

Foundation Equity Practice Assessment

The statements below are a sampling of equity-centered practices in several dimensions of foundation work. Use the ranking scale for each statement to indicate the frequency and depth with which you demonstrate the behavior.

Ranking Scale

We have not started work on this yet (1)	We have plans to develop and/or implement this work (2)	We have this in place and implement sporadically (3)	We do this regularly and model it for others (4)
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Organizational

1. ___ We have an institutional commitment to addressing/eliminating inequities.
2. ___ Our board has organizational policies dedicated to creating a more equitable environment.
3. ___ We provide intentional support for the board and staff to address racial and ethnic inequities.
4. ___ Our internal practices align with our organization's services, programs and role in our community. We are implementing practices and policies required of our partners and/or grantees.

Grantmaking and Operations

5. ___ We accept proposals written for other foundations.
6. ___ The foundation provides general operating to our grantee partners.
7. ___ A majority of our grants are given to organizations run by people of color.
8. The foundation purchases products from a majority of women-, people of color-, or women of color-owned businesses.
9. ___ The foundation has considered moving/moved part of our endowment to a community development financial institution (CDFI).

Program and Evaluation

10. ___ Our board and staff have a strong understanding of the social, environmental and structural determinants of racial and ethnic inequities, especially as they pertain to our priority issue areas.
11. ___ Our board and staff have deep knowledge of and authentic relationships with members of the communities we seek to serve.
12. ___ Our data and planning practices are accessible to and, as appropriate, driven by community stakeholders, incorporating community narratives and experience.

Cultural

Ranking Scale

Unsure
(1)

Work in Progress
(2)

Evidence that this
is the case
(3)

13. ___ Our board and staff feel safe having DEI conversations and giving feedback about our existing DEI practices.
14. ___ Our board and staff are comfortable and have the skillset for engaging in difficult conversations about things that need to happen to improve our DEI standing.
15. ___ Our board and staff have the skills and savvy to intentionally design an inclusive organizational culture, in which all ideas are welcomed and seriously considered.
16. ___ I have engaged in reading and trainings to gain a better understanding of how inequity plays out across different issue areas.

Please select 3 impact elements you would like to improve. Record 1-2 action steps you plan to take bring more equity-centered practices to your philanthropy.
