



Commonfund Diversity and Inclusion Office Resource Guide

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Commonfund Diversity and Inclusion Office Resource Guide

ABOUT



Commonfund

Commonfund was founded in 1971 as an independent asset management firm with a grant from the Ford Foundation. Today, Commonfund provides investment solutions to sophisticated investors through two affiliates. Commonfund Asset Management provides outsourced CIO services designed for nonprofit institutions, using independent investment sub-advisers for discretionary and non-discretionary engagements. Commonfund Capital is a global private capital manager with over 30 years of experience offering a full suite of private investment strategies to sophisticated investors, both nonprofit and for-profit. All securities are distributed through Commonfund Securities, Inc., a member of FINRA. For additional information about Commonfund, please visit www.commonfund.org.

WAYS TO MAKE A CHANGE



This resource guide came to fruition in 2020 after the deaths of George Floyd and Breonna Taylor at the hands of the police as well Ahmaud Arbery's death as a result of a hate crime. Though we recognize that protests against violence are not new to the Black community, Commonfund was moved by the global solidarity. We paid attention.

What we noticed is that no one community is untouched by white supremacy and oppression. Indeed, racism, misogyny, homophobia, transphobia, ableism, xenophobia, and any other form of othering not named are branches of the same tree.

As Commonfund undertook the work of diversity, we began to understand just how interconnected one form of oppression is to another. We saw how all communities had to fight for their right to personhood. We saw how Asian Americans sprung to action with #StopAsianHate. We saw how women took back their power with the #MeToo movement, and how they used the Women's March to not only speak on women's issues, but to amplify women who were impacted by multiple forms of marginalization due to their various, intersecting identities.

This resource guide began as a way to inform ourselves in light the #BlackLivesMatter movement, and it has grown to become a way for all of us to become educated on the cultural richness of many communities, on the issues they face, and on the projects that matter to them.

That is why we are updating and will continue to update our Diversity, Equity, and Inclusion Resource Guide on a regular basis to expand upon resources that support multiple communities.

We also want to provide access to Commonfund's resources that support diversity.

Below, you will find Commonfund DEI policies and resources to further educate yourself on how you can actively unlearn bias and support others.

Reflect

During this time, it is important to review your personal experiences to identify where you lack knowledge in order to reduce bias. Below are a few prompts for reflection:

- What can I do to better educate myself on the historical context of race, gender, sexuality, citizenship, and ability in my community?
- In what ways have I been conditioned to believe in the superiority of whiteness? How is white supremacy connected to upholding of the societal status quo? Further, how does white supremacy interact and inform other forms of oppression?
- In what ways have I engaged in rhetoric that promoted “othering” or stereotyping people unlike me?

Learn

Throughout American history, discrimination has not only been ever present, but era-defining. In each of those eras, however, there have been pivotal moments where activists organized, made themselves louder and more visible than the discrimination to enact real change.

Commonfund is aware of the discrimination that continues to exist within the fabric of American society today. Thus, Commonfund wants to lead the charge on self-education. We ask: How can we all be a force for positive change? How does one even begin the education to be that positive change? We know that it can, for many, begin with exposure, with the humanizing power of a story.

Even though we live in times of strife, we also live in a unique moment where the stories we see, hear, and read are reflective of the diversity that is the human condition. Thus, we provide the following list of TV shows, movies, and books to educate others on topics such as systemic racism and implicit bias. We also offer stories that deepen interpersonal understanding, as underrepresented peoples in non-stereotypical roles can challenge the existence of the stereotype because, as we all now know, representation matters. We not only share stories of oppression under a system but also stories of love, joy, and happiness—an insider look at the full human experience—as they, too, are a resource from which to learn.



UNDERSTAND AND CONNECT

For Kids or Teens

While news stories and images of protests spread across the internet, many children may have questions about what they are seeing and about the conversations they are hearing. It can be difficult to approach these conversations in a sensitive manner. Below, resources on how to explain differences to children:

Videos

- [26 Mini-Films for Exploring Race, Bias and Identity with Students](#)
- [Sesame Street Racism Town Hall](#)
- [Systemic Racism Explained](#)

Articles

- [A Veteran’s Guide to Talking with Kids About PTSD](#)
- [Anti-Racism for Kids: An Age-by-Age Guide to Fighting Hate](#)
- [Having ‘The Talk’: Expert Guidance on Preparing Kids for Police Interactions](#)
- [Helping Children Through a Parent’s Deployment](#)
- [How to Talk to Kids About Anti-Asian Racism](#)
- [How to Talk to Kids About America Before Columbus](#)

- [How to Teach Children about Disability, at Every Age](#)
- [How to Talk to Children about Hair Discrimination at School](#)
- [How White People Can Talk to Their Kids About Racism](#)
- [Talking About Disability](#)
- [Talking to Kids about Gender and Sexual Orientation](#)
- [Talking to Latino Children About Race, Inequality, and Discrimination: Raising Families in an Anti-Immigrant Political Environment](#)
- [Tips for Parents of LGBTQ Youth](#)

FOR COLLEAGUES

As the workplace gets more diverse, it will be necessary to equip yourself with tools to help you have productive conversations. These articles provide steps on how to have conversations about diversity with colleagues:

Articles

- [Honor with Action: 10 Ways to be an Ally to Indigenous Peoples](#)
- [How To Have Conversations About Race At Work](#)
- [How To Have a Meaningful Conversation About Disability At Work](#)
- [How to Help Break Down Roadblocks for Latino Colleagues](#)
- [How to support your Black coworkers without adding more stress during this incredibly difficult time](#)
- [Take Action Against Anti-Asian Racism: Support the Asian Community](#)
- [Talking about Racism, Racial Equity, and Racial Healing with Family, Colleagues, and Neighbors](#)

LISTEN AND ENGAGE



To further your education about experiences that are unlike your own, we have gathered podcasts to become better informed about a multitude of communities that will give a voice to and shine a light on a multitude of communities' stories:

Podcasts

About or by Blacks and African Americans:

- [1619](#)
- [Code Sw!tch](#)
- [Ear Hustle](#)
- [Intersectionality Matters!](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod for the Cause](#)
- [Seizing Freedom](#)
- [The Reveal Podcast](#)

About or by Latinos:

- [Latino USA](#)
- [In the Thick](#)

- [Her Dinero Matters](#)

About or by Middle Easterners People:

- [Arab American Café](#)
- [See Something | Say Something](#)

About or by South Asians:

- [Brown People We Know](#)
- [South Asian Trailblazers](#)
- [That Desi Spark](#)

About or by East Asians:

- [Asian American History 101](#)
- [Asian Enough](#)
- [Politically Asian!](#)

About or by Indigenous People:

- [Deep Pacific](#)
- [Root Cause Remedies](#)
- [Toasted Sister](#)
- [This Land](#)

About or by People with Disabilities:

- [Disability After Dark](#)
- [Down to the Struts](#)
- [The Accessible Stall](#)

About or by the LGBTQ Community:

- [Dead for Filth](#)
- [Las Culturistas](#)
- [One from the Vaults](#)
- [Queer Money](#)

About or by Veterans:

- [American Veteran: Unforgettable Stories](#)
- [Beyond the Uniform](#)

READ AND EXPLORE



As people begin to courageously speak up and share their experience of being marginalized and overcoming the adversity connected to their marginalization, books and articles have become a powerful tool for people to reclaim their voice. We have compiled a list of books and noteworthy articles to read and reflect on:

Books

On/About Blacks and African Americans:

- [A Small Place](#)
- [As Black as Resistance: Finding the Conditions for Liberation](#)
- [Things Fall Apart](#)

On/About Asians:

- [Alien Capital: Asian Racialization and Logic of Settler Colonial Capitalism](#)
- [Impossible Subjects: Illegal Aliens and the Making of Modern America](#)

On/About South Asians:

- [Exit West](#)
- [Home Fire](#)
- [The Namesake](#)

On/About Latinos:

- [One Hundred Years of Solitude](#)
- [The House on Mango Street](#)
- [The Brief Wondrous Life of Oscar Wao](#)

On/About the LGBTQ Community:

- [On Earth We're Briefly Gorgeous](#)
- [Sister Outsider](#)

On/About Veterans:

- [A Grain of Wheat](#)
- [The Things They Carried](#)

On/About People with Disabilities

- [Haben: The Deafblind Woman Who Conquered Harvard](#)
- [The Pretty One: On Life, Pop Culture, Disability, and Other Reasons to Fall in Love with Me](#)

Articles

Articles on Blacks and African Americans:

- [A Timeline of What Has Happened in the Year Since George Floyd's Death](#)
- [Mapping Police Violence](#)
- [The 1619 Project, New York Times Magazine](#)
- [What is Black Joy?](#)

Articles on Asians:

- [America's Long History of Scapegoating its Asian Citizens](#)
- [Asian-Americans Are Being Attacked. Why Are Hate Crime Charges So Rare?](#)
- [The Stop Asian Hate Movement is at a Crossroads](#)

Articles on South Asians:

- [Mapping a Radical Legacy of South Asian Activism in the Bay Area](#)
- [On Climate Change's Front Lines, Hard Lives Grow Even Harder](#)

Articles on Arab Americans:

- [How Arab Women Are Making Waves in Tech](#)
- [What Rashida Tlaib Represents](#)

Articles on the LGBTQ Community:

- [Legislation Affecting LGBTQ Rights Across the Country](#)
- [Pride 30: The New Generation](#)

Articles on People with Disabilities:

- [The ADA Was a Victory for the Disabled Community, But We Need More. My Life Shows Why.](#)

Articles on Indigenous Peoples:

- [A Proclamation on Missing Or Murdered Indigenous Persons Awareness Day, 2022](#)
- [Supreme Court Narrows Ruling for Tribes in Oklahoma](#)

Articles on Latinos:

- [Around Four-in-Ten Latinos in U.S. Worry that They or Someone Close to Them Could be Deported](#)
- [“Latinidad is Cancelled”: Confronting an Anti-Black Construct](#)

Articles on Veterans:

- [The Senate Passed a Bill to Help Sick Veterans. Then 25 Republicans Reversed Course](#)

WATCH AND LEARN



This resource guide came to fruition during 2020 after the deaths of George Floyd and Breonna Taylor at the hands of the police as well Ahmaud Arbery’s death as a result of a hate crime. Though we recognize that protests against violence are not new to the black community, Commonfund was moved by the global solidarity. We paid attention.

Available on Netflix

- 13th
- Crimp Camp: A Disability Revolution (PWD)
- Disclosure (LGBTQ)
- Gentefied (Latinos)
- Malcolm X (B/AA)
- One Day at a Time (Latinos & Veteran)
- Special (PWD & LGBTQ)
- The Death and Life of Marsha P. Johnson (B/AA & LGBTQ)
- When They See Us* (B/AA)

Available on Hulu

- Abbott Elementary (B/AA)
- Flee (Middle Eastern & LGBTQ)
- If Beale Street Could Talk (B/AA)
- Minari (Asian)
- Pose* (B/AA & Latinos & LGBTQ)
- Parasite (Asian)
- Reservation Dogs (Indigenous)

Available on HBO Max

- Angels in America* (LGBTQ)
- Crazy Rich Asians
- Judas & the Black Messiah (B/AA)

- Paris is Burning (B/AA & Latinos & LGBTQ)
- The Tuskegee Airmen (B/AA & Veteran)
- The Watchmen (B/AA)

Available on Disney+

- Moana (Pacific Islander)
- Turning Red (Asian)

Available on Amazon Prime

- Saving Private Ryan* (Veteran)
- Sound of Metal (South Asian & PWD)

Available on Rent

- A Fantastic Woman (LGBTQ & Latinos)
- Boy (Pacific Islander)
- Everything Everywhere All at Once (LGBTQ & Asian)
- Get Out (B/AA)
- Margarita with a Straw (South Asian & PWD)
- Moonlight* (B/AA & Latinos & LGBTQ)
- Saving Face (LGBTQ & Asian)
- Serving in Silence: The Margarethe Cammermeyer Story (LGBTQ & Veteran)
- The Peanut Butter Falcon (PWD)
- Writing with Fire (South Asian)

On Other Platforms

- Dark Winds (Indigenous)
- Reel Bad Arabs: How Hollywood Vilifies a People
- Rutherford Falls (Indigenous)



SUPPORT AND EXPERIENCE

Listed below are national and regional organizations advocating for marginalized groups. While this list is not complete, these resources serve as a starting point for participation during this time:

National

- [ACLU](#)
- [Advancement Project](#)
- [American-Arab Anti-Discrimination Committee](#)
- [Arab American National Museum](#)
- [Asian American Legal Defense and Education Fund](#)
- [Asian Americans Advancing Justice](#)
- [Autistic Self Advocacy Network](#)
- [Black Lives Matter](#)
- [Campaign Zero](#)
- [Committee to Protect Journalists](#)
- [Disabled American Veterans Charity](#)
- [Disability Rights Education & Defense Fund](#)
- [First Nations Development Institute COVID-19 Emergency Response Fund](#)
- [Fisher House Foundation](#)
- [Hispanic Scholarship Fund](#)
- [League of United Latin American Citizens](#)
- [NAACP Legal Defense Fund](#)
- [National Indigenous Women's Resource Center](#)
- [National Police Accountability Project](#)
- [South Asian Americans Leading Together](#)
- [Stop AAPI Hate](#)
- [Reaching for the Stars](#)
- [The Innocence Project](#)
- [The Marshall Project](#)
- [The Movement for Black Lives](#)
- [The Young Center for Immigrant Children's Rights](#)

New York City Area

- [Emergency Release Fund](#)
- [New York Civil Liberties Union](#)
- [Sakhi for South Asian Woman](#)
- [The Audre Lorde Project](#)
- [The Legal Aid Society](#)

Connecticut Area

- [Connecticut Council for Philanthropy](#)
- [Person To Person \(P2P\)](#)

Bay Area

- [Bay Area Anti-Repression Committee](#)
- [Black Earth Farms](#)
- [OCCUR](#)
- [National Lawyers Guild, San Francisco Bay Area Chapter](#)
- [The East Oakland Collective](#)
- [The Transgender District](#)

Businesses and Brands

It is important to show our support for vulnerable communities. The hyperlinks below direct to a detailed list of businesses owned by minorities to purchase goods from:

- [12 Arab American Brands to Support Now and Always](#)
- [198 Black Owned Businesses to Support](#)
- [30+ Veteran and Military Owned Brands to Support in 2022](#)
- [41 Native-Owned Businesses to Support during Native American Heritage Month and Year-Round](#)
- [98 AAPI-Owned Businesses to Support](#)
- [99 Latinx-Owned Businesses You Should Absolutely Know About \(Fashion\)](#)
- [Disabled-led Small Businesses and Brands to Shop from and Support](#)
- [Pride Month Is Over, But Here Are Some LGBTQ-Owned Businesses You Should Still Be Supporting](#)
- [These 30 Underrated South Asian-Owned Businesses Will Be Your Go-To for Diwali](#)

*Please note that the sharing of this information is not a Commonfund endorsement, promotion, or encouragement of any political action.



COMMONFUND DIVERSITY POLICIES

Equal Opportunity Employment Policy

Equal employment opportunity has been, and will continue to be, a fundamental principle at Commonfund, where employment is based upon personal capabilities and qualifications without discrimination because of race; color; religion; age; sex; marital or civil union status; national origin; sexual orientation or transgender status; gender identity or expression; ancestry; present or past history of mental disability; intellectual disability; learning disability; physical disability, including but not limited to visual or aural impairments; genetic information; or any other protected characteristics as established by law.

This Equal Employment Opportunity Policy applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.

The Human Resources Department has overall responsibility for this policy and maintains reporting and monitoring procedures. Employees' questions or concerns should be referred to the Human Resources Department. Appropriate disciplinary action may be taken against any employee willfully violating this policy.

Non-Discrimination and Anti-Harassment Policy

Commonfund is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, Commonfund expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice, and harassment.

Equal Employment Opportunity

It is the policy of Commonfund to ensure equal employment opportunity without discrimination or harassment on the basis of race; color; religion; age; sex; marital or civil union status; national origin; sexual orientation or transgender status; gender identity or expression; ancestry; present or past history of mental disability; intellectual disability; learning disability; physical disability, including, but not limited to visual or aural impairment; genetic information; or any other protected characteristic as established by law. Commonfund prohibits and will not tolerate any such discrimination or harassment.

Americans with Disabilities Act Policy Statement

Commonfund is committed to complying with all applicable provisions of the Americans with Disabilities Act ("ADA") and any applicable state laws relating to protections for disabled employees. It is Commonfund's policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability, so long as the employee can perform the essential functions of the job, with or without reasonable accommodation. Consistent with this policy of nondiscrimination, Commonfund will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, who has made Commonfund aware of his or her disability, provided that such accommodation does not constitute an undue hardship on Commonfund.

Employees with a disability who believe they need reasonable accommodation to perform the essential functions of their job should contact the Human Resources Department. Commonfund encourages individuals with disabilities to come forward and request reasonable accommodation.

In 2018, we created a Diversity, Equity and Inclusion Office to intentionally promote and foster inclusion and equity across the firm and our investment process, thought leadership and professional and organizational development. To learn more and download our inaugural DEI report, visit - <https://www.commonfund.org/diversity>.