Impact 100 Richmond Non-Discrimination Policy

Impact 100 Richmond is an all-woman philanthropic organization and believes that equal opportunity is essential for the health and vibrancy of our community, as well as the continuing success of our organization.

With respect to grantmaking, it is our policy to comply with state and federal laws that preclude discrimination because of race, color, religion, national origin, sex, age, pregnancy or pregnancy related conditions, sexual orientation, gender identity, handicap (disability), military status, immigration status, or any other protected status under federal or state laws.

We recognize that organizations to which we make grants may identify particular needs in the community and target programs or services to particular populations based on those needs; however, the programs and services must be open to all people within those targeted populations.

Approved by Leadership Committee April 18, 2023