Agency Profile

Organizational Information: Please share information about your program, not the organzation that is providing fiscal sponsorship

Agency/Program Name

Is your organization known by other names?

Street Address/PO Box   Apartment, Suite, Etc.

City   County

State   Zip

Phone   Fax

Does your organization have a website? If yes, include link below. *(optional)*

Does your organization use social media? If yes, include link(s) below. *(optional)*

Executive Director
First Name   Last Name

Title   Email

Does your organization have a co-leader?   Yes   No

Co-Executive Director *if applicable*

First Name   Last Name

Title   Email

Main Grant Contact *if different from Executive Director(s)*

First Name   Last Name

Title   Email

Fundraising Contact *if different from Executive Director(s)*

First Name   Last Name

Title   Email

Board of Directors

Please upload a list of board members names and positions, or provide a link to web page

Diversity, Equity and Inclusion Data

How to collect responsibly: If your organization does not currently collect diversity information a good place to start is with the [DEI Survey Guide](#) from [Candid](#). Developed in partnership with CHANGE Philanthropy and Equity in the Center, it provides the questions and guidelines for how to collect information responsibly.

Our organization is not guessing anyone's demographic background. We are asking!

All parts of the survey are voluntary. There is a "decline to state" option for each question.

You will update the survey and profile information annually.

Executive Director/Leader

Race/Ethnicity: Does your organization's executive director/leader publicly self-identify as:

☐ Black/African American/African

☐ Hispanic/Latino/Latina/Latinx

☐ Asian American/Asian

☐ Native American/American Indian/Alaska Native/Indigenous

☐ Middle Eastern/North African

☐ Prefer to self -identify:

☐ Multi-Racial/Multi-Ethnic (2+ races/ethnicities)

☐ Native Hawaiian/Pacific Islander

☐ White/European

☐ Decline to State

☐ Unknown

Gender Identity: Does your organization's executive director publicly self-identify as:

☐ Female

☐ Male

☐ Decline to State

☐ Prefer to self -identify:

☐ Non-binary/Genderqueer/Gender non-conforming

☐ Unknown

Gender Identity: Does your organization's executive director publicly self-identify as:

☐ Transgender

☐ Decline to State

☐ Prefer to self -identify:

☐ Not transgender (cisgender)

☐ Unknown

Sexual Orientation: Does your organization's executive director publicly self-identify as:

☐ Gay, Lesbian, Bisexual, or other sexual orientations in the LGBTQIA+ community

☐ Heterosexual or Straight

☐ Prefer to self -identify:

☐ Decline to State

☐ Unknown

Disability Status: Does your organization's executive director publicly self-identify as:

☐ Persons with one or more disabilities

☐ Decline to State

☐ Prefer to self -identify:

☐ Persons without disabilities

☐ Unknown

Co-Executive Director/Leader *if applicable*

Race/Ethnicity: Does your organization's co-executive director/leader publicly self-identify as:

☐ Black/African American/African

☐ Hispanic/Latino/Latina/Latinx

☐ Asian American/Asian

☐ Native American/American Indian/Alaska Native/Indigenous

☐ Middle Eastern/North African

☐ Prefer to self -identify:

☐ Multi-Racial/Multi-Ethnic (2+ races/ ethnicities)

☐ Native Hawaiian/Pacific Islander

☐ White/European

☐ Decline to State

☐ Unknown

Gender Identity: Does your organization's co-executive director publicly self-identify as:

☐ Female

☐ Male

☐ Decline to State

☐ Prefer to self -identify:

☐ Non-binary/Genderqueer/ Gender non-conforming

☐ Unknown

Gender Identity: Does your organization's co-executive director publicly self-identify as:

☐Transgender

☐Not transgender (cisgender)

☐Decline to State

☐Unknown

☐Prefer to self -identify:

Sexual Orientation: Does your organization's co-executive director publicly self-identify as:

☐Gay, Lesbian, Bisexual, or other sexual orientations in the LGBTQIA+ community

☐Decline to State

☐Unknown

☐Heterosexual or Straight

☐Prefer to self -identify:

Disability Status: Does your organization's co-executive director publicly self-identify as:

☐Persons with one or more disabilities

☐Persons without disabilities

☐Decline to State

☐Unknown

☐Prefer to self -identify:

Board Members

How many board members does your organization have?

Race/Ethnicity: How many Board Members publicly self-identify as the following:

Black/African American/African

Multi-Racial/Multi-Ethnic (2+ races/ ethnicities)

Hispanic/Latino/Latina/Latinx

Native Hawaiian/Pacific Islander

Asian American/Asian

White/European

Native American/American Indian/Alaska Native/Indigenous

Decline to State

Middle Eastern/North African

Unknown

Prefer to self -identify:

Gender Identity: How many Board Members publicly self-identify as the following:

Female

Non-binary/Genderqueer/Gender non-conforming

Male

Decline to State

Unknown

Prefer to self -identify:

Gender Identity: How many Board Members publicly self-identify as the following:

Transgender   Not Transgender (cisgender)

Decline to State   Unknown

Prefer to self -identify:

Sexual Orientation: How many Board Members publicly self-identify as the following:

Gay, Lesbian, Bisexual, or other sexual   Decline to State
orientations in the LGBTQIA+ community

Heterosexual or Straight   Unknown

Prefer to self -identify:

Disability Status: How many Board Members publicly self-identify as the following:

Persons with one or more disabilities   Persons without disabilities

Decline to State   Unknown

Prefer to self -identify:

Senior Staff/Leadership
How many staff members are on the leadership team? (include your ED(s) in the total)

Race/Ethnicity: How many Senior Staff Members publicly self-identify as the following:

Black/African American/African   Multi-Racial/Multi-Ethnic (2+
                                                   races/ ethnicities)
Hispanic/Latino/Latina/Latinx
                                                   Native Hawaiian/Pacific Islander
Asian American/Asian
                                                   White/European
Native American/American Indian/
Alaska Native/Indigenous   Decline to State

Middle Eastern/North African   Unknown

Prefer to self -identify:

Gender Identity: How many Senior Staff Members publicly self-identify as the following:

Female   Non-binary/Genderqueer/
                                                   Gender non-conforming

Male   Unknown

Decline to State

Prefer to self -identify:

Gender Identity: How many Senior Staff Members publicly self-identify as the following:

Transgender   Not Transgender (cisgender)

Decline to State   Unknown

Prefer to self -identify:

Sexual Orientation: How many Senior Staff Members publicly self-identify as the following:

Gay, Lesbian, Bisexual, or other sexual   Decline to State
orientations in the LGBTQIA+ community

Heterosexual or Straight   Unknown

Prefer to self -identify:

Disability Status: How many Senior Staff Members publicly self-identify as the following:

Persons with one or more disabilities   Persons without disabilities

Decline to State   Unknown

Prefer to self -identify:

Staff

How many staff members does your organization have? (include ED(s) and Senior Staff in total)

Race/Ethnicity: How many Staff Members publicly self-identify as the following:

Black/African American/African   Multi-Racial/Multi-Ethnic (2+ races/
                                                    ethnicities)
Hispanic/Latino/Latina/Latinx
                                                    Native Hawaiian/Pacific Islander
Asian American/Asian
                                                    White/European
Native American/American Indian/
Alaska Native/Indigenous   Decline to State

Middle Eastern/North African   Unknown

Prefer to self -identify:

Gender Identity: How many Board Members publicly self-identify as the following:

Female   Non-binary/Genderqueer/Gender
                                                    non-conforming
Male
                                                    Unknown
Decline to State

Prefer to self -identify:

Gender Identity: How many Staff Members publicly self-identify as the following:

Transgender   Not Transgender (cisgender)

Decline to State   Unknown

Prefer to self -identify:

Sexual Orientation: How many Staff Members publicly self-identify as the following:

Gay, Lesbian, Bisexual, or other sexual   Decline to State
orientations in the LGBTQIA+ community

Heterosexual or Straight   Unknown

Prefer to self -identify:

Disability Status: How many Staff Members publicly self-identify as the following:

Persons with one or more disabilities   Persons without disabilities

Decline to State   Unknown

Prefer to self -identify:

Equity Strategies

In this section, you'll share the policies and practices your organization uses to build a culture of equity and inclusion for greater transparency on equity practices. To explore best practices in shifting culture so race identity has no influence on how someone fares in an organization, see Equity in the Center's publication: Awake to Woke to Work. We recommend that you also share the available checklist with HR and other internal departments as a best practices guide.

Check any or all that apply

DATA:

☐ We ask team members to identify racial disparities in their programs and/or portfolios.

☐ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

☐ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

Is there anything else you want to share about equity strategies your organization uses around data?

POLICIES AND PROCESSES:

☐ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

☐ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

☐ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

Is there anything else you want to share about equity strategies your organization uses around policies and practices?