**DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY STATEMENT**

Leave 10 aims to build stronger communities by educating, inspiring, and encouraging individuals to aspire to leave at least 10 percent of their estate to charitable organizations.

At the heart of Leave 10’s mission is the belief that all people have the potential to make a difference in their community, not just wealthy individuals. Altruism, the selfless concern for others, can be expressed through volunteering, direct help, lifetime donations, and giving through one’s estate. Leave 10 focuses on charitable estate giving because it emphasizes an underused tool that enables anyone to make an impact on the future, without compromising their own current financial security.

We encourage people to ***aspire*** to leave 10 percent, understanding that some have the capacity to leave more while others may run the risk of outliving their resources. Our hope is that many start with the aspiration and, if their circumstances allow, follow through with meaningful legacies that help build a more vibrant, just, and equitable future for succeeding generations.

Leave 10 is more a movement than an organization. It empowers community transformation by:

* inspiring individuals from all walks of life to be philanthropists by leaving a legacy gift,
* encouraging professional advisors to include philanthropy in client conversations,
* building the planned giving capacity of all nonprofits, regardless of size or purpose, and
* providing resources and tools related to charitable giving.

Acknowledgement:

* Leave 10 acknowledges that there are profound disparities in health, education, income, and economic mobility in the United States that stem from institutional and systemic racism and bias. These disparities, along with a wide and persistent wealth gap, inhibit opportunities for everyone to flourish.
* Leave 10 acknowledges that philanthropy alone cannot undo centuries of inequity, but we do believe that philanthropy can be a tool for catalyzing positive change and building a more equitable future for all. We believe in the potential and power of **all** people in the community to have an impact on shaping the future through a legacy gift.
* Leave 10 acknowledges that philanthropy has disproportionately benefited white communities, and people of color continue to be underrepresented in advisory services such as financial planning, estate planning, and fundraising. Increased representation is vital to more equitable access to the services offered by these fields. Additional access will offer more philanthropic opportunities, in addition to family and asset protection.

Commitments:

Leave 10 aspires to build an inclusive movement guided by our vision of a more vibrant, just and equitable community through the following actions:

* Leave 10 will create a welcoming and supportive environment that respects and celebrates diverse viewpoints, lived experiences, backgrounds, and expertise.
* Board and Committee members are encouraged to do their own personal racial justice work. This work deepens their understanding of the role of racism and white privilege in their lives and profession, helps build authentic connections with communities of color and supports their personal commitment to be allies and anti-racist.
* Accomplish our work side by side and in community. This will include intentional representation of diverse organizations, leaders of color, volunteers with various levels of experience, and small and rural organizations on leadership committees.
* Strive to make planned giving more approachable and accessible for **all** people, including identifying and addressing barriers for individuals, non-profits, and professional advisors. This will involve inviting the input of people from a variety of backgrounds, experiences, and cultures to ensure our resources are useful for as many people as possible.
* While donors have the final choice on their charitable beneficiaries, Leave 10 will provide resources on its website for individuals seeking to explore and engage in justice-oriented philanthropy.
* We recognize that over half of Americans do not have an estate plan, or even a simple will. Leave 10 will provide connections to resources for creating an estate plan. The benefits of an estate plan include protections for family in addition to opportunities for philanthropy.
* Leave 10 is in solidarity with local and national endeavors that seek to increase the representation of professionals of color in law, finance, and philanthropy.

We acknowledge that this is a journey where we will continue to learn and risk making mistakes along the way.