

A field of interest fund at The Rhode Island Foundation. www.rifoundation.org

Equity Action

Rhode Island's Fund for Sexual Orientation and Gender Identity Initiatives

Social justice means that each individual is treated fairly, with voice, access, opportunity and responsibility in all areas of personal and community life.

Our community is not yet just. Instead, injustice is an intricate web that weaves together diverse elements including sexual orientation, gender, gender identity, race, ethnicity, nationality, religion, age, disability and socioeconomics. Injustice is reinforced through social and cultural values, public policy, and institutional systems.

Mission and Philosophy

Equity Action envisions a world that is fair, just and equitable. The Fund is committed to social change in order to achieve justice, recognizing that this struggle requires dedication to progressive policy at all levels and in all areas of community life.

To foster social justice, the Fund will:

1. Strengthen the infrastructure of LGBTQ-led and serving organizations by making grants, providing educational opportunities, and partnering with funders and donors to leverage resources
2. Raise awareness by highlighting the need for equitable treatment of lesbian, gay, bisexual, transgender and queer (LGBTQ) individuals.
3. Facilitate an integrated community by convening LGBTQ and mainstream organizations, encouraging networking, and fostering collaboration.
4. Promote social change by encouraging progressive public policy and public debate, and by standing for the protection of human rights.
5. Enhance philanthropy by and for the LGBTQ communities by establishing an endowment fund and actively soliciting gifts.

Values

The values of *Equity Action* define who we are, what we stand for, and how we do our work. They are principles against which we measure the worthiness of our decisions and actions. We hold ourselves accountable for transforming these values into action.

Activism

We are activists, seeking equity and advocating for social change. We know that equity is about making the invisible visible. We believe in grassroots action, public debate and progressive policy in political, social and institutional arenas.

Courage

We speak our minds while telling our hearts. We defend our convictions. We are risk-takers and catalysts for change.

Diversity

We recognize that diversity describes the differences that significantly affect the way we experience ourselves and are treated by others. We welcome diversity including sexual orientation, gender identity, gender, race, ethnicity, nationality, religion, age, disability and socioeconomics. We will work to foster respect for the uniqueness of individuals.

Justice

We seek to right the imbalances of an unjust society and an unequal distribution of resources. We challenge the assumption that economic and social inequities are the unavoidable price of progress and prosperity.

Power

Each individual should have power over her/his own life, sharing power with others to build a healthy community for all. Power is not an end but a means, an essential tool for ensuring basic human rights, opportunity and access, and justice and freedom for all.

Responsibility

We accept responsibility – both individually and collectively – to pursue a socially just community. We strive for excellence even when resources are limited.

Trustworthy

Our interactions will be based on openness, sincerity and transparency, and we will strive to do so with the utmost integrity.