



## D5's Self-Assessment for Foundation Diversity, Equity & Inclusion (DEI)

D5's Self-Assessment presents five strategic action arenas of proven-effective policies and practices used by foundations across the country to advance DEI. D5 invites your foundation to complete the assessment to: (1) capture your current situation, (2) spark conversations about DEI and what is possible, and (3) identify tangible action steps that will improve your foundation's effectiveness and strengthen its relevance in our increasingly diverse society. Please note: D5 and this assessment focuses on four dimensions of diversity (gender, race, sexual orientation, and ability). For more information visit: [d5coalition.org](http://d5coalition.org).

	<b>STEP #1. Please circle the answer that best describes your foundation: Y=Yes N=No</b>												
<b>1. Expressed commitment to DEI</b>	<b>Gender</b>		<b>Race</b>		<b>LGBT</b>		<b>Disability</b>						
a) Our vision, mission statement, and/or strategic plan includes an expressed commitment to opportunity on the basis of...	Y	N	Y	N	Y	N	Y	N					
<b>2. Authorization of DEI in organizational policy</b>	<b>Gender</b>		<b>Race</b>		<b>LGBT</b>		<b>Disability</b>						
a) We have a policy for Board and staff diversity that covers...	Y	N	Y	N	Y	N	Y	N					
b) We have a policy for investment advisor and vendor diversity.									Y	N			
c) We have a policy for asset investment that supports DEI.									Y	N			
d) Our grantmaking policy expects <i>all</i> grantees to address DEI.									Y	N			
<b>3. Implementation of DEI practices in operations</b>	<b>Gender</b>		<b>Race</b>		<b>LGBT</b>		<b>Disability</b>						
a) We actively engage diverse members of the Board and staff (e.g., distribute key assignments, capitalize on their strengths and networks).									Y	N			
b) We work to build an increasingly diverse pipeline of potential Board and staff members on the basis of...	Y	N	Y	N	Y	N	Y	N					
c) We work to expand the pipeline for greater diversity among investment advisors and vendors.	-								Y	N			
d) We actively work to diversify our donors on the basis of...	Y	N	Y	N	Y	N	Y	N	N/A				
e) We have intentional processes for Board, staff, advisors, vendors to become DEI-informed and competent (e.g., orientations, training).									Y	N			
f) Our grant and vendor payment processes accommodate recipients with limited organizational cash flow.									Y	N			
<b>4. Implementation of DEI practices in grant-making</b>	<b>Gender</b>		<b>Race</b>		<b>LGBT</b>		<b>Disability</b>						
a) We systematically access the perspectives of diverse grantees and constituent groups in the areas of...	Y	N	Y	N	Y	N	Y	N					
b) We understand the ways in which inequities are produced and maintained on the basis of...	Y	N	Y	N	Y	N	Y	N					
c) We understand how the various dimensions of diversity intersect/interact.									Y	N			
d) We have specific investment strategies that address individual, institutional, and structural barriers on the basis of...	Y	N	Y	N	Y	N	Y	N					
e) We intentionally fund diverse programmatic leadership on the basis of...	Y	N	Y	N	Y	N	Y	N					
f) We factor into our funding decisions the grantee's ability to advance DEI.									Y	N			
g) We fund capacity-building for diverse groups on the basis of...	Y	N	Y	N	Y	N	Y	N					
h) We use our organizational advocacy and our position in the community to advance DEI.									Y	N			
<b>5. Use of accountability mechanisms to monitor DEI</b>	<b>Gender</b>		<b>Race</b>		<b>LGBT</b>		<b>Disability</b>						
a) We regularly collect, disaggregate, and publish data on Board, staff, advisor, vendor, grantee diversity by...	Y	N	Y	N	Y	N	Y	N					

**STEP #1 Continued. Please circle the answer that best describes your foundation: Y=Yes N=No**

	Gender		Race		LGBT		Disability			
b) We analyze the data in (a) above to understand how to close gaps where disparities appear.									Y	N
c) We analyze all key operational decisions to determine their impact on the basis of...	Y	N	Y	N	Y	N	Y	N		
d) We analyze all key programmatic decisions to determine their impact on the basis of...	Y	N	Y	N	Y	N	Y	N		
e) We assess communications and products for appropriate messaging with regard to...	Y	N	Y	N	Y	N	Y	N		
f) We have mechanisms for senior management accountability for DEI performance.									Y	N
g) We have mechanisms for staff accountability for DEI performance.									Y	N
h) We have mechanisms for investment advisor and vendor accountability for DEI performance.									Y	N
i) We have mechanisms for grantee accountability for DEI performance.									Y	N
j) We incorporate our DEI commitment into new staff/Board/vendor/advisor/grantee orientations.									Y	N



**STEP #2. Compile your DEI scores here.**

Of the 13 Gender items, how many are:	Of the 13 Race items, how many are:	Of the 13 LGBT items, how many are:	Of the 13 Disability items, how many are:	Of the 16 items above, how many are:
YES _____	YES _____	YES _____	YES _____	YES _____
NO _____	NO _____	NO _____	NO _____	NO _____



**STEP #3. Determine what actions you might take next to advance DEI within your foundation.**

Questions to guide next steps:

- Across the four categories of diversity, where are you least strong? D5's PPP scan offers tools and resources for each category to guide you on how to strengthen your commitment.
- Wherever you have circled No in the right column, this is an area where intentional action can advance DEI. Please see the models, tools, and guidance for these areas in D5's PPP scan.
- Of the five strategic arenas for action identified in the blue shaded areas, where are you strongest? Consider sharing your actions with the broader philanthropic community. What lessons did you learn in taking these actions to advance DEI? What difference has it made?

For D5's scan of Programs, Policies & Practices (PPP) and more for more information and resources visit:

[\\*\\*\\*.D5coalition.org](http://***.D5coalition.org)