DATA, DATA, DATA

DEI Session 3

Data alone is not sufficient to create change, but transparent data on grantmaking is necessary for both baseline and progress toward social justice

DEI Self – Assessment - Indicators

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|---|
| a. Systematic collection, disaggregation, and publication of data on diversity in grantmaking |
| |
| 5 Does it utilise accountability mechanisms to monitor DEI? |
| a. Systematic collection, disaggregation, and publication of data on board, staff, advisor, vendor, grantee diversity |
| a. Analysis of above data to understand how to close gaps where disparities appear |
| a. Systematic application of an impact analysis to all key operational decisions |
| a. Systematic application of an impact analysis to all key programmatic decisions |

Value

Inequality

Transparency

Effectiveness

Lack of Diversity
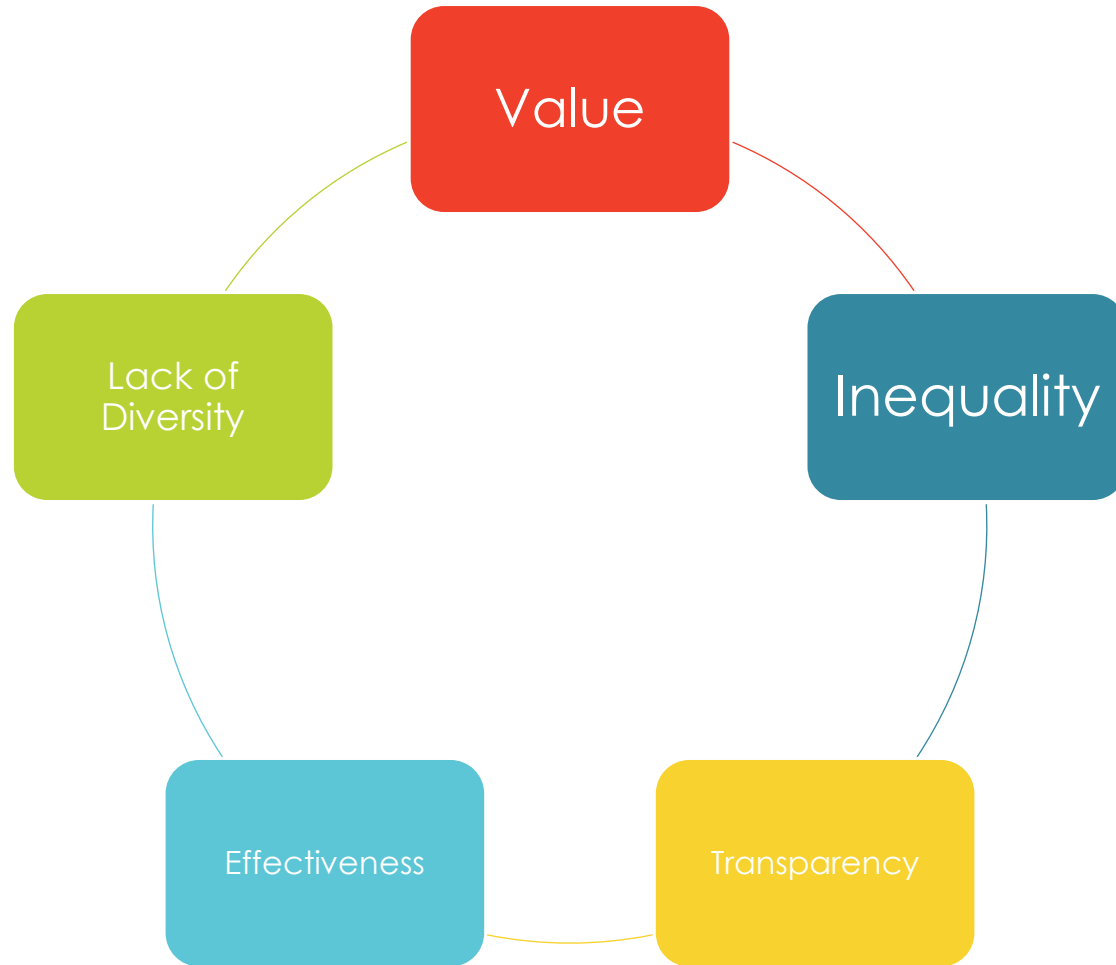
Why should we collect data?

Set benchmarks to help identify funding trends, gaps and opportunities, and make visceral the issues of inequality and under-representation

6 Pre- requisites
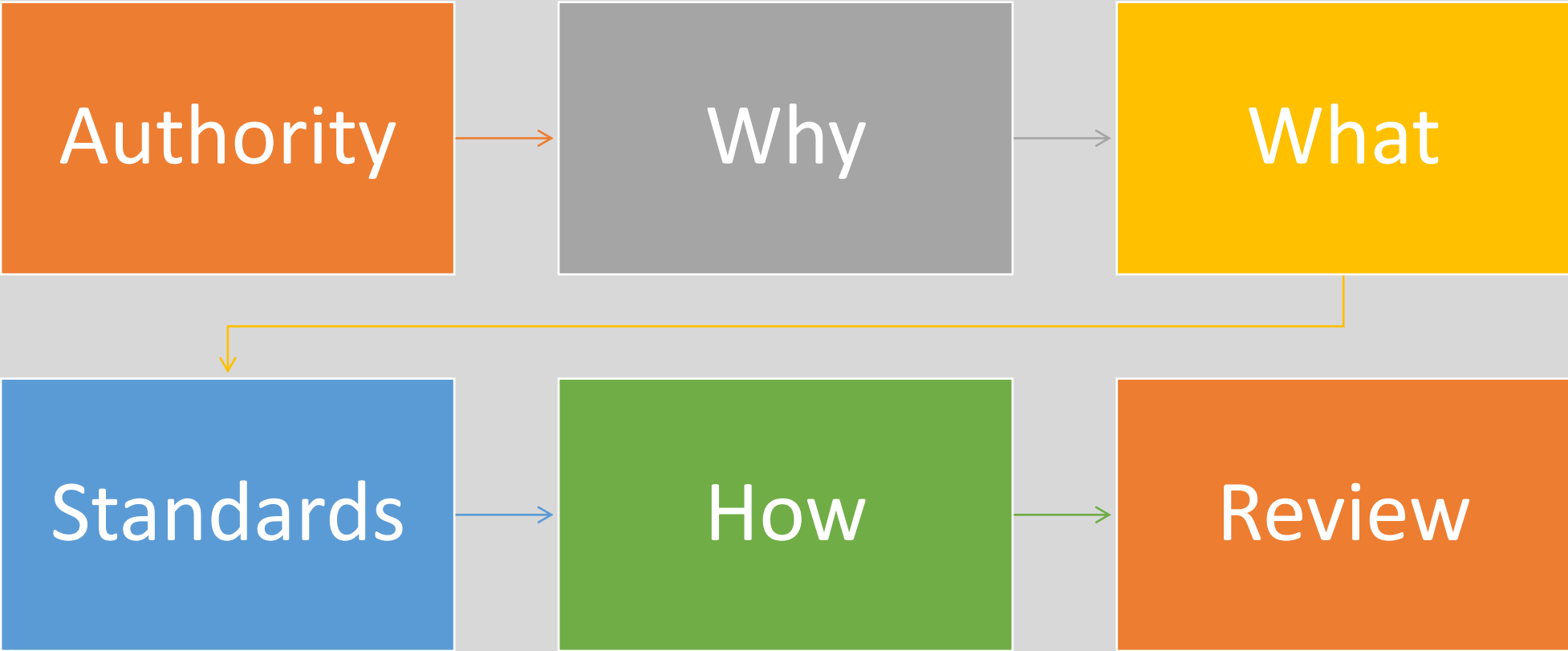
Data Driving Strategy - **Using Disaggregated Data to Inform Policies, Practices and Decision-making**

https://racialequity.org/wp-content/uploads/2018/11/CIFvol1.pdf

Track foundations giving to LGBTQ issues – analysing data changed their whole mission towards actually contextualising their movement with other movements for justice and setting up two completely different programmes. A philanthropic convening role and increasing funding support to particular LGBTQ communities.

http://staging.aecf.org/resources/a-race-for-results-case-study-2/ -

How the Burns Institute uses race-based data to reduce disparities in juvenile detention. How pairing data on race and ethnicity with GIS mapping software is helping create opportunities in communities lacking adequate resources.

Issues around Data

◦ **Privacy – Funders for LGBTQ issues . Diversity Among Philanthropy Professionals Report**

http s://lgbtfunders.org/wp-content/uploads/2018/02/The_Philanthropic_Closet_2018_Full.pdf

◦ **Classification System – Can we have a Philanthropy Classification System ?**

https://taxonomy.candid.org/

◦ **Measuring Identity – complex, people see themselves in many ways, need to take into intersectionality**

https://medium.com/doteveryone/helping-small-organisations-share-their-diversity-stats-a7d1d568230b

What do we want to measure ?

Internal Demographics

External Funding distribution

Protected Characteristics – Age, Gender, Disability, Ethnicity. Religion, Sexual Orientation, Gender Reassignment

Additional Elements – Socio/Economic Background, Class, intersectionality

Internally – Staff and Trustee Demographics

- **Current Composition – CEO/ Senior Leaders/Programme Staff**
- **Recruitment and Application for positions**
- **New Hires**
- **Turnover/ People Leaving**
- **Promotions**

Gender/ Race / Generational Representation

- Traditionalist 1922 1945
- Baby Boomer 1946 1964
- Generation X 1965 1980
- Millennial 1981 2000

◦ *Source: The Multigenerational Workplace, Society for Human Resource Management, 2009*

https://www.fordfoundation.org/media/4063/2018-trustee-employee-dei-update-final.pdf

2018 Trustee & Employee Diversity Update

June 2018

FORD FOUNDATION

Externally – Funding Distribution

1. Assessing your own Funding Distribution (Funders Alliance for Race Equality Tool)

2. Asking grantees to complete information about their communities

Warning !! But if you ask grantees
- Make it as simple as possible
- Provide extra funding and support if required
- Explain the context and the 'why'
- Convene and facilitate their learning together
- Recognise Power/ Privilege dynamics and extractive relationships!

Resource – How to collect and use diversity data
https://www.artscouncil.org.uk/sites/default/files/download-file/How%20to%20collect%20and%20use%20diversity%20data_0.pdf
Engaging Grantees on DEI
https://www.fordfoundation.org/media/5000/ff_dei_funderguidance_final_2.pdf

Examples of Statements

"..we are seeking your participation, in a survey of your organization's demographic makeup. The data will be reviewed only in the aggregate, and to ensure they do not play a role in any individual grant decision, no program staff will have access to or learn the individual results of any organization. **We are collecting this information to get a better look at ourselves and to spot deficiencies, gaps, or implicit biases in our grantmaking processes…**"

"….important to ensure that **our processes for grantee selection likewise produce a pool that is appropriately diverse and inclusive . Our purpose is to mitigate potential implicit bias in our selection process and to ensure that we support a diverse and inclusive set of grantee organizations. We will use the aggregated data to understand broad trends and spot possible deficiencies or gaps in our grantee selection processes.** These data will not be collected or used for individual grant decisions and is not intended to impose changes on grantees. The data will help us analyze aggregate trends in our own giving"

Finally…

Don't let the perfect be the enemy of the good. Pilot systems for data collection, then revisit them to ensure that they are working correctly, meeting the need for good data, and serving the ultimate goal of tracking impact.

Fund the capacity of nonprofits to collect good data and to engage in their own diversity, equity, and inclusion efforts.

Engage in a conversation – internally and externally – about how this data will be collected and how it will be used. If foundation staff and the nonprofits they work with understand the need for this data, they will more willingly seek and provide this information.

For coalitions and collaborative efforts, it may make sense to **fund a backbone organisation that takes on this task** (among other administrative or evaluation efforts) in support of the collective effort.

Work with your funding peers – in an issue area or in a community – to approach this challenge in a way that will **decrease the burden** on nonprofits and utilise experts that may exist at larger grantmaking operations.

Support field-wide data aggregators, such as 360giving as they try to collect and disseminate data about the demographics of communities that are being supported by grantmaking funds.