

# DEIA in Philanthropy Assessment

Statements	N	IP	Y
We have a Philanthropic Giving Model or Cycle.			
We have associated policies, procedures, and practices in place.			
Our philanthropic policies, procedures, and practices are accessible to all employees.			
We follow our philanthropic giving policies, procedures, and practices.			
Our philanthropic giving policies, procedures, and practices are reviewed periodically for equity.			
We have a philanthropic giving strategy.			
Our philanthropic giving policy is aligned with our mission.			
Our philanthropic giving policy is aligned with our values.			
We have a volunteer time off policy.			
We offer paid volunteer opportunities to our employees at the non-profit organizations to which we give.			
We offer paid volunteer opportunities to our employees at the non-profit of their choice.			
We offer paid volunteer opportunities for teams to volunteer at non-profits of their choice.			
We offer monetary grants to organizations where employees volunteer regularly.			
We offer monetary grants to organizations where our leaders and/or employees serve on boards.			
We have a way of tracking those volunteer hours.			
We recognize employees who volunteer.			
We have philanthropic giving timelines.			
We give back to non-profit organizations who represent the communities we serve.			
We show up in the communities we serve.			
Our philanthropic giving is public (e.g. recipient organization, amount awarded, and brief description of the work being supported).			
We have established either a specific role or a foundation for philanthropic giving.			
We appoint diverse individuals to non-profit boards.			
We ask non-profit organizations for specific details about how our pledges will be distributed.			
We give to organizations who support diverse people groups.			
We organize opportunities for teams, committees, or groups to participate in local and cause-focused walks, races, or rides together.			
We reach out to leaders of diverse groups in the communities we serve.			
We organize opportunities for teams, committees, or groups to attend a local and caused-focused event together.			