



A nonprofit organization

DIVERSITY AND INCLUSIVENESS POLICY

The Center for Effective Philanthropy, (CEP), is a young organization with a small staff and board. Notwithstanding our size, at CEP, we believe that diversity and inclusion are key drivers of creativity and innovation. Diversity includes men and women from different nations, cultures, ethnic groups, sexual orientations, generations, backgrounds, skills, abilities and all the other unique differences that make each of us who we are. Inclusion means a work environment where everyone has an opportunity to fully participate in creating success and where each person is valued for his or her distinctive skills, experiences and perspectives.

CEP's policies and supporting practices are built upon this philosophy, as well as a set of values that include a strong belief that all employees and board members should be treated with dignity and respect. In accordance with this, CEP does not discriminate against any board member, employee, or applicant for employment because of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, marital status, disability, age, veteran's status, or any other category protected under applicable law. This policy of non-discrimination applies to all CEP practices, including recruiting, hiring, compensation benefits, promotion, training, termination, and other terms and conditions of employment. At CEP, all employment and advancement decisions are based on merit, qualifications and abilities. Moreover, CEP seeks to take affirmative steps to attract diverse candidates for all board and staff openings. CEP is committed to compliance with all applicable national and local laws pertaining to nondiscrimination and equal opportunity.

CEP Core Beliefs:

- An inclusive, flexible work environment that values differences motivates employees to contribute their best.
- To better fulfill our mission and most effectively address our audiences, we must attract, develop, promote, and retain a diverse workforce and board.
- Trust, mutual respect, and dignity are fundamental beliefs that are reflected in our behavior and actions.

The Center for Effective Philanthropy
675 Massachusetts Avenue, 7th Floor
Cambridge, MA 02139
617-492-0800
www.effectivephilanthropy.org