



Guiding Principles

last revised November 2014

We, as members of GRANTMAKERS *of Oregon and Southwest Washington*, commit to excellence, effectiveness and inclusive practices in our giving, employment, leadership and civic activities. We commit to learning, open dialogue and reflection in an environment where all individuals have voice and full participation.

We, as members of GRANTMAKERS *of Oregon and Southwest Washington*, recognize our role in investing in underserved communities. Therefore, we commit to fostering the conditions necessary for individuals and communities to prosper, reach their full potential and achieve well-being.

We, as members of GRANTMAKERS *of Oregon and Southwest Washington*, commit to transparency and to fulfilling our work based on principles that reflect our obligations to maintain the public trust. Accordingly, we conduct our affairs in the following manner:

Ethics and Law Principles

- We are aware of and fulfill our fiduciary and legal responsibilities.
- We adhere to the highest standards of ethical behavior.
- We honor the intent of our donors, founders and founding mandates.

Good Governance Principles

- We are thoughtful and purposeful in our grantmaking and periodically review and evaluate our mission, priorities, policies and practices.
- We are accessible and respond clearly, promptly and as fairly as possible to all requests for information and meetings.
- We define the expected steps in our grantmaking process and communicate these to applicants and grantees.
- We publish or otherwise make readily available basic information about our programs, funding priorities and application requirements.

Diversity, Equity, and Inclusion Principles

- We value the diversity of the communities we serve and strive to reflect and engage this diversity in our roles as funders, employers, economic entities and civic participants.
- We seek to learn about the systemic barriers to individual success. We work to ensure that everyone has equitable access to the resources needed to thrive.
- We embrace inclusion by creating an environment that welcomes varying ideas, backgrounds and perspectives.

Respectful Relationships Principles

- We deal respectfully with applicants, grantees and donors, as well as those simply seeking information about our programs.
- We respect the confidentiality of applicants, grantees and donors and use discretion in communicating with others about specific organizations or individuals.