

SURF Foundation Diversity and Inclusion Statement

At the SURF Foundation a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

Sacred Circle Garden - Cangleska Wakan

Protect ~ Respect ~ Understand

In the Native way of knowing science, a Sacred Circle represents the continued process of growth and development that connects everything in the environment, including human beings.

The design of Cangleska Wakan points to four significant landmarks of Paha Sapa or He Sapa: Bear Butte, Bear Lodge, Black Elk Peak and the Badlands—all considered sacred.

The heart of the Sacred Circle Garden will feature a medicine wheel, a sacred symbol used by the Lakota to represent spiritual knowledge and a connection to everything in the universe. It is a symbol of unity, good health, well-being, honor and recognition.

- Architect rendering is at 60%
- Limited edition prints of the four significant landmarks are available to support the campaign www.sanfordlab.org/garden
- Groundbreaking is scheduled for Spring/Summer 2022 pending on \$800,000 being raised

SURF Foundation Board of Directors

At the SURF Foundation, we have set out on an intentional journey to assess how we can champion diversity, equity, and inclusion (IDEA) as values. As the philanthropic arm of Sanford Underground Research Facility (SURF), the SURF Foundation is committed to creating a culture that centers on IDEA collaboratively with SURF. IDEA is reviewed consistently as we grow the SURF Foundation board of directors. In September 2021, the SURF Foundation board of directors' nominations passed a board vote and the board grew from 7 members to 10. The compiled attributes and diversity of our board of directors is reviewed as new potential board of directors are recommended.

SURF Foundation has obtained the Platinum Seal from GuideStar

By publicly sharing metrics about funds and the progress the Foundation is making toward its mission, (SURF) Foundation has earned the 2021 Platinum Seal of Transparency, the highest level of recognition offered by GuideStar. [SURF Foundation earns GuideStar's highest level of recognition | Sanford Underground Research Facility \(sanfordlab.org\)](#)