

Build Black Hou Planning Process - Funder Survey

Welcome to the Funder Survey for the Build Black Hou Planning Process!

Overview

The Black-led Social Change Project is a multi-disciplinary planning effort facilitated by a team of Black practitioners and activators from across Harris County that launched in May 2022. Visit buildblackhou.com for more information.

This project aims to create an action plan by and for Black-led organizations with a focus on strengthening how Black-led organizations are supported in social change through collaboration, community engagement, and financial sustainability. This multi-disciplinary planning process includes the voices of multiple stakeholders, including philanthropy.

This survey is designed to get further insight into philanthropic practices, processes, and impact in our local community. This information will better enable Black-led nonprofits to understand what funders are looking for, assess strategic opportunities, and make informed decisions regarding the funding ecosystem.

Details

Who is this survey intended for?

Funders that fund in the Greater Houston area and support Black-led organizations

What does the survey cover?

The survey contains questions regarding:

- Basic organizational information
- Organizational equity journey
- What you fund
- Who you fund
- Your grantmaking process
- Collaborative funding
- Internal opportunities to help support Black-led organizations

Who will the information be shared with? How will the information be shared?

Your survey responses will be confidential and findings will only be reported in aggregate, meaning no identifying information will be shared. The consultant team will host a debrief session to report out thematic learnings for funders and Black-led nonprofits.

How long will it take to fill out?

Please dedicate 15-20 minutes of uninterrupted time to complete the survey.

Do you have more questions?

Please feel free to reach out to kkj@iamkelli.com!

We thank you for your time, candid feedback, and participation in this survey!

Only one submission per organization please

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Organizational Information

* 1. Name of Organization

* 2. Type of Foundation

- Private foundation
- Family foundation
- Corporate foundation
- Public foundation (includes community foundation)

* 3. What counties does your organization fund in?

- Harris County
- Fort Bend County
- Montgomery County
- Galveston County
- None of the above

* 4. Is your organization a:

- Local funder (i.e., in the Greater Houston area, including Harris County and contiguous counties)
- Statewide funder
- National funder

* 5. Please provide your organization's annual charitable giving for the following years. If your organization is not a local funder, please provide your organization's annual charitable giving specific to Harris County as you are able to.

2022 (projected)	<input type="text"/>
2021	<input type="text"/>
2020	<input type="text"/>
2019	<input type="text"/>

6. If applicable, please provide any context for your answers above (e.g., you are a national funder and provided your national giving instead of your Harris County-specific giving).

* 7. Is your organization a limited life foundation (i.e., planning to sunset)?

Yes

No

Build Black Hou Planning Process - Funder Survey

8. If yes, when will your foundation sunset?

Build Black Hou Planning Process - Funder Survey

Organizational Demographics

* 9. How many FTE professional staff are employed at your organization?

* 10. Please include the percentage of board members that identify with each racial/ethnic category below.

White

African American or
Black

Hispanic or Latinx

Asian

American Indian or
Alaskan Native

Pacific Islander or
Native Hawaiian

Multiracial

Other

Unknown/Do Not
Track

* 11. What race/ethnicity does the executive leader (i.e., President & CEO) identify as?

- White
- African American or Black
- Hispanic or Latinx
- Asian
- American Indian or Alaskan Native
- Pacific Islander or Native Hawaiian
- Multiracial
- Other
- Unknown/Do Not Track

* 12. Please include the percentage of program staff that identify with each racial/ethnic category below.

White

African American or
Black

Hispanic or Latinx

Asian

American Indian or
Alaskan Native

Pacific Islander or
Native Hawaiian

Multiracial

Other

Unknown/Do Not
Track

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Organizational Equity Journey

* 13. Has your organization undergone any of the following?

Formal equity training, such as through a third-party

Informal equity training, such as staff-led initiatives

14. If your organization has undergone formal equity training, who has participated? Check all that apply.

- Board of directors
- Executive leader (i.e., ED or CEO)
- Program Staff
- Non-Program Staff

15. If your organization has engaged in informal equity training, who has participated? Check all that apply.

- Board of directors
- Executive leader (i.e., ED or CEO)
- Program Staff
- Non-Program Staff

* 16. Where would you describe your foundation being on its equity journey?

Has not started At beginning stages Implementing a plan or strategy Established as a leader in equity

* 17. In terms of how your organization is employing an equity lens into its work, is it:

- Mostly external (e.g., through your grantmaking focus and the partners you fund)
- Mostly internal (e.g., practices, policies, and procedures within your organization)
- Equally internal and external
- N/A

* 18. In your opinion, which group below represents the biggest opportunity to more fully embed equity within your organization?

	Low opportunity	Medium opportunity	High opportunity	Unable to judge	N/A
Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive Leader (i.e., ED or CEO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accounting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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What You Fund

* 19. Please select the issue areas your organization funds. Check all that apply. If you are unsure of where your issue area fits in, please use this [resource](#) as your guide.

- Agriculture, fishing and forestry
- Arts and culture
- Community and economic development
- Education
- Environment
- Health
- Human rights
- Human services
- Information and communications
- International relations
- Philanthropy
- Public affairs
- Public safety
- Religion
- Science
- Social sciences
- Sports and recreation
- Other (please specify)

* 20. What type of work does your organization fund? Check all that apply.

- Direct services
- Systems change
- Policy/advocacy
- Research
- Movement building/community organizing
- Litigation
- None of the above

* 21. Please describe how your organization supports racial equity efforts in the community through grantmaking.

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Who You Fund

* 22. What is the percentage of new grantee partners funded in 2021?

Calculation: new grantee partners to foundation / total grantee partners funded in 2021 (this number includes multi-year awardees)

* 23. Do you track nonprofit leadership demographics (e.g., formally or informally?)

Yes

No

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* 24. If yes, how do you determine if an organization is diverse-led?

- If the organization is BIPOC-led (Black, Indigenous, People of Color)
- If the organization is led by a specific race/ethnicity (e.g., Black-led organization, Latinx-led, etc.)
- Other (please specify)

* 25. What levels of nonprofit demographic data do you request? Check all that apply.

- Board
- Executive Director
- Middle Management
- Frontline Staff
- Other (please specify)

* 26. How is demographic information assessed?

- Demographic info is assessed by program staff
- Demographic info is provided by nonprofits during application process
- Other (please specify)

* 27. What percentage of the organizations you fund consists of Black-led organizations?

* 28. What percentage of your funding goes toward Black-led organizations?

* 29. How has this level of funding changed since the onset of the pandemic?

Decreased

Remained the same

Increased

Unsure

If there was a change, could you share more about what prompted it?

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How You Fund

Strategy Development

* 30. Rank the level of influence each of the choices below has on the development of your organization's grantmaking strategies.

	Low	Medium	High	N/A
Donor values and/or intent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community voice and input	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research, studies, and/or landscape scans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 31. Does your organization center those most directly impacted in your strategy formulation through any of the following?

- Establishing a Community Advisory Council
- Having community members serve on the board
- Conducting surveys
- Hosting focus groups or listening sessions
- None of the above

Please describe how you incorporate your selected answers here. If you have other answers to share, please include those here as well.

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How You Fund

Outreach and Application Process

* 32. Type of process

- My foundation accepts applications by invitation only
- My foundation accepts unsolicited applications

* 33. What application stages does your organization employ for new applicants? Check all that apply.

- Eligibility quiz (e.g., online screening tool)
- Letter of Inquiry (short proposal)
- Full application

If you have any additional context you'd like to provide, please share here.

* 34. Which of the following methods do you use to identify potential applicants?

- Searching Candid's (formerly Guidestar) database
- Google search
- Social media posts (e.g., Facebook, Instagram, Twitter, LinkedIn)
- Word of mouth through other funders
- Word of mouth through other nonprofits
- Other (please specify)

- None of the above

* 35. Does your organization do any of the following to improve accessibility? Check all that apply.

- Provide clear funding guidelines on website
- Host information sessions for applicants to better understand your process and what you're looking for
- Make list of previous year's grant awardees publicly available
- Other (please specify)

- None of the above

* 36. Does your organization incorporate any of the following streamlining grant application practices? Check all that apply.

- Rightsize application expectations with grant amount (e.g., shorter application for small grant)
- Accept alternatives to traditional grant application (e.g., accept a grant proposal submitted to another funder, verbal grant application)
- Waive application for returning grantees
- Other (please specify)

- None of the above

Build Black Hou Planning Process - Funder Survey

How You Fund

Due Diligence

* 37. Do you use financial health indicators to assess the financial health of nonprofit applicants?

Yes

No

If you answered yes, what key financial health indicators do you use?

If you answered no, how do you assess financial health through other means?

* 38. Does your organization have formal or informal guidelines around any of the following in order to be eligible to receive funding? If so, please describe.

Minimum organizational budget size (e.g., nonprofit must have a minimum of \$250K operating budget)

Percentage of organizational budget your organization will fund (e.g., our grant cannot be more than 30% of the organization's budget)

Staff composition (e.g., having an all paid staff versus a volunteer-run organization)

Minimum age of organization (e.g., nonprofit must have been established for a minimum of x years)

Board giving requirements (e.g., nonprofit's board must have 100% board giving)

Cost per client (e.g., cost per client ratio should not exceed x amount)

Percentage of overhead cost your organization will allow (e.g., overhead not to exceed 10%)

If none apply, please write N/A in this textbox.

Build Black Hou Planning Process - Funder Survey

How You Fund

Award and Implementation

* 39. What types of grants does your organization offer? Check all that apply.

- Program
- General operating
- Capital campaign
- Capacity building
- Other (please specify)

* 40. Median grant size in 2021

* 41. What percentage of grants are general operating support?

* 42. What percentage of grants are multi-year grants?

* 43. Please indicate for the grant types below what change, if any, your organization has experienced since the onset of the pandemic:

	Decrease	Remained the same	Increase	Unsure	N/A
General Operating Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-Year Grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 44. Looking to the future, please indicate for the grant types below what change, if any, you expect your organization to experience:

	Decrease	Remain the Same	Increase	Unsure	N/A
General Operating Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-Year Grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 45. Do you provide feedback to declined applicants?

- Yes, in all cases
- Yes, upon request
- No

* 46. What 'support beyond the check' does your organization offer? Check all that apply.

- Leadership development
- Capacity building
- Strategic planning
- Professional development
- Making introductions to other funders
- Promoting grantees' work
- Providing mentorship
- Advisory committee service
- Hosting restorative retreats
- Offering meeting space
- Sabbatical grants and transitional support
- Access to professional services
- Writing letters of support
- Sponsoring events
- Other (please specify)

- None of the above

* 47. Of the 'support beyond the check' options you selected above, please indicate your top three most commonly provided supports.

Top #1:

Top #2:

Top #3:

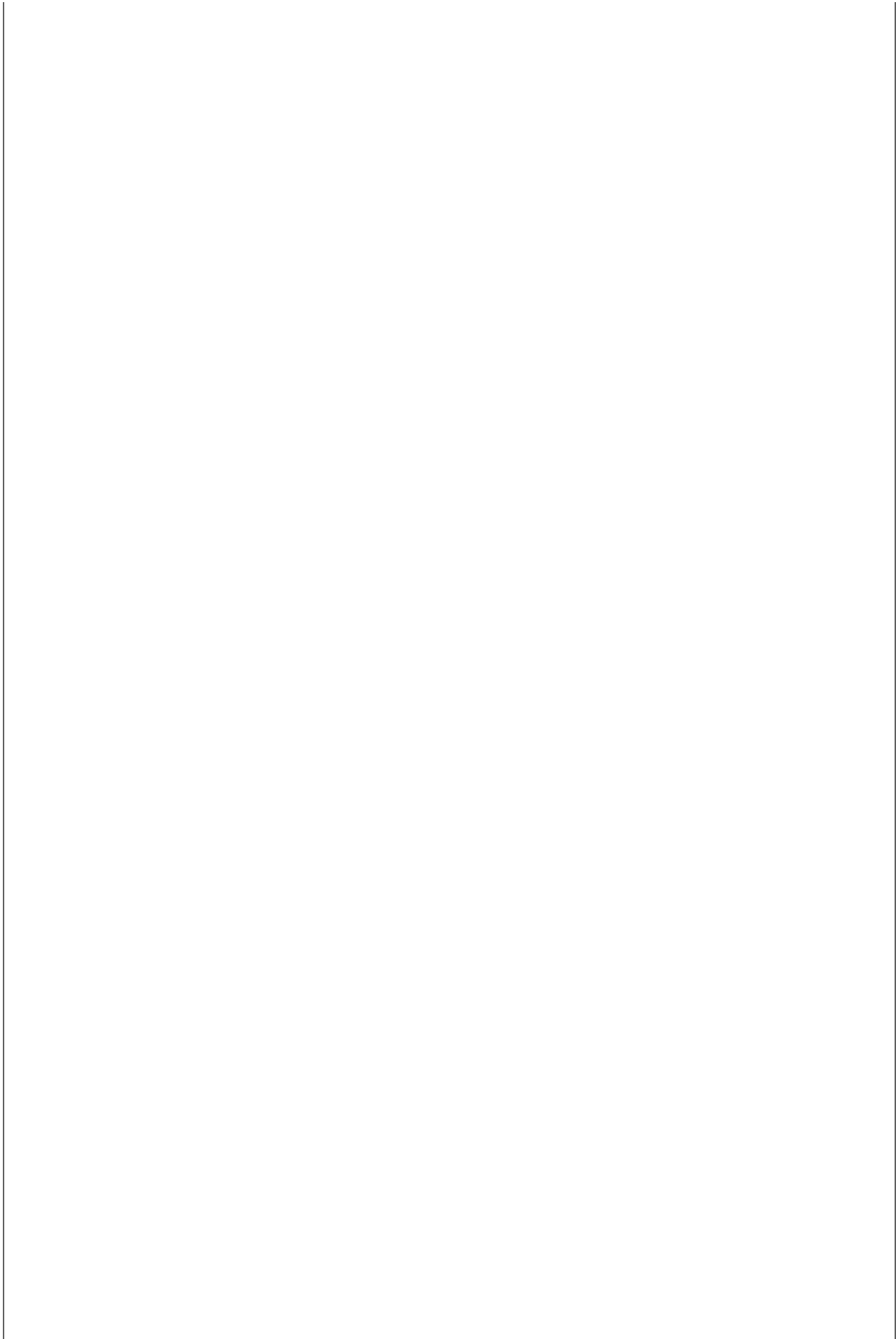
Build Black Hou Planning Process - Funder Survey

Collaboration and Power Sharing

* 48. Please indicate the level of experience your organization has with the following funding vehicles:

	Have not done this	Considering this	Have done or are currently doing this	N/A
Co-funding with other funders (e.g., a formal process or agreement to fund portions of a program/project in collaboration with another funder)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aligning funding with other funders (e.g., an informal process where you strategically fund an area your organization can support while another funder supports an area you may not be able to garner support for)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding through a philanthropic or nonprofit intermediary (e.g., Greater Houston Community Foundation, Borealis Philanthropy, United Way of Greater Houston, or Houston Immigration Legal Services Collaborative)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishing a Black fund at your organization (example)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participatory grantmaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding nonprofit endowments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impact investing (including program-related investments or mission-related investments, more information can be found here)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)



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Internal Opportunities

* 49. What one practice or policy change would have the most positive impact on your grant partners, specifically Black-led organizations? (E.g., eliminating rule around minimum age of organization or minimum budget size)

* 50. More broadly speaking, what internal opportunities do you see to increase support for Black-led organizations?

* 51. What type of support do you need to help you in your change efforts? This can include people and/or resources.

Your answer will help us formulate how we can help move the work forward together!

* 52. Are you interested in participating in a program officer peer support group?

Yes

No

53. If yes, please provide the email of your choice we can contact you at: