



Session 1 Introduction February 2020

Notes from the First Session

Objectives

- To create a safe space for learning and reflection
- To build supportive relationships between the group in committing to this work
- To understand the terms diversity, equity and inclusion
- To feel invested in this work and understand why this needs to be addressed in both our personal and professional lives
- To reflect on our own organisations and reflect on where we are now in terms of DEI
- To start to unveil and engage with uncomfortable feelings and truths e.g. equality vs equity, power and privilege

Identity

This introductory session focussed on laying some foundations for the work ahead by considering questions of identity – looking at how identity shapes our perceptions but also the way in which we are seen by others.

Definitions and Rationale

A discussion took place about the definitions of diversity, equity and inclusion in order to establish a common understanding. Finally, some time was spent understanding **why** DEI is important for foundations to understand and implement.

Some answers:

Our mission is to make life better for all through leadership and stewardship of resources that last forever; our success depends upon our foundation being aware of itself and understanding, reaching, and relating to people of all backgrounds, beliefs, and abilities. These are our reflections on this journey toward recognizing and protecting the dignity of all people.

- Developing grantmaking priorities or finetuning program areas
- Cultivating and maintaining strong relationships with grantees and community partners
- Establishing and maintaining a supportive organisational culture that leads to effective grantmaking
- Demonstrating trusted community leadership and collaboration
- Leveraging research, evaluation, and data as a tool for learning and impact
- In order to demonstrate legitimacy and credibility to act within the public realm.

Baseline Mapping

All Foundations were then asked to complete a piece of baseline mapping for homework, using the Meyer DEI Spectrum Tool and the D5 questionnaire, in order to establish where their foundation was in terms of moving along the DEI spectrum.

The 5 strategic areas which the coalition will be looking at:

- Has their organisation made an express commitment to DEI?
- Has it authorised DEI in organisational policy ?
- Has it implemented DEI practices in its operations?
- Has it implemented DEI practices in grantmaking/other programmatic areas?
- Has it used accountability mechanisms to monitor DEI?

At the next session, we will consider the results of the completion of the D5 questionnaire by all the foundations.