and inclusive of different perspectives.
- Actively working to center and engage marginalized voices.
- Making this work ongoing by adopting an equity lens in strategic planning.