

InDEEP INITIATIVE

Professional Development At-A-Glance

InDEEP supports environmental grantmakers in cultivating opportunities to increase funding for organizations led by people of color and strengthen grantees across the field to create a more diverse and inclusive environmental movement. During the summer of 2018, InDEEP is refreshing its strategy for deeper impact over the next three years.

Since being soft-launched at Environmental Grantmakers Association's 2016 Fall Retreat in Jackson Hole, Wyoming, InDEEP has reached **120 FOUNDATIONS** representing total assets of...

~\$83,258,835,852.

InDEEP is made possible by the investment of foundations committed to advancing diversity, equity, and inclusion in environmental grantmaking. Ten foundations invested, with new supporters slated to come aboard.



Funder affinity groups have also committed time and resources through partnership and participation in InDEEP webinars and in-person events.



To date, **76 FOUNDATIONS HAVE TAKEN PART** in InDEEP professional development offerings. Centered around increasing understanding of racial equity and how it can inform effective grantmaking, these sessions provide strategies and tools for shifting funding patterns to more equitable outcomes; centering communities of color and other impacted communities as leaders of environmental progress; and explicitly framing equitable grantmaking as enmeshed in broader racial, social, economic, and community issues.

Over the past two years, InDEEP optimized its reach and engagement with environmental funders by attracting the participation of over **350 INDIVIDUALS** through:



**IN-PERSON
SESSIONS**



WEBINARS



**A COMMUNITY
OF PRACTICE**



**TAILORED TECHNICAL
ASSISTANCE**

To date, **68 FOUNDATIONS AND FUNDER AFFINITY GROUPS** participated in webinars, including the *How to Get Started* and *Diversifying Your Portfolio* series. These webinars have attracted over **200 INDIVIDUALS** to date.

Diversifying Your Portfolio
FUNDING THROUGH THE LENS OF RACIAL EQUITY AND SOCIAL JUSTICE
MARINE CONSERVATION WEBINAR • OCTOBER 16
 11:00-12:15 PM PT / 2:00-3:15 PM PT

REGISTER TODAY

Join us for the *Diversifying Your Portfolio: Funding Through the Lens of Racial Equity and Social Justice* webinar series, featuring leaders from organizations led by people of color and their program officers, who will put their funding relationship into context. This webinar series is jointly sponsored by:

CGBD, HEALTH ENVIRONMENTAL FUNDERS NETWORK, InDEEP, and others.

The first webinar - to be held October 16 - will feature marine conservation funders and leaders of nonprofit organizations they fund. Participants will hear from senior-level program staff about why and how the work of organizations led by people of color is crucial to impact. Both grantmakers and grantees will share why they are personally vested in the work, how their relationship was initiated, and how their missions align. They will also speak to intended impact and hurdles faced relative to the funding relationship.

SPEAKERS FOR THE MARINE CONSERVATION WEBINAR

 MEG CALDWELL The David and Lucile Packard Foundation	 MEAGHAN CALCARI The Gordon and Betty Moore Foundation	 MARCE GUTIERREZ Alred	 HEATHER LUDEMANN The David and Lucile Packard Foundation	 DALLAS SMITH The Nanorobotics Council of British Columbia
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Diversifying Your Portfolio
FUNDING THROUGH THE LENS OF RACIAL EQUITY AND SOCIAL JUSTICE
CLIMATE CHANGE & ENVIRONMENTAL JUSTICE WEBINAR
 NOVEMBER 13 • 11:00 - 12:30 PM PT / 2:00 - 3:30 PM ET

REGISTER TODAY

Join us for the *Diversifying Your Portfolio: Funding Through the Lens of Racial Equity and Social Justice* webinar series, featuring leaders from organizations led by people of color and their program officers, who will put their funding relationship into context. This webinar series is jointly sponsored by:

Climate and Energy Funders Group, HEALTH ENVIRONMENTAL FUNDERS NETWORK, InDEEP, and others.

The second webinar—to be held November 13—will feature climate and energy funders and leaders of nonprofit organizations they fund. Participants will hear from senior-level program staff about why and how the work of organizations led by people of color is crucial to impact. Both grantmakers and grantees will share why they are personally vested in the work, how their relationship was initiated, and how their missions align. They will also speak to intended impact and hurdles faced relative to the funding relationship.

SPEAKERS FOR THE CLIMATE CHANGE & ENVIRONMENTAL JUSTICE WEBINAR

 JASON MARK Energy Foundation	 GLADYS LIMÓN California Environmental Justice Alliance (CEJA)	 JOSE CAMARÓN Energy Foundation	 DARLENE LOMBOS Commercial Union	 MARIELLA PUERTO Barr Foundation
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In January of 2018, InDEEP launched the Embedding Equity Community of Practice (CoP)—a learning network including management-level foundation professionals working to advance racial equity throughout internal foundation policies, practices, and workplace culture. Five foundations are currently members of the CoP:



What's next for InDEEP?

InDEEP is facilitating a series of meetings, informational sessions, and interviews to design the next three-year phase of InDEEP. To contribute your insights, please contact Keecha Harris at kharris@khandassocaites.com for more information.