



# 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
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## 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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## 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
2. More funding
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)

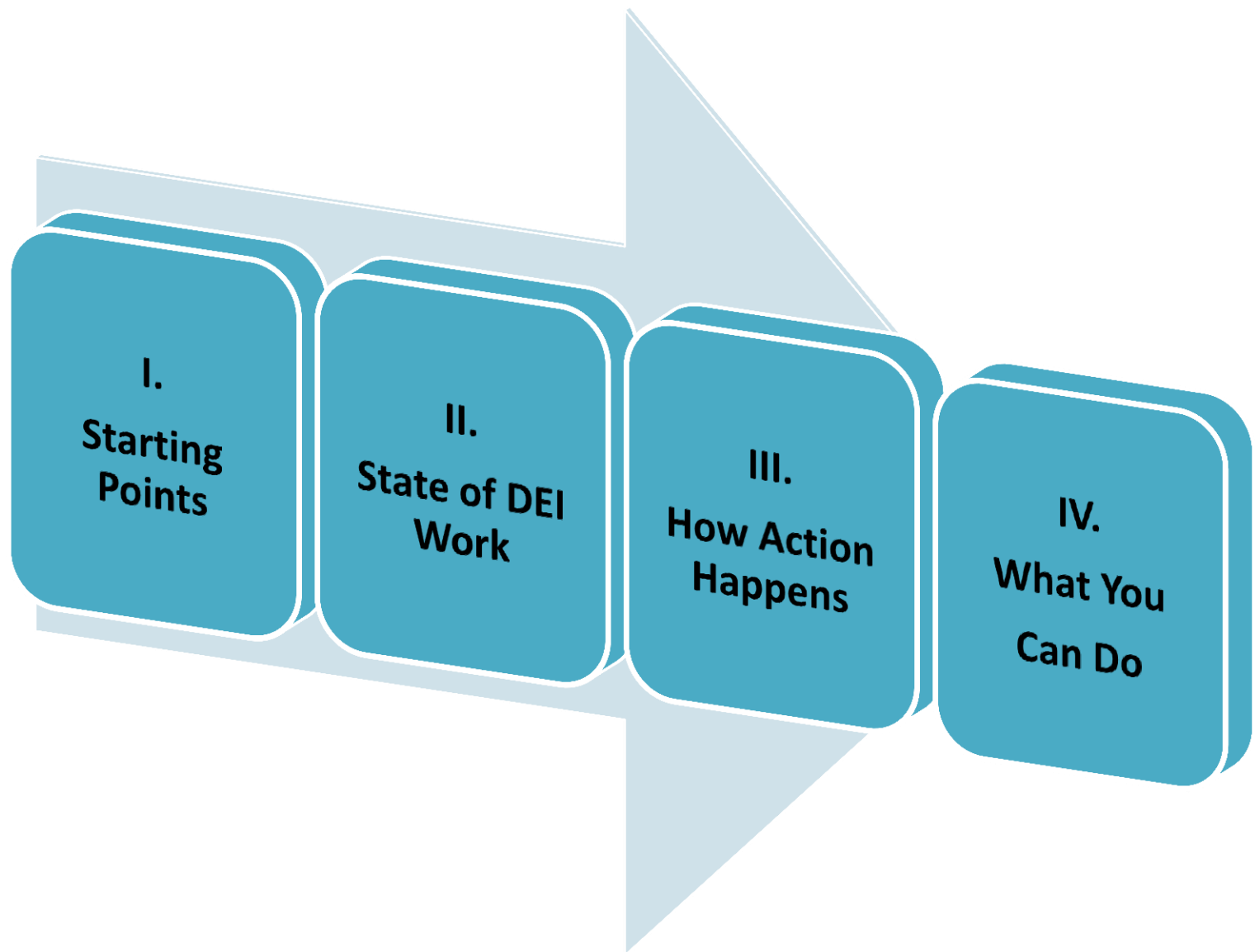
## WORK UNDERWAY:

- 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





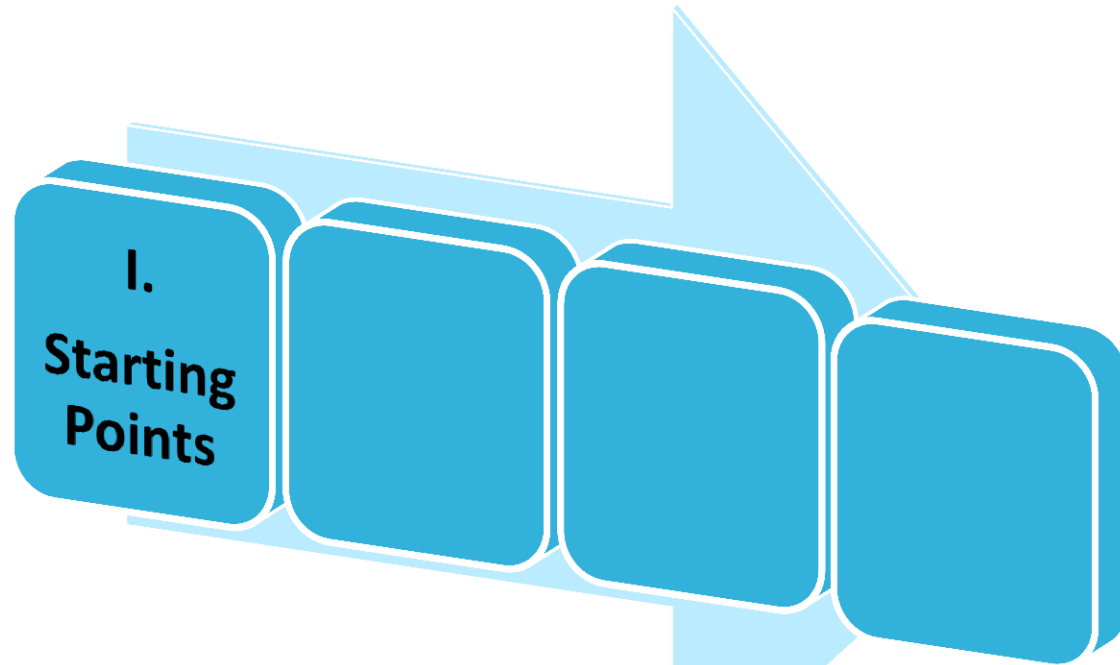
# Focus of the Scan

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

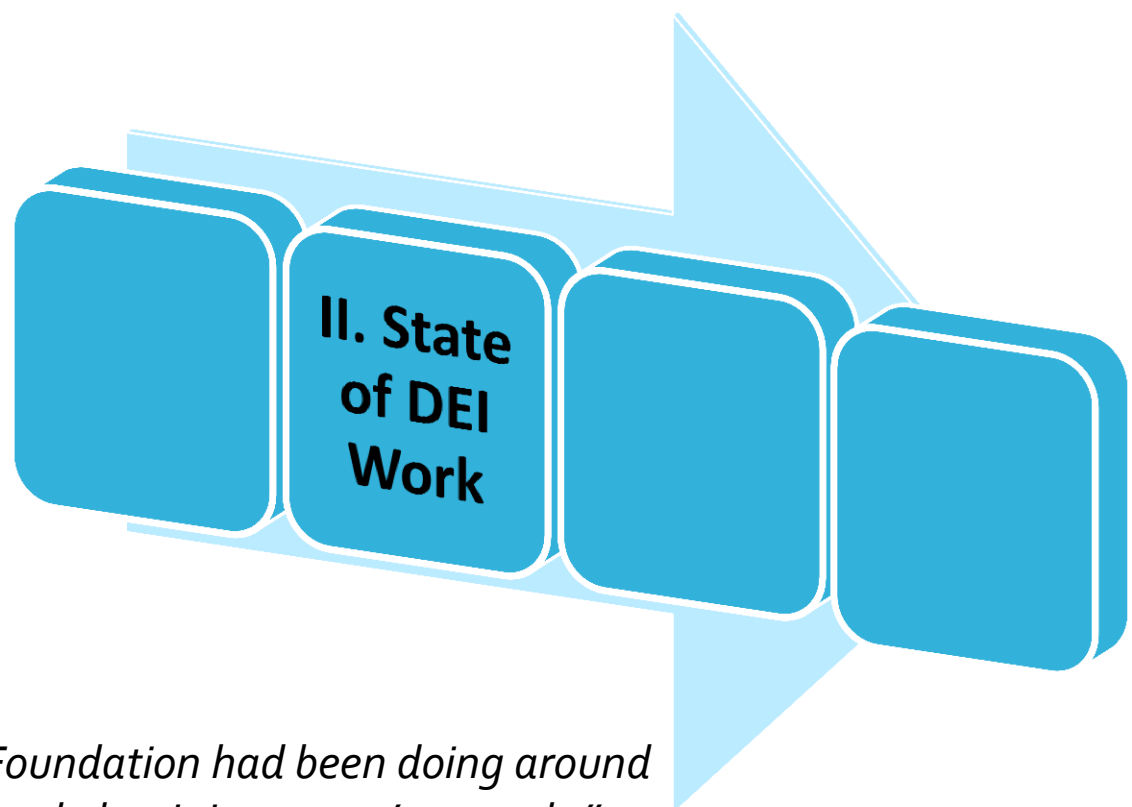
# Distinctions Among Diversity, Inclusion, Equity





# Framework for Organizing the Scan

<b>Organizational features that advance and sustain DEI goals</b>	<b># of Indicators</b>
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."*

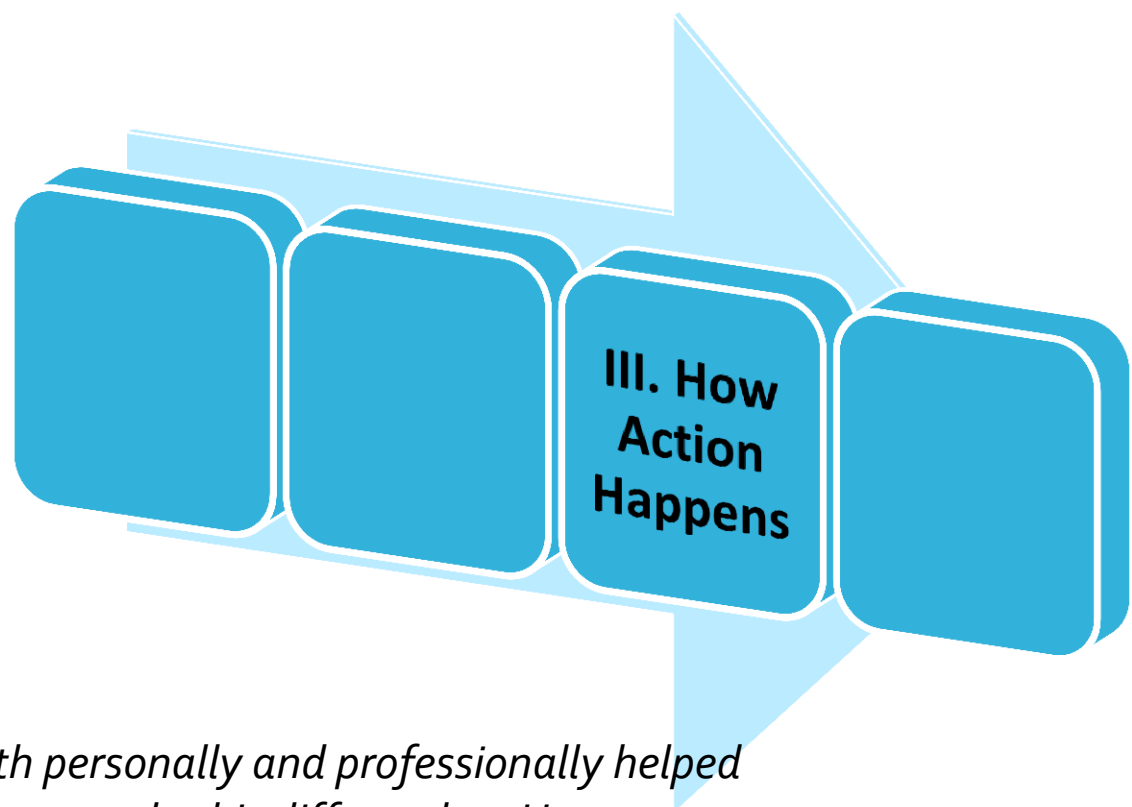
–Program Officer, Family Foundation



## 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

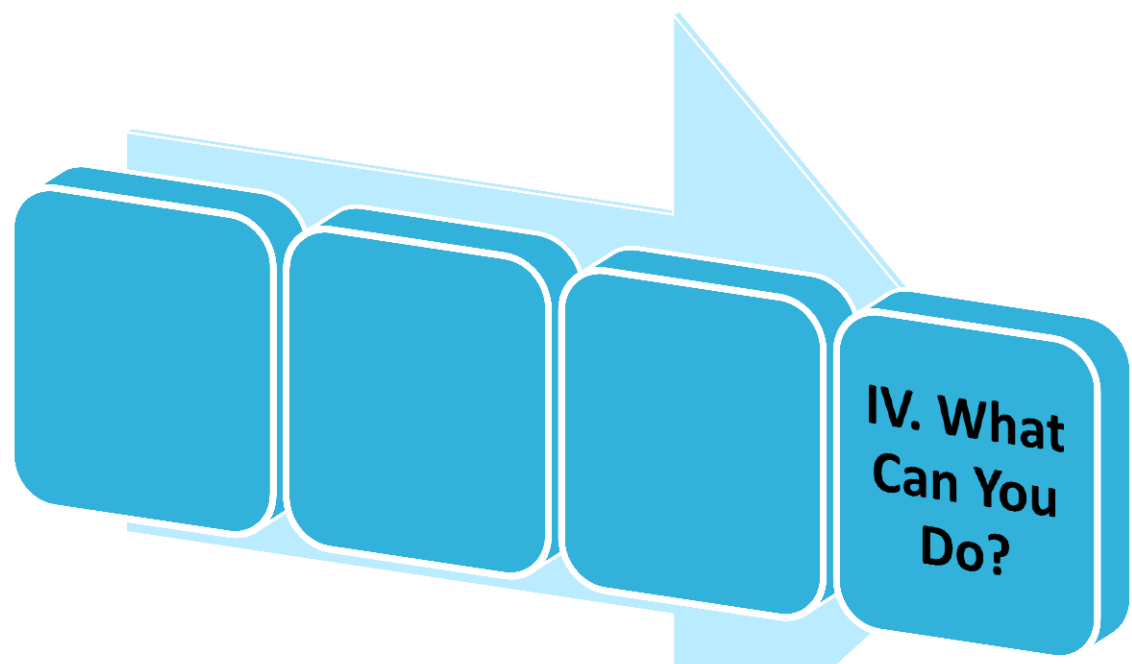


# What's Important at the Start

- 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