



Growing **diversity**,
equity, and **inclusion**
in philanthropy

Diversity in Philanthropy In All Dimensions

Imagine philanthropy that...

- **achieves lasting impact** by drawing on the power of diverse staffs and boards
- **forges genuine partnerships** with diverse communities, and
- **increases access** to opportunities and resources

for all people.

Diversity, equity, and inclusion helps foundations...

- **be more strategic thinkers and effective grantmakers,**
- **connect better with the communities they serve, and,**
- **live up to the values they seek to promote.**

Better Together

D5 Funders



D5 Leadership Team



And Growing...

Better Together

D5 Funders

The California Endowment
Annie E. Casey Foundation
Marguerite Casey Foundation
Lloyd A. Fry Foundation
Walter and Evelyn Haas, Jr FUnd
Robert Wood Johnson Foundation
W.K. Kellogg Foundation
Jessie Smith Noyes Foundation
David and Lucile Packard Foundation
The Prudential Foundation
Rockefeller Brothers Fund
The Rockefeller Foundation
Rosenberg Foundation

D5 Leadership Team

Paul Bachleitner, Joint Affinity Groups
Renée B. Branch, Council on Foundations
Roger Doughty, Horizons Foundation
Carly Hare, Native Americans in Philanthropy
Mae Hong, Rockefeller Philanthropy Advisors
Lawrence McGill, Foundation Center
Jeff Poulos, Associated Grant Makers
Vicki Rosenberg, Vicki Rosenberg and Associates
Sylvia Zaldivar Sykes, Lake County Community Foundation

And Growing...

A Comprehensive Plan



1. More diverse and inclusive philanthropic **leaders**



2. More **dollars**, more **donors** to diverse communities



3. Coordinated, field-wide **data** collection and research systems



4. Sustained voluntary **action**

Four Big Changes by 2015

2015 goal:

New foundation CEO, staff, and trustee appointments more closely reflect U.S. demographic trends.

1. DIVERSE LEADERS

2010-11 progress to date:

Seven regional associations launched or nurtured existing leadership networks; partners supported to convene diverse trustees

2012-13 plans:

“Champions” convened at the regional and national level to share and commit to specific strategies to promote DEI; more trustees engaged to strengthen their capacity to provide leadership on DEI

Four Big Changes by 2015

2015 goal:

Annual funding for diverse communities increases substantially.

2. MORE FUNDING

2010-11 progress to date:

Diverse Donor Convening in LA; Survey of public foundations launched; Philanthropic Inclusion Fund for population focused funds (PFFs) is launched.

2012-13 plans:

Donor convenings in Midwest and Southeast; Analysis of PFFs donor engagement and capacity needs; PFFs convened to vet analysis and inform strategy

Four Big Changes by 2015

2015 goal:

Philanthropy has the research capacity to be more transparent about progress on diversity, equity, and inclusion.

3. BETTER DATA

2010-11 progress to date:

Standardized internal DEI data collection system developed; Additional RAs and other partners identified pilot foundation internal data collection system.

2012-13 plans:

Three commissioned research projects launched; Internal DEI data collection protocols piloted; Preliminary beneficiary data collection system developed.

Four Big Changes by 2015

2015 goal:

More foundations take meaningful action to address diversity, equity, and inclusion issues in their organizations.

4. VOLUNTARY ACTION

2010-11 progress to date:

2011 and 2012 State of the Work Reports produced; "Take Five" communications campaign elements refined; Analysis of best DEI policies and practices launched.

2012-13 plans:

Launch engagement strategy; Policies and practices analysis vetted by champions and practitioners; Develop comprehensive, field-wide mapping of DEI resources to more strategically support foundations' DEI work

D5 Defines Diversity by

Broadly encompassing the complex diversity of the communities philanthropy serves, but emphasizing the need to address evidence of disparities in outcomes as the result of historical and persistent discrimination and exclusion, and thus focusing primarily on:

- **Racial/ethnic groups**
- **LGBT populations**
- **People with disabilities**
- **Women**

Field's Definition Often Focuses on Race & Ethnicity

Race & Ethnicity

Socioeconomic Status LGBT Gender
Disability Geography Veteran Status Age Religion

horizons foundation



Take5: Actions You Can Take Right Now

Learn ways to advance diversity, equity, and inclusion at D5coalition.org.

Commit to taking the next step that's right for your organization.

Engage your trustees, grantees, or colleagues in the conversation.

Share stories of your successes and challenges to inspire others.

Help D5 help the field.



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