

D5

TAKE5

**What can I do to  
advance diversity,  
equity, and inclusion?**

Those of us in philanthropy have dedicated ourselves to promoting the common good. Advancing diversity, equity, and inclusion in our organizations and grantmaking helps us live up to our values and achieve greater impact.



## I PLEDGE TO

*Check the boxes next to the actions you pledge to take to advance diversity, equity, and inclusion in the field of philanthropy.*

- Schedule a formal conversation, such as putting DEI on the agenda of an upcoming board or staff meeting
- Arrange a panel dedicated to advancing DEI at an upcoming conference
- Conduct a DEI organizational audit and set goals based on the results
- Make my commitment to DEI explicit in mission and external communications
- Improve my DEI data collection and be transparent about the results
- Make DEI an explicit criterion for recruiting staff, board members, consultants, or investment managers
- Use my social media channels to promote examples I see of organizations advancing DEI
- Participate in a training, such as a cultural competency training, conducted by D5 or a partner organization
- Make a grant to support the work of an organization working to advance DEI
- Share DEI success stories through blogs and op-eds
- Make DEI an explicit part of my grantmaking policies
- Create or contribute to a population-focused fund
- Recruit diverse donors
- Meet with a colleague at another foundation to discuss ways to advance DEI
- Participate in efforts to strengthen field-wide data collection systems

OTHER

Take a moment to think about what you can do to advance diversity, equity, and inclusion—and let us know! Visit us online at [www.d5coalition.org/get-involved](http://www.d5coalition.org/get-involved) and let us know what actions you will take so we can track progress throughout the field. Your information will remain confidential.



FOR MORE INFORMATION, VISIT  
[WWW.D5COALITION.ORG/THE-TAKE-5-CAMPAIGN](http://WWW.D5COALITION.ORG/THE-TAKE-5-CAMPAIGN)