

## THE DAVID AND LUCILE PACKARD FOUNDATION COMMITMENT TO DIVERSITY

The David and Lucile Packard Foundation (Foundation) seeks to promote a healthy work environment for all Foundation employees and understanding and respect for the diversity of the communities and grantees with which we work.

We recognize diversity as an asset essential to accomplishing our work and view diversity as encompassing differences in race and gender, as well as age, national origin, disability, sexual orientation, job skills, education, and geographic location.

### *Employees*

The Foundation believes that a healthy work environment includes a diverse workforce, taps the unique potential of individual employees, recognizes and rewards employee accomplishments, respects the family and civic obligations of employees, and promotes mutual respect and understanding among employees.

The Management Team ensures that diversity is valued and respect is fostered within the organization.

### *Diversity of Foundation Board of Trustees and Staff*

The Packard Foundation is a family foundation. As of December 31, 2018, the Board of Trustees consisted of sixteen members (eight family members, seven general Trustees, and one *ex officio* member, the Foundation President and CEO). Two Trustees self-identify as racially diverse, one as Black/African American and one as Hispanic/Latino. 56% of the Board members are women.

As of December 31, 2018, 76% of Foundation employees are women and 24% are men. Employees voluntarily self-identify as 21% Asian/Asian American; 2% Black/African American; 9% Hispanic/Latino/Latina; 54% White; 9% Multi-Racial/Multi-Ethnic; and 5% decline to state.\*

### *Grantees*

Within program issue areas selected by the Board of Trustees for focus (see Foundation guidelines), the Foundation is committed to helping grantees achieve their stated programmatic goals. Depending on these goals, understanding how the diversity of a nonprofit organization's staff and board relates to its program goals and constituencies may be part of staff review of proposals for support. The Foundation does not formally track this information for all applicants.

### *Vendors*

When selecting vendors, the Foundation is committed to doing business with all people, without bias. As a reflection of this commitment, vendors are asked to identify themselves as a women- or minority-owned business when applicable.

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\*As part of the Foundation's commitment to staff confidentiality and privacy, the Foundation does not release individual personnel information to third parties without written authorization by that employee or unless required by law. The Foundation provides data on staff salaries as required by regulatory statute, but does not provide data to other organizations about individual employees or aggregate data where an individual's information could be easily discerned.