



DIVERSITY, EQUITY,
ACCESS, AND INCLUSION

Diversity, Equity, and Inclusion Template 2023-2024

Section 1: General Information

DEI Initiative Name Diversity, Equity, and Inclusion	Unit Name University of Nebraska Foundation
Collaborating Unit(s) (<i>if any</i>)	
Initiative Category	
ALL (DE&I)	

Section 2: Initiative's Purpose

The University of Nebraska Foundation believes that our strong commitment to diversity, equity and inclusion is essential to accomplishing our mission to grow relationships and resources that enable the University of Nebraska to change lives and save lives. Our values of teamwork, integrity and passion for mission is where our commitment to diversity, equity and inclusion is evidenced and lived out through our actions and behaviors.

- It is rooted in our mission and values and is the right thing to do, we will be a better organization as a result.
- Diversity provides depth, versatility, ideation, and effectiveness to accomplish our mission.
- Inclusiveness and equity encourage people to be a true and authentic version of themselves and promote the dignity of the human person. This emphasis, together with our strengths-based culture, celebration of success, mindful succession, growth and learning opportunities, also align to support and foster people thriving at the Foundation.
- It aligns the Foundation with the commitment of our peers, our partners at the University of Nebraska, and the priority within higher education.

Section 3: Initiative's Target Population

The University of Nebraska Foundation aspires to achieve the following diverse characteristics among its Trustees: race and ethnicity, gender, age, geography, campus degree distribution, and alumni/non-alumni status.

The University of Nebraska Foundation prohibits discrimination on any basis and is committed to the fair treatment, access, and opportunity for all. We promote respect, fairness, and a sense of belonging within our policies, processes and in the distribution of resources. We strive to identify and eliminate barriers that have prevented the full participation of historically underrepresented groups. We invite,

explore, and celebrate differences to increase productivity, spark innovation and most importantly, to fulfill our mission.

Section 4: Initiative's Description:

The University of Nebraska Foundation has a DEI Committee comprised of no more than 15 employees, including the Chief Human Resource Officer (CHRO) and Chief Executive Officer (CEO) who are ex-officio members. The CEO is the executive sponsor of the committee. The CHRO co-chairs the committee along with another co-chair appointed by the CEO. The committee has representation from all Foundation offices. Members serve for three-year terms, which may be renewed. DEI Committee responsibilities include:

- Advise Foundation leadership on development and refinement of DEI strategy, and assist with implementation of the DEI plan;
- Recommend activities that strengthen an inclusive culture at the Foundation;
- Develop yearly goals and objectives for the committee;
- Promote DEI initiatives to colleagues throughout the year;
- Commit to DEI focused awareness opportunities, and research and recommend strategic investments and learning opportunities for team members.

DEI Committee goals for FY 24 are:

- Maintain focus on increasing Trustee, Board, and staff diversity.
- Review committee structure for effectiveness.
- Improve internal communication of DEI-related activities and progress, including publishing a dashboard.
- Continue to provide experiential learning opportunities for all staff.
- Act as a standard bearer for our state for organizational DEI strategies
- Celebrate DEI as a pillar of Foundation culture.