

# Grove Foundation Diversity Data: Key Findings

---

## Overview

The Grove Foundation has undertaken a process to examine their grantee portfolio as part of an intentional diversity, equity, and inclusion (DEI) effort. The Foundation partnered with Learning for Action, an independent evaluation, strategy, and research firm to analyze the diversity data. Grove Foundation staff collected data from grantee organizations about staff diversity along the lines of race/ethnicity and gender identity in order to understand the extent to which the organizations are led by people of color (POC), women, and women of color. In addition to assessing the extent to which organizations are POC- and/or women-led, the Foundation explored measures of equity in their grantmaking to these organizations compared to those that are not POC- and/or not women-led. This includes exploring equity in grant amounts, types, and length grantmaking relationships, among others. This memo highlights key high-level findings from the analyses. LFA developed an Excel spreadsheet that includes numerous analyses at the Foundation- and individual program-levels; detailed findings can be found in that document that compare the following measures among POC-led, women-led, and women of color-led organizations with those that are not POC-led, women-led, or women of color-led:

1. Number and percentage of grants
2. Distribution of grant types (general support, program support, project support, capacity building)
3. Percent of the Foundation/program budgets
4. Length of grantmaking relationships
5. Mean grant size
6. Median grant size
7. Mean organizational budget of grantee organizations
8. Median organizational budget of grantee organizations
9. Median percent of grantee organizational budget funded by Grove foundation grants

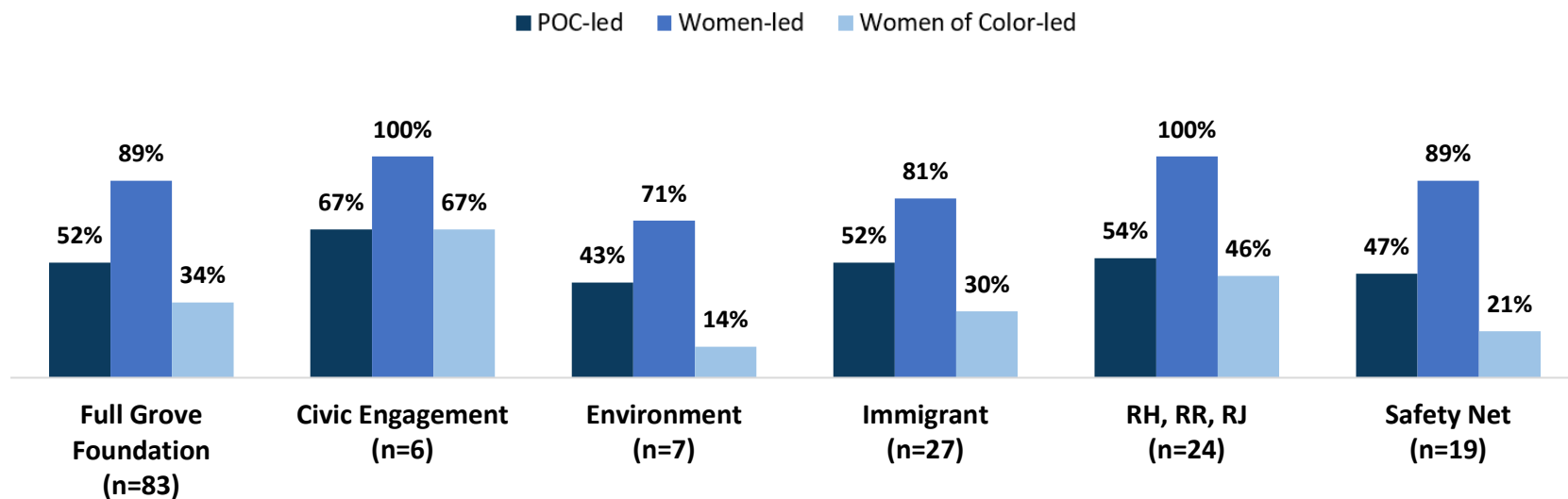
The database includes analyses of the data by three separate definitions of leadership: 1) 50% or more people in ED/President or Professional Staff positions; 2) 50% or more people in Board roles; and 3) 50% or more people in ED/Presidents, Professional Staff, or Board roles (combined). This memo draws on the final and most inclusive definition.

While the metrics of leadership among women, people of color, and women of color should be used to inform important discussions about equitable grantmaking and how to build up organizations that are led by diverse teams, it is also critical to remember that diversity has many dimensions, and looking at diversity by gender and race/ethnicity are just two of those dimensions. Foundation staff are encouraged to think holistically about what diversity looks like in their grantee portfolios and examine how organizations make efforts to center traditionally under-represented groups in leadership. For example, immigrant organizations may include staff who are immigrants themselves; community-based organizations may hire from their own communities and include staff who represent a diversity of educational and income levels.

## Key Findings

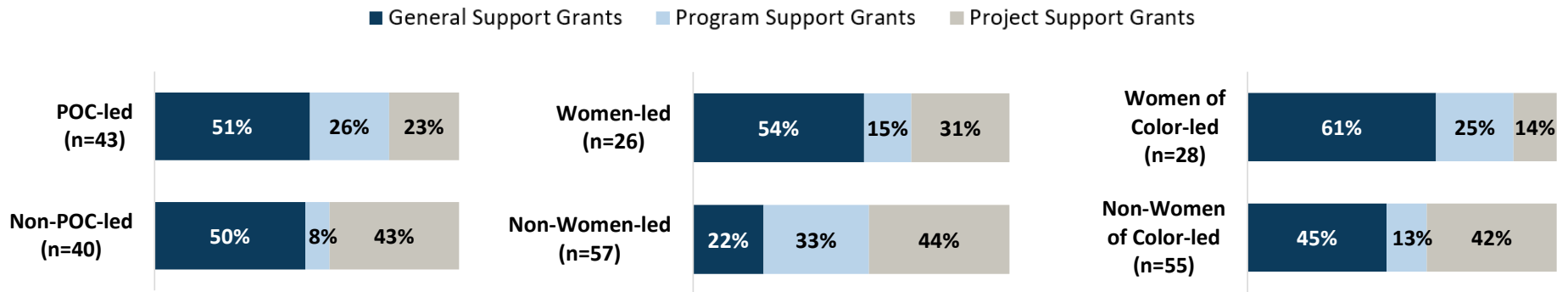
The Grove Foundation's grantee portfolio is largely comprised of organizations that are led by people of color and/or women. More than half (52%) of grantee organizations are led by people of color and a large majority (89%) of organizations are led by women. About one-third (34%) of organizations are led by women of color. While portfolio composition varies across programs, at least half of grantee organizations in three of the five programs are led by people of color, and more than 70% of grantee organizations in each portfolio are women-led – most notably the Civic Engagement and RH, RR, RJ programs are exclusively comprised of grantee organizations with majority women leadership.

Exhibit 1. The majority of grantee organizations are POC-led and/or Women-led



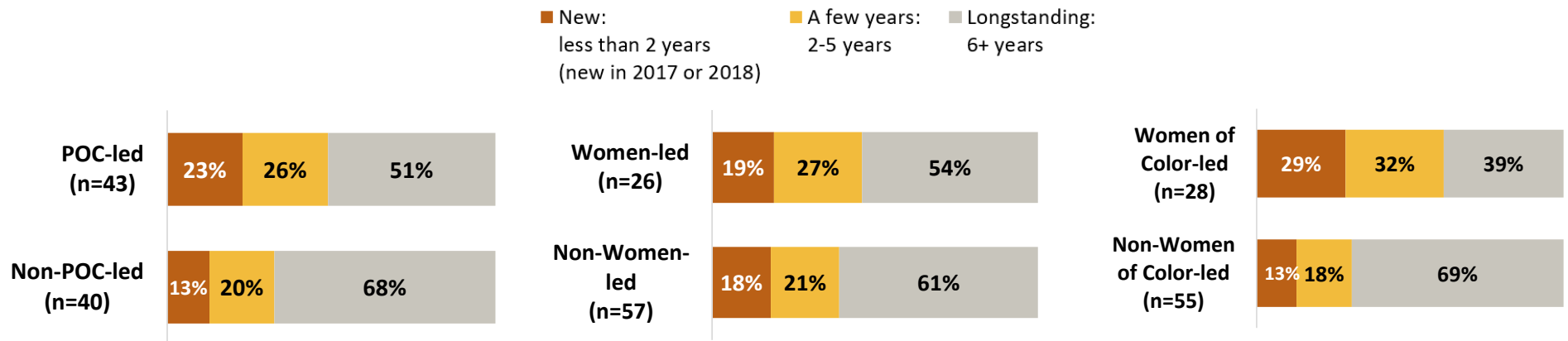
**The distribution of general support grants is similar between POC-led and non-POC-led organizations, and higher for women-led and women of color-led organizations than non-women-led and non-women of color-led organizations.** General operating support is a critical mechanism through which foundations support organizations. It inherently acknowledges that organizations are the experts in the work they do and allows them to prioritize the grant dollars to meet both emergent and longer-term needs based on their assessment of those needs. Notably, just over half of all grants from the Foundation are general operating support. Comparative distributions of general support, project support, and program support grants are shown below.

**Exhibit 2. The proportion of general support grants compared to other grant types is higher for organizations led by women and/or women of color than those not led by women or women of color**



**Greater proportions of organizations led by people of color and women of color in particular have new relationships with the Foundation than non-POC and/or non-women of color-led organizations.** While longstanding relationships comprise the greatest proportion of all groups, the data suggest that the Foundation has built more new relationships with POC-led and women of color-led organizations than others in the past two years. Differences are less notable between women-led and non-women-led organizations, although a smaller proportion of women-led organizations have longstanding relationships with the Foundation than non-women-led organizations. New grantee relationships are heavily comprised of organizations that are women-led, POC-led, and/or women of color-led: among the 15 organizations with grants categorized as new relationships, nearly all (13) are women-led, two-thirds (10) are POC-led, and more than half (8) are women of color-led.

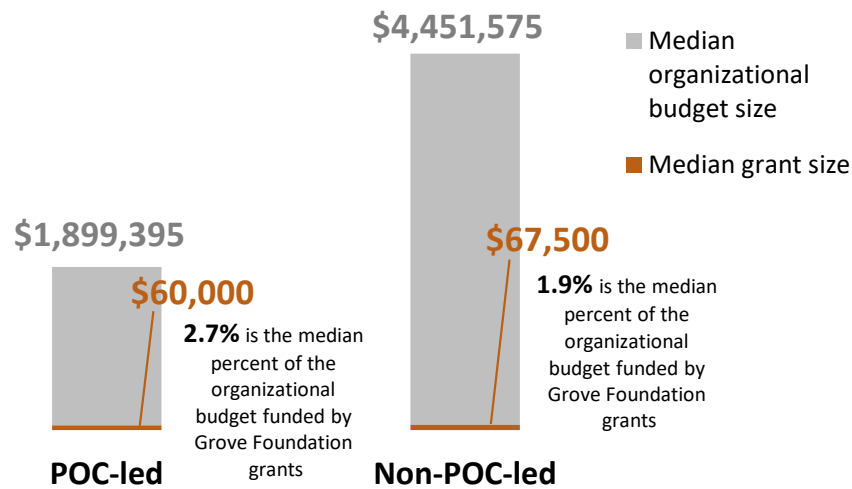
**Exhibit 3. Greater proportions of Foundation relationships with POC-led and women of color-led organizations are new than with organizations that are not POC, women, or women of color-led**



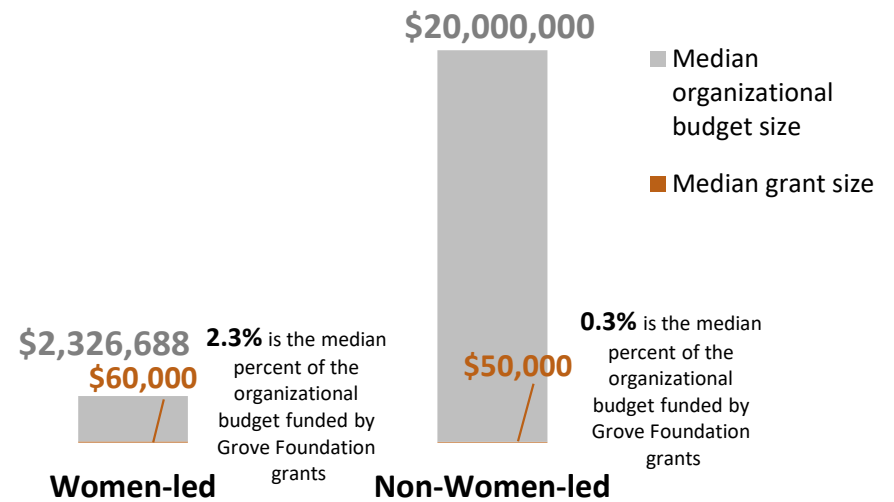
**The median grant size is greater among women-led and women of color-led organizations than their counterparts and smaller among POC-led than non-POC led organizations.** While median grant size is one variable to examine to assess equity in grantmaking, looking at it in conjunction with organizational budgets provides a more nuanced story. Because POC-led, women-led, and women of color-led organizations are notably smaller than others, the Foundation grants comprise a greater proportion of their organizational budgets overall.

**Exhibit 4. Foundation grants comprise greater proportions of organizational budgets for POC-led, women-led, and women of color-led organizations**

**POC-led & Non-POC-led Organizations (n=83)**

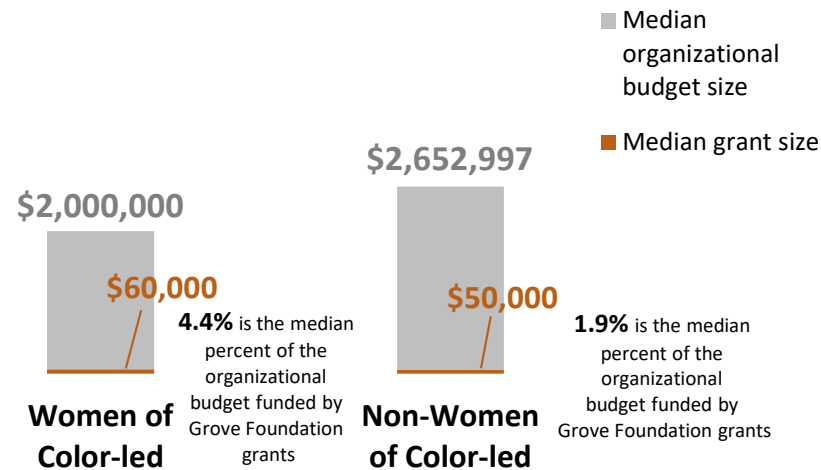


**Women-led & Non-Women-led Organizations (n=83)<sup>1</sup>**



<sup>1</sup> The median budget in the analysis is notably higher than in other analyses because there are only nine organizations that are not women-led when leadership is defined as at least half of people in the Executive Director/Presidents, Professional Staff, and Board of Directors roles. Of the nine organizations, six have organizational budget of \$16M or larger.

## Women-of-Color-led & Non-Women of Color-led Organizations (n=83)



### Next Steps for Reflection

These analyses are intended to support the Grove Foundation in engaging in regular reflection and dialogue about its grantmaking practices and commitment to supporting racial and gender equity. The Grantmaking Assessment Tool for Cultural Proficiency and Racial Equity poses the following internal reflection questions based on the data:

1. What is the overall pattern of how grantmaking and other support is allocated among women- and people of color-led organizations? What did you observe about the number, types and size of grants made to women- or people of color-led groups compared those made to other groups?
2. Which institutional priorities and decisions have contributed to this pattern?
3. What changes do you think your organization could make to strengthen your grantmaking and your demonstrated commitment to people of color leaders, culturally proficient organizations, and racial equity?

In addition to fueling internal reflection and discussion about opportunities for change, the tool outlines approaches for engaging grantee organizations in discussions about racial and gender equity and opportunities to engage in discussions with other funders. This first period of analysis and reflection provides the Foundation with an opportunity to put these approaches into practice and to identify a mechanism for building these practices into its regular learning cycle.