

Equity Principles and Practices for Rocky Mountain Health Foundation

Approved 12-2023

Rocky Mountain Health Foundation (RMHF) recognizes the existence and power of historical and ongoing systemic structures that have excluded individuals from leading their healthiest lives. We are committed to supporting work that addresses these inequities. We will actively strive to dismantle barriers and foster equitable opportunities for all.

We commit to creating an equitable RMHF workplace of belonging and diversity. Such a workplace has greater opportunities for productivity, innovation and collaboration.

Definitions

- ❖ **Health** The conditions and culture in which people are born, grow, work, live and age shape their quality of life. Health is a state of physical, mental, social, emotional and spiritual well-being.
- ❖ **Equity** Fairness, impartiality, or justice in the distribution of resources and opportunities resulting in comparable outcomes for all people. Equity means treating individuals according to their needs and circumstances. Addressing systemic injustices that disproportionately affect people who are a part of disregarded, disproportionately impacted group is what living in equity demands.
- ❖ **Diversity** The recognition, acceptance and celebration of the range of human differences and attributes. It encompasses various dimensions including but not limited to race, ethnicity, gender, sexual orientation, age, socioeconomic status, physical and mental abilities, geography, educational background and cultural heritage.
- ❖ **Inclusion** The practice of creating environments, systems and societies that value and embrace the full participation and contributions of all individuals, regardless of their diverse attributes, identities or background. Inclusion goes beyond mere tolerance or acceptance, it creates and nurtures a culture that supports a sense of belonging, respect, and full participation in decision-making processes.

Beliefs

- RMHF believes that access to health, in its broadest sense, is a basic human right that should be within reach for all people on the Western Slope.
- We believe factors like prejudice and discrimination and lack of economic resources have interfered with the opportunity for health to be enjoyed by all.
- We believe the board and staff of RMHF must reflect the diverse nature of communities in Western Colorado.
- We believe transparent, respectful and collaborative relationships with grant partners are necessary to advance the cause of equity.
- We believe the internal culture of RMHF must foster opportunity, fairness and honesty to maximize the potential of all our employees and board members.

Actions

- We will continue to learn, grow and adapt to be more equitable in our efforts.
- We will do all we can to ensure that people in Western Colorado have equitable access to a healthy life using all the tools available to us.
- We will prioritize funding organizations with a commitment to equity, diversity and inclusion. Our grantmaking will support organizations that demonstrably serve people of color at least proportional to the % of people of color in their service area.
- We will ensure the RMHF board and staff reflect the diversity of our region.
- We will regularly evaluate our progress towards fully realizing equity, diversity and inclusion principles and will adjust as needed to align practice with our values. This statement will continue to be reviewed and adapted to reflect our learnings and commitments.
- Our systems and procedures will be regularly examined for bias. Policies, practices and mindsets will be changed as needed.
- We will provide ongoing training and resources to staff and board to promote awareness and understanding of issues and best practices related to equity, diversity and inclusion.
- We will engage in ongoing dialogue and collaboration with grant partners to identify opportunities to participate in advancing justice, equity, diversity and inclusion in our region.
- We will foster a culture of love and respect within the organization where everyone is treated with dignity and kindness. We will encourage open communication and constructive criticism as essential for growth.