



Dear California grantmaker:

We are contacting you today to notify you of an important diversity in philanthropy research project being conducted in a collaborative effort between the regional associations of grantmakers in California, the Foundation Center in New York, and local academic partners. The project intends to collect and analyze data on philanthropic giving to diverse communities throughout the state.

As a community of funders that is responsive to the evolving demographic and cultural landscape in California, there is a great deal to learn from your giving practices. We intend for this project to provide a clearer understanding of the current grantmaking approaches the philanthropic sector uses in serving diverse populations in California. Such an assessment will help provide a benchmark by which philanthropic organizations in California can share and learn from each other as they move forward with their grantmaking strategies. It is also hoped that this information will help capture the landscape of our collective efforts towards diversity-related approaches and provide knowledge to interested audiences, including California legislators who have recently been engaged in this issue.

To conduct a careful, systematic study of a topic as broad as diversity in philanthropy requires a research initiative that goes well beyond the scope of what can be covered in a single survey. Therefore, this effort represents just the beginning of a longer-term conversation among California grantmakers that will be further informed by data collection efforts on additional dimensions of diversity over time.

The survey requesting this information from your foundation is being administered by a contracted research firm, —ABT SRBI, Inc.—based in New York City. We encourage you to respond to the best of your ability or identify the most appropriate respondent amongst your staff. Please be assured that the data you provide will be kept confidential and presented only in an aggregated format.

Thank you for your assistance in capturing data on the important work that California's foundations are conducting. Please feel free to contact us if you have any questions.

Sincerely,

Colin Lacon
President & CEO
Northern California Grantmakers

Sushma Raman
President
Southern California Grantmakers

Nancy Jamison
Executive Director
San Diego Grantmakers



Survey of California Foundations

Important: The specific answers provided by individual organizations to all questions will be kept confidential and the survey results will be reported only in the aggregate. Any specific identifying information collected about survey respondents (e.g., job title) is for administrative purposes only and will not be made public. Your candor in completing this survey is essential in order for the field to improve its understanding of the important issues addressed in this study. If you need help please email diversitysurvey@srbi.com.

I. About Your Organization

1. Name of your organization _____

2. Your job title _____

3. Which of the following best describes your organization?

- Community foundation **[skip to question 5]**
- Corporate foundation **[skip to question 5]**
- Independent foundation
- Other (please specify) _____
- Not Sure
- Not Applicable

4. Is your organization a family foundation?

- Yes
- No
- Not Sure
- Not Applicable

5. Is your organization an operating foundation?

- Yes
- No
- Not Sure
- Not Applicable

6. How many paid staff does your foundation currently employ? *[Male and female should equal total.]*

FULL TIME

Total _____ Not Sure Not Applicable
Male _____ Not Sure Not Applicable
Female _____ Not Sure Not Applicable

PART TIME

Total _____ Not Sure Not Applicable
Male _____ Not Sure Not Applicable
Female _____ Not Sure Not Applicable

7. In what year was the current chief executive of your foundation (such as the CEO or President) named to that position? [If more than one chief executive, please think of the one who has joined the organization most recently.]

19____ / 20____

- Not Sure
- Not Applicable

8. Was your foundation's current chief executive hired...

- From within the organization
- From another foundation
- From a nonprofit organization (not a foundation)
- From a for-profit organization
- Other (please specify) _____
- Not Sure
- Not Applicable

9. Is the chief executive of your foundation...

- Male
- Female
- Not Sure
- Not Applicable

10. Is the chief executive of your foundation Hispanic/Latino/Latina?

- Yes
- No
- Not Sure
- Not Applicable

11. Is the chief executive of your foundation a member of any of the following groups?

[Please check all that apply.]

- Asian or Asian American
- Native Hawaiian or Pacific Islander
- Black or African American
- Native American or Alaska Native
- White
- Other racial group (please specify) _____
- Not Sure
- Not Applicable

12. How many paid employees in your organization hold the title of **Vice President or higher** (not counting the chief executive of your foundation)? [Male and female should equal total. If full time total and part time total equal zero in question 6, skip to 18]

Total _____ Not Sure Not Applicable [IF TOTAL=0 skip to 14]
Male **Female**
_____ _____ Not Sure Not Applicable

18. How has the number of individuals on your staff changed compared to five years ago? Has the number increased, remained roughly the same, or decreased since January 1, 2003?

- Increased
- Remained roughly the same
- Decreased
- Not Sure
- Not Applicable

19. Thinking about the demographic composition of your **entire staff** today as compared to **five years ago**, how has it changed? Has the **number** of individuals on your staff in each of the following categories increased, remained roughly the same, or decreased since January 1, 2003? Check the answer that applies:

[Note: If you do not have access to specific numbers, your best guess is fine.]

	Increased	Same	Decreased	Not Sure	Not Applicable
a. Hispanic/Latino/Latina	<input type="checkbox"/>				
b. Asian or Asian American	<input type="checkbox"/>				
c. Native Hawaiian or Pacific Islander	<input type="checkbox"/>				
d. Black or African American	<input type="checkbox"/>				
e. Native American or Alaska Native	<input type="checkbox"/>				
f. White (non-Hispanic)	<input type="checkbox"/>				

II. About Your Board

20. How many individuals currently serve on your Board of Trustees (or Board of Directors)? *[Male and female should equal total.]*

Total _____ Not Sure Not Applicable **[IF TOTAL=0 skip to 22]**

Male _____ **Female** _____ Not Sure Not Applicable

21. How many members of your Board are members of each of the following groups? If specific individuals are members of more than one of these groups, you may include them in as many groups as apply.

[Note: If you do not have access to specific numbers, your best guess is fine.]

	Male	Female		
Hispanic/Latino/Latina	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable
Asian or Asian American	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable
Native Hawaiian or Pacific Islander	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable
Black or African American	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable
Native American or Alaska Native	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable
White (non-Hispanic)	_____	_____	<input type="checkbox"/> Not Sure	<input type="checkbox"/> Not Applicable

III. About Your Mission and Policies

22. Has your organization established **specific goals, policies, or guidelines** in any of the following areas?

[Check the answer that applies.]

	Yes	No	Not Sure	Not Applicable
a. Goals, policies, or guidelines regarding board diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Goals, policies, or guidelines regarding staff diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Goals, policies, or guidelines regarding executive staff diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. Please elaborate on your answers to the previous question (e.g., by providing examples of goals or policies, context or background that would be important for us to know, etc.).

Nothing Further

24. In a typical year, about what percentage of your total grant dollars are awarded to... [Domestic and International percentages should add up to 100%]

Domestic (U.S.) recipients _____% Not Sure Not Applicable [If Domestic = 0%, Skip to 37]

International recipients _____% Not Sure Not Applicable

(PLEASE NOTE: THE FOLLOWING QUESTIONS REFER TO YOUR FOUNDATION'S DOMESTIC GRANTMAKING ONLY)

25. In your organization's mission statement or grantmaking guidelines, which of the following populations, if any, are mentioned as key constituencies that the foundation aims to serve through its domestic (U.S.) grantmaking?

[Check all those that apply.]

- Hispanic/Latino/Latina
- Asian or Asian American
- Native Hawaiian or Pacific Islander
- Black or African American
- Native American or Alaska Native
- Women or girls
- People with disabilities
- Gay, lesbian, bisexual, or transgender
- Economically disadvantaged
- Youth or children
- Senior citizens/aging populations
- Immigrant communities
- Other "at risk" populations (e.g., homeless, etc.)
- Other demographic group (please specify) _____
- No specific populations are mentioned
- Not Sure
- Not Applicable

(PLEASE NOTE: THE FOLLOWING QUESTIONS REFER TO YOUR FOUNDATION'S DOMESTIC GRANTMAKING ONLY)

31. How difficult (or easy) would it be for your foundation to estimate **about what percentage of all domestic grant dollars** awarded last year...

[Check the answer that applies.]

	Not Possible	Very difficult	Somewhat difficult	Not very difficult	Easy	Not sure	Not Applicable
a. Went to organizations led by persons of color	<input type="checkbox"/>						
b. Were targeted to reach people of color	<input type="checkbox"/>						

32. Does your foundation ever award “capacity-building” grants (that is, grants aimed at building the capacities of the recipient organization)?

[Please check the answer that best applies to your foundation.]

- Most of our grantmaking focuses on nonprofit capacity-building
- Some of our grantmaking focuses on nonprofit capacity-building
- Very little of our grantmaking focuses on nonprofit capacity-building
- None of our grantmaking focuses on nonprofit capacity-building **[skip to Q35]**
- Not Sure
- Not Applicable

33. To the best of your knowledge, about how many “capacity-building” grants has your foundation awarded to nonprofit organizations led by persons of color **over the past five years**?

- None
- 1 to 5
- 6 to 10
- More than 10
- Not Sure
- Not Applicable

34. Does your foundation expect to award any “capacity-building” grants to nonprofit organizations led by persons of color **within the next two years**?

- Yes
- No
- Not Sure
- Not Applicable

35. Does your foundation ever award grants for programs or initiatives designed to build nonprofit leadership in communities of color?

[Please check the answer that best applies to your foundation.]

- Most of our grantmaking focuses on building leadership in communities of color
- Some of our grantmaking focuses on building leadership in communities of color
- Very little of our grantmaking focuses on building leadership in communities of color
- None of our grantmaking focuses on building leadership in communities of color
- Not Sure
- Not Applicable

36. To what extent has the issue of building nonprofit leadership in communities of color been a topic of discussion at Board or staff meetings at your foundation?
- Frequent topic of discussion
 - Occasional topic of discussion
 - Infrequent topic of discussion
 - Not a topic of discussion
 - Not Sure
 - Not Applicable

37. Thinking now about your **INTERNATIONAL** grantmaking: in a typical year, about what percentage of your international grant dollars are targeted to reach people of color? (Your best estimate is fine.) [If international grant dollars percentage in question 24 equals zero, skip to question 39.]
- More than 75 percent
 - Between 50 and 75 percent
 - Between 25 and 49 percent
 - Between 10 and 24 percent
 - Less than 10 percent
 - Not Sure
 - Not Applicable

38. Please elaborate on your answer to the previous question, if you feel there is additional information that would be important for us to know about your international grantmaking.

Nothing Further

39. May we contact you by phone if we have any follow up questions?
- Yes
 - No

If yes, please provide your name and phone number:

Name _____
Phone number _____

40. We expect to be conducting additional in-depth research on the topics discussed in this survey with a sample of foundations and nonprofit organizations. Would your foundation be willing to participate in these follow up research efforts?
- Yes
 - No
 - Possibly - Please contact me with more information as plans for further research are developed
 - Not sure

41. If you have additional comments regarding any of the topics discussed in this survey (or related to the subject matter of this survey), please indicate those here.

Nothing Further

Thank you very much for taking the time to complete this survey. Your participation contributes significantly to our understanding of these issues.