**The Guiding Principles in Action for . . .**

Philanthropic Organizations and Funders

In September 2017, after input from diverse stakeholders and a statewide validation process, Vermont endorsed **Supporting Each and Every Young Child and Family’s Full and Equitable Participation: Vermont Guiding Principles.** The Vermont Guiding Principles describe what individuals, organizations, and communities understand and do to realize the promise of each and every child (birth to Grade 3). Here are examples of actions that philanthropic organizations and funders can take to fully embrace the Guiding Principles.

**Become well-informed about issues and challenges related to diversity, equity, inclusion, and family engagement**

* Share the vision and evidence for the Guiding Principles with partners; commit to investing in change together
* Convert the principles into a checklist. Use the checklist to assess the extent to which each principle is currently in place (never – some of the time – all the time). Use the responses to identify priorities for change and monitor those changes over time.
* Seek information, training, and technical assistance to build new knowledge as needed

**Use the Vermont Guiding Principles to prompt reflection and monitor practice**

* Use the Guiding Principles to frame current and future commitments
* Analyze current grantees for the extent to which they are addressing the Guiding Principles
* Develop clear definitions of terms like “high need” and require grantees to use them
* Use data to determine needs and identify inequities that need to be addressed
* Examine how funds are currently distributed and how need is shown
* Incorporate the Guiding Principles into future grant getting and giving

**Incorporate the Vermont Guiding Principles in decision making**

* Examine the composition of board and staff to make sure they are diverse and reflective of communities and stakeholders
* Use the Guiding Principles in applications, rating criteria, and rubrics
* Require applicants to document how they will reflect the Guiding Principles in their work
* Ask applicants about the composition of their board and staff compared to their clients and communities
* Use the Guiding Principles in grant monitoring forms

Additional information and resources for using the Vermont Guiding Principles are available at

[**https://fpg.unc.edu/presentations/vt-guiding-principles**](https://fpg.unc.edu/presentations/vt-guiding-principles)