



Equity Statement Yearly Report 2022

Edmonton Community Foundation is committed to working continuously to better support equity-seeking groups. This report is one of the action items and our commitment to reporting back to the community. It is not intended to demonstrate areas we have done right or wrong, but a responsibility to be transparent along the journey.

The following areas of work supporting increasing equity across the organization are well-underway. The continuous process is a journey. While we regularly review the goals and action items, we continue to look at various ways the organization can be intentional, thoughtful, and respectful as we work to support equity-seeking groups and increase equity across the organization.

1. ECF has made a public commitment to be an equitable funder through our Equity Statement.
2. Intentional processes/practices are in place for staff to become informed and build their skills around equity.
3. Support is available from ECF for individuals/grantees submitting an application.
4. ECF funds capacity building for equity-seeking organizations.
5. We actively work to diversify our grantees on the basis of and not limited to people of colour, Indigenous people, people from the LGBTQ2S+, People living with disability, Religion, Socioeconomic Status, Gender, Culture and Ethnicity, Age, etc.
6. We work to promote diversity, equity, and inclusion in our investment portfolio.
7. ECF has progressed on work targeted on different investment strategies for equity-seeking groups in the community.
8. ECF works with equity communities to develop communication strategies about available grants.
9. We actively work to target our messages on the basis of and not limited to people of colour, Indigenous people, people from the LGBTQ2S+, People living with disability, Religion, Socioeconomic Status, Gender, Culture and Ethnicity, Age, etc.
10. We actively work to diversify our writers on a retainer based on – people of colour, indigenous people, people from the LGBTQ2S+, person's living with disability.
11. ECF keeps up to date on new circumstances, complexities, and thoughts around priority communities.
12. ECF uses its position within the community to advocate, advance and champion equity principles.

13. ECF uses its platform to amplify diverse voices in the community.
14. ECF has made a public commitment to being an organization that connects and engages diverse donors.
15. We actively work to diversify our donor base on the basis of and not limited to people of colour, Indigenous people, people from the LGBTQ2S+, People living with disability, Religion, Socioeconomic Status, Gender, Culture and Ethnicity, Age, etc.
16. ECF seeks, engages, and receives funds from a diverse group of donors.
17. Our donation process is seamless and user friendly.
18. Our employees are treated fairly, with respect and feel included.