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Editorial

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DEAR READERS

This issue on diversity and inclusion is notable for two reasons. One is that it showcases the work of the winner of our cover art contest. Andrea Smiley (ansmiley@gmail.com) is a photographer who lives in Washington, DC. More of her work can be seen on her Flickr site (www.flickr.com/photos/alovesdc). Her work is on both the cover and the table of contents pages.



Also of note is that this issue is the first to have no “Results” articles. As you will see, this topic brought out articles about the sector and about tools – but no submissions that presented the results of diversity and inclusion funding or internal foundation work. As many who are concerned about these issues note, achieving both is a long process of changing hearts and minds. Is the lack of reporting on results a time-lag issue, a failure to evaluate, or a lack of success? The verdict is not in on that at this point.

This issue includes several papers that are not directly on the topic of diversity and inclusion, but which complement the topic. **Masters and Osborn** share a framework for funders who are funding large scale social movements. The move toward greater diversity in philanthropy and the nonprofit sector has been described as a social movement, and the influence of that framing can be seen in other articles in this issue.

Bosma, Matter, Martinez, Toves, and D’Silva describe how designing an evaluation of an initiative targeting American Indians benefited from having expertise and diverse participation in the evaluation design. There is a growing body of work on culturally appropriate evaluation. As funders consider working on diversity and inclusion, they should be thinking about how to include these issues in every aspect of their work – including the evaluation. This article provides an example of how to do so.

Greco, Grieve, and McCullough show how using local data, presented in visually appealing and understandable ways, can motivate and guide community change. One can easily imagine how such tools could be used to help communities understand the current status of diversity and inclusion at the neighborhood level. As other authors in this issue note (e.g., Wooten et al), beginning with the data is often the best place to start on the work of increasing diversity and inclusion.

McCracken and Firesheets explore how reflective practice has changed how the Health Foundation of Cincinnati has changed its grantmaking. The foundation now emphasizes sustainability from the beginning and considers the policy, communications and data needs of their grantees.

Branch, Moody, Smock, and Bransford report on a landmark study that addresses the question, “Where do foundation CEO’s come from?” They analyzed the backgrounds of 440 CEO hires with some interesting results. Gender and foundation type play roles in how people move up the career ladder in philanthropy.

We have two reports about major efforts being undertaken at state and national levels to move these issues. **Bearman, Ramos, and Pond** report on the Diversity in Philanthropy Initiative, the national effort to make diversity a higher priority in the field. They report on both the success and challenges to making this happen.

The issue concludes with an example of an intensive state-level effort to increase diversity and inclusion among foundations. **Rosenberg, Wooten, McDonald, and Burton** describe the multifaceted effort in Michigan, Transforming Michigan Philanthropy Through Diversity and Inclusion. The challenges of tackling this agenda in a membership organization are particularly interesting.

One of the fundamental questions for philanthropy is whether having a more diverse group of individuals making decisions in an inclusive environment will lead to different and more effective grantmaking. We don’t have an answer to that question just yet, but we are seeing a great deal of work in foundations to make internal changes. Regardless of whether they use a social justice lens or an effectiveness lens to look at diversity, it is clear that many in the philanthropic sector are focusing on how to include a broader spectrum of experiences and viewpoints. In the future, let’s hope we can report on the results of these efforts.



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