



BADER
PHILANTHROPIES

CULTURAL INTENTIONALITY

Cultural Intentionality is the philosophical and cultural foundation of Bader Philanthropies. It shapes how we relate to one another, engage with the community, and engage with partners across the nonprofit sector.

We began developing this framework in 2020 - a time of deep national unrest, uncertainty, and division. Amid that turmoil, we recognized the urgent need to build an internal culture that genuinely reflects our values and purpose. It was not easy work. Creating a shared culture requires clarity, commitment, and intentionality. But we knew that how we view the world and one another must be grounded in integrity and humility.

We define Cultural Intentionality as the ability to see oneself and others as unique individuals in a cultural context. It starts with us understanding ourselves and how we view others. From there we learn to understand and respect each other's culture. Through this cultural understanding, we can work toward treating each other with respect, getting to know each other, and understanding each other's roles. Once we understand each other better, we can build relationships, help people feel safe, build trust, and focus on solutions that make a difference.

Guided by this framework, we commit to principles like having the same set of rules for everyone, providing equal access to resources, and sharing the credit for success. Because we have these principles, we have been able to embed in the community and support culturally diverse communities and leaders.

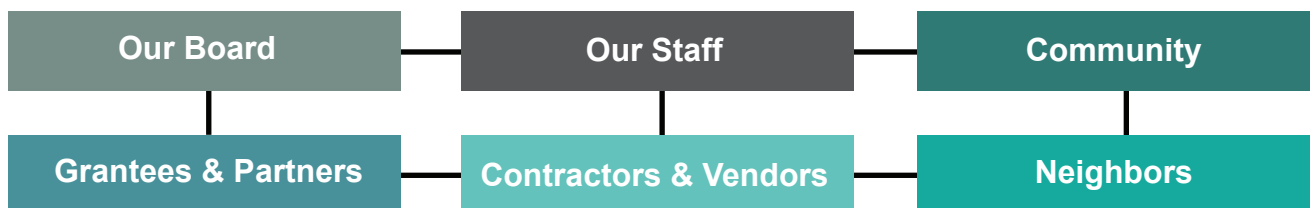
We see ourselves as part of a larger ecosystem. We are connected to neighbors, nonprofit partners, businesses, and the broader community. Cultural Intentionality calls us to approach each relationship with respect, humility, and a shared sense of purpose.

Alongside our core values of Dignity, Compassion, Humility, Integrity, and Service, Cultural Intentionality is woven into everything we do. It reminds us that building trust and treating others with respect strengthens our work and makes it more effective, more joyful, and more sustainable.

Culture is not a backdrop; it is the thread that runs through every interaction. Taking it seriously and being intentional in how we show up ensures we remain true to who we are in everything we do.



Our Ecosystem





BADER
PHILANTHROPIES