



## Diversifying Grantees and Consultants for More Equitable Results

Diversity is an important component of race equity and inclusion. We define diversity as the inclusion of a broad array of qualifications and characteristics, including race, ethnicity, gender, socioeconomic background, achievements, experience, thoughts, opinions and perspectives. It is important to remember that diversity and diverse leadership do not guarantee equity. There can be diversity without equity. Diversity is not the end goal. It is a means toward equity.

The Foundation's work to strengthen family, build community and increase opportunity is enriched by a diverse set of cultural experiences and perspectives provided by our data collection efforts and by the grantees and consultants we tap. This document provides staff with considerations and questions to ask when looking at the diversity of grantees and consultants and reviewing and analyzing the disaggregated data they provide.

**Review your data.** Gathering and analyzing racially disaggregated data is an integral part of a system's continuing quality assurance and improvement efforts. Casey's grantee and consultant diversity data are available to help inform investments and funding decisions that strengthen and broaden our work. Ask yourself, ***what are the data telling you about your unit's mix of grantees and consultants?***

**Understand implicit bias.** Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, both favorable and unfavorable, are activated involuntarily and without an individual's awareness or intentional control. The implicit associations we harbor cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, gender, age and appearance. Everyone has implicit biases, but because they are malleable, the implicit associations we have formed can gradually be unlearned and replaced with new mental associations. Keep this in mind when having conversations about new and different grantees, consultants and vendors. Ask yourself, ***what decisions or actions may be reinforcing the status quo and contributing to a lack of diversity within and among your grantees, consultants and vendors?***

**Identify choice points.** Choice points can be helpful to advance race equity and inclusion and diversity. Choice points are decision-making opportunities that influence outcomes. The cumulative effect of many small choices can be as significant as those of big decisions. When we are conscious of choice points and the related consequences, we are less likely to continue to act on implicit biases that preserve an unsatisfactory status quo. We then become open to new possibilities for equitable opportunities and equitable change. Ask yourself, ***where are the decision points that affect outcomes? What alternative action options could produce different outcomes? Which action will best advance diversity, equity and inclusion among your grantees, consultants and vendors?***

**Clarify your results.** We are all responsible for making a contribution to the Foundation's results. Results-based leadership training is one tool that each of us can refer to as we work toward achieving our results. Ask yourself, ***what results are you looking for in your work? What strategies will help you accelerate results? Would increasing the diversity of your key grantees, consultants and vendors increase the likelihood of accelerated results? Could different grantees, consultants and vendors produce different and better outcomes? Who would they be and how can you engage them?***