



## Washington Women's Foundation Community Norms Updated: September 2023

Washington Women's Foundation (WaWF) is a collegial group of people who identify as women, who use our collective wisdom, talents, and wealth to support the important work of Washington State nonprofit organizations to increase equity and reduce disparities. The following are agreements on how we will engage in our community.

- At the heart of our Foundation are our members, and as members, we hold one another in high esteem. Each of us recognizes that other members are good faith partners in our combined effort to create a more equitable Washington State.
- We embrace differing cultural traditions and norms among members, staff and our non-profit applicants and grantees and acknowledge this as a sign of organizational competence and individual growth.
- We treat with respect all those we encounter. Our behavior impacts the regard and esteem in which our Foundation is held.
- As learners, we challenge ourselves to examine issues which may cause both personal and organizational discomfort. We welcome the opportunity to stretch our perspectives, broaden our horizons and learn from the lived experiences of others.
- We apply intellectual rigor to our assumptions and work toward the finest outcomes we can achieve together in a collegial, collaborative manner.
- The staff of WaWF are valuable partners in achieving our mission. While members do not direct the staff, who report to the CEO of WaWF, we commit to interacting with them in a respectful and professional manner.
- We embrace the ethos that each member "does what you are able to do." There is no requirement that members do anything but contribute, although many find much greater satisfaction in being more involved. We are committed to being "one size fits many."
- Our time together should be joyful, even as we work on serious matters. We strive to create a better world, and it cannot be a better world without joy.
- Our goal is to stay relevant and forward-thinking. Philanthropic leadership demands that we be bold visionaries in the philanthropic arena and this may necessitate changes that challenge traditional ways of working and take time to adjust to.
- Should we receive proprietary information from the organizations we support or consider supporting, we will return their trust with confidentiality. Similarly, our voting and decision processes on our grants are private and internal to our organization.
- We are committed to operating with integrity. We work within the boundaries of Washington State Law and comply with all necessary regulatory requirements.

These Community Norms are not listed in order of importance. The value is in practicing all of them together.