



THE CENTER FOR EFFECTIVE PHILANTHROPY

DIVERSITY, EQUITY, AND INCLUSION PLAN

CEP'S DIVERSITY, EQUITY, AND INCLUSION VISION

At the center of CEP are people – the people whom we serve, the people whose voices we amplify, and the staff who are the lifeblood of our organization. We believe that a diversity of thoughts, experiences, backgrounds, personalities, and identities helps us think bigger and better, and enables us to more effectively reach our organizational goals. We are committed to a diverse, equitable, and inclusive work environment, where all feel welcomed to be authentic and contribute fully. We respect qualities and experiences that are different than our own. We share our approaches and their relative success publicly in order to openly exchange ideas with other organizations. We are committed to exploring the relationship between Diversity, Equity, and Inclusion (DEI) practices and funder effectiveness, highlighting those who incorporate DEI practices into their philanthropy.

WE STRIVE TO ACHIEVE THE FOLLOWING GOALS:

DIVERSITY, EQUITY, AND INCLUSION ARE INTRINSIC IN CEP'S CULTURE

CEP's policies and practices are inclusive, and staff are aware of how diversity, equity, and inclusion relate to the goals and mission of the organization.

STRATEGIES:

- Ensure there is a member or members on staff dedicated to DEI, who serve as a resource for DEI-related program work, and staff questions, discussions, and trainings
- Regularly review CEP's policies to ensure they support our DEI efforts
- Continually improve the cross-cultural competence of the organization through staff trainings and discussion sessions
- Adopt shared definitions to support discussions about DEI and a shared understanding of how DEI relates to organizational goals
- Continue to assess staff perceptions of DEI using the Staff Perception Report (SPR)

RECRUITMENT PROCESSES ATTAIN QUALIFIED, DIVERSE STAFF AND REFLECT OUR VALUES

The pool of candidates, both at the onset of recruiting and also in final stages are diverse (i.e. by race/ethnicity, gender, sexual orientation, disability, socio-economic status, and geographically). Recruitment processes guard against the effects of implicit bias, and staff are equipped to evaluate candidates equitably.

STRATEGIES:

- Ensure recruitment marketing efforts exhibit that DEI is a priority for the organization; identify and utilize sources and networks likely to provide a diverse array of qualified candidates
- Continue to train interviewers to guard against the effects of implicit bias
- Continue to implement "blind" hiring practices to remove potentially biasing personal and demographic indicators from candidate application materials (such as name, hometown, and university information)
- Continue to conduct and weigh objective skills assessments alongside interviews
- Continue to ensure a diverse set of voices are part of the recruitment process and at the decision-making table
- Continue to measure and report to staff on the demographics of the applicant pool (and how it varies source to source) in every step of the recruitment process

OUR ORGANIZATION ENGAGES AND RETAINS A SUCCESSFUL, DIVERSE STAFF

Everyone at the organization is given the opportunity and resources to succeed.

STRATEGIES:

- Ensure all staff have access to resources, such as training, mentoring, and information about the organization's norms and expectations
- Continue to ensure all staff are equitably set up for success by offering sessions that address working with and managing those whose working styles, personalities, and strengths differ from one's own
- Continue to provide a professional development budget to each staff member
- Continue to provide regular organization-wide professional development sessions which cover topics useful to success at the organization and in the sector
- Ensure access to relevant affinity groups (e.g., Emerging Practitioners in Philanthropy, Hispanics in Philanthropy, etc.)
- Measure and report on the composition of CEP staff over time

CEP'S WORK (ITS RESEARCH, ASSESSMENT AND ADVISORY SERVICES, CONFERENCE PROGRAMMING, AND YOUTHTRUTH) INCORPORATE AND HIGHLIGHT DIVERSITY, EQUITY, AND INCLUSION PRACTICES AS THEY RELATE TO EFFECTIVENESS

CEP contributes data to conversations about DEI and highlights best practices.

STRATEGIES:

- Administer and report on a Grantee Panel Survey, which gathers feedback on how foundations can aid grantees in their diversity, equity, and inclusion efforts
- Share attitudes and practices related to DEI that currently exist in the field
- Examine the relationship of DEI to achieving organizational goals and share results
- Continue to incorporate conference plenaries and breakouts which explore how incorporating DEI initiatives contribute to funder effectiveness
- Continue to provide Assessment and Advisory Services that incorporate DEI principles
- Continue to refine survey measures in the Staff Perception Report (SPR) survey that assist funders in measuring DEI at their organizations
- Continue to deliver and refine the equity module of YouthTruth's workshop supporting clients in interpreting and using student feedback
- Continue to analyze YouthTruth's aggregate student perception data to understand differences in experience by student demographics
- Continue to recruit school districts serving diverse student bodies to participate in YouthTruth

CEP CONTRIBUTES TO THE CONVERSATION ABOUT DIVERSITY, EQUITY, AND INCLUSION PRACTICES IN PHILANTHROPY

CEP shares what we are doing to incorporate DEI values, as well as the challenges and successes we experience as a result of our approaches. Through these efforts, we continue to support and reinforce a sector where all may learn from each other and improve.

STRATEGIES:

- Continue sharing publicly the approaches CEP is taking to incorporate DEI principles and initiatives into its culture, practices, and work
- Measure and share aggregate demographic information of board and staff members publicly
- Reflect on and share the outcomes of efforts with which CEP is experimenting

When we reference diversity, equity, and inclusion, we recognize there are a variety of definitions. For our purposes, we embrace the definitions for diversity, equity, and inclusion put forth by [Independent Sector](#), that being:

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity

involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.