

## MCF 2016 Compiled Diversity, Equity, Inclusion Policy & Practice Statement Updates

The following Policy and Practice Statements were approved by the MCF board of directors at its December 2016 meeting. This body of work is based off MCF's Diversity Framework, which asks philanthropy organizations to consider the Four Roles for DEI work: As Funders, As Employers, As Economic Entities, As Community Participants. The work was led by the MCF Diversity, Equity and Inclusion Committee:

Kim Borton, *InFaith Community Foundation*, chair

Katy Friesz, *Carlson Family Foundaiton*

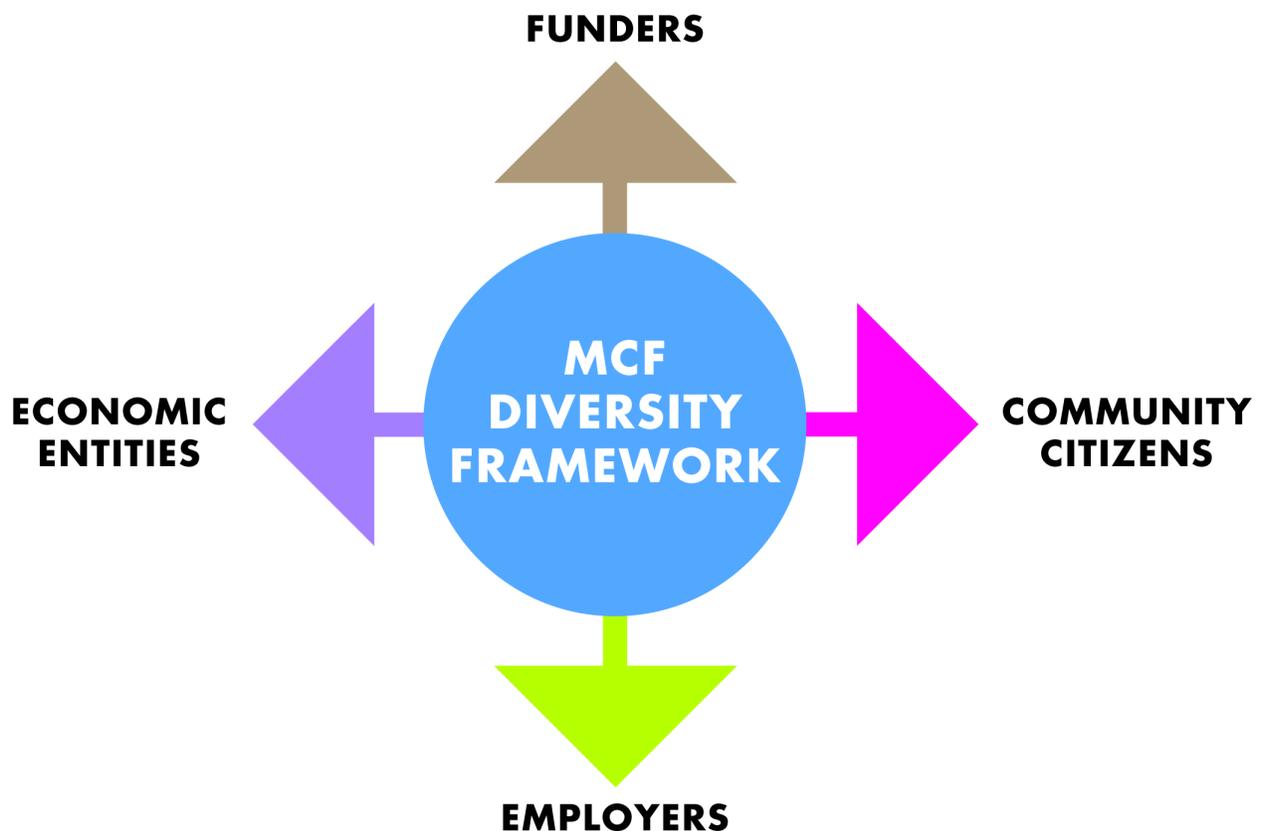
Jim Garness, *Xcel Energy*

Aretha Green-Rupert, *Otto Bremer Trust*

Judson McNeil, *Toro Company & Toro Corporate Giving*

Tim Thorpe, *James R. Thorpe Foundation*

With questions about the statements, please contact Alfonso Wenker, [awenker@mcf.org](mailto:awenker@mcf.org)



### EMPLOYER

#### Statement on Relationship with Employee Benefits Vendors

MCF seeks to offer generous, competitive and culturally relevant benefits to its employees. MCF is committed to working with its employee benefits vendors to provide a full scope of benefits that meet the requirements of employees' religious/spiritual practices. Specifically, MCF has worked with its 403(b) vendor to provide retirement account options for employees observing religious practices that require particular investment screens or limits on receiving payment of interest on retirement accounts. Members interested in working with their vendors in this way are invited to call MCF finance director to learn more.

### **Statement and Practices on Hiring, Cultural Competency and Staff Diversity Reporting**

MCF is committed to hiring a diverse staff across race, gender, age, sexual orientation and other identities. In particular, given our commitment to racial equity and historic underrepresentation of people of color in the field of philanthropy, MCF will ensure that finalist pools include candidates of color before closing applicant outreach. Additionally MCF is committed to hiring culturally competent staff that has a passion for our diversity, equity and inclusion priorities. As such we will incorporate the following questions into our hiring process (adapted from The Saint Paul Foundation):

- How has your culture influenced you? (Listen to see if the candidate is aware of their cultural influences and how it has shaped their perspective.)
- How do you see yourself contributing to MCF's commitment to diversity, equity and inclusion? (to see if the candidate has past experiences that will add to or enhance MCF's efforts.)
- Please describe a situation in which you worked on a project with people who were from cultural backgrounds other than your own. What was challenging for you in this work? What did you do to make your work together successful?

In an effort to maintain transparency and accountability, MCF will annually report on the percent FTEs of color, percent FTEs that are women, and percent FTEs that are LGBT-identified. Additionally, after the adoption of the 2017 – 2020 strategic plan, MCF will report on its internal cultural competency plans.

### **Board Diversity**

The MCF Board of Directors will have, at a minimum 30% people of color, 50% women, 10% LGBT representation on the board. In an effort to maintain transparency and accountability, MCF will annually report on the demographics of its board of directors.

## **PROGRAMS**

### **Program Design Practice Statement on Equity & Inclusion**

The Program Strategy Team will design each MCF experience, program, event, briefing, or publication to:

- Inform members on diversity, equity, inclusion issues and trends to incorporate into their work
- Develop member skills for practical application of equity theories and tools
- Actively make choices that advance opportunity for people of color, LGBT people, and women including in the selection of speakers/presenters/facilitators, vendors, and program partners

- Live our radical hospitality value by taking into consideration and making decisions to welcome multiple dietary needs, observation of religious/spiritual practices, various (dis)abilities

## COMMUNITY PARTICIPANTS

### **Role**

Monitor public policies on a local, state and federal level that relate to prosperity, equity and inclusion. Develop policy statements or positions and other recommendations for board consideration.

### **Expectations**

Monitor local, state and federal legislation that could positively or negatively impact prosperity, equity and inclusion. The Government Relations Committee will recommend policy positions and responses as warranted.

### **Activities**

- Explore educational opportunities and member briefings around prosperity, equity and inclusion.
- Identify examples/best practices from member grantmakers that are doing work around equity and public policy.
- Share learning's and stories with members and other stakeholders.
- Recommend policy positions on matters related to equity that are of interest to MN grantmakers.

- Assure that inclusion and equity principles are reflected in processes that MN grantmakers use to develop policy position recommendations for consideration by the GR PP Committee and the MCF board.

### **Outcomes**

MCF’s annual policy agenda advances equity in public policy. MCF takes a public stand on select issues relevant to grantmakers and DEI.

## **ECONOMIC ENTITY**

### **Supplier Diversity Policy & Practice** (adapted from Northwest Area Foundation)

Supplier diversity includes underrepresented groups (people of color, women, LGBT) that can provide goods or services to MCF. They are commonly referred to as minority/women/LGBT business enterprises (MWBES or LGBTBEs) and are at least 51% owned and operated, and controlled by a person who meets the aforementioned demographic categories.

### **SCOPE**

The supplier diversity practice will follow the Practice Options in Principles for Grantmakers & Practice Options for Philanthropic Organizations to “actively seek a diverse range of candidates when selecting consultants, investment managers, legal counsel, auditing firms and other vendors”. MCF will make every effort to identify vendors which have as many of the following characteristics as possible:

#### **Tier 1 Preference**

- Minority-owned (to include African Americans, Asian/ Pacific Islanders, Native Americans, and Latino/Hispanics).
- Women-owned.
- LGBT-owned.

#### **Tier 2 Preference**

- Small (generally fewer than 20 employees).

- Locally-based (owned by residents of Minnesota).
- Socially responsible (has environmentally friendly/green/sustainable practices or living wage policies or actively providing jobs/training to women, people of color, and/or LGBT people)

### **Goals**

MCF's goal is to have 50 percent of its vendors from within the Strongly or Highly Preferred (pertains to number of vendors not dollars spent). On an annual basis, a minimum of 20% of MCF's annual vendor spending will be with characteristics defined in Tier 1 (refers to dollars spent).

MCF will annually report its total vendor spending and the percentage spent with MWBEs or LGBTBEs.

- **Highly Preferred vendor** = Has one or more characteristics from Tier 1 and three or more total characteristics from among either Tier.
- **Strongly Preferred vendor** = Has one or more characteristics from Tier 1 and two total characteristics from among either Tier.
- **Preferred vendor** = has at least one of the characteristics listed in either Tier.