Thank you everyone for joining and for your interest in the Doris Duke Charitable Foundation’s Diversity, Equity and Inclusion Capacity Building Program.

My name is Danielle Levoit, and I’m the program officer for the environment program at Doris Duke, which I’ll refer to as DDCF.

I want to also thank you for showing up for this work, for acknowledging that our field has a long way to go to address historical and present-day racism, and for taking action towards positive change.

We began planning this program earlier this year, when the world was a different place. With the pandemic and national protests against anti-Black violence, we see this as an even more pivotal moment to sustain and accelerate change on diversity, equity and inclusion (or DEI) moving forward.

We are both thrilled and overwhelmed by interest in the webinar, with nearly 500 people registered and really see a clear need for more funding for this work.

Virtual housekeeping:
This webinar is being recorded and will be posted on the website.
The chat function has been disabled
If you have questions, please type them into the Q&A box that you’ll find on the toolbar. You can also upvote questions others have posed or comment on them. We will try to address clarifying questions during the presentation but will leave time at the
end to respond to questions. For ones that we don’t get to, we’ll update the Frequently Asked Questions document.
Before we jump into the agenda, I want to introduce and say thank you to my colleagues, Sacha Spector, Program Director for the Environment Program, and Sean Thackurdeen, Program Associate for the Environment.

We recognize that staff at foundations are not the most accessible people and we’re coming to you today as a small team with our own individual and institutional experiences on DEI and who are trying something new to help advance the collective work we all need to do. We are certainly not the first funders to support DEI capacity building and have learned a lot from other funders who have been supporting this work for a number of years.

For us, this the first time that our team has directly supported DEI capacity building AND launched a national level-open competition. We want to be as transparent as possible about our decision-making processes and also look forward to engaging with you all during the application period to answer questions you might have.
Advisory Community

- Charles (Chas) Lopez, COO, Catholic Charities San Francisco
- Cristina Watson, environmental philanthropy consultant and former program officer for Meyer Memorial Trust’s Willamette River Initiative (Oregon)
- Donna Hope, President, U-Hope Consulting
- Gabriel Jones, Senior Associate, Arabella Advisors
- Jennifer Allen Aroz, Senior Vice President, Community & Civic Engagement, League of Conservation Voters
- Keren Alfred, Doris Duke Conservation Scholars Program @ University of Washington alum
- Marcelo Bonta, President, J.E.D.I. Heart
- Melanie Allen, Co-Director, Hive Fund for Climate and Gender Justice

We also want to say thank you to and share our deep appreciation for our advisory community who helped to build this program from the ground up and with special thanks to Marcelo Bonta who is also consulting with us on this program. They’ve each brought their unique experiences and perspectives on DEI change in the environmental field and have helped push our thinking to ensure this program can be most responsive to the needs of the field. The Advisory Community members will be reviewing proposals and making funding recommendations.

For the sake of transparency, they were open to being named publicly as advisors to the program, but please don’t bother them about this program and direct questions to us.
Agenda

- Program Summary
- Program Goals
- Measuring Impact
- Eligibility Guidelines
- Conservation Organization Definition
- Demonstrated Commitment to/Action on DEI
- Collaborative Proposals
- Potential Uses of Grant Funds
- Scoring Criteria
- How to Apply/Application Process
- Timeline/Review Process
- Questions

Have a number of pieces to walk through today. We won’t re-hash information that is in the RFP or FAQ documents but will expand on that guidance and address questions that were shared before the call and try to clarify aspects of the work.
Program Summary

- $700,000 $1,000,000 total available
- Grants of up to $60,000 over two years to 16-17 organizations
- Seek to support a diverse cohort
- Learning cohort
- Communications component

- Due to significant interest, we’ve decided to add $300,000 to the program, so the total available is now $1,000,000
- We seek to support a diverse cohort of organizations to demonstrate what DEI change looks like in different organizations
- There will be an opportunity for the cohort of funded organizations to engage in peer learning and access other training opportunities - this will be driven by what the cohort of grantees want and need
- Finally, In the hopes of broadening the impact of the grant program beyond the cohort of grantees, we hope to share some of the learnings and best practices from this program and grantees’ DEI organizational change efforts with the broader conservation, environment and philanthropic fields.
Program Goals

We have programmatic goals at four different levels:

- Organizational level
- Cohort level
- Field level
- DDCF
Program Goals

- Organizational level
  - Advance DEI learning and growth within funded organizations
  - Support grantees in meeting their own DEI goals

- At the organizational level, this program is about supporting the organizational change goals that YOUR ORGANIZATION hopes to see and helping foster DEI learning and growth
Program Goals

- Cohort level
  - Support a diverse portfolio of organizations (e.g., budget/staff size, demographics, and geography)
  - Support a learning community of grantees

- At the cohort level, we want to fund a diverse cohort of grantees to help demonstrate with DEI change looks like in different organizational contexts
- We also want to provide an opportunity for the cohort of organizations to learn from one another
Program Goals

- Field level
  - Advance learning and growth by sharing learnings/best practices
  - Communicate the importance of advancing DEI organizational change efforts in challenging times
  - Coordinate with other funders supporting DEI capacity building

- At the field level, we want to advance learning and growth across the conservation, environment and philanthropic fields by sharing learnings/best practices from grantees through case studies and other communications efforts
- We hope that this RFP process and other communications efforts will help spark discussions within your organizations on the importance of advancing DEI change in this moment
- We have connected with other funders supporting DEI capacity building and plan to continue to do so. Based on the response to this program, there is a clear need for more funding for this work
Program Goals

- DDCF
  - DDCF engages in its own DEI learning alongside grantees and the Advisory Community
  - Experiences from this program will inform the Environment Program’s grantmaking and grantmaking process/practice more broadly

- Lastly, as an organization, DDCF has a lot of learning and growth to do on these issues, so we hope to be able to learn alongside grantees
- There are likely to be important learnings from this program that may influence how we think about and approach work in other areas of our grantmaking portfolio
Measuring Impact

- Did DDCF funding help your organization meet its goals?
- Was the learning cohort useful?
- What did we learn? How did we grow? What changes did we see?

In terms of how will DDCF measure impact of the program, we learned from other funders who have been supporting DEI capacity building that it can be challenging to measure impact of this type of grant.

- In some instances, simply supporting the learning and growth of grantees is a key outcome.
- For us, we want to know, did our grant help to meet the goals you’ve set out for yourselves?
- Was the learning cohort useful and what did we learn together? How did we grow? What changes did we see?
Eligibility Guidelines

1. Be a 501(c)(3) non-profit organization or be a project that has an existing fiscal sponsorship by an 501(c)(3) organization
2. Be based in the United States or its territories
3. Have a minimum of five staff members (full-time or part-time)
4. Spend a significant portion of its resources (staff, financial, time) on conservation issues in the United States and its territories
5. Demonstrate prior commitment to and action on DEI organizational change

- We have five eligibility criteria -
- You must have 501c3 status or be fiscally sponsored and based in the US or its territories
- Staffing - small team; number somewhat arbitrary but wanted to ensure out grant was supporting at least a small team with some organizational infrastructure. no budget limitation - budgets in flux
- We'll talk about the last two in a bit more detail
- Academic institutions within universities are eligible
- Chapters or affiliates of national organizations can apply even if other chapters/affiliates or the national organization applies
- We had a few folks ask about whether new organizations are eligible. The short answer is it depends, and we would want to better understand more of the context of what you’re trying to do differently around DEI and your organization culture as you launch. We will respond individually to folks on questions about new organizations but encourage you to reach out.
Conservation Organization Definition

- Page 4 of the RFP (grey text box)
- Does your organization center positive outcomes for biodiversity and nature? (This does not exclude positive outcomes for people)
- Acknowledge the wide range of approaches to “conservation” and intersectional nature of the work

There is a somewhat lengthy description of how we are identifying a conservation organization for this program on page 4 of the RFP.

This was a challenging task and the definition is imperfect. At the core, does your organization center positive outcomes for biodiversity and nature? This does not exclude positive outcomes for people. Our goal was also to ensure that the definition not only reflected organizations who see themselves as part of the modern conservation field but also organizations who do identify with the framing of the modern, white majority conservation field, in particular organizations who approach conservation with traditional knowledge or other culturally distinct methods.

We also recognize that conservation requires the engagement of many different sectors to succeed. Organizations that work at these intersections or across multiple issue areas (e.g., education, health, religion, arts, etc.) are also eligible as long as there are clear connections to conservation or a significant portion of their work is focused on conservation.

Reach out with questions
Demonstrated Commitment to/Action on DEI

- Do you have leadership buy-in?
- Has your organization participated in DEI training(s) or planning?
- Has your organization invested staff time into this work or financial resources?
- Have you brought in external expertise to guide your work?
- Have you thought about or begun to measure DEI progress?
- Have you made changes to operations or policies as a result of your DEI work?
- Has your organization centered racial equity from the start?

Not surprised, but the question that came up the most was around demonstrated commitment to/action on DEI and “how far along” organizations must be to qualify.

There are not specific activities that you must have completed to be eligible but here are some questions you can ask yourself:

- Leadership buy in - are asking for a letter of support from your ED/President and they should be able to describe your org's DEI change journey, their own growth on these issues, and their role in driving or fostering this change
- Staff time and resources - do you have a dei committee or have hired staff to specifically drive DEI change?
- Expertise - have you already worked with a consultant in some capacity?
- Is racial equity and anti-racist work a part of what your org does and who you are?

You DO NOT have to answer yes to all of these questions to be eligible but these are questions that can help you decide whether to apply. Where you are at on the spectrum of DEI change is difficult to judge without knowing the ins and outs of your organization. So these are not the be all - end all, but some potential indicators of eligibility.

While there has been strong interest, we have no idea how many orgs will ultimately apply. So while your organization may be eligible, it’s hard to say on this piece what will make a competitive proposals.
Encourage you to take a look at the application questions (linked in the RFP) - if having a lot of trouble on questions about DEI change to date, if too challenging to answer, may not be ready

USE ANY LANGUAGE YOU PREFER - JEDI, EDI, anti-racist organization.
Collaborative Proposals

- Partnership of one or more organizations participating in joint/collaborative DEI change effort
- There should be an existing partnership between applicants
- Primary applicant must meet eligibility criteria but partners may have fewer than five staff
- Collaborative proposals are eligible for grants of up to $60,000 over two years.

- We created an option for collaborative proposals to support organizations who see value in working together on this issue - whether it’s for collaborative learning or cost savings, especially for smaller organizations.
- There should be some existing partnership between organizations in that this grant is not the first time you’re starting to work together.
- One example I have is a group of small, community-based organizations who want to combine forces to do DEI training for their board members or staff across a few organizations who want to come together to do workshops on managing racial trauma and healing. Or groups that want to work together on improving hiring processes.
- We don’t have a preference either way for individual or collaborative proposals and so would encourage you to think about what will be most beneficial for your organization. Am not sure how many collaborative proposals will come in or their quality.
Potential Uses of Grant Funds

- We want to be flexible in supporting the DEI needs that organizations articulate
- Pages 5-6 of RFP outline a number of possible examples

  ✔ Is the proposed activity internally focused?
  ✔ Does the proposed activity address and drive DEI organizational change?
  ✔ What about this activity will help sustain or accelerate DEI change?

Number of examples of what we could fund and a few of what we won’t fund. BUT just because it isn’t listed, doesn’t mean it won’t qualify. Page 6 of the RFP has a list of activities that WILL NOT be funded under this program.

A few questions for you to consider when thinking about proposed activities: Is the proposed activity internally focused? That is, is it about your organization’s internal culture change, policies, practices, etc? This is not to support programmatic/externally facing work. These are not resources to engage communities of color in your programmatic work. We recognize that often the internal and external work may be linked but these are about resources for inward-facing work and change.

Does the proposed activity address and drive change around DEI in your organization?
Finally, will the activity help sustain or accelerate DEI change in your organization? Are there roadblocks your org is facing and how might grant help you get through? Is your ED bought in but some specific training or coaching from them would really be helpful at this point in time? Is there work you need to do specifically around anti-black racism to ensure your organization can be responsive to the growing movement?

Will be important to strategically link the work you’ve done with what you hope to do next.

The grant does support salaries but only if staff are working on DEI organizational change efforts. If you are a white-led or white-majority organization who is looking to
hire staff of color, this is not funding to just hire staff of color who are not working on internal organizational change. Not to hire a new program person of color.

Sacha noted max grant request of $60K over two years or $30K over one. We do intend to try to fund applicants at their maximum request, but do have a question in the application about contingency plans if we aren’t able to fund full request.
Scoring Criteria

1. Organizational commitment to DEI change – the organization has embraced DEI change (30% weight)

- Many of you asked what we’re looking for in an application and what will make a proposal successful
- We have four scoring criteria, and the first is your organization’s commitment to DEI change
- We’ll be looking at things like:
  - The ways in which DEI is reflected in the organization’s vision, mission, and/or values and the rationale for the work
  - Whether the organization has demonstrated longer-term thinking and planning on DEI change efforts
  - Whether there is buy-in from leadership; one of the supplemental materials is a letter of support from the organization’s ED/President
  - The extent an organization has committed resources (staff time, other funding) towards DEI change efforts
**Scoring Criteria**

1. Organizational commitment to DEI change – the organization has embraced DEI change (30% weight)
2. Demonstrated DEI action – the organization has advanced DEI change internally (30% weight)

- The second is demonstrated DEI action so we'll be look at things like:
  - The extent the organization has implemented activities to support its DEI change goals - from developing DEI competencies of individuals at all levels of the organization to addressing structural organizational policies and practices
  - The emphasis on internal culture change over solely increasing the diversity of staff
  - The extent the organization centers race in its DEI organizational change efforts
Scoring Criteria

1. Organizational commitment to DEI change – the organization has embraced DEI change (30% weight)
2. Demonstrated DEI action – the organization has advanced DEI change internally (30% weight)
3. Learning/growth mindset – the organization demonstrates an ability to learn and grow from its previous DEI change efforts (30%)

- The third is about understanding whether the organization has learned and grown from previous DEI change efforts. For example, to what extent has the organization adjusted or adapted DEI change efforts based on learnings and mistakes and persisted in the face of setbacks? Organizational change is hard and we’re not expecting perfection...perfect does not exist in this work. But what we are looking for is an indication that you’ve grappled with how to move forward with missteps. Leaning into mistakes.
- Does the organization have a method for tracking progress on DEI organizational change?
Scoring Criteria

1. Organizational commitment to DEI change – the organization has embraced DEI change (30% weight)
2. Demonstrated DEI action – the organization has advanced DEI change internally (30% weight)
3. Learning/growth mindset – the organization demonstrates an ability to learn and grow from its previous DEI change efforts (30%)
4. Role of a DDCF grant – the organization demonstrates that a DDCF grant will help accelerate or sustain DEI organizational change (10% weight)

- The last criterion is understanding what role a DDCF grant might play. Will this grant help to sustain or accelerate an organization’s DEI change work?
- We recognize this may not cover the full costs of any organization’s DEI work - but will want to know how this may fit into other funding plans for DEI change moving forward. Depending on the size of the organization, we may expect that additional funding is needed to sustain your DEI work. No expectations that a certain percent of your budget is being used for DEI work. NO MATCH.
- You’ll see the first three criteria are weighted equally at 30% and the fourth is 10%.
- What makes an applicant successful? So we’re looking for organizations who are authentic in the reasons why they engage in this work; open/honest/vulnerable. Seeing commitment articulated, seeing action taken and that you’ve learned
- Strategically linking previous work with what you hope to do next, where you hope to go
- Letter of support from ED/President important - can they articulate their role and growth in this work?
- Looking to support a diverse cohort of organizations - size, demographics, geographies. Want to attempt to have some representation of different types of organizations who are addressing DEI change. On the demographics, I’ll reiterate that we believe DEI change is for everyone, every organization. We hope that Black, indigenous, and people of color-led groups see themselves in
this program as the program is not just for white-led/majority groups though i expect we will be supporting many.
On page 7 of the RFP is a section on How to Apply

- To start a new application, you’ll click this link in the application
- You’ll need to create an account for our online platform and will also need your organization’s EIN number to begin the application
- Do not use this link to return to an existing application; If you click this link twice, it will create two new applications
How to Apply/Application Platform

Click here to RETURN to an existing application.

If you have accessed the online system previously to submit applications or progress reports, use your existing account information to log in. If you do not know your password, you can request to reset it on the main log-in page.

Applicant Resources and Contact Information

Due to limited staff capacity to handle phone inquiries, we ask that you please first refer to the Frequently Asked Questions (FAQ) document if you have any questions (we will be updating this document regularly as we field questions).

We will also be hosting an informational webinar on Monday, July 13th from 2:00 p.m. to 3:00 p.m. E.T. Please register for the webinar here. We will share the Zoom link prior to the call.

If you have additional questions that are not covered in the FAQ, please email us at DEIcapacity@ddcf.org. We hope to respond to email inquiries within two to three business days.

About DDCF and the Environment Program

● To return to an existing application, please click this link on page 8 of the RFP
How to Apply/Application Platform

Application questions are linked in the How to Apply section of the RFP. We recommend reviewing the application questions before logging into the platform so you can prepare your responses and gather the additional attachments you’ll need to submit a complete application.
How to Apply/Application Platform

- Once you enter the EIN number, you'll see this page
- Each step is a different section of the application
How to Apply/Application Platform

- Once you’ve completed a section, you can either save it and finish the application later or advance to the next section.
- If you save the proposal to return to it later, you’ll receive an email with a link to return to your application (in addition to being able to use the one in the RFP).
How to Apply/Application Platform

- To upload documents, you’ll need to choose the file AND click Upload; otherwise the documents will not be uploaded.
How to Apply/Application Platform

- Once everything is complete and all attachments are uploaded, please click Review and Submit.
- The system will flag any missing responses or documents at that time
- Once you submit the application, you'll receive a confirmation email
- You will not be able to make changes to an application once it is submitted
How to Apply/Application Platform

- If you have trouble with the platform
- If you have extenuating circumstances that would limit your organization’s ability to apply via the online platform
- If you submitted an application and realized there was a major mistake

Please email DEIcapacity@ddcf.org

- We want to be helpful in case you have any technical issues with the platform or if there are circumstances that would limit your organization’s ability to apply via the platform, so please contact us
- While you won’t be able to make changes to an application that has already been submitted, if you realized you made a big mistake, please email us and there’s a way we can send an application back out to you to revise. Please review your application carefully so this can be avoided but we recognize that sometimes mistakes happen.
Application Deadline

Friday, July 31 at
3:00pm Eastern
2:00pm Central
1:00pm Mountain
12:00pm Pacific
11:00am Alaska
9:00am Hawaii

- Reminder that the application deadline is 3:00pm EASTERN on Friday July 31
- Please do not wait until the last minute to submit your application
Timeline and Review Process

- July 31: Applications Due
- Week of August 3: DDCF staff review applications for eligibility and completeness
- August 7 - September 4: Advisory Community reviews and scores proposals
- September 9 - 11: Selection calls with Advisory Community
- Mid-September: Notify applicants of decisions

- Walk through timeline
- Each proposal gets reviewed by 3 advisors
Additional Questions?

- We will update the FAQ with answers to questions we were not able to address on the webinar.
- For questions in the RSVP form that were specific to an individual organization, we will respond to those in the next few days.
- For other questions, please email DEIcapacity@ddcf.org.

Q/A if time for questions
- If not, update FAQ with answers to questions not able to address on the webinar OR if there were questions that were very individual to your organization
- June 27-July 9: Had some issues with the deicapacity@ddcf.org email address that have been resolved, so apologies.

QUESTIONS - if you are unsure, I would rather have you reach out to us now, than waste your time submitting a proposal and our time reviewing a proposal if you're not a fit for the program.

Not provide guidance on what you should be doing next or what activity you should propose; looking to you to make those connections between what you've done and where you need to go.
Thank you again for your time and interest in the program and we look forward to hearing from you