

## **DIVERSITY, EQUITY AND INCLUSION FORM (Non Fillable Sample) For Discretionary Grants Application**

### **What is the Diversity, Equity and Inclusion Form?**

The Dayton Foundation is committed to decreasing disparities and advancing equity in the communities we serve. However, progress towards achieving equity in Greater Dayton cannot be fully realized without collecting data and understanding how we are making a positive impact for historically marginalized or disinvested populations through our grants. In order to achieve these equitable goals, we have added this form to our discretionary grants application process. The form will request applicants to provide some basic demographics about their staff and board. It also will include questions to understand if:

- the grant request helps to decrease disparities and/or advance equity and
- the organization is diverse and has plans in place/under discussion to be inclusive.

### **What Does the Form Look Like?**

Following is a preview of the Diversity, Equity and Inclusion Form (pages 2 to 4) which prospective grantees will be asked to complete when submitting a discretionary grants application (full application phase). Please do not fill out this sample pdf form. A fillable form will be emailed to organizations with the full application.

### **What Role Does the Form Play in the Grantmaking Decision Process?**

Preference will be given to organizations that directly and substantially incorporate the values of diversity, equity and inclusion into their general operations, and project/program design and outcomes. The Dayton Foundation understands that not all applicants perhaps have been collecting information about their equity practices. For those applicants, there is an option for providing information on their in-progress efforts or future efforts planned to embed values of diversity, equity and inclusion. If you have not already, we encourage all organizations to start having the conversations with your Board and staff on diversity, equity and inclusion and how these values can become an integral part of your organization and your work in the community. The Dayton Foundation intends to require organizations to provide information about equity practices starting in fiscal year 2023. At that time, how your organization incorporates the values of diversity, equity and inclusion into your organization's general operations and project/program designs will be given high consideration when making funding decisions.

**DIVERSITY, EQUITY AND INCLUSION FORM (Non Fillable Sample)**

**Discretionary Grants Application**

**Please provide the following information.**

Explain how this grant request intends to decrease disparities and/or advance equitable outcomes for a historically marginalized or disinvested group(s) (racial, social, economic, cultural, other).

What specific strategies are designed to decrease disparities and/or advance equitable outcomes for the group(s) served by the grant request?

Please provide any other diversity and equity related information that is important to understand this grant request?

Total number of people on staff (including full-time and part-time employees)		
Total number of people on Board of Directors		
Percentage of Black, Indigenous and/or people of color you serve (include percentage of the total number served)		
<b>RACIAL/ETHNIC</b>		
	<b># People on staff</b>	<b># People on Board of Directors</b>
African American or Black		
American Indian or Alaska Native		
Asian		
Hispanic or Latino		
Native Hawaiian or Other Pacific Islander		
White		
Other		
Unknown/Decline to State		
<b>AGE, GENDER and OTHER IDENTITIES</b>		
	<b># People on staff</b>	<b># People on Board of Directors</b>
18 to 24 years		
25 to 44 years		
45 to 64 years		
65 years and over		
Female		
Male		
Other (transgender, non-binary, etc.)		
LGBTQIA+		
People with disabilities		
People with lived/living experience of poverty		
Indicate the race and ethnicity of Executive Director/CEO		
Indicate any other identities of Executive Director/CEO (gender, disabilities, lived/living experience of poverty, etc.)		
Has the Executive Director/CEO attended a Diversity, Equity and Inclusion Training	Yes	No
Please tell us about the ways your staff and/or Board reflect your community and the people you serve.		

**ONLY FOR** organizations who are at the very early stages of embedding diversity, equity and inclusion practices into your organization and programs/services. Please describe any related activities or plans under discussion.

SAMPLE