

Draft Definition of Hate

Our Mission*, Vision and Values state our commitment to changing systems of oppression and harm to achieve equitable opportunity for all. In alignment with that commitment, we will not support organizations that perpetuate hate and/or hateful activities. We define hate as speech or action motivated in whole or in part by bias against the one or more of the following characteristics in an individual or group: race, religion, disability, sexual orientation, national origin (including Native Americans), ethnicity, gender, or gender identity. We define hateful activities as those that that incite or engage in violence, intimidation, harassment, threats, or defamation, including the use of dehumanizing language and marginalization.

**The mission referenced here is proposed, and will go before the board for approval at the September 26th meeting.*

Proposed Mission

Our Mission is to serve our community by mobilizing and stewarding resources to create equitable opportunity for all.

Values

Trust

...and we work to build relationships based in authenticity, actionable change, adaptability, and cultural humility.

Equity

...and we will address ongoing injustice and work to change systems of oppression and harm.

Integrity

...and we commit to providing high quality service with humility and respect.

Accountability

...and we will be responsible for and transparent in all the ways we learn, strive, and adapt in our journey toward becoming our community's foundation.

Vision

A strong community...

- Has a foundation built by and for all people, that works as a partner, ally, and catalyst for a better future
- Works toward equity, justice, and healing by addressing systems of oppression and harm
- Provides high quality educational opportunities without debt or barrier
- Gives everyone access to healthcare, affordable housing, secure & healthy food sources, and safe neighborhoods
- Has a rich, well-preserved history and an environmentally sustainable future

- Creates economic opportunities for all and ensures long-term economic prosperity
- Nurtures artistic and cultural development while sharing learning opportunities with all
- Builds a sense of belonging and helps all people achieve their personal definition of success

This is the future we want to build.

Case Studies for Discussion (provided by Council on Foundations)

Scenario 1

Magnolia Community Foundation is dedicated to supporting and strengthening their diverse urban community, which includes residents representing many different countries and cultures. The community foundation funds the Beating Heart Center (BHC), which provides pregnancy testing as well as counseling, diapers, and nursery supplies to pregnant women. To access these resources, women are required to watch a video that states life begins at conception and features testimonials from women who had abortions and regretted their decision.

Magnolia Community Foundation staff and board members have fended off concerns about BHC from pro-choice community members, citing the importance of honoring a wide range of views and cultural beliefs in their community as well as the resources that BHC provides to pregnant women. Recently, however, BHC sent supporters links to partners that included a website featuring photos of doctors who perform abortions in the city, along with their home addresses and phone numbers. The photos of the doctors are overlaid with crosshairs from a firearm sight, implying the doctors were in the line of fire.

Scenario 2

Petunia Community Foundation board members receive an email after their annual fundraising event from the executive director of the Petunia LGBTQ Pride Center, a grantee, who was shocked to learn at the event that the Petunia Community Foundation also funds the Everlasting Life Fellowship (ELF) church. ELF is well-known for a program that claims to “cure homosexuals” through “conversion therapy” and strict religious supervision. This practice has been debunked and condemned by the American Psychiatric Association and every major medical organization, but it is in line with ELF’s religious beliefs, which prohibit same-sex relationships.

Petunia Community Foundation does fund ELF, but the funding is for a soup kitchen that the church runs that feeds more than 50 local families each week. The Pride Center director feels that the soup kitchen is just a way this anti-LGBTQ church tries to appear mainstream. She requests that the community foundation cease funding ELF immediately due to the harm the church is doing to the LGBTQ community.

Scenario 3

Evergreen Community Foundation is committed to supporting environmental and climate justice issues, and they both provide direct funding and host donor education programs encouraging community members to use their donor-advised funds to support organizations working on these issues. The community foundation has successfully built a donor community that includes not just a commitment to the issues, but close personal ties between donors and grantee organizations.

Several members of this donor community, including some with large donor-advised funds who are active funders, attended an environmental conference at the suggestion of Evergreen Community

Foundation staff. The conference focused on the urgency of the threat and the need for decisive action. While there, the donors met activists from Planet Rescue, an organization that has promoted violent and anti-government action, including arson, theft of confidential documents, bombing of government buildings, and fraud, with a goal of disrupting federal and state environmental agencies. Planet Rescue states publicly that “extreme times require extreme measures” and, while vague about their specific plans, they told the community foundation’s donors that supporting their organization was the best hope for immediate impact. Upon returning, one of the donors enthusiastically put in a request to support Planet Rescue through their donor-advised fund and asked that the community foundation consider direct funding to them as well.

Scenario 4

Dahlia Community Foundation has given grants to support the development of infrastructure in small community-based nonprofits. One of the organizations that received funding was Lift Up, a mutual aid organization focusing on rural communities. Lift Up was in the news because three of the organization’s five staff members were arrested for their participation in the insurrection at the U.S. Capitol on January 6, 2021. Lift Up’s board of directors refuses to fire the staff involved, saying it would be a violation of their right to free speech. One major donor, who is also an influential former state legislator and a staunch conservative who is very concerned about extremism, was outraged. He called the community foundation’s executive director demanding the foundation cease support for this organization and followed it up with a letter to the entire board of directors.