



Policy to Clarify Gender-Based Scholarship Selection Criteria

The Foundation administers a number of scholarship funds where gender is a criterion for selection of the applicant. In some cases these funds were created by donors who are now deceased, and who could not have foreseen the questions we face today about gender identity.

The Foundation seeks to both protect donor intent and be aware of societal issues that have a growing number of teens identifying themselves in non-binary and nontraditional gender terms. The Foundation also seeks to be objective, non-discriminatory, and clear about its role in administering awards involving selection criteria.

Therefore, to eliminate confusion about an applicant's qualifications for a scholarship that is in part based on gender identity where the intent cannot be clarified by the fund founder, it will be the Foundation's policy to require that the applicant's biological/birth gender *and* the gender with which the applicant identifies *and* the gender by which the applicant presents in the community match the gender specified in the fund agreement to be eligible for the award in question.

The Foundation will make a good-faith effort to contact living fund founders to understand their intentions on this matter. Moreover, it will be the Foundation's policy to discourage gender-based criteria in new scholarship funds.

The Foundation will publish the rationale for this policy in connection with applications for existing scholarships with gender-based requirements.

Approved March 15, 2019
by the Board of Directors

Brad Bowman, Secretary