

**Handout Example:  
Recognizing the Strategic Advantage of Diversity and Inclusion  
at Your University Foundation**

**Discussion Questions and Suggested Next Steps**

1. What are some of the myths about people of color and philanthropy?
2. What are some of the challenges in recruiting diverse talent into philanthropy?
3. How might you increase equity and inclusion so that your staff begins to reflect the diversity of our communities (your city, state in general, and at your university)?
4. How might you increase equity and inclusion so that your board begins to reflect the diversity of your communities (your city, state in general, and at your university)?
5. What are ways to facilitate having regular conversations regarding changing demographics across the nation and the future of philanthropy in general at your university's foundation?
6. How might you actively cultivate and develop the next generation of leaders and donors? What are your ideas about ways to identify those individuals? Have you considered coordinating internships for Black, Indigenous, and People of Color (BIPOC), persons with disabilities (PWD), and first-generation college students? How might you become more aware of best practices in this regard?
7. How can you help prioritize diversity efforts at the foundation level, particularly those with potential for transforming campus?
8. Have you considered coordinating community focus groups, to find out what diverse communities need?
9. Collecting institutional and demographic data on donors would be helpful.
10. What are ways your foundation can focus on committing financial resources to support diversifying positions at your foundation.
11. How might your foundation follow a scaffolding approach to diversity education and strategic planning for equity and inclusion?
12. Consider expanding hiring rubric to include preferred criteria on equity and inclusion.
13. Consider funding strategic endowed chairs for equity.

## **Recommended Activity**

Bias is the process by which “mental associations that are so well-established as to operate without awareness, or without intention, or without control” (Project Implicit, Harvard University). The Harvard **Implicit Association Test** (IAT) measures such associations. The IAT may be especially interesting if it shows that you have an **implicit** attitude of which you were unaware.

A variety of tests are available, including those focused on implicit associations relating to Asian Americans, U.S. Presidents, Weight, Sexuality, Disability, Race, Weapons, Gender-Science; Skin-tone, Religion, Gender-Career; Arab-Muslim communities, Native Americans, Age, and Transgender communities.

Take the test here: <https://implicit.harvard.edu/implicit/takeatest.html>

## **Recommended Readings**

- 1) Hendricks, M. A. (1998). Why diversity matters. *New Directions for Philanthropic Fundraising*, 1998(19), 115–126. <https://doi-org.libproxy.unm.edu/10.1002/pf.1907>
- 2) Littles, M., Littles, M., Nembhard, J., Nembhard, J., Holly, D., Holly, D., . . . Gilmer, M. (2018, September 17). The Nonprofit Racial Leadership Gap: Flipping the Lens. Retrieved October 23, 2020, from <https://nonprofitquarterly.org/nonprofit-racial-leadership-gap-flipping-lens/>
- 3) Race to Lead Revisited: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap. (2020, July 15). Retrieved October 23, 2020, from <https://buildingmovement.org/reports/race-to-lead-revisited-national-report/> (Note: The Race to Lead Revisited: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap project was nationwide initiative and data specific to your area may be available.)
- 4) The Nonprofit Racial Leadership Gap in New Mexico: A Race to Lead Brief. (2020, October 01). Retrieved October 27, 2020, from <https://buildingmovement.org/reports/the-nonprofit-racial-leadership-gap-in-new-mexico-a-race-to-lead-brief/>
- 5) Wagner, L. (2016). *Diversity and Philanthropy: Expanding the Circle of Giving*. Santa Barbara, CA: ABC-CLIO.

- 6) Wagner, L., & Ryan, J. P. (2004). Achieving diversity among fundraising professionals. *New Directions for Philanthropic Fundraising*, 2004(43), 63–70.  
<https://doi.org/10.1002/pf.59>
- 7) Yandell, K. (2017). Diversity and Philanthropy: Expanding the Circle of Giving by Lilya Wagner. *Journal of Public and Nonprofit Affairs*.
- 8) Madam C. J. Walker's Gospel of Giving: Black Women's Philanthropy during Jim Crow, <https://www.amazon.com/Madam-Walkers-Gospel-Giving-Philanthropy/dp/0252085353>
- 9) W.K. Kellogg Foundation and Rockefeller Philanthropy (2012). Giving Tuesday: Contrary To Popular Belief, Black Folks Have Been Philanthropists ‘Since The Beginning Of Time’ <https://newsone.com/3838286/giving-tuesday-african-american-philanthropy/>

**Questions?**

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