Report-Out: 2019 Equity Scan
Philanthropy Network Greater Philadelphia

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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
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?