

## **THE DAVID AND LUCILE PACKARD FOUNDATION COMMITMENT TO INCLUSIVENESS AND DIVERSITY**

The Packard Foundation seeks to promote a healthy work environment for all Foundation employees and understanding and respect for the diversity of the communities and grantees with which we work.

We recognize diversity as an asset essential to accomplishing our work and view diversity as encompassing differences in race and gender, as well as age, national origin, disability, sexual orientation, job skills and levels, education, and geographic location.

### *Employees*

The Foundation believes that a healthy work environment includes a diverse workforce, taps the unique potential of individual employees, recognizes and rewards employee accomplishments, respects the family and civic obligations of employees, and promotes mutual respect and understanding among employees.

The Foundation's Diversity Committee was created to help the Foundation reflect its vision of diversity and to continually strive to increase and maintain its diverse workforce. The Diversity Committee ensures that cultural diversity is fostered at all levels of our organization.

### *Diversity of Foundation Board of Trustees and Staff*

The Packard Foundation is a family foundation. As of December 31, 2008, the Board of Trustees consisted of 13 members (7 family members, 5 non-family members, and 1 *ex officio* member, the Foundation President and CEO), with two open non-family Trustee positions. There is currently one member of the Board of Trustees who self-identifies as racially diverse. In 2005, the Foundation adopted a long-term goal of increasing diversity on its Board of Trustees.

As of December 31, 2008, the Foundation employed 105 staff. Seventy-four percent of the Foundation workforce is female and 37 percent of all staff self-identify as racially diverse. The percentage of management and professional staff who self-identify as racially diverse is 42 percent, and of the top 15 percent of staff by annual salary, 31 percent self-identify as racially diverse.\*

### *Grantees*

Within program issue areas selected by the Board of Trustees for focus (see Foundation guidelines), the Foundation is committed to helping grantees achieve their stated programmatic goals. Depending on these goals, understanding how the diversity of a nonprofit organization's staff and board relates to its program goals and constituencies may be part of staff review of proposals for support. The Foundation does not formally track this information for all applicants.

### *Vendors*

When selecting vendors, the Foundation is committed to doing business with all people, without bias. As a reflection of this commitment, vendors are asked to identify themselves as a women- or minority-owned business when applicable, and this information is tracked by the Foundation.

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\*As part of the Foundation's commitment to staff confidentiality and privacy, the Foundation does not release individual personnel information to third parties without written authorization by that employee and unless required by law. The Foundation provides data on staff salaries as required by regulatory statute, but does not provide data to other organizations on individual employees or aggregate data where an individual's information could be easily discerned.