



THE CENTER
FOR EFFECTIVE
PHILANTHROPY

Grantee Voice: Nonprofit Diversity Efforts

The survey should take approximately 15 minutes to complete.

Please complete the survey by **Friday, February 2, 2018**.

Introduction

Thank you for your participation in this research study conducted by the [Center for Effective Philanthropy](#).

In this survey, we will be asking you to share your perspectives on how diversity relates to your organization and its work, and how your foundation funders can be most helpful to your organization in this area. We focus solely on diversity in order to go deeply into the topic while keeping the survey a manageable length. We know, and appreciate, that many organizations think of diversity, equity, and inclusion as intrinsically connected and may have the opportunity to examine these other topics in depth in future surveys.

Your responses to this survey will be kept **completely confidential**. When results of this survey are shared:

- All numeric rating responses will be reported in aggregate.
- If we quote part of your response to an open-ended question, we will mask all identifying information in the quote to thoroughly protect your anonymity.

Instructions

A few tips:

- **Please do not use the forward and back buttons on your browser's navigation bar** to move forward and back in the survey. Instead, use the directional buttons at the bottom of each screen.
- **To stop and continue the survey at a future time**, close your browser and use the survey link found in your email to resume the survey.

YOU AND YOUR ORGANIZATION

1. For how long have you been the leader of your organization?

- Less than 1 year
- At least 1 year but fewer than 3 years
- At least 3 years but fewer than 6 years
- At least 6 years but fewer than 10 years
- 10 years or longer

2. Is the geographical scope of your organization:

	Yes	No
Local	<input type="checkbox"/>	<input type="checkbox"/>
State	<input type="checkbox"/>	<input type="checkbox"/>
Regional	<input type="checkbox"/>	<input type="checkbox"/>
National	<input type="checkbox"/>	<input type="checkbox"/>
Global	<input type="checkbox"/>	<input type="checkbox"/>

3. Does your organization work in any of the following program areas?

	Yes	No		Yes	No
Agriculture, fishing, and forestry	<input type="checkbox"/>	<input type="checkbox"/>	Philanthropy	<input type="checkbox"/>	<input type="checkbox"/>
Animals	<input type="checkbox"/>	<input type="checkbox"/>	Public affairs	<input type="checkbox"/>	<input type="checkbox"/>
Arts and culture	<input type="checkbox"/>	<input type="checkbox"/>	Public safety	<input type="checkbox"/>	<input type="checkbox"/>
Community and economic development	<input type="checkbox"/>	<input type="checkbox"/>	Religion	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	Science	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	Social justice	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	Social sciences	<input type="checkbox"/>	<input type="checkbox"/>
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	Sports and recreation	<input type="checkbox"/>	<input type="checkbox"/>
Human services	<input type="checkbox"/>	<input type="checkbox"/>	Other (<i>please specify</i>):		
Information and communications	<input type="checkbox"/>	<input type="checkbox"/>			
International relations	<input type="checkbox"/>	<input type="checkbox"/>			

YOUR ORGANIZATION'S DIVERSITY EFFORTS

Throughout this survey, we use the term diversity. While this term can be defined in many different ways, when answering the questions in this survey, please keep in mind the following definition from the D5 Coalition:

The demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on:

- *Racial and ethnic groups: Asian Americans and Pacific Islanders, Hispanics/Latinos/Latinas, African Americans and blacks, and American Indians and Alaska Natives*
- *LGBT populations*
- *People with disabilities*
- *Women*

We acknowledge and respect that this is one of many ways to define diversity, a concept that can encompass many other human differences as well.

4. Are any of the following categories of demographic information relevant to your organization's goals?

	Yes	No
Race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>
Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>
Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>

5. How diverse is your organization when it comes to each of the following categories of demographic information?

	Not at all diverse 1	Not very diverse 2	Somewhat diverse 3	Very diverse 4	Extremely diverse 5	Don't know
Race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Overall, how diverse are each of the following groups at your organization?

	Not at all diverse 1	Not very diverse 2	Somewhat diverse 3	Very diverse 4	Extremely diverse 5
Full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. For your organization to achieve its goals, how important do you believe it is for the following groups at your organization to be diverse?

	Not at all important 1	Not very important 2	Somewhat important 3	Very important 4	Extremely important 5
Full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. What population(s) does your organization seek to serve?

9. How well does your organization reflect the population(s) it seeks to serve when it comes to each of the following categories of demographic information?

	Not at all well 1	Not very well 2	Somewhat well 3	Very well 4	Extremely well 5	Don't know	N/A
Race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Gender identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other category of demographic information (<i>Please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Overall, how well do the demographics of the following groups at your organization reflect the population(s) your organization seeks to serve?

	Not at all well 1	Not very well 2	Somewhat well 3	Very well 4	Extremely well 5	N/A
Full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Are any members of your board of directors also members of the population(s) your organization seeks to serve?

- Yes
- No
- N/A

12. In order for your organization to achieve its goals, how important do you believe it is for the following groups at your organization to reflect the demographics of those your organization seeks to serve?

	Not at all important 1	Not very important 2	Somewhat important 3	Very important 4	Extremely important 5	N/A
Full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YOUR ORGANIZATION'S COLLECTION OF DEMOGRAPHIC INFORMATION

13. Does your organization collect any demographic information about:

	Yes	No	N/A
The populations your organization seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's board members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. What categories of demographic information does your organization collect about the following groups? (Only shown to respondents who select "Yes" to the category in question 13)

	Race/ ethnicity	Gender identity	Disability	Sexual orientation	Other category of demographic information (Please specify: _____)	Other category of demographic information (Please specify: _____)
The populations your organization seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's board members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. Do you use any of the following tools to guide what categories of demographic information you collect? (Only shown to respondents who select "Yes" to any category in question 13)

	Yes	No
Census categories	<input type="checkbox"/>	<input type="checkbox"/>
GuideStar categories	<input type="checkbox"/>	<input type="checkbox"/>
NTEE codes	<input type="checkbox"/>	<input type="checkbox"/>
Philanthropy Classification System (Foundation Center)	<input type="checkbox"/>	<input type="checkbox"/>

Categories developed at your organization	<input type="checkbox"/>	<input type="checkbox"/>
Categories provided by a foundation funder	<input type="checkbox"/>	<input type="checkbox"/>
Other (<i>please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>

16. Does your organization do any of the following with the demographic information it collects? (*Only shown to respondents who select “Yes” to any category in question 13*)

	Yes	No
Share with your board	<input type="checkbox"/>	<input type="checkbox"/>
Share with foundation funders	<input type="checkbox"/>	<input type="checkbox"/>
Share with non-foundation funders	<input type="checkbox"/>	<input type="checkbox"/>
Inform hiring practices	<input type="checkbox"/>	<input type="checkbox"/>
Make decisions about your organization’s programmatic efforts	<input type="checkbox"/>	<input type="checkbox"/>
Make decisions about your organization’s internal operations	<input type="checkbox"/>	<input type="checkbox"/>
Provide specific types of support and/or accommodations to your organization’s staff	<input type="checkbox"/>	<input type="checkbox"/>
Other (<i>please specify: _____</i>)	<input type="checkbox"/>	<input type="checkbox"/>

17. During its hiring process, does your organization do any of the following?

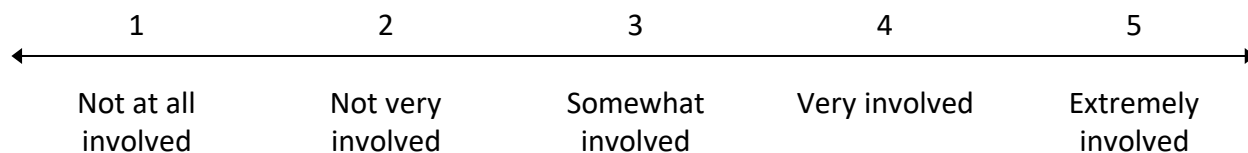
	Yes	No	N/A
Recruit candidates from a wide range of sources (e.g., institutions, databases)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Request that search firms provide a diverse candidate pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask candidates to complete an anonymous demographic survey in order to evaluate the diversity of the candidate pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Redact any information from resumes before they are reviewed (e.g., names, addresses, educational backgrounds)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluate candidates through skills based assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FOUNDATION INVOLVEMENT IN YOUR ORGANIZATION’S DIVERSITY EFFORTS

18. During your tenure at your organization, have any of your foundation funders discussed issues related to diversity with you?

- Yes, in relation to our organization’s internal operations.
- Yes, in relation to our organization’s programmatic work.
- Yes, in relation to both our organization’s internal operations and programmatic work.
- No

19. How involved would you like your foundation funders to be when it comes to your organization's diversity efforts?



20. How, if at all, are your foundation funders involved with your organization when it comes to its diversity efforts?

21. What could your foundation funders do to be most helpful, if anything, when it comes to your organization's diversity efforts?

FOUNDATION COLLECTION OF DEMOGRAPHIC INFORMATION

22. Have any of your organization's foundation funders requested demographic information about:

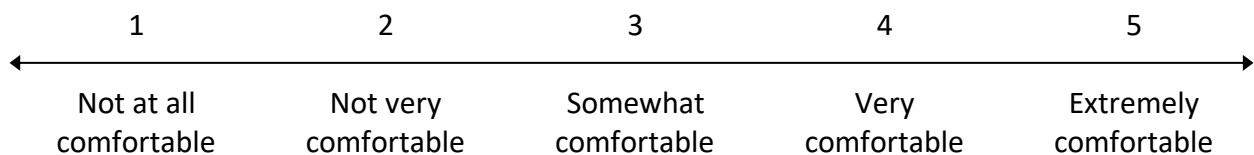
	Yes	No	N/A
The population(s) your organization seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
You	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your organization's board members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. What categories of demographic information have your organization's foundation funders requested about the following groups? (Only shown to respondents who select "Yes" to the category in question 22)

	Race/ethnicity	Gender	Disability	Sexual orientation	Other category of demographic	Other category of demographic information

	identity				information (Please specify: _____)		(Please specify: _____)
The population(s) your organization seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
You	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Your organization's full staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Your organization's senior leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Your organization's board members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

24. In general, how comfortable are you providing demographic information to foundation funders? *(Only shown to respondents who select "Yes" to any category in question 22)*



25. What about your experience providing demographic information to foundation funders makes you comfortable or uncomfortable? *(Only shown to respondents who select "Yes" to any category in question 22)*

26. In general, do your foundation funders explain how they use the demographic information they collect about your organization? *(Only shown to respondents who select "Yes" to any category in question 22)*

- Yes
- No

27. Do your organization's foundation funders use the demographic information they collect in any of the following ways? *(Only shown to respondents who select "Yes" to question 26)*

	Yes	No	Don't know	N/A

To understand the degree to which your organization's staff and leadership represent the population(s) it seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To understand the degree to which your organization understands the composition of the population(s) it seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To understand whether the grants the foundation is making are inclusive of a diverse array of recipients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To understand whether the grants the foundation is making are reaching the population(s) the foundation seeks to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To share with audiences within the foundation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To share with audiences outside of the foundation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. What would you like to share that we did not ask, if anything?

DEMOGRAPHICS

29. How many foundations currently give grants to help fund your organization? _____

30. What percentage of your organization's 2017 budget is being funded by foundations? _____

31. What is your gender identity?

- Male
- Female
- Different identity (please describe: _____)
- Prefer not to say

32. What is your race/ethnicity? (Select all that apply)

- African-American/Black
- American Indian or Alaska Native
- Asian (including the Indian subcontinent)
- Caucasian/White
- Hispanic/Latinx
- Pacific Islander
- Race/ethnicity not included above

Prefer not to say