



IDEAL Network | Our Statement of Beliefs

CapDev's Understanding of DEI

Regardless of race, color, religion, gender, gender identity or expression, sexual orientation, parental status, national or ethnic origin, different abilities, age, veteran status, socio-economic status, or other invisible traits, we believe that all are valued, and ensure that all are provided the opportunities to contribute equally and are rewarded equitably.

How CapDev Applies Our Concept of IDEAL in Our Work

Capital Development Services places an emphasis on garnering a **diverse candidate pool** in every search. Diverse candidates represent various nationalities, ethnicities, races, sexes, orientations, preferences, skill sets, and backgrounds, and are critical to the work of any nonprofit. Intentional efforts to recruit a diverse pool in every search include creative sourcing to research and connect with a broad array of potential candidates and customized networking through our regularly updated databank of influencers.

Capital Development Services embraces a philosophy of **inclusive philanthropy**. Based on our essential belief that **all are valued** and have gifts and perspectives to share, we intentionally and genuinely integrate a core understanding of inclusivity in all our client work. All campaign and development work must deliberately foster a welcoming culture and a pervasive sense of belonging. We are motivated by our belief that upholding the highest standards of integrity in our work strengthens the value of compassion for clients' missions and multiplies the impact of their supporters' contributions. We are, therefore, committed to advancing and preserving inclusion, diversity, equity, access, and leadership (IDEAL) and want to serve as a thought leader to help affect change through the work we conduct in the social sector.

The CapDev IDEAL Network

Capital Development Service's commitment to ensuring inclusivity, diversity, equity, access, and leadership (IDEAL) includes the CapDev IDEAL Network. This network assists with sourcing and recruiting a diverse talent pool throughout the executive search process and ensuring IDEAL when building campaign and development plans. A dynamic list of nonprofit professionals and professionals of various backgrounds, ethnicities, and perspectives in the Southeast and beyond with whom we have established close working relationships partners with CapDev to:

- Spread open position announcements and encourage referrals representing all forms of diversity.
- Serve as a resource for CapDev in enlisting and engaging people who represent all forms of diversity to expand the mindset of inclusive philanthropy.