

Holding Ourselves Accountable



The Colorado Health Foundation™

CENTERING RACE AND ETHNICITY IN OUR WORK TO ACHIEVE HEALTH EQUITY

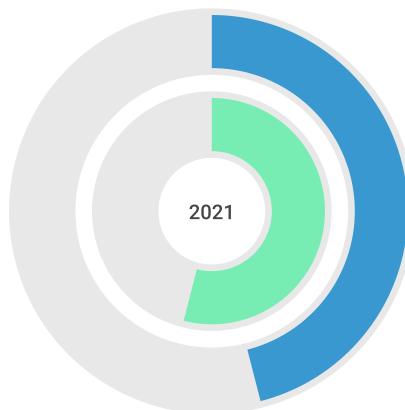
The commitments below demonstrate how our Board of Directors, investments, advisors, partners, grantees and staff encapsulate and represent diverse experiences, perspectives and approaches.

2021

People of color represent 50% of our Board of Directors.

We are also committed to ensuring our Board represents a diverse range of other demographics:

- Race and ethnicity
- Sexual orientation
- Gender identity
- Disability status

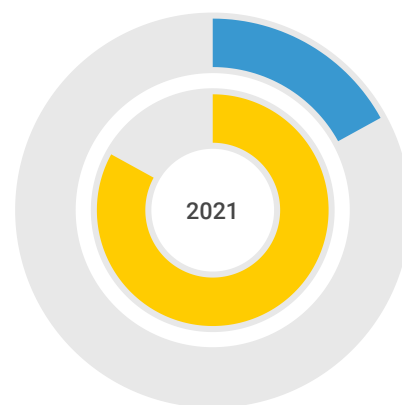


In 2021, **46%** of the people serving on our Board of Directors reported identifying as a race/ethnicity that represents people of color.

- People of color
- White (non-Hispanic or Latina/o/x)

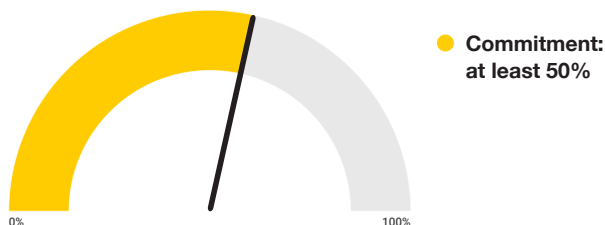
By 2025, at least 25% of our total managed investment portfolio (MIP) is managed by firms owned by women and/or people of color or who have women and/or people of color in key decision-making roles.

As of Nov. 30, 2021, approximately **17%** of the MIP assets were managed by firms that are principally owned by women or people of color or who have significant numbers of women/people of color in decision-making roles.



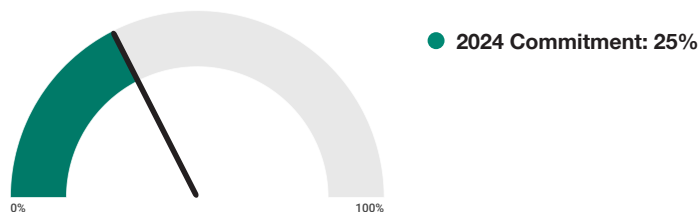
- Women & People of color
- Other

Beginning in 2021, at least 50% of new funding supports programs where at least half of the people served are people of color.



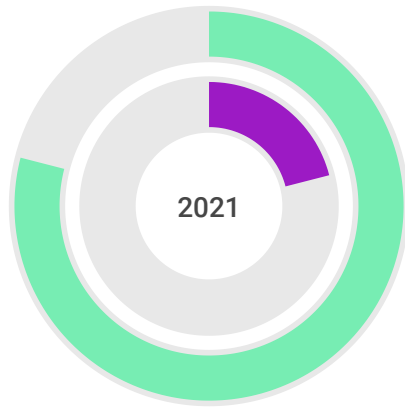
In 2021, **57%** of payments for work approved in 2021 went to organizations with programs where at least half of the people served are people of color.

By 2024, at least 25% of our overall funding benefits organizations that are led by and accountable to communities of color.



In 2021, **35%** of our overall funding was directed to organizations that are led by and accountable to communities of color.

At least 50% of our capacity building funding through 2025 benefits organizations that are led by people of color or centered on communities of color.

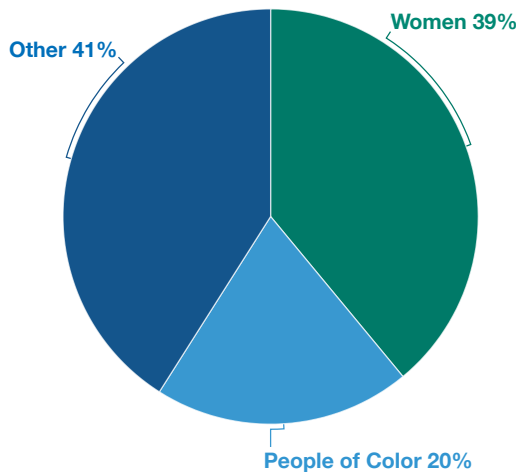


In 2021, **79%** of funding for capacity building directly benefited organizations that are led by people of color or centered on communities of color.

- Led by people of color or centered on communities of color.
- Other

By 2024, 50% of our vendors and contractors represent businesses principally owned or led by people who identify as women or people of color or that have significant people of color represented among senior leadership/board.

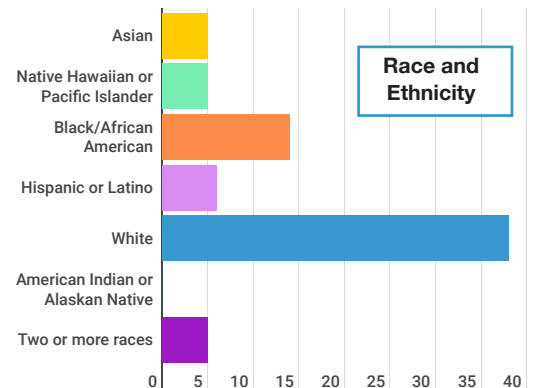
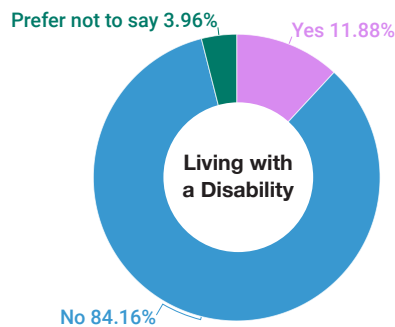
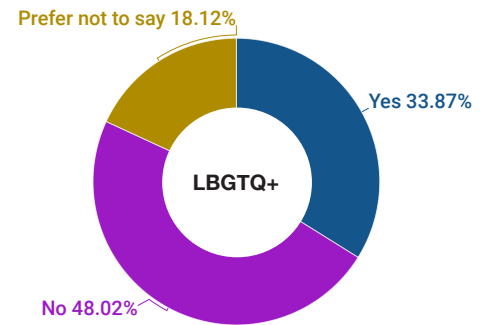
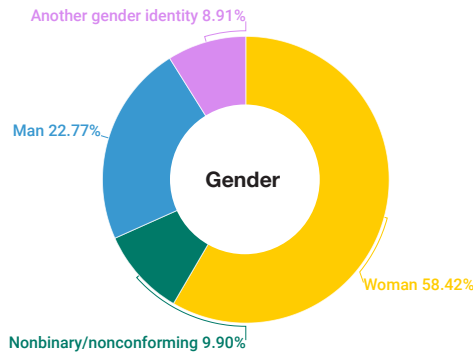
In 2021, 47% of consultants/vendors who responded reported that at least 35% of their leadership were women, while 14% of consultants/vendors reported that at least 35% of their leadership were people of color.



In 2021, **39%** of consultants/vendors who responded reported they were owned by women, and 20% reported they were owned by people of color.

2021 annual collection of staff demographic information.

On an annual basis, we collect and publish demographic information about staff, including race and ethnicity, gender, sexual orientation, age and disability status.



For more information, visit coloradohealth.org

About

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