

Bonfils-Stanton Foundation
Equity
Culture and Climate Report

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Introduction

This Racial Equity Survey was administered by The Gemini Group, LLC, (TGG) on behalf of the Bonfils-Stanton Foundation (BSF). The purpose of this survey was to gather information about external partners/stakeholders/communities' thoughts, feelings, and experiences around racial equity with BSF. The following themed report will aid in informing BSF on the next steps towards creating more equitable and inclusive practices and engagement with grantees/potential grantees, stakeholders, partners, and the community at large.

Methodology

The survey was sent electronically to 211 recipients, who were engaged with BSF in a variety of ways: current and past arts grantees, partner organizations, community members, and Livingston Fellows. Over a two-week period, all responses were sent directly to TGG and remain confidential.

Responses Received and Demographics of Respondents

Out of 211 respondents, 106 responded to all questions in total, and 25 partially completed the survey: yielding a 62% response rate.

Eighty percent (80%) of respondents were current arts grantees and Livingston Fellows and 81% hold Executive/Senior Leadership positions.

Sixty-eight percent (68%) of respondents identified as White, while the next highest percentage identified as Hispanic or Latino at 16%. Twelve percent (12%) identified as Black or African American, and Native American/Indigenous/Alaska Native and Asian identified respondents were around 3%.

NOTE: The Report takes care to report the responses, taken from the survey, as statements or perceptions of the respondents. TGG draws and suggests inferences based on the totality of responses, not specific comments or responses.

SUMMARY OF THE BSF EQUITY CULTURE AND CLIMATE SURVEY RESULTS

Overall, respondents have had mostly positive experiences as far as engagement with the foundation. They believe that BSF is committed to collaborating, learning, and approaching its work with a racial equity lens. While respondents acknowledged the intention, this is the starting point.

Key Data Points

Majority of respondents feel that BSF demonstrates itself as an equitable and inclusive organization, specifically around race and ethnicity, and communicates its efforts to do so. There appears to be a slight lack of clarity in regard to opportunities for grantees, regardless of their identity and/or makeup of their organization. While 49% of respondents either were unsure or did not have enough information to have an opinion, 45% think that potential grantees do have similar opportunities for funding and engagement.

Fifty-eight percent (58%) agree that BSF does effective outreach to expand the diversity of community relationships, and 77% believe that BSF values equity principles in its work.

Sixty-six percent (66%) of respondents have seen meaningful improvements related to racial equity over the last year, and 48% of respondents think that BSF adequately represents the needs of all communities it serves and engages. Of note, 42% were either unsure or did not have enough information to know if BSF adequately represents the needs of all communities it serves.

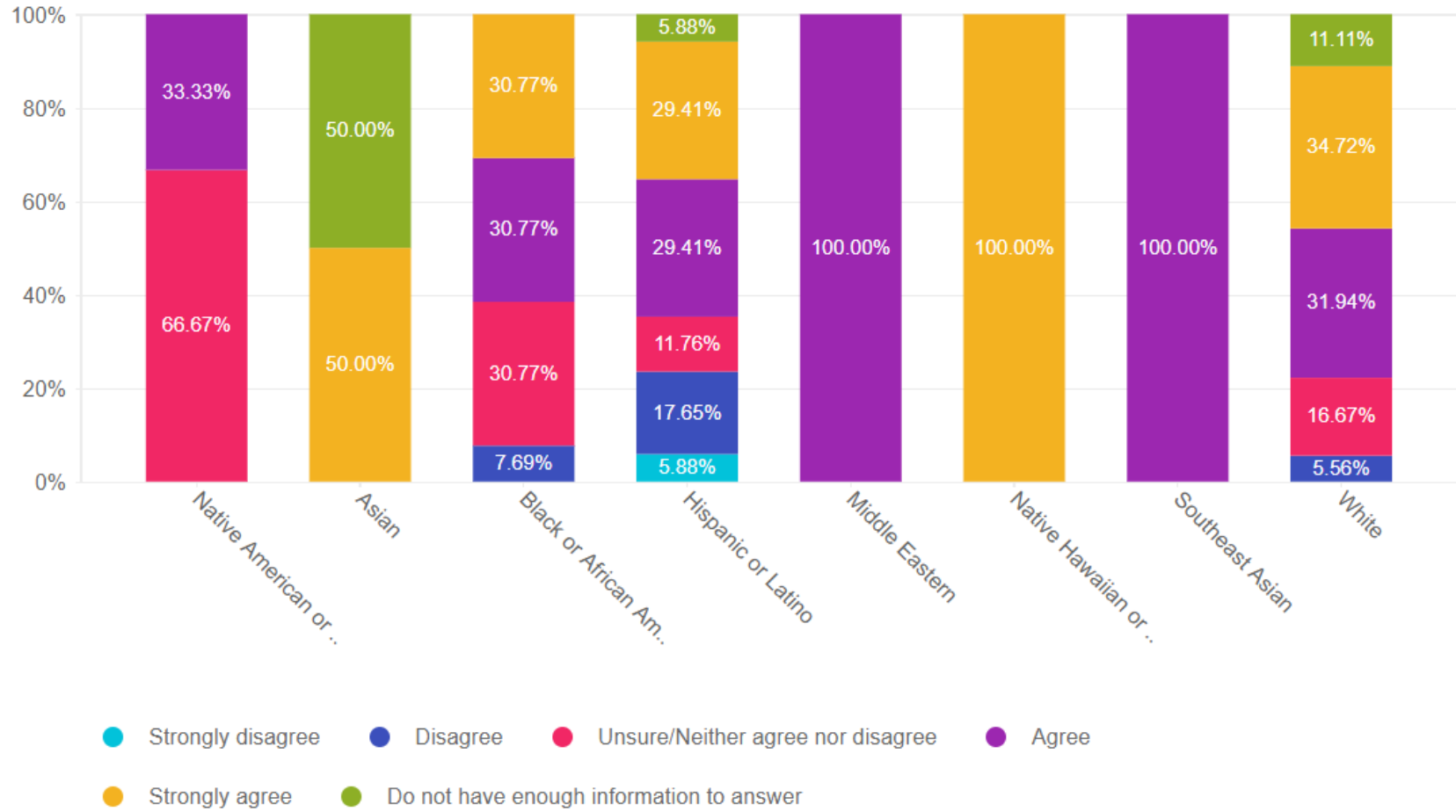
Sixty-six percent (66%) of respondents agree or strongly agree that BSF has an actively growing and diverse partner community.

While 48% of respondents did not have enough information to know whether external partners and communities are adequately engaged in decisions that impact them, nearly 19% felt that partners and communities are often engaged in those decisions. Additionally, nearly 23% of respondents felt that partners and communities are sometimes engaged.

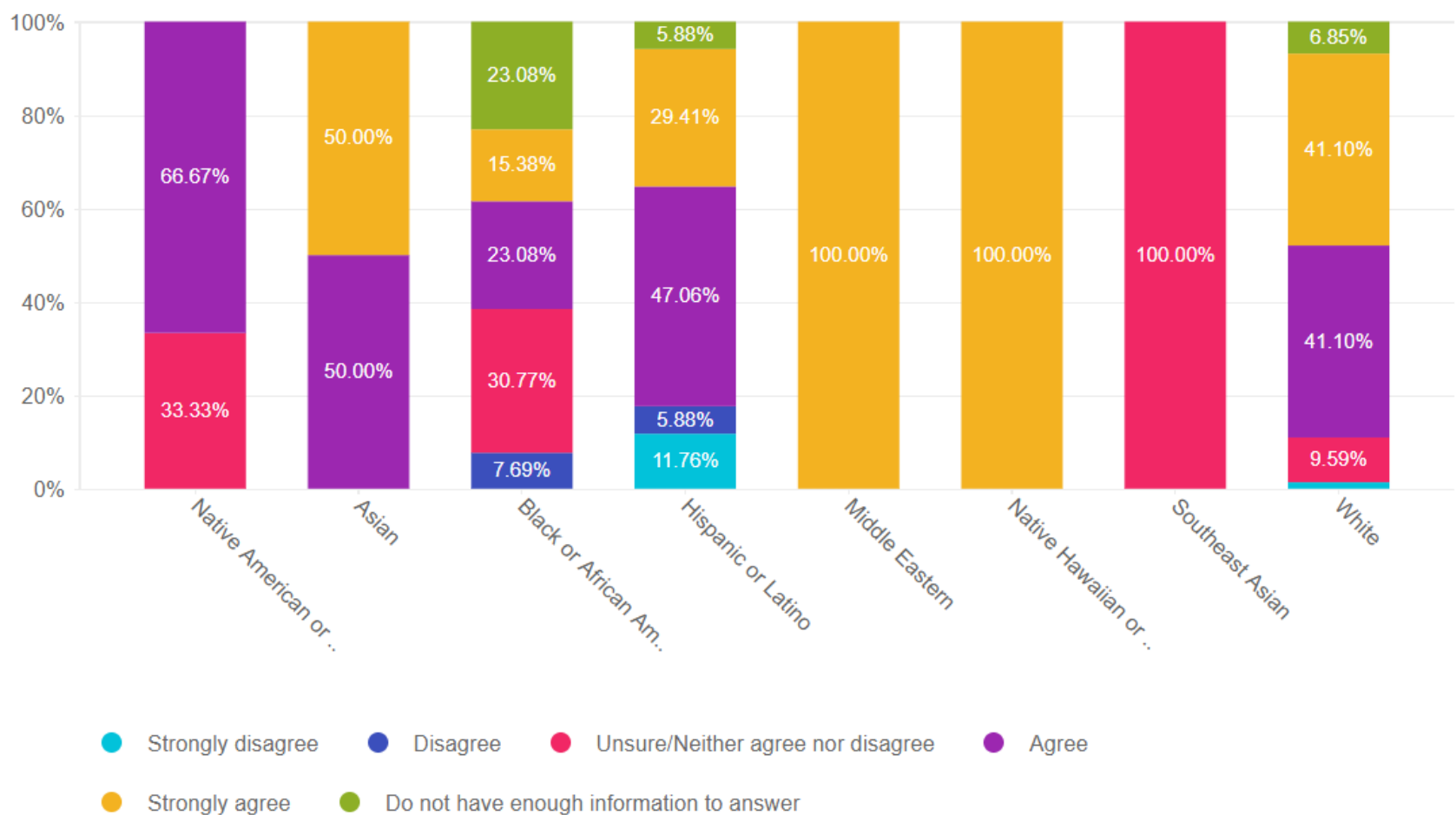
Breakdown by Race

While there was overlap in responses, in specific instances there were notable differences based on ethnicity or race. Majority of respondents held executive leadership positions, regardless of race.

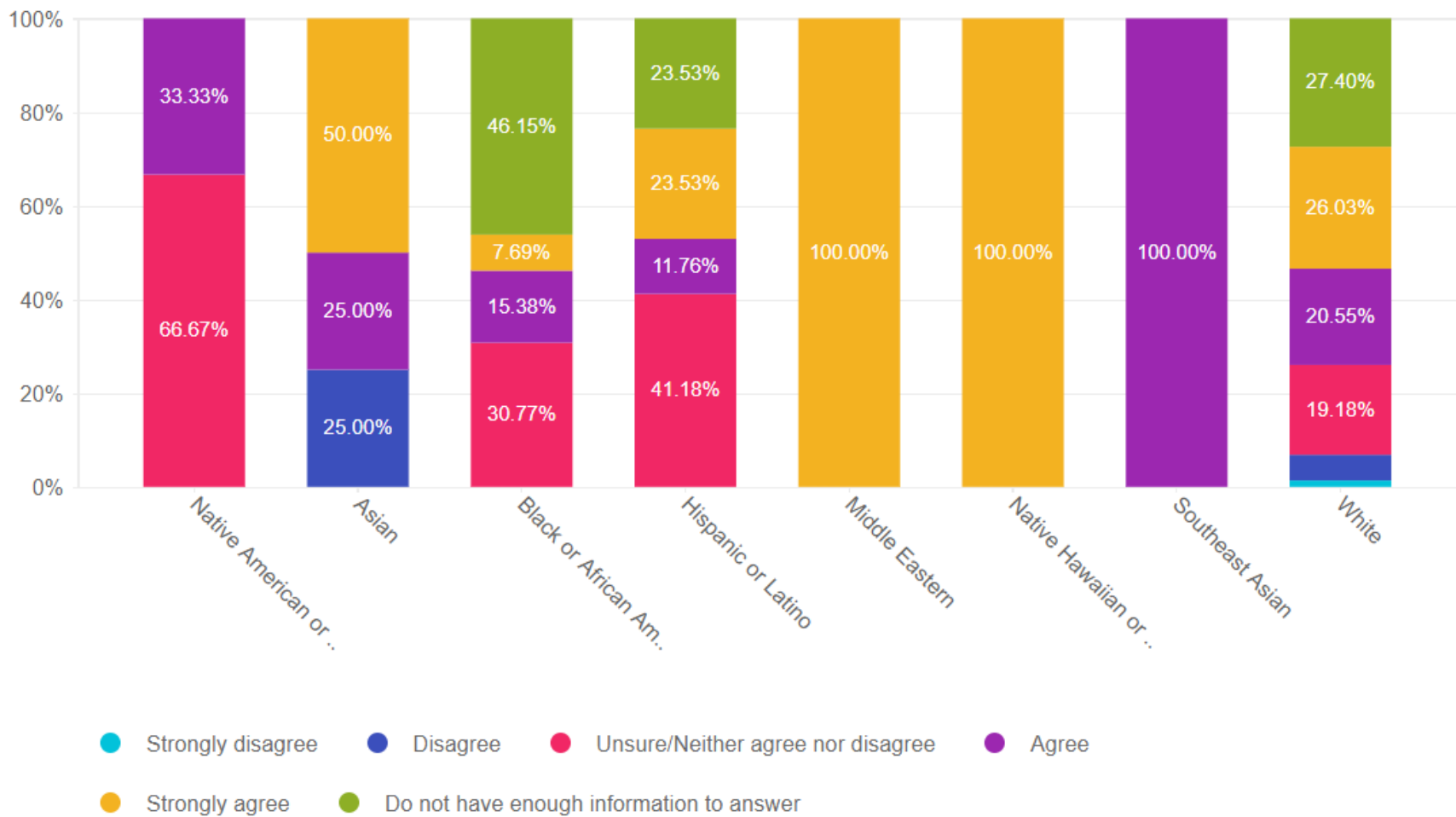
When asked if **BSF demonstrates itself as an equitable and inclusive organization, specifically around race and ethnicity**, nearly 18% of Hispanic or Latino respondents stated that they disagreed with this statement. 30% of African American or Black respondents were unsure or neither agreed nor disagreed with this statement. 66% of Native American or Alaska Native respondents were also unsure or neither agree nor disagree with this statement.



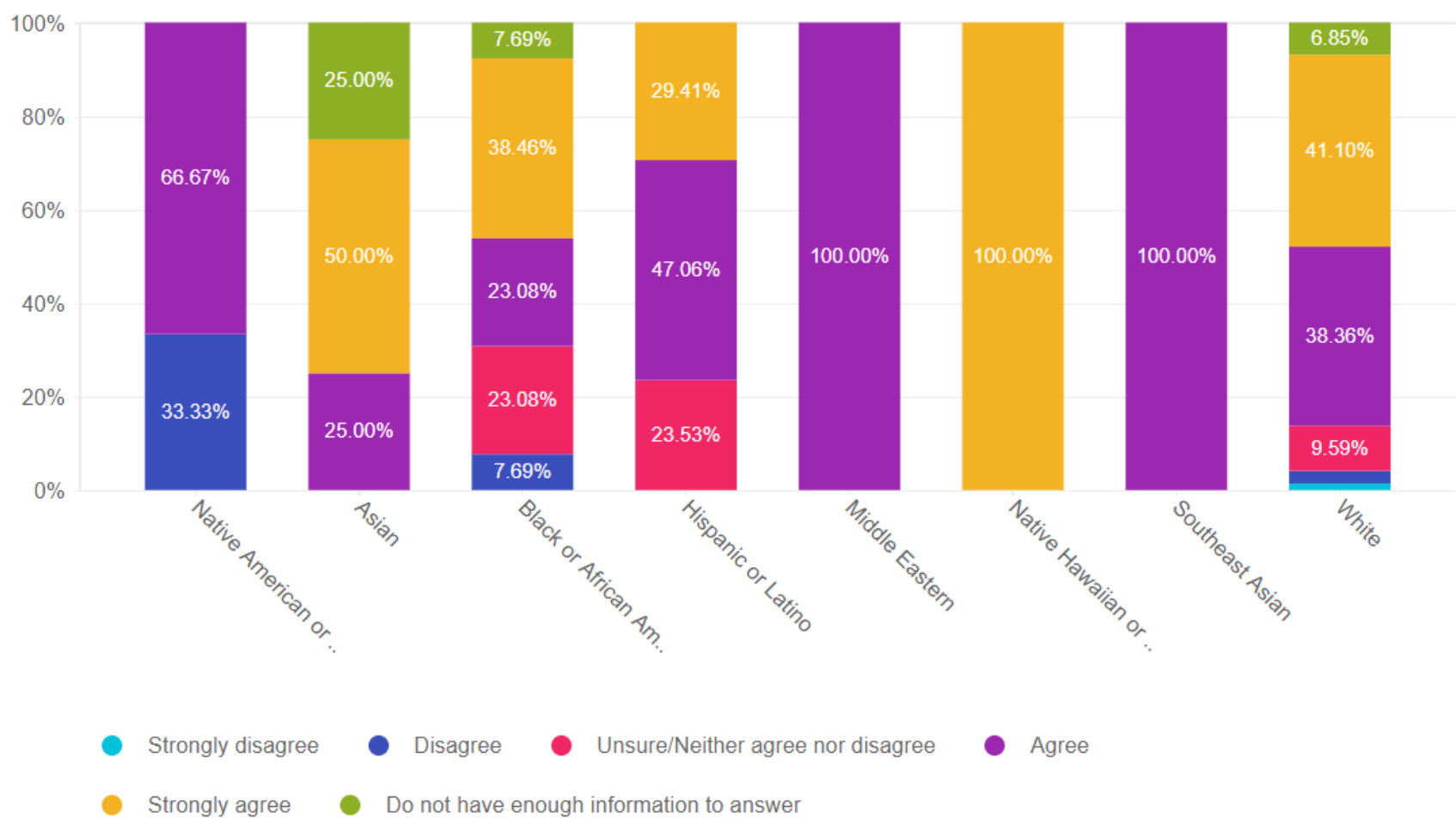
When asked if **BSF effectively communicates its current and future efforts designed to be more racially equitable and inclusive**, nearly 12% of Hispanic or Latino respondents strongly disagreed with this statement. 30% of Black or African American respondents were unsure or neither agreed nor disagreed with this statement. This presents an opportunity for BSF to evaluate the ways in which it communicates these efforts with those engaged with the foundation.



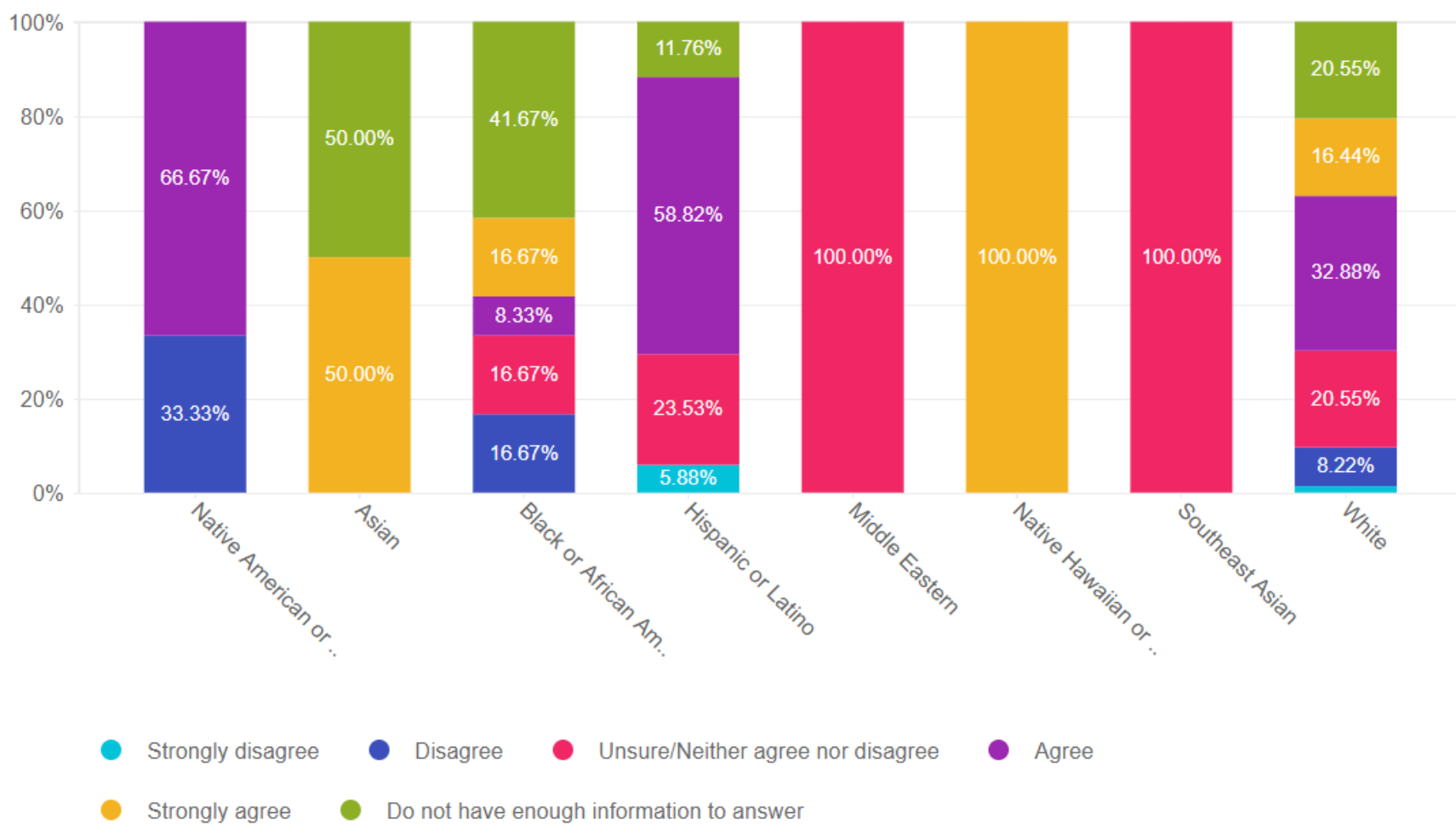
When asked if **potential grantees have similar opportunities for funding and engagement regardless of their identity and/or the makeup of their organization**, a significant percentage of respondents were unsure or neither agreed nor disagreed with this statement—over 30% of Black or African American, 41% of Hispanic or Latino and 67% of Native American or Alaska Native respondents. Over 23% of Hispanic and Latino and 46% of Black or African American respondents didn't have enough information to answer. This supports the need to clearly identify and communicate what types of funding opportunities are available, as well as the opportunity to better target organizations.



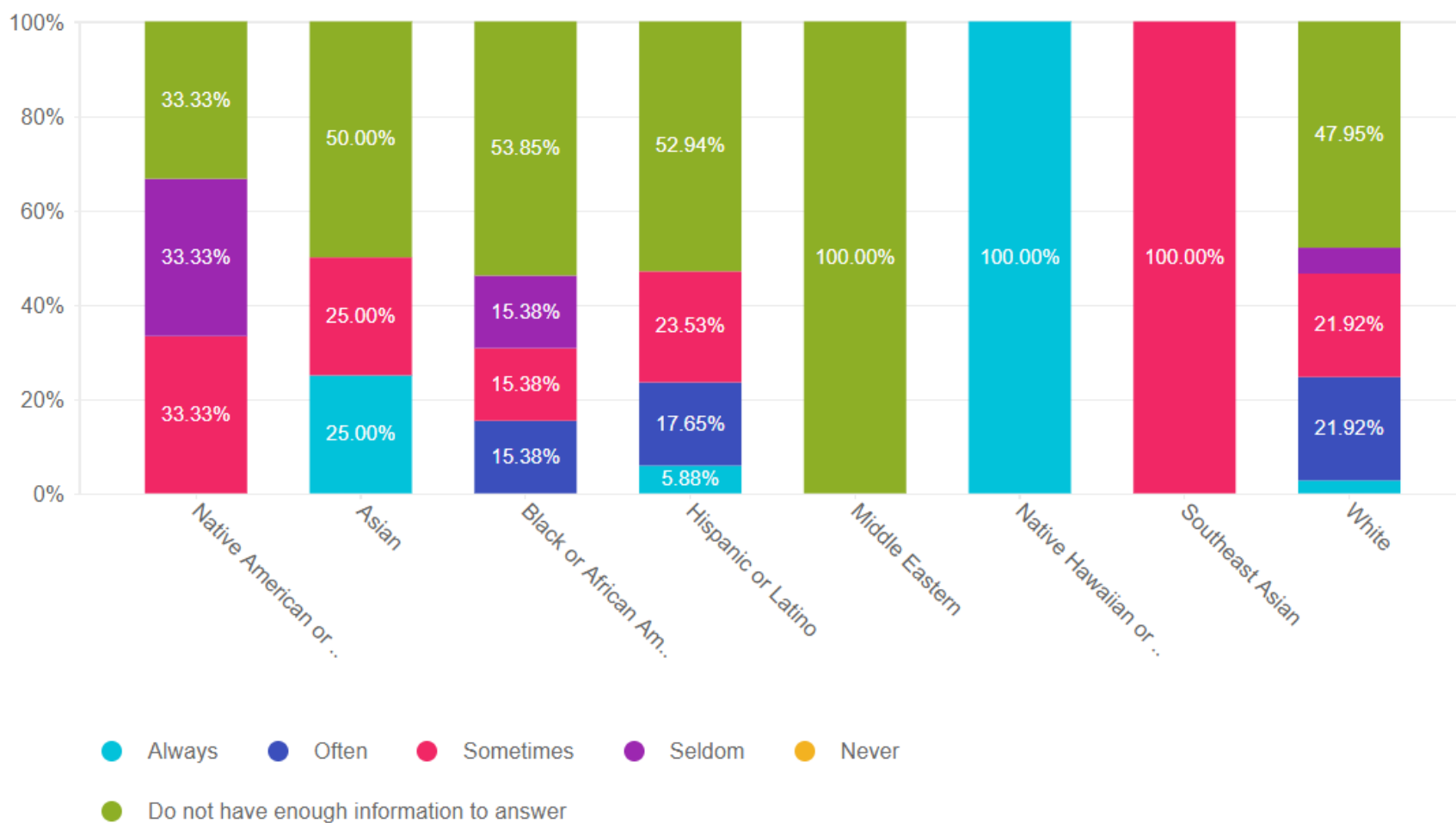
When asked if **BSF values equity principles in its work**, most respondents agreed or strongly agreed, however, 23% of Black or African American and Hispanic or Latino respondents were unsure or neither agreed nor disagreed with the statement.



When asked if **BSF adequately represents the needs of the specific communities it serves and engages**, 17% of Black or African American respondents disagree and 17% were unsure or neither agree nor disagreed with this statement. Over 41% did not have enough information to answer. Additionally, nearly 24% of Hispanic or Latino respondents were also unsure or neither agreed nor disagreed.



Of note, when asked if **external partners and communities are adequately engaged in decisions that impact them**, the majority of the respondents did not have enough information to answer the question. If this is a message that BSF wants those who engage with the organization to understand, then clarification is required here.



Respondents' perspectives on equity

For deeper clarification, TGG posed three open-ended questions to respondents on BSF's strengths, challenges, and meaningful improvements in regard to racial equity. It is important to note that the majority of respondents identified as White, so results are skewed according to the dominant culture and may not reflect the 16% of Hispanic/Latino, 12% of African American, or approximately 3% of Native American/Indigenous, Alaskan, or Asian respondents. Specific responses can be found in the data tables. See Appendix for all open-ended responses.

When asked about BSF's strengths regarding equity (to include diversity and inclusion), the majority of respondents feel that BSF's strengths lie in its commitment to engage diverse communities and organizations, and intention to approach initiatives with an equity lens. There were many open-ended comments from both People of Color and White respondents that spoke to the President and CEO's (Gary) commitment as BSF's leader to center racial equity in BSF's work. Most respondents additionally mentioned funding diverse and inclusive programs focused on people of color, and awareness of challenges and gaps to address as strengths for the organization. Specifically, respondents of color mentioned that while it's great to diversify the board and staff, there needs to be more work to select "outside of the club." They see intention as good first steps but expressed concerns about ongoing efforts and support.

When asked "What do you see as BSF's challenges regarding equity (to include diversity and inclusion)" both respondents of color and White respondents commented on both the historical inequities of the foundation, especially from a grant making perspective. Respondents of color feel that leadership and staff need to be more racially diverse which can assist with connecting to diverse communities. Respondents of color mentioned the need for increased visibility in Asian, Latino and African American communities. Additionally, both White and respondents of color mentioned the challenges to support organizations that need resources but do not have non-profit status and how there is a need for infrastructure and technology for these organizations. One of the most common statements revolved around the notion of funding and supporting organizations who are visibly doing or "living" racial equity work. Notably, most respondents of color feel that BSF needs to communicate, transparently, how they are supporting said work, measuring success, and ensuring meaningful, institutionalized change as opposed to performative equity work.

When asked to describe meaningful improvements related to racial equity, many commented on the increased conversations and awareness around racial equity and better board representation. Additionally, respondents of color feel that the recent hiring of the Director of the Livingston Fellowship Program, Chrissy, feels like a step in the right direction for many, as well as the prioritization for funding People of Color led and community-oriented organizations. While most comments patted BSF on the back, respondents of color expressed that these conversations and intentions are just a starting point and have yet to speak to improvement.