MᶜKNIGHT FOUNDATION

Organization Information   Request Information   **Demographics and DEI Information**   Authorization   Attachments   Review My Application

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Demographics and DEI Information

[Printer Friendly Version] | [Email Draft]

✳ *Required before final submission*

Tip: To take a break and/or save your work, select "Save & Finish Later." To navigate throughout this application, select the section name at the top of the page or the "Next" button at the top or bottom of the page.

In order to further McKnight Foundation's mission to advance a more just, creative, and abundant future where people and planet thrive, we are committed to addressing racial disparities and inequities within our organization and our communities. Towards this end, we have made an organizational commitment to diversity, equity, and inclusion.

Please provide the information requested below to the best of your ability. We encourage you to use the narrative answer fields below to provide more information about your efforts to advance diversity, equity, and inclusion within your workplace.

BIPOC LEADERSHIP

✳ McKnight currently defines BIPOC-led groups as those for whom *at least four* of the following are true. Please check any of the following criteria that apply to your organization:
Note: We define "senior staff" as staff with decision-making authority or management responsibility with the organization.

☐ 50 percent of senior staff identify as BIPOC

☐ 50 percent of board members identify as BIPOC

☐ Organization has executive director(s)/leader(s) that identify as BIPOC

☐ Group mission explicitly focuses on BIPOC communities and/or racial equity

☐ Project and/or initiative is being led by a majority of BIPOC-group members

☐ Organization is implementing DEI initiatives and navigating organizational transition for greater equity in programming/operations

☐ None of the Above

✳ Based on the above criteria is your organization led by Black, Indigenous, or People of Color (BIPOC)?

[- Select One - ▾]

RACE/ETHNICITY OF BOARD AND SENIOR STAFF

Please provide the following Race/Ethnicity demographic data for your board of directors and senior staff (we define "senior staff" as staff with decision-making authority or management responsibility with the organization). Percentages for each column should total to 100%. If you do not know or decline to answer, please enter 100 under "Unknown/Decline to State." All of these fields are required. A minimum value of 0 needs to be entered in each field in order to submit the application.

	✳ Board %	✳ Senior Staff %
African American/African/Black	[ ]	[ ]
American Indian/Alaskan Native	[ ]	[ ]
Arab American/Middle Eastern/North African	[ ]	[ ]

Asian/Asian American .... ✳ Board % ✳ Senior Staff %

European American/White .... ✳ Board % ✳ Senior Staff %

Hispanic/Latine/Chicano or Chicana .... ✳ Board % ✳ Senior Staff %

Native Hawaiian/Pacific Islander .... ✳ Board % ✳ Senior Staff %

A Race/Ethnicity Not Listed .... ✳ Board % ✳ Senior Staff %

Unknown/Decline to State .... ✳ Board % ✳ Senior Staff %

✳ McKnight recognizes the limitations of the questions and data we are asking for here. Are there additional ways you identify the demographics or your board and/or staff that are important to your work that you would like us to understand? (For example: more nuanced ethnic/racial identities, gender, sexual orientation, disability, etc.)

✳ How is your organization building an inclusive workplace culture? For example: How are you building awareness of difference, practicing inclusion, and/or combatting bias within your workplace? Please include any specific policies or practices that support this.

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