



D5 Coalition

REQUEST FOR PROPOSALS

Research on the Role of Organizational Culture & Characteristics in Fostering Diversity in Philanthropy

About D5

D5 is a five-year coalition to grow philanthropy's diversity, equity, and inclusion. In 2010, foundations and philanthropy organizations came together to form an unprecedented coalition of 18 infrastructure organizations and set a strategic agenda to help philanthropy become more diverse, equitable, and inclusive. The world is changing. We believe philanthropy should change with it. The ultimate goal of this work is to help foundations achieve greater impact in an increasingly diverse landscape. For more information on D5 and its work, visit www.d5coalition.org.

Background & Overview

To that end, one of D5's strategic priorities involves advancing research efforts on diversity and philanthropy that will help illuminate best practices, key challenges, and critical outcomes. This year, D5 will provide awards of up to \$50,000 of funding for research projects that deepen our understanding of the role that organizational culture and characteristics play in promoting diversity within philanthropy.

Although research shows that organizational culture plays a vitally important role in how diversity can be leveraged for greater effectiveness, to date there are relatively few studies that document the particular strategies and practices used by philanthropic organizations. Through this RFP, D5 seeks to provide a wider breadth of research and resources to foundations that can ultimately inform organizational practices related to diversity, equity, and inclusion.

Projects may include, but are not limited to, issues related to the recruitment and retention of diverse foundation leaders and staff, foundation policies and practices that promote or hinder inclusion, and outcomes of foundation diversity. Questions of interest include:

- How do people attain the positions/roles they have in philanthropy?
- What role does the organizational culture of philanthropic organizations play in promoting or inhibiting diversity, equity, and inclusion? In what ways have organizational cultures successfully shifted or changed to promote diversity, equity, and inclusion.
- How can grantmakers work more effectively with grantees on issues of diversity, equity, and inclusion?
- In what ways do diversity, equity, and inclusion at the board or staff level lead to more effective grantmaking?
- How do organizational culture and organizational leadership contribute to or inhibit the diversification of boards, staffs, and decision-making practices among foundations?

Research Awards

Award amounts generally will range from \$5,000 to a maximum of \$50,000. Projects must be completed within two years of award date. All interested parties, including advanced graduate students, early career academics, consultants, and other researchers are encouraged to apply. All types of methodological approaches are welcome, including case studies, survey research, focus group research, analysis of archival data, among others. Applicants should demonstrate familiarity with the literature on diversity, equity, and inclusion, including a working knowledge of relevant efforts that have been undertaken in the nonprofit, corporate, and government sectors.

Application Requirements

To apply, please submit the following: the applicant's CV or resume, a description of the applicant's organization and mission (if applicable) and a 3-5 page narrative that includes: the background for the proposed research, key research questions, project description (including methodology and expected outcomes), project timeline, dissemination plan, and project budget.

Awards will be announced in May 2012. Successful applicants are requested to participate in a panel discussion describing their work at the November 2012 conference of the Association for Research on Nonprofits and Voluntary Action (ARNOVA), and to present preliminary findings from their research at the 2013 ARNOVA conference. Final project deliverables are due by April 1, 2014.

For additional information or to submit a proposal, please contact Kelly Brown, D5 Coalition Director by e-mail at kelly.brown@d5coalition.org. Proposals will be accepted on a continuous basis through April 2, 2012.