

Community Foundation of St. Clair County
Non-Discrimination Policy Board-Approved 10/10/16

The Community Foundation of St. Clair County is committed to promoting broad diversity and inclusion within our organization and the community. No one will be excluded from consideration for employment or volunteer participation, or from organization services regardless of but not limited to the following basis: age, disability, family or economic circumstance, race, ethnicity, gender, gender identity or expression, sexual orientation, world view, spiritual beliefs, marital status, national origin or veteran status.

In our grant-making, we strive to partner with organizations that also embrace these beliefs and demonstrate them through their policies, practices, actions and impact. We seek grantees and partners that incorporate diversity and inclusion into their mission, governance board, staff, volunteers, vendors and constituents served.

Organizations that serve a specifically defined population in an effort to help populations overcome historic discrimination are not considered non-inclusive or discriminatory. Also, organizations serving target populations per their mission, such as girls, babies or older adults, would not be considered discriminatory. This inclusion statement applies to how an organization serves its specific target population as well as how it handles hiring and volunteer participation.