

## General Standards and Criteria for Grants

Seattle Foundation recognizes that social, racial, and economic injustices persist in our region, country, and world, and acknowledges that philanthropy has historically had a role in maintaining some of these injustices. Seattle Foundation also recognizes its unique role as a civic leader working as a bridge builder in partnership with others, to help address root causes of these systemic inequities and to work with our donors and others to help build a region that is more just and free of hate and discrimination as a way of serving the charitable needs of Seattle Foundation's community.

In many instances, Seattle Foundation relies on the IRS to regulate potential distributees of its funds, but if Seattle Foundation has knowledge that a recommended organization is engaged in unlawful discrimination, and/or hateful activities (the Prohibited Conduct), it will bring that information to the attention of the recommending Advisor and will not permit a fund distribution to that organization. Seattle Foundation will make Fund distributions (and will make its own grant distributions from unrestricted resources) to support charitable programs and activities of organizations that agree they do not discriminate on the basis of age, race, national origin, ethnicity, sex (including pregnancy), gender, gender identity, disability, sexual orientation, marital status, caste, veteran or military status, immigration status, political or religious belief.

Hateful activities are defined to mean activities that incite or engage in violence, intimidation, harassment, threats, or defamation targeting an individual or group based upon their actual or perceived age, race, national origin, ethnicity, sex (including pregnancy), gender, gender identity, disability, sexual orientation, marital status, caste, veteran or military status, immigration status, political or religious belief.

*Updates approved by Seattle Foundation's Board on March 12, 2024*