

# Achieving Equity Convening Survey

## Key Takeaways

On March 2, 2017, the Weingart Foundation hosted the Achieving Equity Convening, which gathered 170 representatives from grantee organizations, philanthropies, government institutions, businesses, and other stakeholders from across California to identify opportunities for advancing equity in communities throughout the state. This summary shares key findings from the post-event survey.

### Background

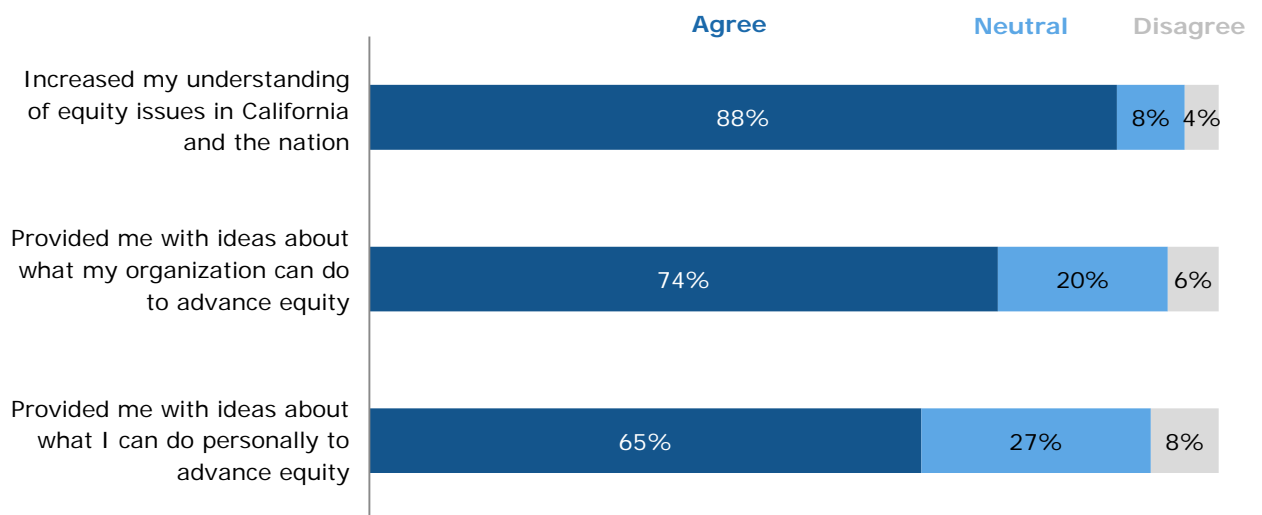
This report presents key findings from an online survey that was distributed to 172 people who registered for the Achieving Equity Convening regarding their experience at the convening (for those who attended) and their goals and intentions for future engagement in this work. We received survey responses from 91 people (53%), 88 of whom attended the convening. Survey participants who were interested in staying engaged in future correspondence and activities in support of achieving equity were invited to provide their email addresses.

In this survey, the term "equity" is defined as providing opportunity for all people to participate, prosper and reach their full potential.

### Convening Experience

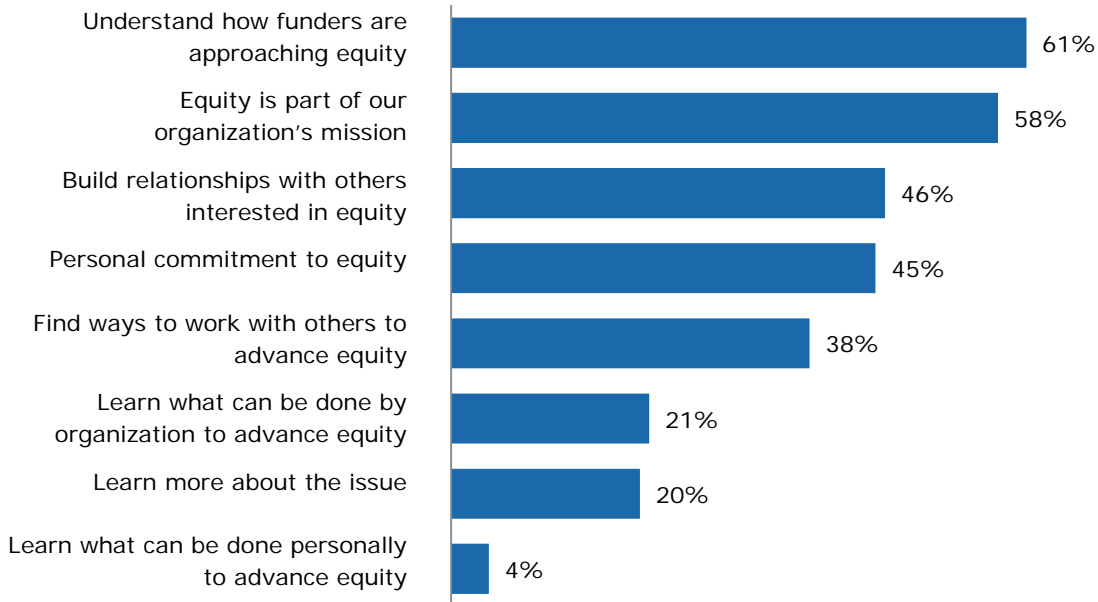
**Participants thought the convening was a great success that increased their understanding of equity issues and identified important next steps.** Almost all participants (93%) indicated that the Achieving Equity Convening met or exceeded their expectations. Further, the majority of participants agreed that the convening increased their understanding of equity issues in California and across the nation (88%), and that the convening provided them with ideas about what their organizations can do to advance equity (74%). Many also said that the convening gave them a sense of personal actions they could take to advance equity.

**Exhibit 1. Participants' experience at the convening**



**Convening participants reported both personal and organizational commitments to advancing equity.** Their most common reasons for attending were to develop a better understanding of how funders are approaching equity (61%), because equity is part of their organizations' missions (58%), and to build relationships with others interested in equity (46%).

**Exhibit 2. Top three reasons for attending**



Attendees from different sectors reported distinct reasons for attending:

- Nonprofits were the most likely to report that they wanted to find out how funders are approaching equity (74%).
- More nonprofits (74%) reported that equity was part of their mission than foundations (56%).
- Participants from government organizations were the most likely to state that they have a personal commitment to equity (86%, compared to 44% for philanthropy and 33% for nonprofits).
- Government and nonprofit attendees expressed the greatest interest in finding ways to work with others to advance equity (57% and 44% respectively, compared to 28% from foundations).
- Participants from foundations were the most interested in learning more about advancing equity (28%, compared to 15% for nonprofits and 14% for government).

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**“Funders who are committed to equity...need to make time to build and strengthen their relationships with other funders who are not yet fully committed to advancing an equity agenda.”**

**–Participant**

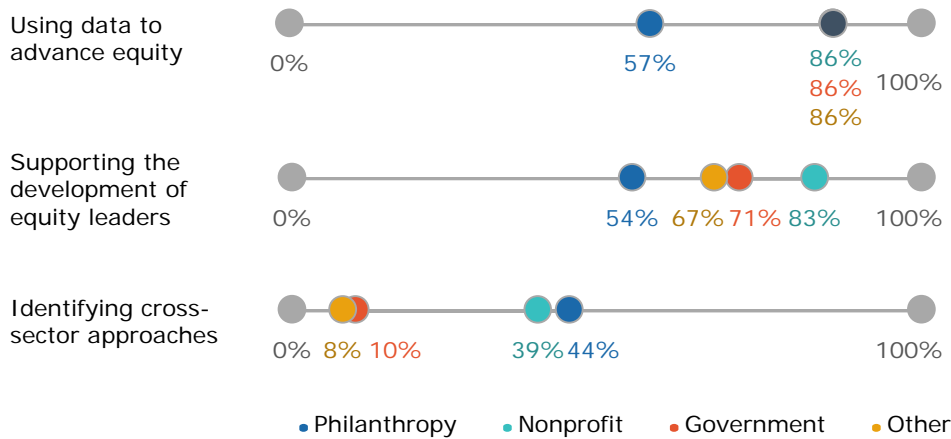
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## Moving Forward

### Participants are eager to get involved in further efforts to advance equity.

They expressed interest in all three of the potential next steps that were outlined at the convening - a stakeholder engagement processes to advance equity through the use of data, supporting the development of equity leaders, and working with regional associations of grantmakers to identify cross-sector approaches.

**Exhibit 3. Interest in participating in various efforts to advance equity**



**Participants are interested in using data to advance equity, and recommended focusing on other geographies, topics and populations.** At the convening, the presenters from the USC Program for Environmental and Regional Equity and PolicyLink shared the Los Angeles Equity Profile. After seeing that information, most participants indicated that similar analysis covering other geographies, specific topics, and populations would be helpful to support action that advances equity. The majority of participants (71%) indicated that they would be interested in participating in a stakeholder engagement process to advance equity through the use of data.

- In particular, participants indicated that equity reports covering different areas in California, including the Inland Empire, Southern California counties, and Northern California, as well as other areas in the U.S., such as Chicago, New York, and the Rust Belt, would be helpful.
- They also expressed interest in learning more about specific topics, such as effective approaches, models, and strategies for advancing equity; educational access and outcomes; living wages and economic prosperity; and housing, displacement, and gentrification.

**There is strong interest in developing equity leaders, particularly among attendees working in nonprofit organizations.** Nearly all participants (98%) agreed that leadership development is needed and 65% reported that they would be interested in contributing to a planning process to help develop this strategy. Participants recommended that this planning process include a broad set of stakeholders that includes nonprofits, advocates, community groups, and community members. They also suggested working with organizations that currently provide leadership development training, public sector representatives, and academic researchers.

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**“Creating leaders means investing in a process to produce leaders. That process should be intentional and it should be housed in institutions and places where it can flourish.”**

**–Participant**

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**Authentic community engagement and network building are key next steps in developing equity leaders.** Participants emphasized the need for meaningful engagement of community organizations, community members, and advocates in work that aims to support and develop equity leaders. They noted that the participation of underrepresented communities that are disproportionately affected by inequities and highlighting their personal stories is particularly important. Participants suggested that supporting the development of community leaders, as well as building networks among advocates through convenings, cross-sector work, and sharing best practices to establish common goals and vision, could accelerate these efforts.

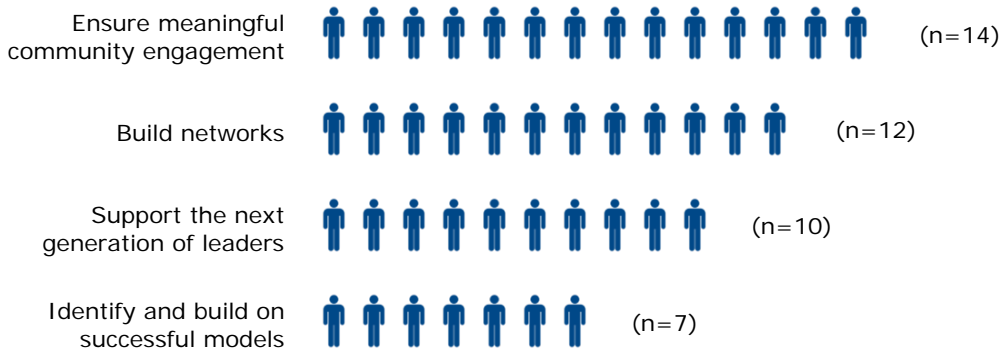
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**“Don’t forget the people affected. Let their voices be included.”**

**–Participant**

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**Exhibit 4. Suggested next steps for developing equity leaders**



**Participants also recognized the value of working with regional grantmaker associations to identify viable collaborative, cross-sector approaches to advance equity.** About two-thirds of participants (63%) indicated they would be interested in participating in cross-sector programs. Participants noted that learning from successful cross-sector approaches that make policy and community change possible would help advance efforts to increase equity. In addition, respondents recommended honing in on specific topics that have the greatest potential for impact from cross-sector intervention.

March 24, 2017

# Achieving Equity Convening

Survey Results

# Introduction

A total of 170 people attended the Achieving Equity Convening held on March 2, 2017. This document presents the results from an online survey distributed to 172 people who registered for the convening and several others who indicated that they wanted to stay engaged; 91 of them (53 percent) responded to survey. Of those who completed the survey, 88 people attended the convening and 3 did not.

This anonymous web-based survey contained both closed-ended and open-ended questions about the following topics:

- Organizational characteristics
- Convening experience (for those who attended)
- Next steps
  - Using data to advance equity
  - Cross-sector programs
  - Supporting the development of equity leaders
- Closing/additional thoughts

Survey participants were invited to provide their email addresses if they were interested in staying engaged and involved in future correspondence and activities in support of achieving equity. Those email addresses were provided to the Weingart Foundation in a separate document.

For purposes of this survey, the term "equity" is defined as providing opportunity so all people can participate, prosper and reach their full potential.

# Survey Results

## Organizational Characteristics

This section includes basic information about the type and geographic focus of organizations that survey respondents belong to.

### Exhibit 1. Type of Organization Respondents Represent

	%	N
Philanthropy	50%	45
Non-profit	32%	29
Government	8%	7
Other	8%	7
Business	3%	3

### Exhibit 2. Geographic Focus of Organization

	%	N
Los Angeles County	26%	24
Southern California region	26%	24
National	24%	22
City of Los Angeles	12%	11
Statewide California	7%	6
Northern California region	4%	4

## Convening Experience

Almost all survey respondents (88 out of 91) attended the convening. Individuals who participated in the convening were asked to share their top reasons for attending, impressions of individual sessions, and what they took away from the experience.

### Exhibit 3. Three Most Important Reasons for Attendance at Convening

	%*	N
I like to understand how funders are approaching equity.	61%	52
Equity is part of my organization's mission.	58%	49
I wanted to build relationships with others interested in equity.	46%	39
I have a personal commitment to equity.	45%	38
I wanted to find ways to work with others to advance equity	38%	32
I wanted to learn about what my organization can do to advance equity.	21%	18
I wanted to learn more about the issue.	20%	17
Other (please describe)**	8%	7
I wanted to learn about what I can do personally to advance equity.	4%	3

\*Because respondents selected their top three reasons for attending, percentages sum to greater than 100%.

\*\*Other responses:

- I still don't like the term, frankly. Prefer Darren's approach.
- I wanted to hear more about different definitions of and approaches to.
- I wanted to see how this effort leveraged or acknowledged my foundation's equity efforts
- It was important for our organization to have representation at the meeting.
- meet other funders
- The Weingart Foundation invited me.
- understand better than the emerging field



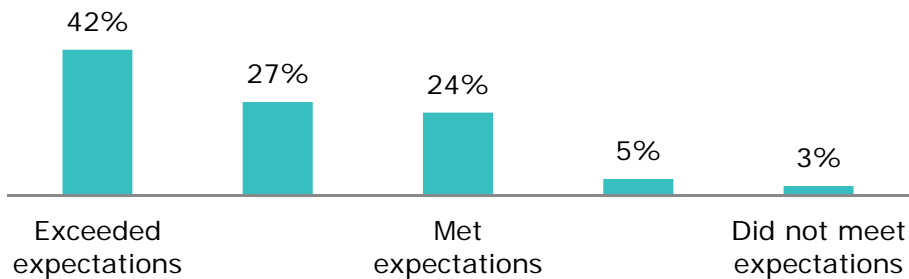
**Exhibit 4. How effective were the following elements of the convening in deepening your understanding and engagement with equity issues? (1 = very effective; 5 = not effective)**

	Mean Score	Very Effective (1)	(2)	Somewhat Effective (3)	(4)	Not Effective (5)
<b>Welcome/Introduction</b> (Fred Ali)	1.6	56% (46)	32% (26)	9% (7)	4% (3)	0% (0)
<b>Keynote Conversation: Equity and the Challenge to Philanthropy</b> (Darren Walker & Monica Lozano)	1.5	61% (51)	30% (25)	7% (6)	2% (2)	0% (0)
<b>Morning Presentation on Understanding Real Data and Underlying Forces</b> (Angela Glover Blackwell & Manual Pastor)	1.3	74% (62)	21% (18)	4% (3)	1% (1)	0% (0)
<b>Morning Panel</b> (Hon. Marqueece Harris-Dawson, Lata Reddy, Angela Glover Blackwell)	2.0	31% (26)	46% (39)	19% (16)	5% (4)	0% (0)
<b>Afternoon Introduction</b> (Dr. Robert Ross)	1.7	49% (39)	35% (28)	10% (8)	6% (5)	0% (0)
<b>Afternoon Keynote: From Idea to Action</b> (Rip Rapson)	2.0	48% (39)	27% (22)	18% (15)	5% (4)	2% (2)
<b>Afternoon Panel</b> (Dr. Robert Ross, Fred Blackwell, Phillip Henderson, Antonia Hernandez)	1.9	43% (34)	29% (23)	22% (17)	6% (5)	0% (0)
<b>Closing Remarks/Call to Action</b> (Fred Ali)	1.7	51% (40)	33% (26)	11% (9)	5% (4)	0% (0)

**Exhibit 5. Please indicate your agreement with the following statement about your experience at the convening.**  
*(1 = strongly agree; 5 = strongly disagree)*

	Mean Score	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The convening increased my <b>understanding of equity issues</b> in California and the nation.	1.7	49% (42)	39% (33)	8% (7)	4% (3)	0% (0)
The convening provided me with <b>ideas about what my organization can do</b> to advance equity.	2.0	34% (29)	40% (34)	20% (17)	6% (5)	0% (0)
The convening provided me with <b>ideas about what I can do personally</b> to advance equity.	2.2	26% (22)	39% (33)	27% (23)	6% (5)	2% (2)

**Exhibit 6. To what extent did the convening meet your expectations?**



## Next Steps: Using Data to Advance Equity

At the convening, the Program for Environmental and Regional Equity at USC and Policy Link presented the Los Angeles Equity Profile. Moving forward, they will produce reports annually for a variety of stakeholders including philanthropy, nonprofits, government, business, and labor on equity issues. Survey respondents were asked to share their ideas about what kinds of additional reports would be helpful to support action that advances equity.

### Exhibit 7. Would reports covering other geographic areas be helpful to support action that advanced equity?

	%	N
Yes*	71%	61
No	29%	25

\*44 people mentioned that reports covering the following geographic areas would be helpful:

#### Multiple mentions:

- Inland Empire (16x)
- Southern California counties (15x)
- All through California (10x)
- Northern California, including Bay Area (8x)
- Chicago (4x)
- San Joaquin Valley (2x)
- New York (2x)
- Rural (2x)
- Rust Belt (2x)

#### 1 mention:

- Appalachia
- Baltimore
- Boston
- Dallas
- Denver
- Midwest
- Portland
- Seattle

Additional responses (one each) included: a cross section of regions by geography/size/political majority; places where there are examples of successes; places engaged in regional approaches; places where Swing Left needs to focus; and a note that these reports will be useful for developing a community engagement strategy.

**Exhibit 8. Would reports on other trends and research related to equity support action that advances this agenda?**

	%	N
Yes*	74%	64
No	26%	22

\*53 people mentioned that reports covering the following other trends and research would be helpful:

Multiple mentions:

- Effective approaches, models, strategies (11x)
- Education (7x)
- Housing/displacement/gentrification (6x)
- Economic prosperity (6x)
- Employment (4x)
- Community organizing, movement building (3x)
- Business/labor data (3x)
- Intersectionality of issues (3x)
- Health care (3x)
- Children (2x)
- Policies/systemic barriers (2x)

1 mention:

- African-Americans
- Asian and Pacific Islander (disaggregated)
- Changes in inequity over time
- Disconnected youth
- Early education
- Environmental justice
- Gender
- Government data
- Immigration status
- LBGT
- Mental health
- Race (general)
- Race as predictor of advantage/disadvantage
- Trauma
- Volume of resources
- "Wastelands" (Advancement Project, UCLA, national organizations)

**Exhibit 9. Would you be interested in participating in a stakeholder engagement process designed to advance equity through the use of data?**

	%	N
Yes	71%	61
No	29%	25

## Next Steps: Cross-Sector Programs

Respondents were also asked for their perspectives about working with regional associations for grantmakers (such as Southern California Grantmakers, San Diego Grantmakers, and Northern California Grantmakers) to identify cross-sector approaches to achieve greater equity in society.

### Exhibit 10. What types of programs would be most useful for identifying cross-sector approaches, and what groups should be involved in these programs?

Types of programs	Count (n=53)	Representative quotes
Learn from successes, listening, and piloting	11	<ul style="list-style-type: none"> <li>- Programs that highlight how multiple sectors have worked successfully together and identify key levers that make policy /community change possible</li> <li>- Identify a small range of areas where intervention and cross sectional approaches could impact</li> <li>- Do some preliminary learning in a cross-sector group. But action might get easier back in specific issue areas.</li> </ul>
Teach/educate philanthropy	2	<ul style="list-style-type: none"> <li>- Programs that teach philanthropy how to have the hard conversations about race, power, and displacement</li> <li>- Programs focused on funders - how to design effective programs to advance the issue</li> </ul>
Leadership cultivation/development	2	Leadership development efforts
Change institutional culture	2	Use different ways of organizing and holding conversations to change power dynamics - small group conversations, surfacing expertise from those not typically identified as "leaders," and explicit anti-racism trainings.
Other	7	Topics included collaborative funding; emphasize that there is a role for everyone; equity in government and private sector employment and contracts; and cross sector initiatives that might blunt the impact of the next four years on equity initiatives

Groups that should be involved	Count (n=53)
Nonprofits, CBO's, organizing/civic engagement groups	18
Philanthropy	17
Government/public sector	15
Business/private sector	8
Policy (policymakers, policy think tanks)	3
Research	2
Other: <i>foundation boards; education; people served; housing-related; Women's Community Foundations so that gender is also central to these conversations</i>	5

### Exhibit 11. Would you be interested in participating in such programs?

	%	N
Yes	63%	52
No	37%	31

## Next Steps: Supporting the Development of Equity Leaders

Respondents were also asked about their ideas on supporting the development of equity leaders in California communities. This strategy would support activists, advocates and community leaders to develop their leadership skills.

### Exhibit 12. Do you think this type of leadership development support is needed?

	%	N
Yes	98%	80
No	2%	2

### Exhibit 13. Would you be interested in helping to develop this strategy through participating in a brief planning process?

	%	N
Yes	65%	51
No	35%	27

**Exhibit 14. What other groups, including community organizations, should be involved in this planning?**

Type of group	Count (n=50)	Examples
Nonprofits, advocates, community groups/members	16	community civic groups and grassroots groups; heads of leading community organizations and newer/small organizations from different key sectors of the LA nonprofit world; Community Coalition; Asians Advancing Justice
Groups that implement leadership development training	9	leadership academies already doing this work; people who have implemented leadership development efforts at various levels--grassroots, large organizations, politics, etc.; identity-centered leadership organizations; leadership LA and Leadership So Cal through the Chamber;
Public sector, government, elected officials, policy makers	9	public sector such at LA County and City, police departments
Academia, researchers	9	community colleges; college leaders; university programs; economists/researchers
Private/business sector	7	business leaders; business--especially in more purple areas
Faith-based groups	5	faith programs; religious leaders
Labor/professional affinity groups	4	labor leaders; affinity groups of professionals (doctors, lawyers, bankers, etc.)
Philanthropy	4	funders that have successful leadership programs like Rosenberg and Levi Strauss Foundation
Diverse groups in general	4	diversity in race, class, and gender; diverse groups representing region such as ICUC
Youth	3	youth groups--e.g., scouting; YOUTH...., please
K-12 schools and parents	2	Head Start parents (through policy councils), public school parents, organizations involved in parent engagement; principals

23 respondents cited a specific group or organization, as follows:

Multiple mentions:

- Rockwood Institute (5x)
- Levi Strauss/Pioneers in Justice (3x)
- Liberty Hill (3x)
- ABFE (2x)
- Advancement Project (2x)
- CD Tech (2x)
- Community Coalition (2x)
- Durfee Foundation (2x)
- SCOPE (2x)

1 mention:

- Asian Pacific Policy & Planning Council
- Asians Advancing Justice (Stewart Kwoh)
- Barr Foundation
- Center for Philanthropy and Civil Society
- Center for Renewal and Courage
- CHIRLA
- Coro
- Council of Foundations' Career Pathways
- Head Start parents
- ICUC
- Identity-centered leadership organizations including AAPIP, ABFE, EPIP, Funders for LGBTQ Issues, HIP, NAP, WFN
- Independent Sector
- Kresge Foundation (Carolyn Altman Smith)
- Latino Equality Alliance
- Leadership LA
- Leadership So Cal through the Chamber
- Living Cities (Ben Hecht )
- Los Angeles LGBT Center
- MAG's movement leaders cohort
- Mayor's Office
- Measure of America Project
- National Equity Project
- PERE
- PICO - LA Voice
- Portrait of LA County report
- Rosenberg Foundation
- San Diego Grantmakers Social Equity Collaborative Fund steering committee and Leadership Development Project participants
- SCLN
- The Aspen Institute
- Women's Foundation of California Women's Policy Institute



**Exhibit 15. What suggestions do you have about what could be done in this area?**

Theme	Count (n=38)	Representative Quotes
Meaningful community engagement, especially with underrepresented communities	14	<ul style="list-style-type: none"> <li>- Don't forget the people affected. Let their voices be included.</li> <li>- Involvement of individuals and families at the bottom rung of the ladder in order to hear their stories</li> <li>- The community is eager to be engaged...but few organizations that provide services are also developing community leadership and advocates</li> <li>- Curriculum development and resources for leadership in low income communities of color</li> </ul>
Build networks (e.g., through convenings, cohorts, cross-sector work, sharing best practices)	12	<ul style="list-style-type: none"> <li>- Start with listening circles or councils that meet and share stories and issues.</li> <li>- Professional and personal development of cross-sector work.</li> <li>- Various convenings in the poorest areas of the County with community and non-profit leaders, along with some members of philanthropy.</li> <li>- Specialized cohort-based training for network or movement leaders at a local or regional level</li> </ul>
Support the next generation of leaders (e.g., through training, mentorship, coaching)	10	<ul style="list-style-type: none"> <li>- Curriculum development and resources for leadership in low income communities of color</li> <li>- Funding to train, coach, and support grassroots leaders/organizers working in communities of color, especially young people of color.</li> <li>- Work with groups helping develop leadership among end beneficiaries/people with lived experience</li> </ul>
Identify and build on successful models	7	<ul style="list-style-type: none"> <li>- Collective analysis of existing leadership programs with equity lens</li> <li>- Leverage existing programs rather than developing a new one</li> <li>- Do a field scan of leadership development in LA County to learn what is already out there and where the gaps are.</li> </ul>
Other	7	<p><u>Topics included:</u></p> <ul style="list-style-type: none"> <li>- agree on common goals and create metrics (x2)</li> <li>- access across disciplines</li> <li>- policy leadership</li> <li>- help with "building teams of stars"</li> <li>- teach civics in schools</li> <li>- social media campaign</li> </ul>

## Closing/Additional Thoughts

Survey respondents were asked to share any additional thoughts or suggestions about achieving equity.

### Exhibit 16. What other steps could be effective in developing leadership to achieve greater equity in California and the nation?

Theme	Count (n=45)	Representative Quotes
Network and collaborate, including more/regular convenings	10	<ul style="list-style-type: none"> <li>- keep building this community as the equity work requires solidarity and mutual support</li> <li>- building more intentional networks than what we presently have</li> <li>- Funders who are committed to equity...need to make time to build and strengthen their relationships with other funders who are not yet fully committed to advancing an equity agenda.</li> </ul>
Meaningfully engage diverse races, ages, genders	8	<ul style="list-style-type: none"> <li>- intergenerational/interracial relationships to build greater connection between white older Americans and young Americans of color</li> <li>- diversification of leadership of organizations in Los Angeles</li> <li>- diversity should include gender and age considerations</li> </ul>
Education and communications	7	<ul style="list-style-type: none"> <li>- Training for board members and staff on drivers of equity and potential solutions</li> <li>- A communications campaign to elevate the issues of working poverty and the importance of supporting low wage workers</li> </ul>
Invest in leadership development	7	<ul style="list-style-type: none"> <li>- Creating leaders means investing in a process to produce leaders. That process should be intentional and it should be housed in institutions or places where it can flourish.</li> <li>- more internships to surface and build community leadership development</li> <li>- Develop an emerging leaders group of the younger talent coming up through the system and encourage a mentoring/partnership with more seasoned current leaders.</li> </ul>
Policy and advocacy	4	<ul style="list-style-type: none"> <li>- focusing on some key policy priorities and working to change them, including in how it gets implemented</li> <li>- Facilitating training and trips to Sacramento by community leaders so their voices and be heard</li> </ul>
Decide on geographic scope	4	<p>Suggestions included developing local regional councils, focusing just on California, working with national leaders, and learning from other countries.</p>
Identify and support existing leaders	4	<ul style="list-style-type: none"> <li>- Philanthropy needs to learn how to identify and value the leaders already on the ground...Lift up existing leadership before you develop new leaders</li> <li>- I appreciated Darren's call to educate and develop "privileged" leaders to find their voice</li> </ul>
Use data and measurable outcomes	4	<ul style="list-style-type: none"> <li>- Linking leadership development with data utilization to ensure organizational efforts are driving to measurable outcomes.</li> <li>- A scorecard</li> </ul>
Other	2	<ul style="list-style-type: none"> <li>- Operating support of the organic movement forming in response to Trump and his horrible policies.</li> <li>- Take a long view. Be patient.</li> </ul>

**Exhibit 17. Thinking about the convening overall, do you have any additional reactions or suggestions for correcting imbalances across racial, ethnic, and socio-economic lines? (each response given by one person unless otherwise indicated)**

**Feedback on the convening**

- General positive feedback (x4)
- Want more opportunities for interaction among attendees (x4)

**Address specific groups of people**

- Women (x5)
- LGBT
- Disability rights
- Disaggregate within API population (Southeast Asian, Pacific Islander, Muslim, refugees)

**Address specific issues**

- Education (x3)
- Displacement and gentrification
- Environmental justice
- Value of intact family and personal responsibility

**Who to engage**

- Grantees/community organizations (x2)
- Community members (x2)
- Labor movement

**Actions and approaches**

- Have honest conversations (x5)
- Use compelling and personal stories (x2)
- Establish common goals/vision (x2)
- Policies – frame more holistically, fight those that will worsen inequity (x2)
- Provide specific examples of what is working (x2)
- Use concrete data (x2)
- Celebrate models when imbalances are corrected
- Support developing leaders of color
- Regional considerations
- Philanthropists should attend anti-racism training
- Understand opposition more seriously and empathetically
- Use tech community to “create clever ways for people to walk in another's shoes”

One person also asked, “What will be the next steps or follow-up to encourage and/or support funders who may want to steer their foundations towards ‘achieving equity?’”