

Philanthropy Ohio

GUIDING PRINCIPLES

1. Adhere to the highest standards of ethical behavior in all philanthropic activities
2. Operate with an active governing board that sets and regularly reviews all organizational policies, including those related to governance, conflict of interest, grantmaking and finance (including audit)
3. Have basic information readily available regarding programs, funding priorities and application requirements
4. Maintain constructive relationships with applicants, grantees, donors and the public based on mutual respect, candor and confidentiality
5. Strive to include the perspectives, opinions and experiences of the broadest possible cross-section of people to inform the organization's grantmaking/contributions, governance/staff structure and business practices
6. Support continuous learning by trustees, staff and grantees
7. Honor donor intent through thoughtful deliberation in the context of changing social conditions
8. Fulfill all fiduciary and legal responsibilities

DIVERSITY PRINCIPLES

MUTUAL RESPECT

Within the parameters of our core values and charter requirements, we are committed to diversity, equity, inclusion and belonging; and we fundamentally value and respect experiences that are different from our own.

FREEDOM AND FLEXIBILITY

We promote a broad approach to diversity while respecting each individual foundation's commitment to address those aspects most germane to its mission.

KNOWLEDGE AND CREATIVITY

By increasing diversity, equity, inclusion and belonging, we believe we will access more expansive and varied ideas, information and perspectives, making us more creative, informed investors.

STRATEGIC APPROACH

To achieve our aims, we believe it is necessary to be strategic and intentional in formalizing and pursuing meaningful diversity goals as central aspects of our governance and programming.

TRANSPARENCY

We believe we have a responsibility to society and our sector to achieve our goals with honesty and transparency, regularly reporting progress and lessons learned along the way.