

Grove DEI Data: Key Findings Report

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Prepared for: Grove Action Fund/Grove Foundation

Learning for Action partners with social sector organizations to advance knowledge, capacity, and culture of learning in the service of equity and justice.

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Overview

First in 2018 and again in 2021, Grove undertook a process to examine their grantee portfolio as part of an intentional diversity, equity, and inclusion (DEI) effort. Grove partnered with Learning for Action, an independent evaluation, strategy, and research firm to develop a DEI survey tool (Appendix A), administer the tool to the Grove Foundation/Action Fund C3/C4 grantees, and analyze the diversity data of Leadership, Board of Directors, and Support Staff provided by the grantees. This Key Findings Report includes data from the 2021 data collection effort and presents comparisons from the 2021 data to the 2018 data to show where there have been changes based on the grantmaking decisions of Grove staff over the last three years.

About the DEI Research & Survey Tool

The DEI survey tool, which drew from questions in the GuideStar by Candid DEI tool and custom questions developed by LFA and Grove staff, collected data from grantee organizations about staff and board diversity along the lines of race/ethnicity, gender identity, sexual identity, and disability status to understand the extent to which the organizations are led (defined as 50% or more of staff leadership and board) by people in these identity categories:

- Race/Ethnicity (The LFA team then created a Black, Indigenous, People of Color (BIPOC) identity category from the response options)
- Women
- BIPOC Women
- BIPOC Non-Binary/Genderqueer/Gender Non-Conforming
- Transgender
- LGBTQIA+
- Staff/Board with a disability

In addition to assessing the extent to which organizations are diverse, Grove explored measures of equity in their grantmaking to these organizations compared to those that are non-BIPOC-led, non-Woman-led, and non-BIPOC Woman-led. This includes exploring equity in grant amounts and grant types.

About this Key Findings Report

This memo highlights key high-level findings from the analyses. There are analyses that examine leadership at each organization (defined by a majority of staff leadership and board members identifying as a particular group, such as women or BIPOC), comparisons of data between 2018 and 2021, and analyses of the gender and racial/ethnic diversity of all staff and board members at grantee organizations.¹

The key findings in this report are organized into the following sections:

1. Organizational Diversity and Leadership
2. Changes in Organizational Diversity and Leadership from 2018 to 2021
3. Patterns in Grantmaking in 2018 and 2021

¹ Please note that this report does not show comparisons to 2018 with BIPOC Non-Binary/Genderqueer/Gender Non-Conforming, LGBTQIA+, Transgender, and staff with a disability as these identity groups are new to the 2021 DEI data collection tool.

4. Diversity Among Grantee Organization Staff and Boards
5. Organizational Equity Policies and Practices

About the Excel Spreadsheet Report

LFA developed an Excel spreadsheet that includes numerous analyses at the Foundation/Action Fund level - and individual portfolio-levels; detailed findings can be found in that spreadsheet that compare the following measures among each of the identity categories. In the Key Findings Report, we do not report out on data categories that include less than ten organizations. This Excel spreadsheet can be used as a point in time resource to review the items listed below. Those data are located in the Excel spreadsheet.

Located in the Excel spreadsheet, you will find the following analysis per identity category:

1. Number and percentage of grants
2. Distribution of grant types (general support, project support, general and project support)
3. Percent of Grove/program budgets
4. Median grant size
5. Median organizational budget of grantee organizations
6. Median percent of grantee organizational budget funded by Grove grants

The Excel spreadsheet includes analyses of the data by three separate definitions of leadership: 1) 50% or more people in staff leadership positions (which includes such roles as: directors, officers, senior manager, and other roles with organizational decision-making power); 2) 50% or more people in Board of Director roles; and 3) 50% or more people in Leadership or Board of Director roles (combined). **This memo draws on the final and most inclusive definition, where staff and Board of Directors are combined, except where noted.** The data separated out by Leadership and by Board is included in the Excel spreadsheet.

The total number of organizations in this Key Findings report and in the Excel spreadsheet differ. Guidestar by Candid data was used for four organizations to reduce the burden on the grantee to complete the DEI tool developed by LFA/Grove. Where the Guidestar by Candid data was used, there were identity types and role categories that were not included due preserving the confidentiality of grantees as well as there not being a one-to-one match between the tools for each identity category in the LFA/Grove DEI tool. Additionally, of those who completed the DEI survey tool, some organizations were unable to provide information on the number of staff in certain identity categories and were instructed to mark those staff members identities as “unknown”.

A Note about Diversity and Equitable Grantmaking

While the metrics of leadership among women, people identifying as BIPOC, and women identifying as BIPOC 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. For instance, there are many racial and ethnic groups collapsed into the category of BIPOC, and many foundations and nonprofits are now thinking about how to specifically center Black and Indigenous voices and needs in their work. Organizations that serve a particular community or group often try to hire and have leaders with deep connections to those specific communities—such as immigrant rights organizations being staffed and led by immigrants. Grove 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. This report is an attempt to provide some information, but we recognize it cannot speak to all dimensions of diversity.

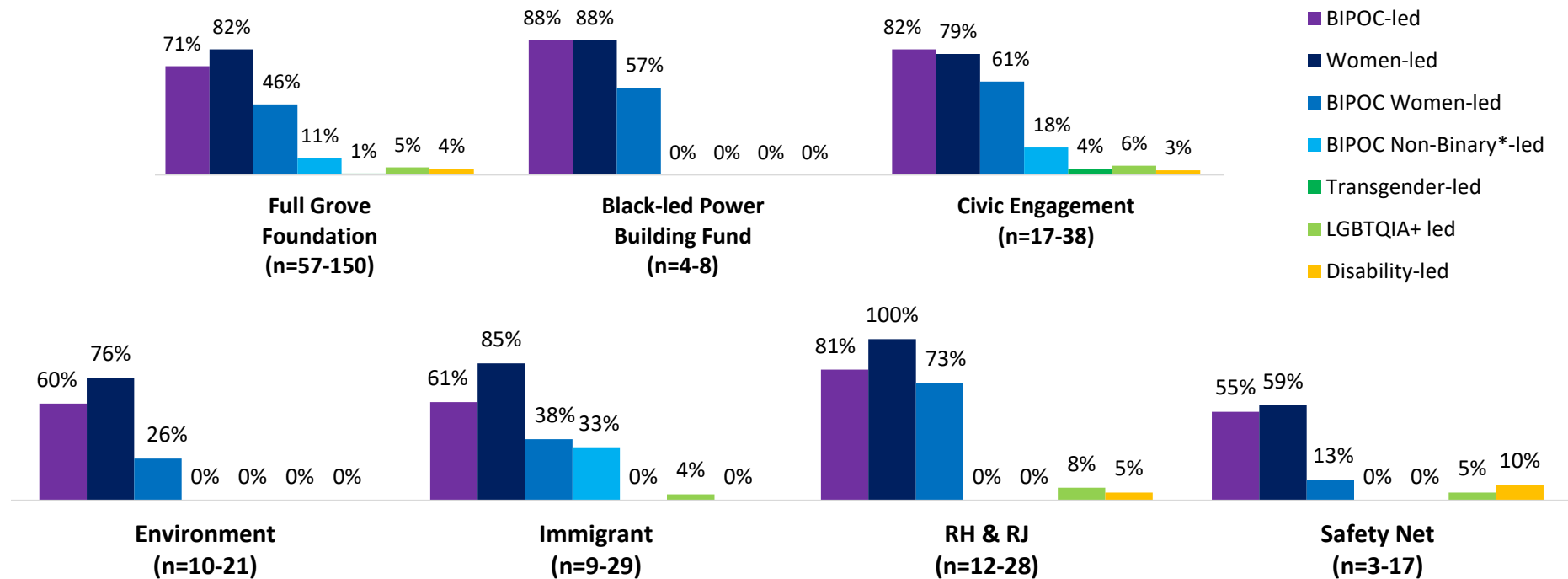
Key Findings

Organizational Diversity and Leadership

What does leadership composition look like at grantee organizations within and across portfolios in respect to different identities?

About three-quarters of Grove’s grantees are either BIPOC-led (71%) or women-led (82%), with almost half of all grantees being both—**46% of Grove’s grantees are led by a BIPOC women-led staff and board team**. BIPOC women-led means a majority of their board and leadership staff are BIPOC women. Within every portfolio area, a majority of grantees are either BIPOC-led or women-led, with the Black-led Power Building Fund and Reproductive Health and Reproductive Justice portfolios having the greatest percentage of BIPOC-led and women-led grantee organizations. The data below includes the detailed percent led for each identity category Grove wide and for each portfolio area.

Exhibit 1. Percentage of grantee organizations led by staff and boards with non-dominant identities²



² The total number of organizations per chart includes a range because the available data per identity category differed among organizations ability to gather said data. For a detailed account of the total number of organizations per identity area, refer to the Excel spreadsheet.

To what extent are the communities affected by the Immigrants portfolio area’s work represented in the organization? In leadership?

Another specific aspect of diversity that Grove is interested in exploring is what percentage of grantee organizations in the Immigrant portfolio are led by immigrants (defined as first- or second-generation immigrants, migrants, or foreign-born). Grove is interested in these data to understand how representative the boards and staff of grantees in the Immigrants portfolio are of their communities served. (Please note that only grantees in the Immigrants portfolio were asked these questions.) Overall, **one-third (33%) of grantees in this portfolio are led by a board and staff leadership team comprised of a majority of immigrants**. A similar proportion (about one-third) of all staff and board members at grantee organizations in Immigrant portfolio identify as immigrants. The median grant size and organizational budget are smaller for immigrant led grantee organizations than for non-immigrant led organizations.

Exhibit 2. Percentage of organizations in the Immigrants portfolio area led by immigrants (Leadership + Board)

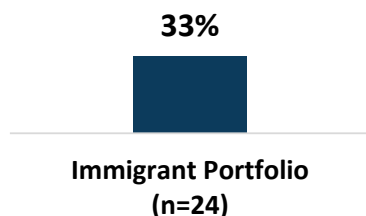


Exhibit 3. Percentage of organizations in the Immigrants portfolio with a majority of immigrants in each role type

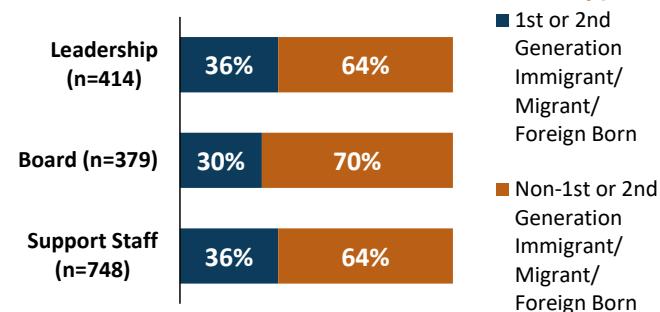
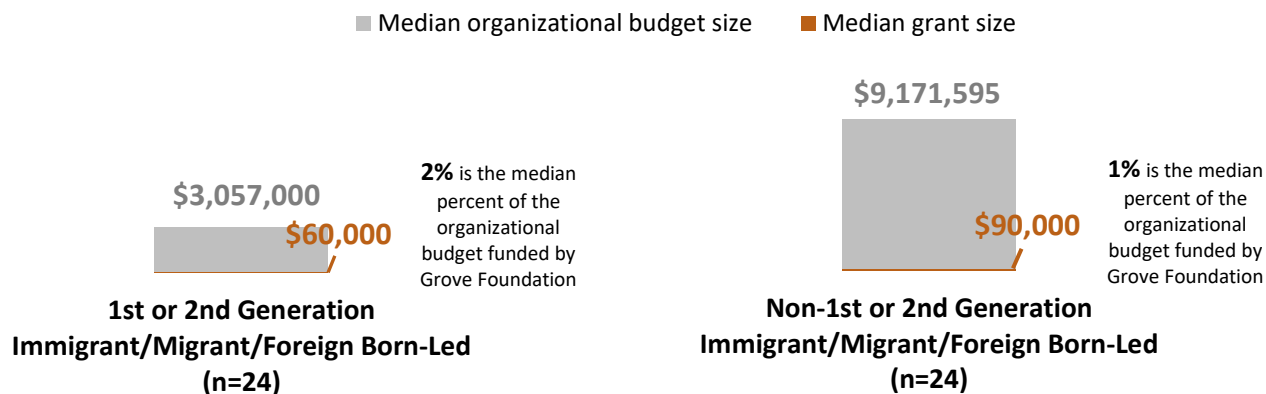


Exhibit 4. Median organizational budget and grant size of immigrant-led and non-immigrant-led organizations who receive Immigrant portfolio area funding



Changes in Organizational Leadership and Diversity from 2018 to 2021

Has organizational diversity in Grove’s portfolio increased since the first DEI assessment conducted in 2018?

Since the last implementation of this survey and analysis in 2018, Grove sought to increase the percentage of their grantees that are led by BIPOC and women staff and boards. The below data show what percentage of grantee organizations fit into each category in 2018, 2021, and the percentage point change. **In every portfolio and Grove wide, a greater percentage of grantee organizations are BIPOC-led now than they were three years ago.** There have also been notable increases in the percentage of grantees that are BIPOC woman-led in every portfolio area except for Civic Engagement. While the percentage of woman-led grantees decreased foundation/action fund wide and in two portfolio areas, many of these percentages were quite high already in 2018 and remain high even with the decrease—in every portfolio area, at least half of all grantees at women-led. BIPOC women-led means a majority of their board and leadership staff are BIPOC women.

Exhibit 5. BIPOC-led, Women-led, and BIPOC Woman-led organizations*

Grove Wide				Civic Engagement**			
Percent of organizations that are...	2018	2021	Percentage Point Change	Percent of organizations that are...	2018	2021	Percentage Point Change
BIPOC-led	52% (n=83)	71% (n=146)	↑ 19%	BIPOC-led	67% (n=6)	82% (n=38)	↑ 15%
Woman-led	89% (n=83)	82% (n=149)	↓ 7%	Woman-led	100% (n=6)	79% (n=38)	↓ 21%
BIPOC Woman-led	34% (n=83)	46% (n=137)	↑ 8%	BIPOC Woman-led	67% (n=6)	61% (n=33)	↓ 6%
Environment**				Immigrants			
Percent of organizations that are...	2018	2021	Percentage Point Change	Percent of organizations that are...	2018	2021	Percentage Point Change
BIPOC-led	43% (n=7)	60% (n=20)	↑ 17%	BIPOC-led	52% (n=27)	61% (n=28)	↑ 9%
Woman-led	71% (n=7)	76% (n=21)	↑ 5%	Woman-led	81% (n=27)	85% (n=27)	↑ 4%
BIPOC Woman-led	14% (n=7)	26% (n=19)	↑ 12%	BIPOC Woman-led	30% (n=27)	38% (n=26)	↑ 8%
RH & RJ				Safety Net			
Percent of organizations that are...	2018	2021	Percentage Point Change	Percent of organizations that are...	2018	2021	Percentage Point Change
BIPOC-led	54% (n=24)	81% (n=26)	↑ 27%	BIPOC-led	47% (n=19)	55% (n=22)	↑ 8%
Woman-led	100% (n=24)	100% (n=27)	No change	Woman-led	89% (n=19)	59% (n=22)	↓ 30%
BIPOC Woman-led	46% (n=24)	73% (n=26)	↑ 27%	BIPOC Woman-led	21% (n=19)	15% (n=20)	↓ 6%

*These percent led data points combine the Leadership and Board of Directors into one category.

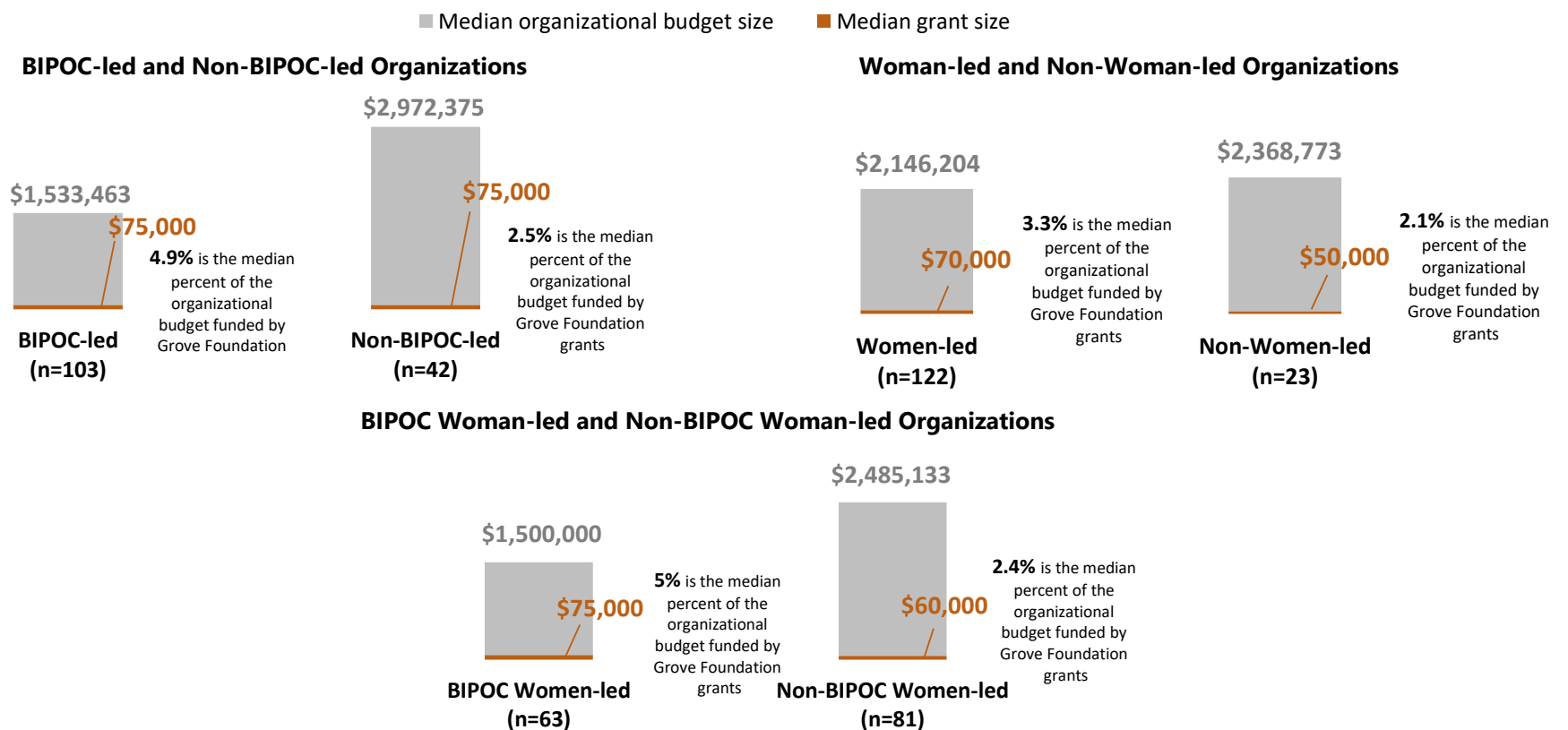
**Use caution when interpreting these results because the sample size was low in 2018 when compared to 2021.

Patterns in Grant Making

How do Grove funding allocations and grant types compare between organizations with respect to race and gender diversity in leadership?

Grant size, organizational budget size, and the percent of the organizational budget supported by Grove grants are additional data to understand how Grove resources organizations with BIPOC and women leaders and assess equity. **The median grant size is greater among women-led and BIPOC women-led organizations than their counterparts, but the same when comparing BIPOC-led and non-BIPOC 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 BIPOC-led, women-led, and BIPOC women-led organizations have smaller budget sizes than their counterparts, the Grove grants comprise a greater proportion of their organizational budgets overall. BIPOC women-led means a majority of their board and leadership staff are BIPOC women.

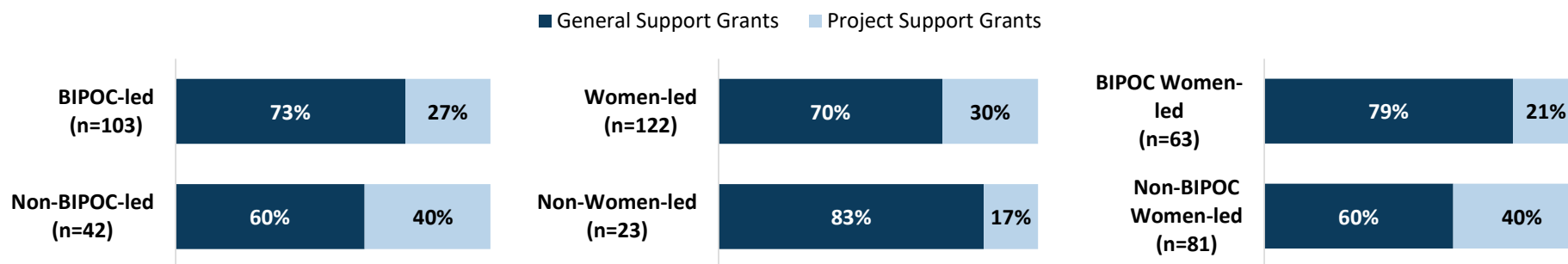
Exhibit 6. Median Grove grants and organizational budgets sizes of BIPOC-led, women-led, and BIPOC women-led grantees³



³ The grant making data for BIPOC Non-Binary, Genderqueer/Gender Non-Conforming-led, Transgender-led, LGBTQIA+led, and Disability-led data is located in the Excel spreadsheet. The total number of organizations for those “led” identities are under the threshold for representing data in charts (under 10 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, 68% of all grants from Grove are general operating support. **The distribution of general support grants is about 75% for both BIPOC-led (73%) and BIPOC women-led (79%).** (BIPOC women-led means a majority of their board and leadership staff are BIPOC women.) In both cases, this percentage is higher than the percentage of grants to non-BIPOC-led and non-BIPOC-women-led that are general operating support. However, only **70% women-led grantee organizations receive general operating support, compared to 83% of organizations led by men.**

Exhibit 7. Percentage of general support and project support grants to BIPOC-led, women-led, and BIPOC women-led grantees⁴



⁴ The distribution of grant type data for BIPOC Non-Binary, Genderqueer/Gender Non-Conforming-led, Transgender-led, LGBTQIA+led, and Disability-led data is located in the Excel spreadsheet. The total number of organizations for those "led" identities are under the threshold for representing data in charts (under 10 organizations).

How have Grove grant types and funding allocations changed regarding support for organizations with racially diverse and woman leadership?

In both 2018 and 2021, LFA calculated what percentage of Grove grants were for general support and project support. As general support grants are more flexible, they are generally considered more desirable by grantees and to demonstrate a higher degree of trust between grantee and grantor. **In 2018, more than half of Grove’s support of POC/BIPOC, women, and POC/BIPOC women-led organizations was through general operating support. These figures all increased between 2018 and 2021.** (BIPOC women-led means a majority of their board and leadership staff are BIPOC women.) Please note in 2018, Grove also categorized some grants as “program support,” but did not utilize this category in 2021.

Exhibit 8. Change in the percentage of general support and project support grants to BIPOC, Women-led, and BIPOC Women-led grantees

POC ⁵ /BIPOC-led Grantees				Women-led Grantees				POC/BIPOC Women-led Grantees			
Percent of grants that are...	2018 (n=43)	2021 (n=103)	Percentage Point Change	Percent of grants that are...	2018 (n=26)	2021 (n=122)	Percentage Point Change	Percent of grants that are...	2018 (n=28)	2021 (n=63)	Percentage Point Change
General Support	51%	73%	↑ 22%	General Support	54%	70%	↑ 16%	General Support	61%	79%	↑ 18%
Project Support	23%	27%	↑ 4%	Project Support	31%	30%	↓ 1%	Project Support	14%	21%	↑ 7%
Program Support	26%	Data not available	n/a	Program Support	15%	Data not available	n/a	Program Support	25%	Data not available	n/a

⁵ The 2018 Diversity Table tool collected data on POC (people of color) staff members. In the 2021 DEI Data survey tool collected data on BIPOC (Black, Indigenous, People of Color). This data is comparable.

The median grant size to POC/BIPOC-led, women led, and POC-BIPOC women-led organizations increased from 2018 to 2021, indicating that more support is now going to organizations with those board and staff leaders. Over the same period, the median organizational budget size decreased, indicating that Grove is now supporting smaller organizations with BIPOC and women leaders than it was in 2018. BIPOC women-led means a majority of their board and leadership staff are BIPOC women.

Exhibit 9. Median organizational budget and grant size of BIPOC and women-led grantees

POC ⁶ /BIPOC-led Grantees				Women-led Grantees			
	2018 (n=83)	2021 (n=103)	Change in \$		2018 (n=83)	2021 (n=122)	Change in \$
Median organizational budget size	\$1,899,395	\$1,533,463	↓ \$365,932	Median organizational budget size	\$2,326,688	\$2,146,204	↓ \$180,484
Median grant size	\$60,000	\$75,000	↑ \$15,000	Median grant size	\$60,000	\$70,000	↑ \$10,000
Median percent of the organizational budget funded by Grove	2.7%	4.9%	↑ 2.7%	Median percent of the organizational budget funded by Grove	2.3%	3.3%	↑ 1.0%

POC/BIPOC Women-led Grantees			
	2018 (n=83)	2021 (n=63)	Change in \$
Median organizational budget size	\$2,000,000	\$1,500,000	↓ \$500,000
Median grant size	\$60,000	\$75,000	↑ \$15,000
Median percent of the organizational budget funded by Grove	4.4%	5%	↑ 0.6%

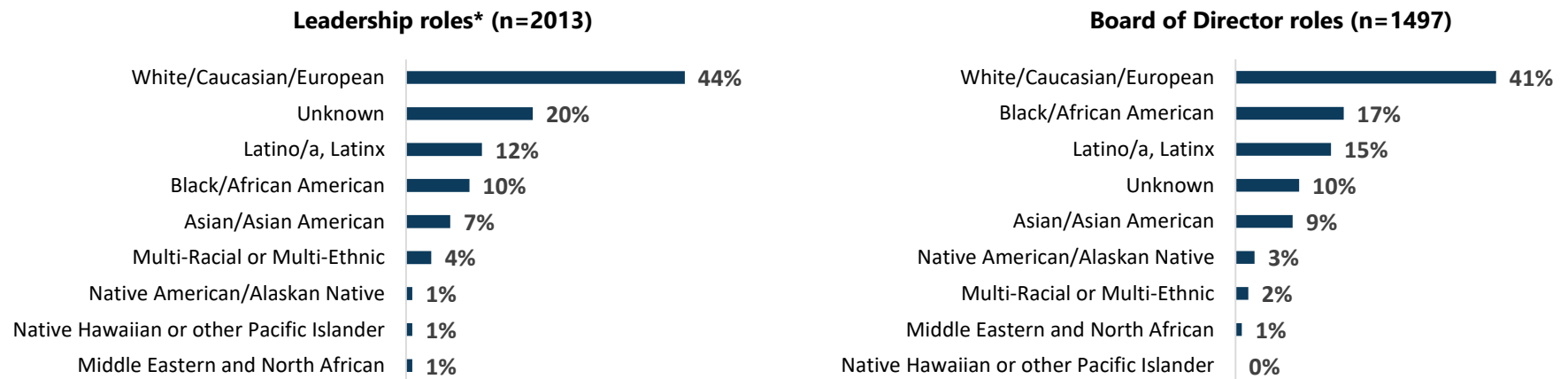
⁶ The 2018 Diversity Table tool collected data on POC (people of color) staff members. In the 2021 DEI Data survey tool collected data on BIPOC (Black, Indigenous, People of Color). This data is comparable.

Diversity Among Grantee Organization Staff and Boards

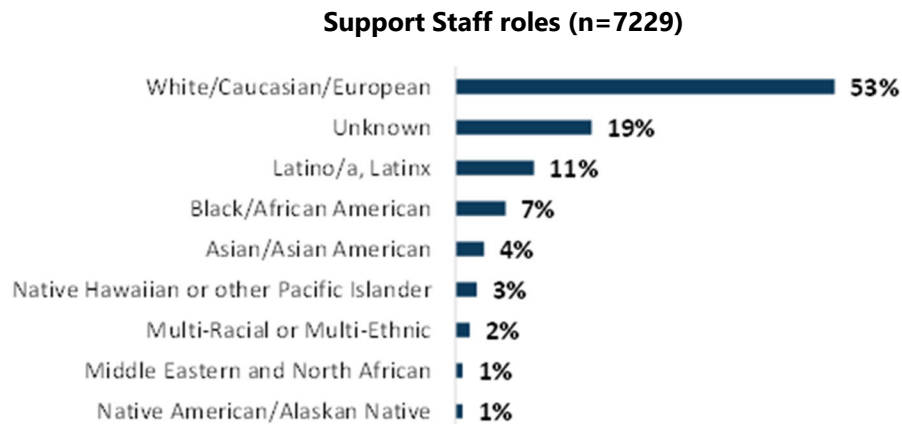
What is the race/ethnicity diversity of individual staff members by role among Grove grantees?

While most of Grove’s grantee organizations are led by majority BIPOC leadership staff and boards, White is still the single most common race/ethnicity represented in staff leadership, staff support, or board roles. Among BIPOC staff leadership and support staff, the most common race/ethnicity was “unknown” (18% and 19% respectively). For Boards, the most common race/ethnicity within BIPOC was Black/African American (17%).

Exhibit 10. Race/Ethnicity breakdown among staff and board by role



* This data does not combine Leadership and Board of Directors



On average, across all Grove grantee organizations **about half of all board members identify as BIPOC**. The percentages are smaller for staff: **36% of leadership staff and 28% of support staff at grantee organizations identify as BIPOC**. The percentage of board members and staff identifying as BIPOC vary by portfolio. Grantees in the Environment portfolio have the lowest percentage of staff members who identify as BIPOC--only about 20% of leadership and support staff are BIPOC. Of grantees in the Civic Engagement portfolio, about 70% of leadership and support staff identify as BIPOC. Please note that grant portfolios with large numbers of staff or board members with Unknown race/ethnicities make interpretation in those portfolios difficult.

Exhibit 11. Percentages of staff and board members at Grove grantee organizations by race/ethnicity⁷

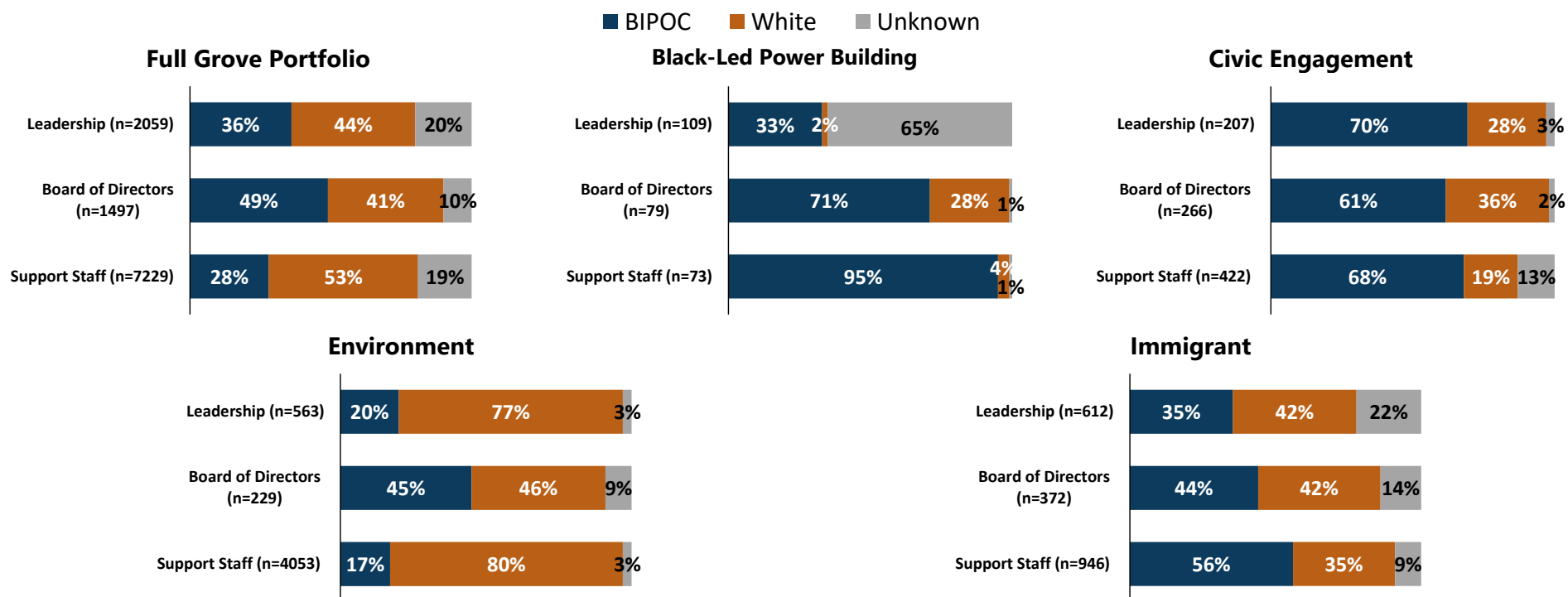
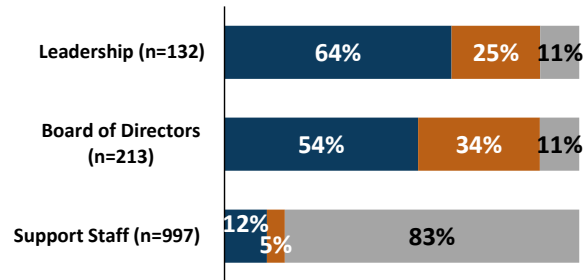


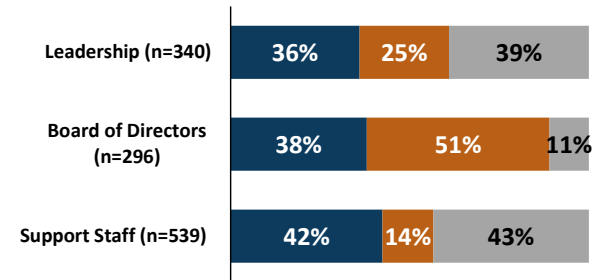
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⁷ Percentages add to more or less than 100% due to rounding.

RH, RR, RJ



Safety Net



What is the gender diversity of individual staff members by role among Grove grantees?

The charts below show the distributions of staff and Board members by gender at the full Foundation/Action Fund portfolio-level and for each portfolio. Across the full portfolio of grantees, **most staff and board roles are held by women**, and there are a particularly large percentage of women in staff leadership and board roles in the RH, RR, RJ portfolio. While most board members are also women (except for in the Safety Net, Environment, and Immigrant portfolios), the average percentage of women on boards is generally lower than the percentage of women in staff roles. Additionally, 26 organizations report having staff leadership or Board members who identify as non-binary or another gender, and 41 organizations report having at least one person who is non-binary or another gender in a support staff role. Please note that for staff leadership in the Black-Led Power Building Fund and support staff in the RH, RR, RJ portfolios, there were a large number of staff listed as “unknown” making interpretation of those particular categories more challenging.

Exhibit 12. Percentages of staff and board members at Grove grantee organizations by gender⁸

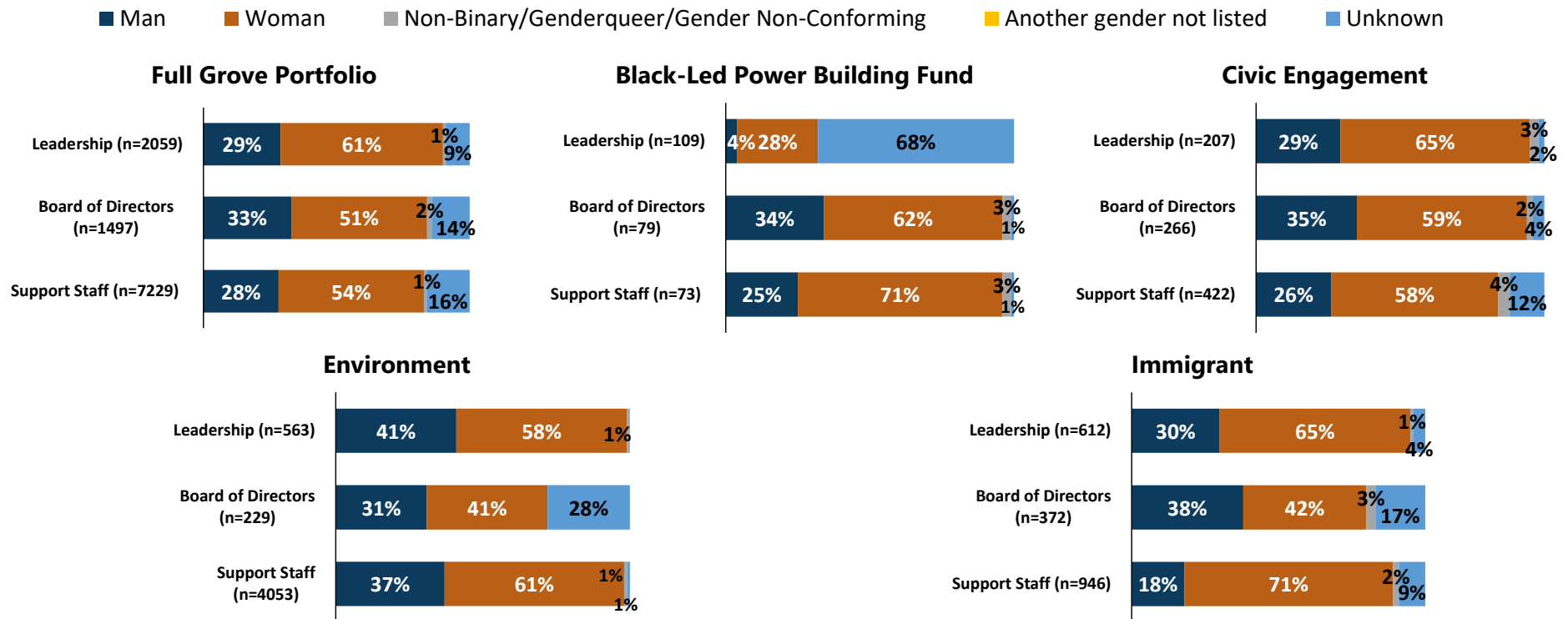
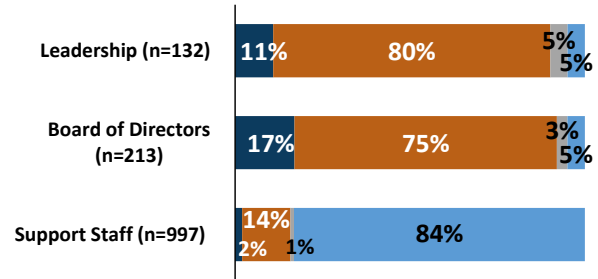


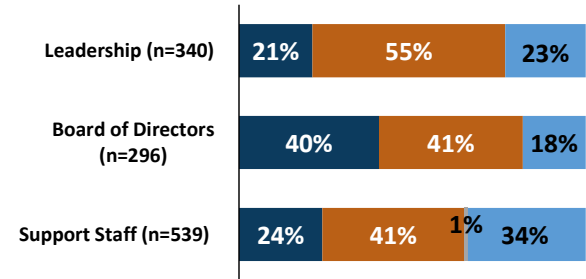
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⁸ Percentages add to more or less than 100% due to rounding.

RH, RR, RJ



Safety Net



What is the race/ethnicity and gender diversity of individual staff members by role among Grove grantees?

LFA examined what percentage of grantee staff and board members are BIPOC women and non-BIPOC women (which encompasses anyone who does not identify as a BIPOC woman, including BIPOC men and white women). **Among the full Grove portfolio of grantees, approximately 30% of board members (34%) and leadership staff (28%) identify as BIPOC women.** For support staff, this figure is about 20%. Looking at individual portfolios, there is a considerable range. On the high end, grantees in the Black-Led Power Building portfolio have 70% of their support staff roles filled by BIPOC women and RH, RR, and RJ portfolios have more than half of their staff leadership and board roles occupied by BIPOC women. Grantees in the Environment and Safety Net portfolios have fewer than half of their board, staff leadership, or support staff roles filled by BIPOC women.

Exhibit 13. Percentages of BIPOC Women staff and board members at Grove grantee organizations

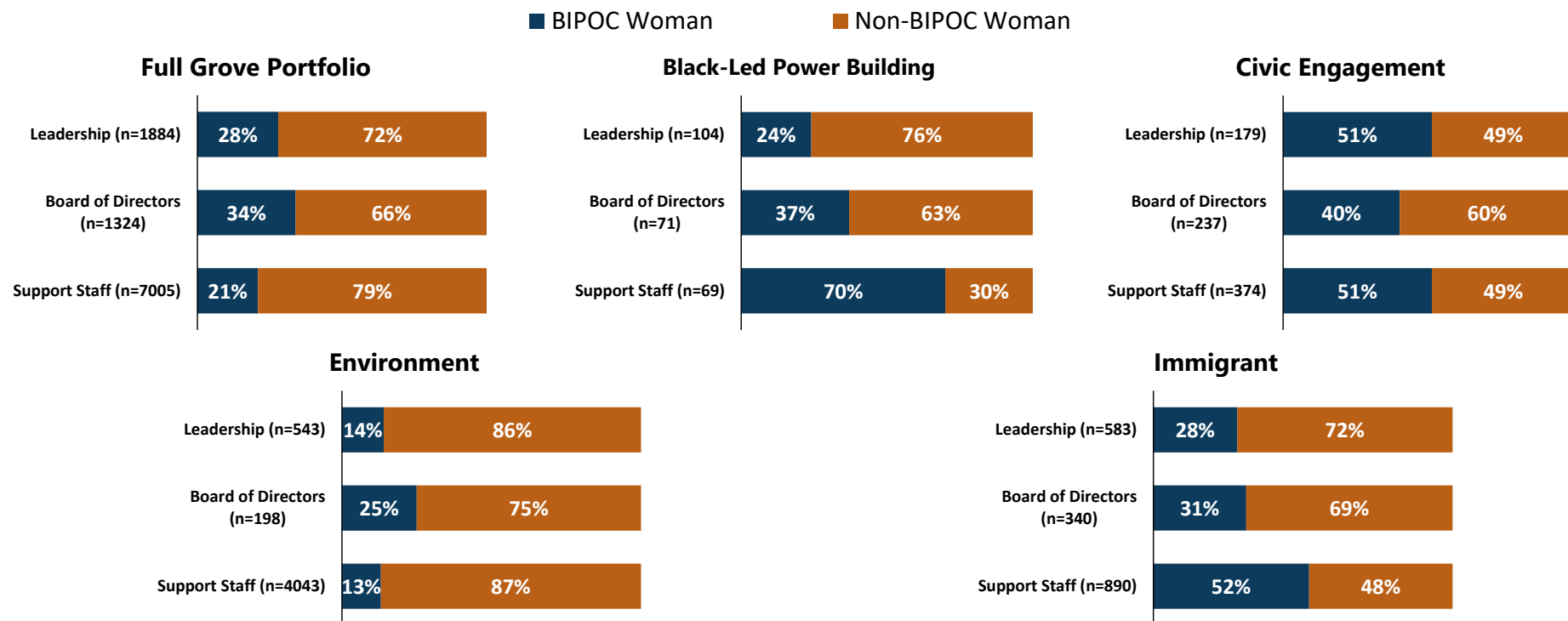
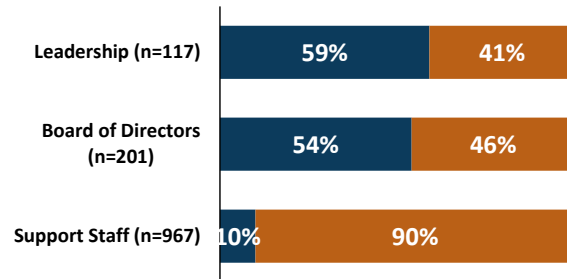
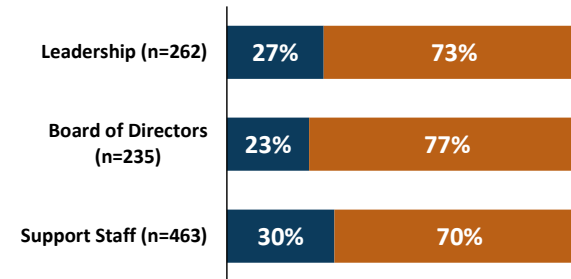


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RH, RR, RJ



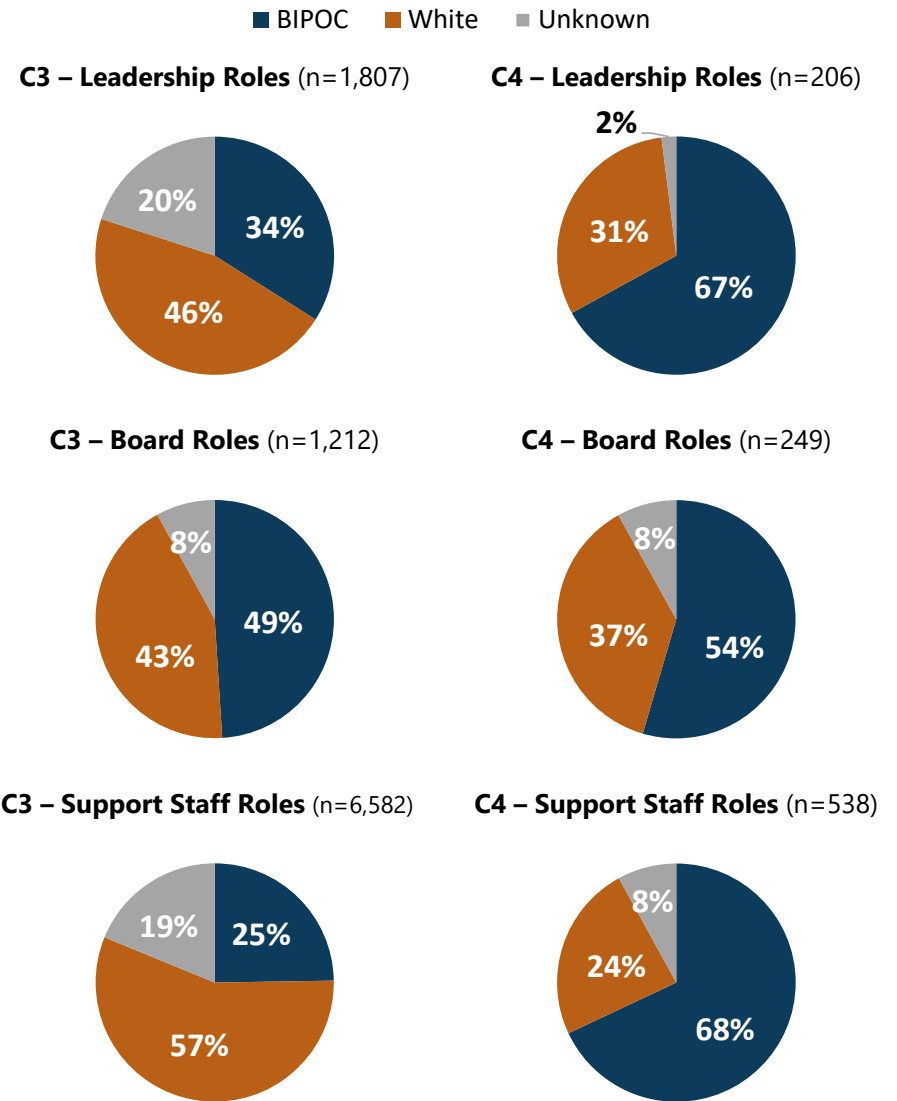
Safety Net



What is the difference in race/ethnicity among C3 and C4 grantees at the staff level?

When examining the racial/ethnic diversity of staff and board at 501(c)3 and 501(c)4 grantees, **a greater percentage of c4 organizations than c3 have BIPOC staff and board members.** The differences in racial/ethnic diversity between c3 and c4 organizations are especially pronounced among staff. Only 25% of support staff at c3 grantees are BIPOC, while 68% of c4 support staff are BIPOC.

Exhibit 14. Distribution of C3 and C4 grants among BIPOC, White, and unknown individuals in leadership, board, and support staff roles – Grove Wide



What is the representation in Grove-wide grantee organizations with staff members who identify as BIPOC non-binary, LGBTQIA+, Transgender, and as having a disability?

Some of the categories asked about on the DEI survey received responses that were too small to calculate the percentage of total grantees represented by each category. However, we still feel it is important to share some data about **the number of organizations who have at least one staff member that identify as BIPOC non-binary, LGBTQIA+, Transgender, and as having a disability.** See below for the total number of organizations in Grove’s portfolio with at least one staff and/or board member who identifies in each of those ways. For each identity type, the most organizations have support staff who identify as BIPOC non-binary, LGBTQIA+, Transgender, or as having a disability. This is likely because for most organizations there are more support staff than leadership staff or board members.

Exhibit 15. Total number of organizations with at least one staff or board member who identifies as...

BIPOC Non-Binary/Genderqueer/Gender non-conforming

Staff leadership roles	26
Board of Director roles	24
Support staff roles	38

LGBTQIA+

Staff leadership roles	26
Board of Director roles	56
Support staff roles	65

Transgender

Staff leadership roles	7
Board of Director roles	5
Support staff roles	26

Having a disability

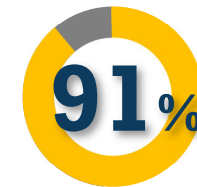
Staff leadership roles	39
Board of Director roles	25
Support staff roles	39

Organizational Equity Policies and Practices

To what extent do grantee organizations have DEI practices and policies in place?

Almost all (91%) grantee organizations seek individuals from various race backgrounds for Board and Executive Director/CEO positions (Exhibit 1). Below are some reasons why those organizations say this is important to them and their strategies for finding diverse staff and board members.

Exhibit 16. Percent of organizations who seek individuals from various race backgrounds for Board and Executive Director/CEO positions (n=149)



- **Many organizations have implemented hiring practices, policies, and processes that promote diversity**, including using inclusive language, advertising widely, extending the posting period to ensure diversity in candidate pools, training managers in equitable hiring practices, completing racial equity assessments, and partnering with an external search firm or consultants that center diversity in recruitment. Some respondents described seeking candidates with specific racial and other identities; some specified that they are equal opportunity employers.
- **Seeking staff and board members who reflect the communities they serve is a priority for many organizations.** Some shared that they intentionally cultivate relationships with community members and partners and/or actively foster leadership pipelines within the community, developing a network from which they can draw when recruiting.
 - “[We believe] strongly that **those who are most affected by the issue at hand can develop the solutions and work to implement them.**”
 - “We are intentional about **cultivating relationships with community members who both have a strong fit with our mission and who come from different race backgrounds that broadly represent the community we serve. We do this through our deep local roots, grassroots organizing, and cross-sector partnerships. We recruit in both formal and informal ways - ranging from our own board match programs to ongoing dialogue with our constituents.**”
- **Some organizations shared that diversity in the staff and Board is deeply integrated into their organization**, sometimes as an important part of a racial/social justice-focused organizational mission; **others described recently undertaking processes in service of diversity goals** (sometimes accompanying greater organization-wide DEI and anti-racism efforts), including Board restructuring and diversifying. Some shared that while their organization is committed to and/or is working towards diversity, there is still work to be done.
 - “It is **critical to our mission and vision to uplift and center the voices and expertise of BIPOC people in leadership roles.**”
 - “We are working on being an **anti-racist organization** and that means we need to **diversify the voices of decision makers.**”
 - “Our Board Development Committee and the agency as a whole is committed to diversity, however, I believe we have a **great deal more work to do to help move us from intention to results.**”
- Organizations that reported *not* seeking individuals from various race backgrounds for these positions shared that **they work intentionally to find individuals whose identities and experiences reflect those of the communities they serve**, rather than striving for racial diversity in general. (For a few respondents, this question was not applicable because of an absence of traditional Board/ED/CEO positions or selection processes.)
 - “Right now, even though we’re open to various race backgrounds -- we also recognize that **we serve a very specific population so we feel that the board and leadership should reflect the population we intend to serve both in shared language and culture. We believe that this will help us to continue building trust with our community and strengthen our impact.**”

Grantee organizations report that their internal policies and practices demonstrate a commitment to racial equity and/or diversity, equity, and inclusion (95%, Exhibit 2). These include:

- Implementing formal policies and practices (such as those outlined in a handbook), including non-discrimination policies, hiring policies, and regular surveys;
- Adopting formal statements on the organization's commitment to equity/DEI;
- Hosting staff-wide and/or managerial trainings on topics such as unconscious bias, anti-Blackness, racial equity, and inclusion;
- Creating action plans to outline and guide internal equity work;
- Integrating equity into strategic plans and frameworks;
- Forming committees, teams, and formal roles that lead and advance equity work;
- Engaging with consultants to guide equity processes;
- Launching organization-wide equity initiatives;
- Operating from anti-racist frameworks and intentionally incorporating a DEI lens into practices and policies; and
- Fostering a culture of safety, inclusivity, and self-reflection.
 - *"Our organization is **built on the belief that in order to move forward together, we must work with other communities of color in a way that does not create more harm.** We provide an **inclusive space for all** and we've seen that staff has used their work as a way to heal from trauma and have helped them to rebuild with their community again."*
 - *"We aim to create **a culture of critical self-reflection, safety, and transparency**, and know that these conversations are ongoing as we individually and collectively grow."*

Exhibit 17. Percent of organizations whose internal policies and practices demonstrate a commitment to racial equity and/or diversity, equity, and inclusion (n=149)



Many organizations shared that DEI and racial/social justice are central to their mission, vision, values, and work. Their internal policies and practices reflect this commitment.

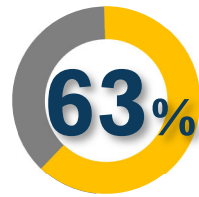
- *"It is part of our mission, vision and values and **intersectional race equity is explicitly embedded in all that we do.**"*
- *"Our mission is focused on centering our work around detained immigrants, particularly BIPOC immigrants who are the most mistreated in the immigration system. Therefore, we ensure that our **work culture and practices are reflective of our mission and values.** We encourage all staff to share their lived experiences and are working towards a liberatory culture that does not replicate systems of oppression."*
- *"**Our mission is centered in this work** and we continually work to **align and refine** our scope and practices."*

Among respondents who answered "no" or "I don't know" to the question, "Does your organization's internal policies and practices demonstrate a commitment to racial equity and/or diversity, equity, and inclusion?", some shared that they are actively in the process of working on equity/DEI or that there is more progress to be made. Others noted that the language used in the survey question ("diversity, equity, and inclusion") do not resonate with their views on social/racial justice or do not seem to apply to their organizational context.

- *"Diversity Equity and Inclusion are corporate buzzwords that don't relate to justice, equality and transformation. We find that organizations with DEI groups, policies, etc. are committed to diversity as a way to decorate their white power structures with BIPOC [people], and to inclusion as a way to forcibly assimilate BIPOC and TQ people into white supremacist institutions, value systems etc. Our leaders are our community. We are not diverse because we reflect the community that gave us life - we are 100% TQBIPOC or BIWOC because that is our community. DEI is out of touch with social and racial justice."*
- *Not sure how to answer this. Our organization's policies and practices are clearly dedicated to serving Native American communities and organizations and our entire org inside and out reflect that.*
- *We don't use DEI frameworks in our organization, as they seem to be set up mostly for white led organizations looking to diversify from predominantly white.*

Sixty-three percent of organizations who provide direct services report collecting demographic data about the people they serve. Collecting demographic information about people served is often regarded as a “best practice” for nonprofits, as it allows them to understand who they are serving, who they are not serving, and if their service population is reflective of the overall community. However, some nonprofits feel that collecting demographic is overly onerous and the information they receive may not be worth the effort, or they may not want to ask people served to answer personal demographic questions. Grove may wish to continue exploring this topic with their grantees, understanding which grantees are and aren’t collecting demographic data and for what reasons.

Exhibit 18. Sixty-three percent of organizations who provide services collect demographic data about the people the organization serves (n=141)



Next Steps for Reflection

These analyses are intended to support Grove in understanding how its grantees, grant types, and grant amounts compare on a few dimensions of diversity. **The data demonstrate that Grove has increased the percentage of its grantee organizations that are BIPOC-led and BIPOC women-led since 2018.** While there was a slight decrease since 2018 in the percentage of overall grantees that are led by women, 82% of Grove grantees are still women-led.

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 BIPOC-led organizations? What did you observe about the number, types and size of grants made to women- or BIPOC-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 BIPOC leaders, culturally proficient organizations, and racial equity?

LFA also suggests adding a few discussion questions to further make meaning of the changes since 2018:

4. What changes/shifts in the pattern of grantmaking would you like to celebrate? Why?
5. Are there any changes/shifts in the patterns of grantmaking that are concerning? Why?
6. Where would Grove like to see different patterns or more progress in future years? What Grove strategies or decisions being made now might support those future desired changes?

In addition to fueling internal reflection and discussion about opportunities for change, Grove may wish to share this report with its grantees and invite them into discussions about racial and gender equity. Some topics of conversation with grantees might be discussing what it means to the grantee to be culturally proficient and representative of their communities, or understanding what supports those grantees offer to BIPOC, women, and other non-dominant identified leaders. Grove could also use these data to spark conversations with other funders. Sharing this information with peer funders and understanding what other foundations are doing to strengthen their commitment to BIPOC leaders and racial equity could be a powerful peer learning experience.