

Report-Out: 2019 Equity Scan

Philanthropy Network Greater Philadelphia

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National Interviews

Literature Review

Comparative Data

Organizational Survey

Demographic Survey

The Equity Scan

- Understand **the state of equitable practices and capacities** among funders in the Greater Philadelphia region
- Learn from **effective approaches and broader trends** nationwide
- Position Philanthropy Network, the DEI Committee, and members for **strategic action, leadership, and communications**
- **Reflect the values, priorities, and pathways** practiced by the Network and DEI Committee

| What we Learned

Philanthropies are at **different stages** in their equity journeys

| Early progress

| Grantmaking

| Mission

There is a need for boards and staff to **normalize** equity practices

| Board Engagement

| Investing

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Challenges for Philanthropy Network and its Members

Time and financial resources

Messaging and shared language

Resistance and ideological divides

“Forever” tensions

Considerations

How can the collective in this room normalize equity as good philanthropic practice?

What power or leverage points can funders use to change systems that hold inequities in place?

How can we advance from a dedicated group of early pioneers to a regional exemplar in the nation?