**Diversity, Equity & Inclusion Positioning Statement**

The FDL Area Women’s Fund is committed to fostering and supporting diversity, equity and inclusion within our Board of Directors, committees and community outreach.

**Diversity:** We appreciate and value our differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical and mental ability or attributes, religious or ethical values system, national origin and political beliefs.

**Equity:** We align our policies, practices and resources so that people of all races, cultures and socioeconomic statuses have genuine opportunities to thrive. We align our policies, practices and resources so that people of all backgrounds and experiences have genuine opportunities to thrive.

**Inclusion:** We create an experience in which everyone feels valued and respected. We involve and reflect the communities we serve.

This commitment happens in the following ways:

* Our Grants Committee supports a diverse population of constituents through partner agency programming. It is our intent that our partnerships and grant support enhance the~~ir~~ ability to continue to support diversity, equity and inclusion and increase/improve outreach into our community.
* Our Community Education and Communication committees will provide tools and resources (utilizing Women’s Fund supported mediums) to help educate the broader Fond du Lac community on DEI-related issues and continue to share content that is diverse in representation of women and girls.
* Our Governance Committee is committed to ensuring our board and committee members are representative of the diversity of Fond du Lac County.  Additionally, we will provide educational opportunities (elective and/or programmed) for our staff, board and volunteers to grow in understanding of Diversity, Equity and Inclusion.
* Our Special Events Committee will ensure that outreach and invitations for our events is diverse, and that financial barriers are addressed for women and girls to attend.

Our agency as a whole will join with community partners in the spirit of not only learning, growth and change internally, but also in identifying biases, -isms and inequities within local systems that adversely impact opportunities for women and girls. We will strive to utilize data and research, coupled with testimonial evidence, to bring forth understanding of the issues while advocating for meaningful systemic change.