D5 Coalition Guiding Principles for Diversity, Equity, and Inclusion

The following principles originated from the philanthropic sector executives, CEOs, and trustees who participated in the Diversity in Philanthropy Project (DPP). They continue to express the unity of the partners' intention in D5 while respecting that their approaches may vary.

The principles represent a collective, affirmative effort to lift the field to a higher standard of operating practices. They might be employed in whole or in part to help philanthropic institutions more effectively achieve their missions and are not meant to be prescriptive; rather they represent a collective, affirmative effort to lift the field to a higher standard of operating practice.

We seek to encourage all foundation leaders to embrace the following principles intended to promote diversity, equity, and inclusion as a matter of fairness and effectiveness in our profession.

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

*Freedom and Flexibility***:** We promote a broad approach to diversity, equity, and inclusion while respecting each individual foundation's commitment to address those aspects most germane to its mission.

*Knowledge and Creativity***:** By increasing diversity, equity, and inclusion, 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, equity, and inclusiveness 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.