



The Alaska Community Foundation

DEI STATEMENT

The Alaska Community Foundation recognizes that we reside and work on Indigenous lands.

The Indigenous peoples of Alaska have flourished in their diversity of cultures and experiences. Today, Alaska continues to draw spirit, vitality, and character from the increasingly diverse mix of people who live and work in our communities. The Foundation recognizes that the future strength of our organization and communities rests firmly on our commitment to value, respect, and embrace the richness of a diverse citizenry.

We acknowledge the historical racism that has been particularly directed at Alaska's Native people as well as other people of color. Racism can destroy one's sense of self, belonging and contribution. It has resulted in physical, emotional and cultural trauma that is felt for generations.

We acknowledge the existence of bias for marginalized groups. This has laid the groundwork for systemic oppression. We will act in a manner to eliminate systemic oppression through our work.

We understand the importance of healing and bridge building and commit to supporting these goals. We shall pursue honest and open conversations that includes intentional listening to all parties.

We value the benefits of working, grantmaking and living in a diverse, equitable, and inclusive environment. We will utilize policies and practices that are just and equitable.

The Foundation calls upon our donors, fund holders, grantmaking partners, corporate partners, grantees, committee members, board members, and employees to join us as we commit to using these practices for our business and in our Alaskan communities.

In our pursuit of diversity, equity, and inclusion we strive to affect real change within our organization and in our community as we move forward for the benefit of present and future generations of Alaskans.