



Statement on Internal Culture and Organization: Duties of Care

The mission of the Wind River Foundation is to advance philanthropy that will empower the tribal communities on Wyoming's Wind River Reservation in their work toward cultural revitalization, social progress and economic prosperity. We envision self-determined, vibrant and thriving indigenous societies on the Wind River Reservation and across the world. Both our mission and our vision require our unwavering commitment to indigenous leadership. This is our core policy, our fundamental operating principle and our desired outcome.

Given our stated mission and vision, our particular focus is to engage the tribal members of the Wind River Reservation. We prioritize the leadership, participation, points of view, and preferences of these tribal members as a matter of practice and policy. Not all of the individuals who engage in the work of the foundation are indigenous. Our structure is a collaborative one, in which we strive to maintain constructive cross-cultural and inter-sovereign respect for all human dignity while maintaining our primary commitment to the indigenous tribal members of the Wind River Reservation.

As our organization grows, we are committed to developing and formalizing these efforts in the following areas:

- Board Member and Advisory Board Development
- Board Policies and Practices
- Strategic Planning
- Organizational Staffing
- Communications
- Contracts and Vendors
- Programs and Events
- Grantmaking
- Operations
- Accountability, Evaluation and Responsiveness
- Self-Assessment and Renewal



Acknowledgements and Commitments

The Wind River Foundation acknowledges that within institutional philanthropy as within society at large, there exists an inherently imbalanced power structure that continues to injure indigenous societies and individuals. We also acknowledge an embedded privilege that non-indigenous societal, political and economic structures confer to non-indigenous people and unjustly deny to indigenous societies and people through both explicit and implicit mechanisms.

It is essential that Wind River Foundation leadership, staff and supporters who are not indigenous are committed to sensitivity in service to our mission and to the execution of the collective will of the tribal members who co-lead, advise, and work within and alongside the organization. It is also imperative that Wind River Foundation non-indigenous leadership and staff are willing to take responsibility to educate themselves, practice cultural and personal humility, seek indigenous counsel on issues, defer to indigenous viewpoints, acknowledge when they cannot understand or meaningfully contribute to a subject, and be open to self-reflection and course correction when necessary. Failure to do so will constitute an inability to abide by the core principles of the Wind River Foundation.

The Wind River Foundation also recognizes there is value in cross-cultural and inter-sovereign relationships in present society. We recognize the damage caused by reducing individuals of any race, nationality, tribe or religion solely to the groups to which they identify or may be seen to belong. We espouse the view that all human beings deserve to be treated with respect and dignity. The Wind River Foundation is unified not by the sameness of our tribal, national, ethnic or other identifications but through our mutual commitment to the pursuit of our mission and our devotion to the values we strive to uphold.



The Inherent Limits of Our Platform

The Wind River Foundation does not speak on behalf of either the Eastern Shoshone Tribe or the Northern Arapaho Tribe, which together govern the Wind River Reservation, nor do we claim to represent the views of all tribal members individually or collectively. Due to the rich diversity of indigenous viewpoints, the Wind River Foundation could never adequately represent the wide range of views held by all tribal members. The Wind River Foundation represents only itself. Sovereign tribal governments, individual tribal members, tribal organizations, and native-led nonprofits speak for themselves individually and within the institutions they have chosen to represent them.