

“Diversity is not a burden to be carried or a problem to be solved; it is the best hope we have for our future as a strong, resilient and worthy nation. By building on our diverse assets, organized philanthropy can be the architect for strategic investments that promote the common good.”

Steve Gunderson
President, Council on Foundations



The Diversity in Philanthropy Project
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**SHAPE THE FUTURE
OF PHILANTHROPY**

THE DIVERSITY IN PHILANTHROPY PROJECT

IMAGINE PHILANTHROPY IN 2027

American democracy and society thrive on our diverse cultures, voices, experiences and points of view. Our most successful institutions have embraced this pluralism to capture the energy and resourcefulness of society's best ideas, hopes and values.

Imagine what we can do in the next 20 years if we more fully engage diverse talent within our profession to achieve our mission-based work. Just think how that could leverage our effectiveness and impact.

The Diversity in Philanthropy Project is committed to expanding representation and participation in private grantmaking. By encouraging greater engagement of experts and others whose race, ethnicity, gender, sexual orientation, disability, class, nationality, geographical location and/or perspective offers new and nontraditional problem solving opportunities, the Project seeks to bolster organized philanthropy's public relevance and reach.

Now is the time for creativity, dialogue, consensus and action concerning how we achieve more in this area as a profession in the years to come. To join us in imagining a future of philanthropic leadership informed by increased cultural inclusivity please contact:

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LEADING WHAT'S NEXT

The Diversity in Philanthropy Project is a collaborative effort of leading independent sector executives dedicated to shaping the future of philanthropy by strengthening the diversity of perspectives and voices within our field.

Diversifying our human capital ensures philanthropy's continued leadership in a rapidly changing society by building capacity, effectiveness and impact. Leading foundation trustees, CEO's, program executives and philanthropic network principals across the country have already joined the Project and started the dialogue.

Building on philanthropy's best traditions and instincts, we're working to develop a new, field-wide diversity agenda for philanthropy over the next few years.

Here are our first priorities:

- **Create field-wide goals and standards for improving outcomes**
Collaborate to realize the benefits of a more diverse sector and promote field-wide leadership.
- **Develop transparent and actionable data**
Through partnerships with organizations like the Foundation Center and the Council on Foundations, develop more informative systems to track and report our diversity performance as a field and support new research and benchmarking.
- **Create an online portal to access tools, best practices and talent**
Strengthen our work by sharing assets like learning models, best practices, and talent banks featuring highly qualified board and staff candidates, advisors and contractors of diverse backgrounds.

REALIZING THE BENEFITS AND ADVANTAGES

More and more, leading philanthropy executives realize that expanding diversity and inclusion in foundation decision-making is an essential strategy to improve effectiveness and impact. Many grantmaking organizations have embraced diversity with impressive results. Here's how:

Accelerating innovation and problem solving
through board and staff diversification and grantmaking strategies for multicultural communities.

Bringing new perspectives and approaches to grantmaking
by supporting groups whose activities lift up diverse perspectives and non-traditional approaches.

Building broader networks and tapping new resources
by enrolling new donors, working within communities and addressing local problems.

Increasing responsiveness to communities
by enhancing the sustainability of diverse community nonprofits.

Recruiting top talent
by acknowledging that people with diverse experiences offer unique, valuable perspectives.

Reflecting values through grantmaking
by establishing diversity benchmarks for nonprofits seeking financial support.

