Philanthropic
Initiative for
Racial
Equity

We offer these simple questions as a potential starting point within individual foundations:

1. Does our foundation gather specific racial, ethnic, LGBT data about the staff, boards and constituencies of our grantees? Do we ever use language such as "economically disadvantaged" or "underserved" instead of naming specific racial/ethnic groups? If our communities are "majority minority" do we simply use "general population" with no ability to disaggregate?

2. Has our foundation discussed our data gathering on racial/ethnic and or LGBT status to ensure it is consistently applied across all staff? Even if it is a formal question in the grant process, have we been clear about how it is collected and recorded?

3. When we ask for data from grantees, do we focus more on which constituencies they serve rather than their leadership? If we do ask both, do we also cross-reference that data?

4. Has our current data gathering process been directly tied to policy discussions at the board level?

5. Do we seek out disaggregated data to better understand issues in our community and possible trends in our grantmaking?

6. If we already collect data on the racial/ethnic and LGBT composition of grantee staff and board, are we also recording and cross-referencing different types of funding (i.e., advocacy or service, project or general operating, single year or multiyear, etc.)

7. How is the data collected, analyzed and used? How often do we share such assessments with our board?

8. As a foundation, how do we hold ourselves accountable and examine our impact with the full range of communities that we aim to serve?