

# The world is changing. Is your foundation changing with it?



D5 has brought together more than a dozen organizations to channel our collective energy to increase diversity, equity, and inclusion in philanthropy by 2015. **Our ultimate goal: help foundations achieve greater impact in an increasingly diverse world.**

## BIG CHANGES IN PHILANTHROPY

We envision a philanthropic sector in which foundations draw on the power of diverse staffs and boards to achieve lasting impact, forge genuine partnerships with diverse communities, and increase access to opportunities and resources for all people. To realize this vision, we are working toward four outcomes:

- 1. Leaders:** New foundation CEO, staff, and trustee appointments more closely reflect U.S. demographic trends.
- 2. Action:** More foundations take meaningful action to address diversity, equity, and inclusion issues in their organizations.
- 3. Funding:** Annual funding for diverse communities increases substantially.
- 4. Data:** Philanthropy has the research capacity to be more transparent about progress on diversity, equity, and inclusion.

**“ In order to achieve real effectiveness in a rapidly changing world, we need philanthropy to look more like America, so we can better respond to America’s issues. The results of greater movement in this direction will be more diverse philanthropy, better philanthropy, a better world. ”**

—Robert K. Ross, MD, President & CEO, The California Endowment

## WHY IT MATTERS

We believe it is imperative for philanthropy to become more diverse, inclusive, and equitable in its practices, for three main reasons:

**Effectiveness.** Diverse perspectives within foundations can help build better relationships with grantees, improve team problem-solving, and lead to better outcomes.

**Relevance.** By practicing greater diversity, equity, and inclusion foundations stay relevant in an increasingly diverse and complex world.

**Purpose.** We believe it is the right thing to do, to practice the values of equity and inclusiveness that we promote in our own institutions’ guiding principles.

## BETTER TOGETHER

We believe D5 represents philanthropy’s greatest chance to make substantial progress on diversity.

**Collective impact.** D5 is an unprecedented effort by leading philanthropic groups and foundations to tackle diversity issues in a coordinated way. Until and unless philanthropy speaks with a more unified voice on these issues, we’re unlikely to gain traction.

**Critical timing.** Philanthropy has the opportunity to unify proactively around a strategic agenda, rather than continuing to react. Voluntary action is far better than governmental regulation. As one of our coalition leaders argues, “If we don’t do it, it will be done to us.”



## ACTION IN 2012

D5 is implementing a comprehensive plan to achieve key goals, coordinating strategic efforts across a range of organizations and in the following priority areas.



### **Create more diverse and inclusive CEO and trustee leadership**

by providing peer-to-peer dialogue, compelling stories, relationship building with diverse communities, and specific examples of diversity, equity and inclusion efforts.

**IN 2012:** CEO peer learning networks convened in regions across the country to share strategies for promoting diversity, equity and inclusion in foundations; support for the leadership development efforts of affinity groups and other partners.



### **Raise the visibility and build the capacity of diverse donors and population-focused funds** to contribute to, influence, and be partners in philanthropy.

**IN 2012:** More convenings of diverse donors; analysis of the impact of population-focused funds; support capacity building for population-focused funds through the Philanthropic Inclusion Fund.



### **Develop policies and practices** to help foundations implement diversity, equity, and inclusion in their organizations; and ensure that high quality educational resources related to diversity, equity, and inclusion are more readily accessible to foundations across the sector.

**IN 2012:** Analysis of existing resources to support the implementation of effective equity and inclusiveness practices.



### **Build a coordinated field-wide diversity research agenda** and data collection system to help the sector track progress on diversity.

**IN 2012:** Development of system to collect standardized data on diversity, equity, and inclusion; support for additional regional diversity studies.



### **Take action on diversity, equity, and inclusion** by growing the coalition into a movement of philanthropy infrastructure organizations and grantmakers committed to and capable of growing diversity in philanthropy.

**IN 2012:** Release *2012 State of the Work* report that documents effective actions taken by foundations; establish an Innovation Fund to support creative approaches for facilitating action that furthers diversity, equity, and inclusiveness.

## JOIN US!

Contact [kelly.brown@d5coalition.org](mailto:kelly.brown@d5coalition.org), or any partner to learn how you can get involved.

### **D5 Founding Funders**

Stephen B. Heintz, Rockefeller Brothers Fund  
Robert K. Ross, The California Endowment  
Sterling K. Speirn, W.K. Kellogg Foundation

### **D5 Funders**

Annie E. Casey Foundation  
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The Rockefeller Foundation  
Rosenberg Foundation

### **D5 Leadership Team**

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Ericka Plater Turner, Council on Foundations  
Jeff Poulos, Associated Grant Makers  
Vicki Rosenberg, Vicki Rosenberg & Associates  
Kristopher Smith, Funders' Network for Smart Growth and Livable Communities  
Sylvia Zaldivar-Sykes, Lake County Community Foundation

### **Founding Coalition Members**

Asian Americans/Pacific Islanders in Philanthropy  
Associated Grant Makers  
Association of Black Foundation Executives  
Council of Michigan Foundations  
Council on Foundations  
Donors Forum  
Foundation Center  
Funders for LGBTQ Issues  
Hispanics in Philanthropy  
Horizons Foundation  
Minnesota Council on Foundations  
Native Americans in Philanthropy  
Ohio Grantmakers Forum  
Philanthropy New York  
Philanthropy Northwest  
Rockefeller Philanthropy Advisors  
Women's Funding Network

*And the coalition is growing! For a full list of coalition members, visit [D5coalition.org](http://D5coalition.org).*

### **D5 Staff**

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