

* Required before final submission

In order to further the McKnight Foundation’s mission to improve the quality of life for present and future generations, it is imperative that we address disparities and inequities within our organization and through our work in communities. Towards this end, we have made an organizational commitment to diversity, equity, and inclusion. We see an ongoing need to gather information and invite a conversation with our applicants and grantees that explores the following questions:

1. Are the organizations that we fund diverse and inclusive relative to their context?
2. Do our grants help to decrease disparities and/or advance equity?
3. What and whom are we missing?

Please assist us by providing the information requested below to the best of your ability. We particularly encourage you to use the narrative boxes to provide more information about your work as it relates to diversity, equity, and inclusion. Working definitions are linked or included below. Click here to read our blog post providing more information about this work.

Organization Information

Does your organization currently collect demographic data for board and/or staff?

* Board * Staff

Please help us better understand the diversity of your organization by providing data for all that apply. Percentages may exceed 100%. If you do not know or decline to answer, please enter 100 under “Unknown or Decline to State” for the relevant area in order to continue. As these are all required fields, a minimum value of 0 needs to be entered in order to continue.

GENDER

Women	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Men	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Transgender	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Gender Non-Conforming/Non-Binary/Gender Queer	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Unknown/Decline to State	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>

SEXUAL ORIENTATION

Lesbian/Gay/Bisexual/Queer	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Heterosexual	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Unknown/Decline to State	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>

RACE/ETHNICITY

African American/African/Black	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
American Indian/Alaskan Native	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Arab American/Middle Eastern/North African	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Asian/Asian American	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
European American/White	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Hispanic/Latinx/Chicano or Chicana	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Native Hawaiian/Pacific Islander	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
A Race/Ethnicity Not Listed	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
More Than One Race/Ethnicity	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Unknown/Decline to State	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>

DISABILITY

Persons with One or More Disabilities	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Persons without Disabilities	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>
Unknown/Decline to State	* Board % <input type="text"/>	* Senior Leadership % <input type="text"/>	* All Staff % <input type="text"/>

* Is there additional information about the diversity of your organization that you would like to share? Please select yes or no.

Yes

If yes, please briefly share it here.

Word count 0 of 500

* Does your organization have an approach to creating an **inclusive** workplace? Please select yes or no.

Yes

If yes, please briefly describe it here.

Word count 0 of 500

REQUEST INFORMATION

Please help us better understand if and how this grant request decreases disparities and/or advances equity. This information will serve as a guide for program officer in follow-up conversations.

* What is the scale of the intended impact of this grant request? (Mark all that apply)

- Select One -

- Select One -

- Select One -

- Select One -

- Select One -

* Does this grant request decrease disparities and/or advance equitable outcomes for an historically marginalized or disinvested racial, cultural, or socioeconomic group(s)?

Yes

If yes, please briefly describe how here.

Word count 0 of 500

* Does this grant request decrease disparities and/or advance equitable outcomes for another defined demographic group? Please select yes or no.

Yes

If yes, please briefly describe how here.

Word count 0 of 500

* Is there other contextual information about this grant request that is important to understand relative to diversity, inclusion, and/or equity? Please select yes or no.

Yes

If yes, please briefly share it here.

Word count 0 of 500

Working Definitions

Glossary of Terms for Gender and Sexual Orientation

Senior Leadership: Staff with decision-making authority or management responsibility within the organization.

African American/African/Black: A person having origins in any of the black racial groups of Africa.

American Indian/Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Arab American/ Middle Eastern/North African: A person having origins in any of the original peoples of the Middle East or North Africa.

Asian or Asian American: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

European American/White: A person having origins in any of the original peoples of Europe.

Hispanic/Latinx/Chicano or Chicana: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.

Native Hawaiian/Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Disability: A person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.