



The Women's Giving Alliance (WGA) was founded with a vision that all women and girls in Northeast Florida (NEFL) can reach their full potential, and live healthy, enriching lives free of discrimination, violence and oppression. WGA unequivocally condemns structural and systemic racism. Racism is embedded in all of our systems, including but not limited to the criminal justice, educational, employment and healthcare systems, and has held back Black and Brown lives throughout NEFL history. WGA stands with its grantees, partners and members to call upon all leaders to raise their voices and act on behalf of our common humanity.

As a grant maker, WGA practices diversity, equity, and inclusiveness across our non-profit grantees and the populations they serve. In addition, WGA is committed to taking the following actions:

- Deepen our commitment to a diverse, equitable and inclusive culture as a core WGA value;
- Strive to use an equity lens in our leadership, membership and committee engagement; and
- Grow our women of color representation by 2022 to better reflect the ethnic composition of the six NEFL counties in which we invest.

WGA has a voice in the NEFL community. We will use our voice, educate ourselves, and learn to speak the language to harness the passion, creativity and resolve needed to change the lives of women and girls for the better in NEFL.

This is only the beginning. We have much more listening to do to process these tragedies and turn words into action. We remain committed to engaging with each other as we navigate these challenging times. Our culture should be a place where all people are embraced and included.

WGA Steering Committee Members: Mary F. Pietan, Jan Healy, Margaret Barton, Karen Mayfield, Kristi Brandon, Wendy Ranson, Poppy Decunto, Pam Field, Trisha Meili, Susan Rodgers, Heather Corey, Stephanie Cost, Ellen Wiss, Allison Newberry Dennis, Peggy Schiffers, Sheila Collier, Nina Waters, Barbara Barrett, Donna Orender, Sabeen Perwaiz, Faith Schonfeld, Wanda Willis