



We envision that all people in Bermuda are healthy, independent, financially secure and connected to community with equitable opportunities for all.

## SOCIAL CONTEXT

Bank of Bermuda Foundation acknowledges structural racism in Bermuda. Our historical and cultural roots created and perpetuate biased judgments, social and economic divides, and inequitable access to opportunities and outcomes in our community.

## RESPONSE

Bank of Bermuda Foundation has identified four spheres of influence with an intention to help heal, improve, inspire and re-balance the Bermuda community to be a dynamic and fair-minded place to live and grow.

## VALUES

**Value of relationships:** The Foundation recognises and values the central place of healthy relationships in our lives. From our families to our larger community, it's how we interact and what we can do together that will have a meaningful impact on our society.

**Value of thoughtful decision-making:** The Foundation values a thoughtful and discerning approach to decision-making. The need for changes in society's structures is balanced with the value of personal transformation. The importance of organisational stability is balanced with the value of innovation and risk taking.

**Value of research and understanding:** The Foundation appreciates the importance of proactively seeking to understand the dynamics at work in our community, as well as the larger world. We value research and reporting as the means to deepen our knowledge and strengthen our focus for giving.

**Value of equity:** The Foundation places a high value, not simply on equality, but more importantly on equity. People do not all start on a level playing field, so we consider how to offer universal benefits for everyone, while targeting special support for those with need. This concept is sometimes identified as 'targeted universalism'. Our decisions can profoundly affect people's lives and we approach this responsibility with integrity.

