



More than a dozen organizations, with connections to thousands of foundations, have come together to increase diversity, equity, and inclusion in organized philanthropy over the next five years.

Our ultimate goal: help foundations achieve greater impact in an increasingly diverse world.

BIG SECTOR CHANGES

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:

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

Greater transparency. In practice, diversity, equity, and inclusion help foundations stay relevant and visible in a changing world.

Greater purpose. Simply put, we believe this work is the right thing to do. It helps foundations more fully live their core values.

BETTER TOGETHER

We believe the D5 coalition represents the sector’s greatest chance to make substantial progress on diversity.

The strategy is right. Our coalition represents an unprecedented effort by leading philanthropy 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.

The timing is critical. 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.”

OUR PRIORITIES

We've developed a comprehensive plan to achieve our four big changes, coordinating strategic efforts across a range of organizations and in the following priority areas.



We're working to create more 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 2011 LOOK FOR: Pilots of CEO peer learning networks focused on diversity and inclusion in foundations, to be replicated in regions across the country in 2012.



We're working to raise the visibility and build the capacity of diverse donors and population-focused funds to contribute to, influence, and be partners in philanthropy.

IN 2011 LOOK FOR: A dynamic master directory of U.S. population focused funds that connects foundations, donors, and nonprofits to these community-rooted grantmakers and leaders.



We're working to develop policies and practices to support diverse foundations and ensure that high quality educational resources related to diversity, inclusion and equity are more readily accessible to foundations across the sector.

IN 2011 LOOK FOR: Sample policies and educational tools related to hiring, trustee selection, and other aspects of building diverse foundations.



We're working to build a coordinated field-wide diversity research agenda and data collection system to help the sector track progress on diversity.

IN 2011 LOOK FOR: The development of common metrics for diversity data collection and analysis and the creation of a research agenda around diversity, equity, and inclusion in philanthropy.



We're working to sustain voluntary action on diversity, equity, and inclusion by growing the coalition into a network of philanthropy infrastructure organizations and grantmakers committed to and capable of growing diversity in philanthropy.

IN 2011 LOOK FOR: The State of the Work report, an effort to map—using data and stories—philanthropy's work on diversity, equity, and inclusion.

JOIN US

Never before have so many organizations come together to improve philanthropy's work on diversity, equity, and inclusion. Contact any of us to explore how we can work together or email our director, Kelly Brown, at kelly.brown@D5coalition.org.

D5 Director

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D5 Coalition

Council on Foundations
Foundation Center
Horizons Foundation
Joint Affinity Groups

- Asian Americans/Pacific Islanders in Philanthropy
- Association of Black Foundation Executives
- Funders for LGBTQ Issues
- Hispanics in Philanthropy
- Native Americans in Philanthropy
- Women's Funding Network

Regional Associations of Grantmakers

- Associated Grantmakers
- Council of Michigan Foundations
- Donors Forum
- Minnesota Council on Foundations
- Ohio Grantmakers Forum
- Philanthropy New York
- Philanthropy Northwest

Rockefeller Philanthropy Advisors serves as D5's program office