

Our Commitment to Diversity, Equity, Inclusion, and Justice

The motivation and guidance for this diversity, equity, inclusion, and justice (DEIJ) work is drawn from our mission and vision, our direction from Margaret Cargill, and the caring and compassionate culture we strive for through work with grantees, partners, and each other. Embracing this vision will have a transformational influence on our organization, our partnerships, the work we do, and the impact we ultimately seek.

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Our vision for change

At Margaret A. Cargill Philanthropies, we envision a future in which our philanthropic resources and relationships help remove systemic barriers that limit access to opportunity and marginalize people within communities, as well as help empower and support them as agents of the change they seek. In this way, our joint efforts deepen and sustain the impact we work to achieve.

To achieve this impact, we seek to foster a culture—both internally and externally with grantees, community members, and other strategic partners—where differences are seen and respected, voices are heard, and all individuals feel supported and valued for their authentic selves.



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Establishing shared definitions

To advance our DEIJ Vision, we need a clear understanding and a common reference point of what these terms mean. We believe it is important to use language that is shared and recognize the expertise of others working in this space. To that end, we have chosen definitions from external sources and have begun to explore what these concepts mean in practice for MACP.

[Read more here.](#)

We will know we are living this vision when...



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- 1 We use our different roles (grantmaker, convener, networker, learner, investor, employer, coworker, community member) to advance our vision, mission, and diversity, equity, inclusion, and justice work.
- 2 Our work is transparent. Our commitments to diversity, equity, inclusion, and justice are explicit and embedded within both our grantmaking strategies and our organizational practices, and they are supported by clear accountability measures. We confront racism in all its forms within our institutional culture, as well as within the work we support externally.
- 3 Our staff and board, together with our partners (including grantees, subgrantees, vendors, consultants, and investment managers), reflect the diversity of the communities where we live and work.
- 4 We work together with our grantees, community members, and other strategic partners to understand the systems and structures in which our work is being done and the impact they have on individuals and communities we support.
- 5 We engage in sustained learning and development with our staff and board that broadens intercultural competence, examines assumptions and norms, promotes self-reflection, and expands our understanding of institutional racism and other systemic inequities—including MACP's role in those systems.
- 6 We rely on engagement, trust, and long-term relationships to advance equity and inclusion in how we work. As a funder, we recognize the power dynamic in philanthropy and build partnerships where the voices of grantees, community members, and our other partners are heard and power is shared.
- 7 Our decision-making benefits from and is informed by a variety of perspectives, and we engage with those who are knowledgeable about the needs of the community.
- 8 Our processes and practices are aligned with these commitments and support efforts to address the needs of our grantees and the communities where they work. We empower staff and work to remove organizational barriers so our practices are more equitable.

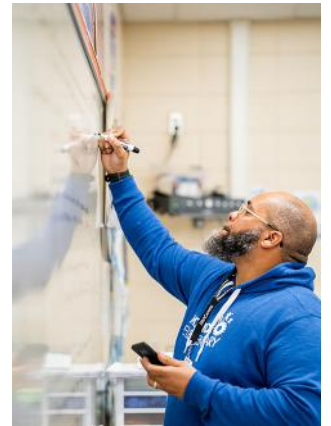


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Where we go from here

We are committed to this long-term journey. There is a lot for us to learn, knowing our culture and practices do not yet fully reflect the diversity, equity, inclusion, and justice we want to see in our work. We appreciate this journey will require significant intention and sustained effort, and that by its nature, the work needs to challenge us and push us out of our individual and collective comfort zones. We also realize we can't do this alone, and we seek to engage with, learn from, and support our grantees, community members, other partners, and each other.

This DEIJ Vision statement is not an action plan; it is a framework to guide our shared efforts. Developing an action plan and specific steps to achieve our DEIJ Vision will be a participatory process, involving our board, staff, grantees, and other partners.

The work ahead will be significant, and at times, it will be messy. We must give ourselves and each other grace, knowing we are all at different places in our journey. Some of our initiatives will succeed, and others may fail, while still providing valuable learning opportunities. We also recognize that steps to advance this vision are already in place across MACP at individual, team, and organizational levels, and we will continue supporting that work.



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Holding ourselves accountable

We commit to establishing methods that hold us accountable with both internal and external audiences, including soliciting regular feedback and sharing our progress. And as we learn from the work we are implementing, we will update this Vision statement accordingly.



Defining Diversity, Inclusion, Equity, and Justice

To advance our DEIJ vision at MACP, we need a clear, shared understanding and a common reference point of what these terms mean. We believe it is important to use language that is shared and to recognize the expertise of others working in this space.

We reviewed definitions from a number of social justice organizations and foundations. Our goal was to select definitions that we believe align closely with MACP's core purpose and reflect aspirations for our DEIJ journey. These definitions give us clarity, a shared understanding, and a framework to continue our work. To that end, we have chosen definitions from [Equity in the Center](#) and the [Center for the Study of Social Policy](#).

These definitions by themselves will not produce universal agreement on the complex issues surrounding DEIJ work, but we believe they will serve as a common reference point for our planning and actions. Finally, while "DEIJ" is useful shorthand, it is not meant to minimize the distinctions between diversity, equity, inclusion, and justice—which are all separate and important elements of this work.

Diversity refers to...

The psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.
(Equity in the Center)

Inclusion refers to...

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.
(Equity in the Center)

Equity refers to...

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
(Equity in the Center)

Justice refers to...

The process required to move us from an unfair, unequal, or inequitable state to one which is fair, equal, or equitable, depending on the specific content. Justice is a transformative practice that relies on the entire community to respond to past and current harm when it occurs in society. Through justice, we seek a proactive enforcement of policies, practices and attitudes that produce equitable access, opportunities, treatment and outcomes for all regardless of the various identities that one holds.
(Center for the Study of Social Policy)