

The Face of America is Changing. Is Philanthropy Staying Ahead of the Curve?



D5 has brought together dozens of 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. Bringing new voices and expertise to the table can help to make our foundations more effective at advancing the common good.

Relevance. By understanding and reflecting the rich perspectives of the communities we serve, 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 2013

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 2013: Regional convenings of trustees and foundation executives on D5 and partner content and learnings; 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 2013: Regional convenings of diverse donors; comprehensive analysis of the performance and impact of population-focused funds; relaunch of PFF Directory with graphical interface.



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 2013: Dissemination of policies and practices analysis; regional programming and 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 2013: More pilots of system to collect standardized data on diversity, equity, and inclusion; dissemination and engagement in results of three *Insights on Diversity* research projects; more studies that explore the relationships between diversity and effectiveness.



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 2013: Launch Take 5 campaign to enroll hundreds of foundation leaders in the work to advance diversity, equity, and inclusion; release *2013 State of the Work* report that profiles effective actions taken by foundations.

JOIN US!

Contact 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
Marguerite Casey Foundation
Lloyd A. Fry Foundation
Evelyn & Walter Haas, Jr. Fund
Robert Wood Johnson Foundation
Jessie Smith Noyes Foundation
David and Lucile Packard Foundation
The Prudential Foundation
The Rockefeller Foundation
Rosenberg Foundation

D5 Leadership Team

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Kristopher Smith, Funders' Network for Smart Growth and Livable Communities
Sylvia Zaldivar Sykes, Lake County Community Foundation
Ericka Plater Turner, Council on Foundations

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

And the coalition is growing! For a full list of coalition members, visit D5coalition.org.

D5 Team

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D5 is a fiscally-sponsored project of Rockefeller Philanthropy Advisors.