



## **Red Rhino Fund - Commitment to Diversity, Equity, and Inclusion**

The Red Rhino Fund's mission to create a positive change in the Greater Waterbury community for children by awarding monetary grants that support education, literacy, and the arts is grounded in our core belief that every child deserves an equal opportunity to thrive. As a philanthropic organization, we have made it a priority to create a multi-faceted framework of strategies that helps us work towards our goal of fostering a more equitable and inclusive community:

### **1. Inclusive Grant Practices**

We strive to ensure that our grant application and awarding processes are accessible and inclusive, providing a fair chance for all organizations that align with our mission. We will actively seek out and support initiatives that address the needs of underrepresented and underserved groups in our community.

### **2. Community Engagement**

We are dedicated to engaging with and understanding the diverse perspectives within the Greater Waterbury community. By actively communicating with local organizations through in-person site visits, we aim to identify and address systemic barriers to education and literacy.

### **3. Partnerships and Advocacy**

We recognize the importance of collaboration in creating sustainable change. We make it a priority to actively seek partnerships with organizations that share our commitment to diversity, equity, and inclusion and advocate for equal access to educational and artistic opportunities for all children.

### **4. Board Development**

Our board is committed to continuous learning about nonprofit trusteeship with a focus on diversity, equity, and inclusion. We focus on implementing ongoing strategies and procedures to ensure our board members are equipped with the knowledge to lead our organization in a manner that reflects our values.

### **5. Innovative Fundraising**

To grow our endowment and support our mission, we strive to explore new and innovative fundraising initiatives that align with our commitment to diversity, equity, and inclusion. This includes seeking out partnerships with businesses and individuals who share our values.