



# Diversity, Inclusion, & Equity in Community Foundations

## Laying The Ground Work For 1st Cycle of Inquiry

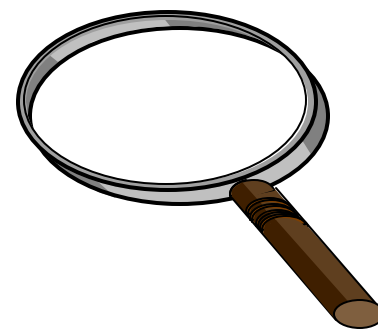
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The data your team collects in preparation for the foundation's 1<sup>st</sup> Cycle of Inquiry is a critical resource to inform the development of your strategies to strengthen diversity and equity practices within your foundation. In this meeting you are given an opportunity to discuss and make choices about the type of data you want to collect. Since your foundation, like many organizations, is involved in so many other activities, you will also want to consider the best sequencing of your data collection and the activities for your 1st Cycle of Inquiry.

As you plan you will want to take into account the fact that some of the basic demographic data you may want to consider may be readily available at your foundation.

While other data your team wants may require analysis of studies and reports containing important demographic data for your community or region. On another

level, your team's work to assess the current readiness to plan and assimilate organizational change related to inclusion and equity may also lead you to prioritize one type of data over another at this time.



### Overview & Directions

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In this session your team will:

- ◆ Consider what kind of data will be most helpful to clarify some of the strategic issues that surface for your team in the various activities in the Participatory Cycle of Inquiry.
- ◆ Do some preliminary prioritization of your data collection and organizational planning objectives for the 1st Phase of Cycle of Inquiry
- ◆ Determine what level of staff resources will be needed to complete the data collection; and,
- ◆ Set the times for your team's future meetings to discuss the data and plan for next steps.

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#### The Power of Culture

**“You must be the change you wish to see in the world...”**

**Mahatma Gandhi**

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## Different Data For Different Purposes

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One kind of data that is useful in examining inclusion, equity and diversity issues within an institution **is** demographic, descriptive, or quantitative. For example, data that answers questions like: What is the composition of the staff? What is the composition of the Board, etc? What groups are represented in our base of donors? Which parts of the community are receiving grants? On another level, you will need to determine what aspects of diversity to collect such data for. Are you equally concerned about race/ethnicity, gender, immigrant and language status, class, sexual orientation, physical ability, age, etc.?

Once this data is collected, it often turns out that people apply different criteria and frameworks to understanding what it all means in qualitative terms. Therefore, it will be very helpful *before* setting out to assemble such data to have a dialogue within the team about the qualitative aspects of the data you want to collect (e.g., different perceptions, definitions, or interests held by individuals and groups within the foundation, or perhaps different stakeholders' sense of comfort and efficacy working in diverse settings, etc.)..

Whether quantitative or qualitative, the data you collect will help your team get a baseline picture of where your foundation currently is, be more specific about where you want to go, and measure your progress in getting there.

## Definitions, Meaning, and Intents

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Depending on your different definitions (or intents) for “equity” and “inclusion,” you would need to collect and analyze different data. To assist you in this process it may be helpful to consider the types of data you would need to collect if you were to apply different frameworks for inclusion and equity in relation to diversity in your foundation. For example, if inclusion and equity means to:

- **Reflect or Represent the Community within the foundation** you simply need to know which groups exist in the community you wish to reflect or represent; your objective in this case may be to have at least one person from each group represented among the foundation's staff and leadership.
- **Achieve Equal Representation of each Community group within the foundation** you need to track demographics within the foundation and community.
- **Achieve proportionality of people in the foundation to the community at large** you need comparable data about the foundation and the community. Meanwhile measuring your progress toward closing gaps towards proportionality implies you need historical data so you can examine the foundations patterns over time.
- **Respond to Compensatory Measures to Rectification Past Discrimination** (through a formula that offsets existing power differences) you need to track both community data for groups that are affected by current and past institutional discrimination and data that measures the impact of your foundation's progress toward redressing that historical effects of that pattern of discrimination; for example, you may choose to set goals for hiring more *more* low income people than others, because individuals from this group have more ground to make up in terms of parity.
- **Respond to Effects of Past Discrimination on Conditions in the Community** you will need to collect data on specific quality of life issues for different groups in your community and data that measures the impact of the foundation's efforts in addressing those quality of life issues.
- **If you are unsure of what the key stakeholders in your foundation mean when diversity, inclusion, and equity are discussed**, you may want to develop a strategy to begin collecting qualitative data on the range of definitions and intents currently held within the foundation.

## Team Planning Session:

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Using the insights gained through the Participatory Cycle of Inquiry, the preliminary objectives your team has decided on, and the frameworks and charts provided by California Tomorrow, your team will work together to develop a data collection strategy for your 1st Cycle of Inquiry.

Consider what data would be most helpful for your team to determine whether there currently is an organization wide consensus on the following:

- The equity and inclusion values and principles that are most essential in carrying out the work of the foundation;
- The foundation's current internal strengths, assets, gaps, and weaknesses in regard to diversity, inclusion, and equity. If the various foundation stakeholder groups agree that change is needed is there agreement on priorities for undertaking such change work?; and,
- The community issues, dynamics, and trends that you seek to impact your work to strengthen the foundation's equity and inclusion philosophy and practice.



In order to sharpen the focus of your data collection strategy your team may want to attempt to develop a preliminary set of objective (s) for this organizational change initiative. Of course, these objectives, should be viewed as a work in progress that will be modified as your team engages a broader set of organizational stakeholders in the initiative.

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**Please refer to 1st Cycle of Inquiry Work Plan, LBE Data Collection Resource Guide, and Civic and Community Partner Feedback Questions (attached).**