



Diversity, Equity, Inclusion Statement

Shared Ascent Fund (SAF) provides sustained support for efforts that confront the growing threat to our democracy, with an emphasis on advancing economic, racial, and gender equity. We recognize the exclusionary practices upon which our modern society is built: elitism, racism, sexism, ageism, and other forms of oppression and discrimination. Through our work, we seek to break down those systemic social, cultural, and economic inequities to help advance a new reality in which decision making and leadership are representative of the diverse communities that comprise our nation. We believe all people should have equal opportunities to live full and healthy lives, meaningfully participate in a vibrant democracy, and build a better, safer future that serves the many not the few.

Toward that future, SAF is committed to:

1. Engaging in **grantmaking** that explicitly promotes diversity, equity, and inclusion (DEI).
2. Supporting and engaging in advocacy for **public policies** that remove barriers, injustices, and inequities faced by marginalized communities.
3. Building a **workplace culture** that values DEI and continues to learn and grow in our capacity to advance DEI as a team and with our grantees, funders, and partners.

Advancing DEI is a moral imperative and essential to our mission. We cannot advance a resilient democracy and healthy environments and communities without addressing the societal and institutionalized inequities that paralyze our ability to mobilize and effect meaningful change. As we focus our work through a DEI lens—from changing policy to empowering new leadership—we create enduring results, precisely *because* they are equitable and inclusive.

We define diversity, equity, and inclusion according to the following definitions:

- **Diversity:** Diversity includes all characteristics and experiences that define each of us as individuals. It includes race, gender, sex, ethnicity, age, religion, national origin, disability, sexual orientation, communication style, work style, socio-economic status, political orientation, etc.
- **Equity:** The guarantee of fair treatment, access, opportunity and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.