



On-Ramps for Every Traveler: Enhancing Impact through Diversity, Equity, and Inclusion

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Imagine philanthropy...

- **achieves lasting impact** by drawing on the power of diverse staffs and boards
- **forges genuine partnerships** with diverse communities
- **increases access** to opportunities and resources

for all people.

Four Big Goals



1. Recruit diverse **leaders** for foundations—including CEOs, staff, and trustees



2. Increase **funding** for diverse communities and ensure that foundations offer all constituencies equal opportunity to access the resources they need



3. Improve **data** collection and transparency so we can measure progress



4. Identify the best **actions** we can take in our organizations to advance diversity, equity, and inclusion

Four Big Changes by 2015

1. Diverse leaders
2. More funding
3. Better data
4. Voluntary action

2015 GOAL:

- New foundation CEO, staff, and trustee appointments more closely reflect U.S. demographic trends

WORK TO DATE:

- Leadership networks in Chicago, Michigan, Pacific Northwest, Philadelphia
- Study of career paths of people of color in philanthropy
- Directory of pipeline programs

WORK UNDERWAY:

- Engagement of search firms and HR professionals
- Census of diverse trustees

Four Big Changes by 2015

1. Diverse leaders
2. More funding
3. Better data
4. Voluntary action

2015 GOAL:

- Annual funding for diverse communities increases substantially

WORK TO DATE:

- Donor Gatherings in Chicago and LA
- Population-Focused Funds (PFF) Directory
- PFF Analysis report and convening
- “We Are Philanthropy” film series

WORK UNDERWAY:

- PFF Analysis strategic dissemination
- “We Are Philanthropy” strategic dissemination
- LGBTQ donor research

Four Big Changes by 2015

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2. More funding
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2015 GOAL:

- Philanthropy has the research capacity to be more transparent about progress on DEI

WORK TO DATE:

- Data collection taxonomy development and pilots; field-level analysis
- Demographic data included in the GuideStar Exchange
- “Insights on Diversity” commissioned research projects and dissemination

WORK UNDERWAY:

- Collaborations with GuideStar and Cultural Data Project
- Field-level outreach and engagement

Four Big Changes by 2015

1. Diverse leaders
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3. Better data
4. Voluntary action

2015 GOAL:

- More foundations take meaningful action to address diversity, equity, and inclusion issues in their organizations

WORK TO DATE:

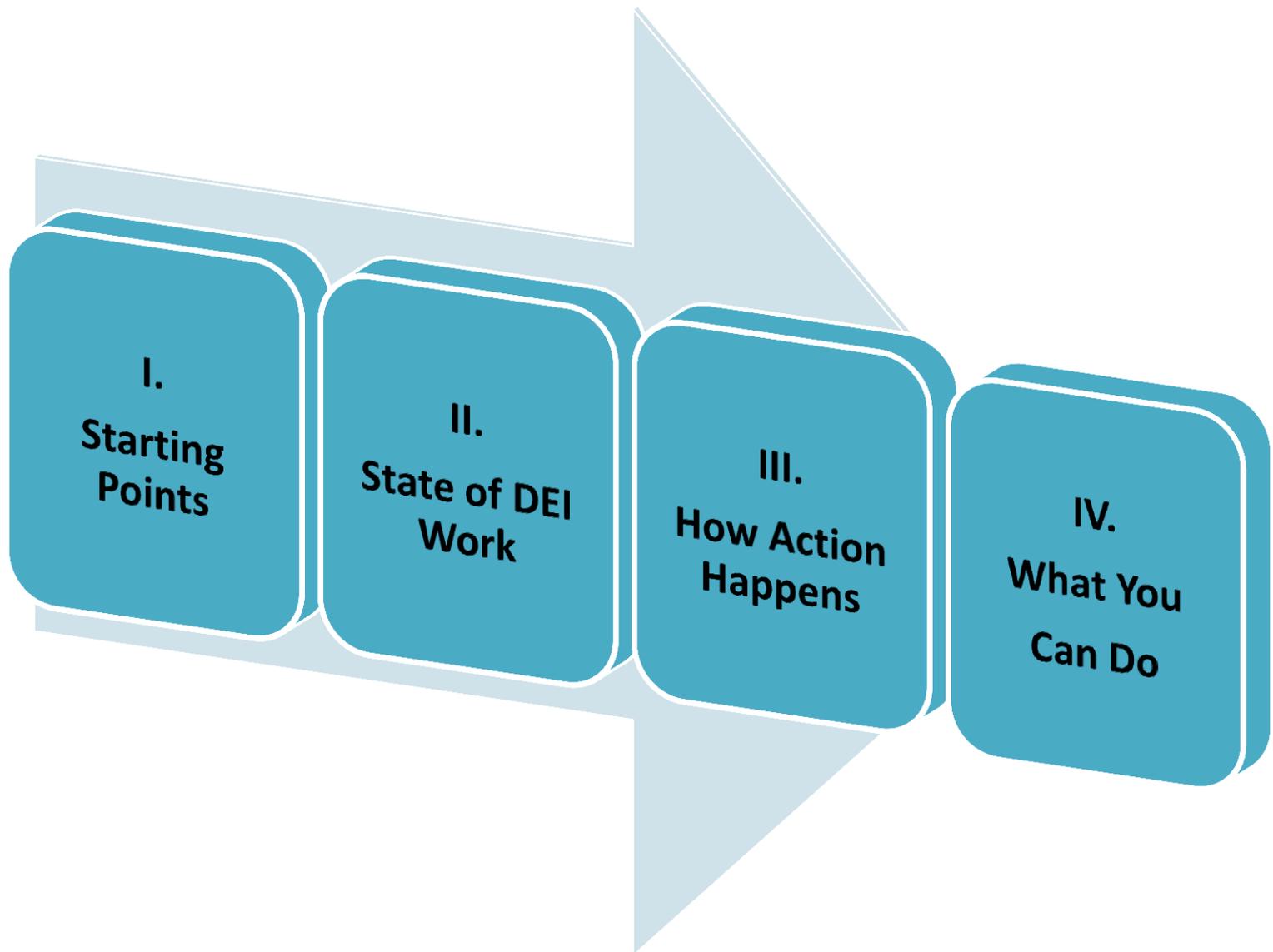
- Message for the field on DEI developed
- Comprehensive scan of best programs, policies, and practices (PPP)

WORK UNDERWAY:

- PPP scan dissemination
- Communications trainings
- Research on DEI consultants and resource development
- Affinity group engagement

Policies, Practices & Programs (PPP) to Advance DEI

Steps to Drive Action





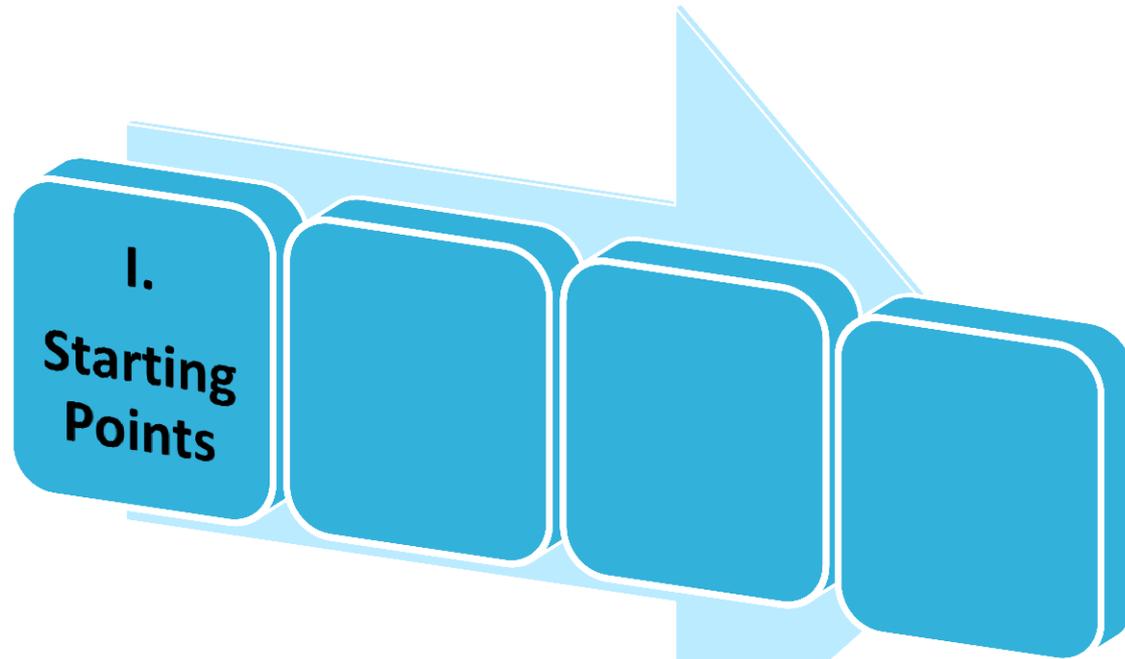
Focus of the Scan

Disability

Gender

LGBT

Race



*"...(O)ne of the reasons that these conversations tend to be frustrating and unproductive is that they lack a clear framework, a starting point that emphasizes **consensus around definitions** of terms and concepts, and most importantly, a **clear set of goals**."*

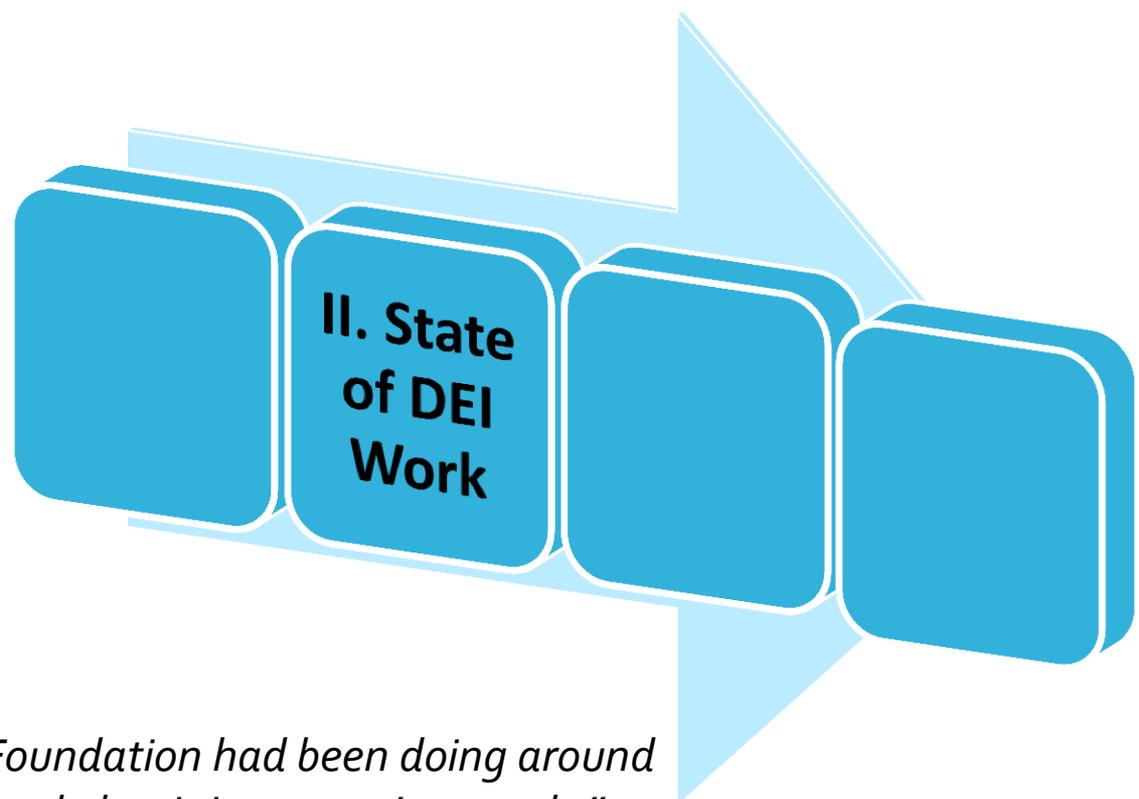
–Program Officer, Community Foundation

Distinctions Among Diversity, Inclusion, Equity



Framework for Organizing the Scan

Organizational features that advance and sustain DEI goals	# of Indicators
Has the organization made an expressed commitment to DEI?	3
Has it authorized DEI in organizational policy?	6
Has it implemented DEI practices in its operations?	11
Has it implemented DEI practices in grant-making/other programmatic areas?	11
Does it utilize accountability mechanisms to monitor DEI?	11



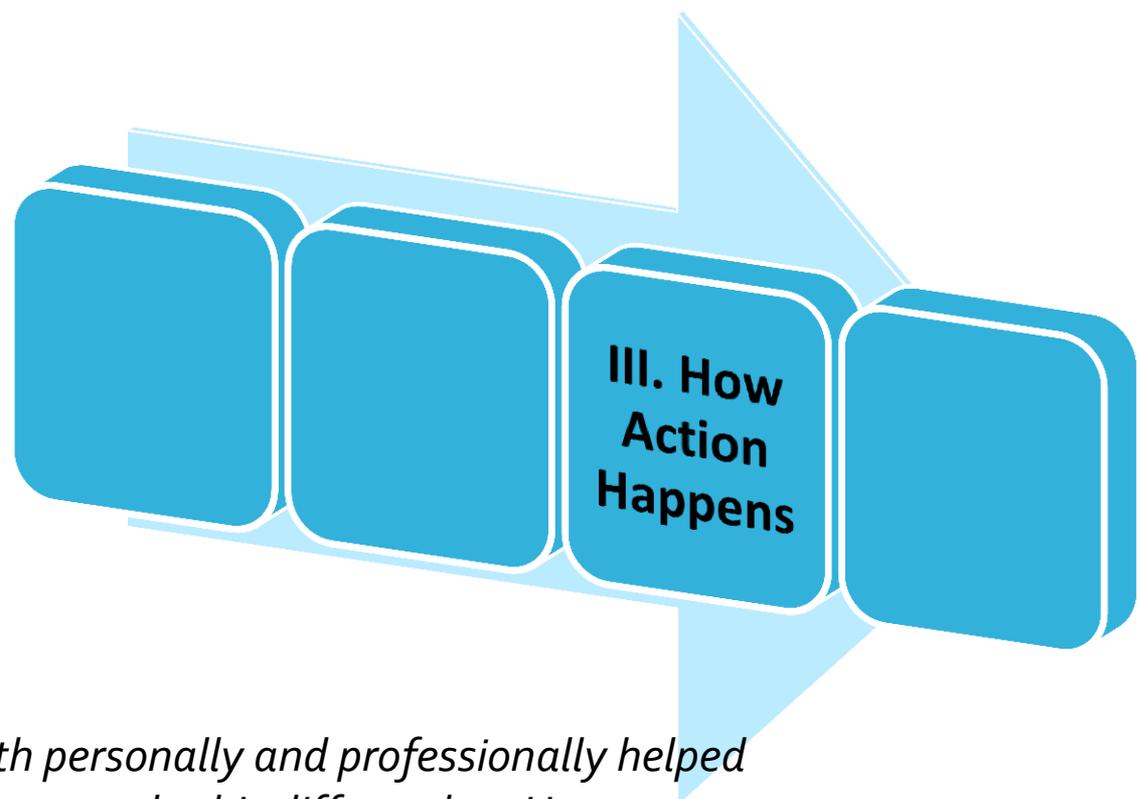
"The work that the Foundation had been doing around diversity was good work, but it just wasn't enough."

–Program Officer, Family Foundation

The Bottom Line

Considerable inroads are being made by philanthropy around issues of diversity **practice**, especially as it pertains to Board, staff, and donors, and mainly focused on race/ethnicity.

Challenges include the need to achieve cross-cutting **equitable results**, sustain DEI through **policy**, and undertake systematic organizational **accountability** for DEI.



*“Her background both personally and professionally helped her understand we have to do this differently... Her **experiences helped her understand** that race and gender had to be at the core of the work.”*

–Executive Director, Family Foundation



What Animates DEI Work

Mobilizers

Missions

Money

Moments

Movements

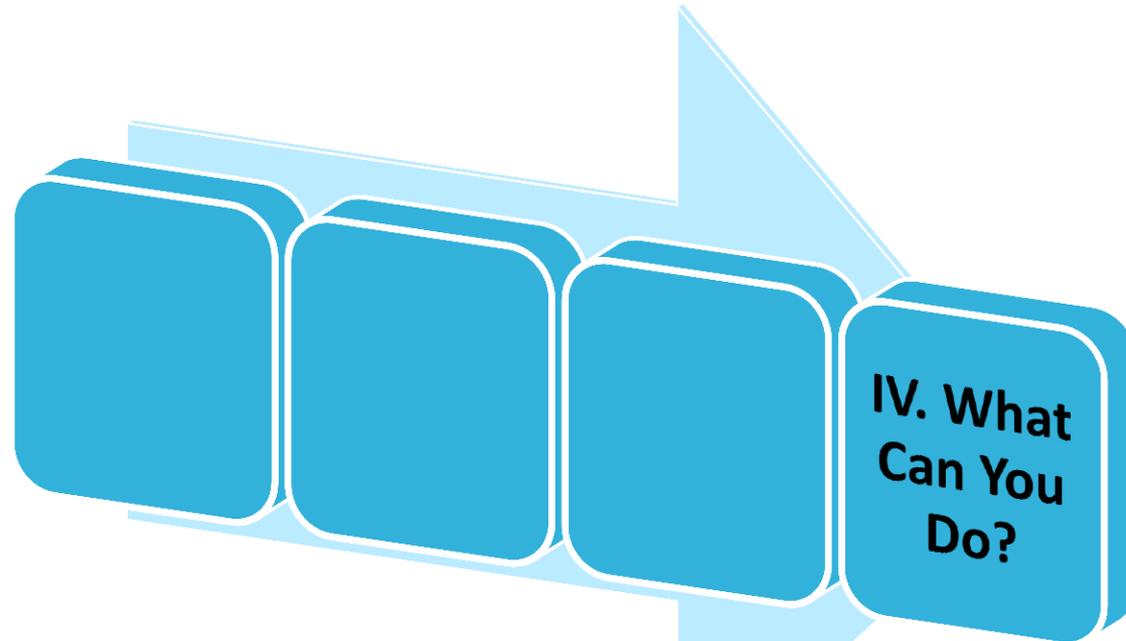


What's Important at the Start

- Leadership
- Broadly embraced **message**
- **Shared definitions** and clear point of view
- Openness to self-reflection, **learning**, data
- Manageable place to anchor commitment in **everyday work**
- **Early** positive reinforcement
- **External** supports

▶ What DEI Work Requires to Be Sustained

- Good **results**
- Ongoing and broadening **leadership commitment**
- Growing board, staff, organizational **competencies**
- “**Hard-wired**” institutional commitment to DEI
- Systematic **data** for tracking **impact**



"By doing not only what is **right**, but also what is **smart**, we can get the change and the world we all want to see."

–Kelly Brown, Director, D5 Coalition