

InDEEP

INITIATIVE

INCLUSION, DIVERSITY, AND EQUITY IN ENVIRONMENTAL PHILANTHROPY

What is InDEEP?

Inclusion, Diversity, and Equity in Environmental Philanthropy (InDEEP) is a professional development series that engages a network of foundation staff, including senior leaders, committed to integrating racial equity and social justice throughout their environmental philanthropy. InDEEP supports environmental grantmakers to cultivate opportunities to increase funding for organizations led by people of color, embed a justice and equity lens to their grantmaking, and strengthen the capacities of grantee organizations and leaders across the field to create a more diverse and inclusive environmental movement.

What led to the creation of InDEEP?

Dr. Dorceta Taylor's 2014 report, **"The State of Diversity in Environmental Organizations,"** contextualized the need for the environmental sector to take bold action to diversify board and staff composition. Although people of color currently make up 38% of the US population and will reach 53% by 2050, people of color currently hold less than 16% of jobs in the environmental sector and less than 12% of leadership roles among green groups. InDEEP's founding organizations—including the Schmidt Family Foundation's 11th Hour Project—were inspired by Dr. Taylor's findings to step up to address these disparities.

Dr. Taylor's report is but one of a growing set of initiatives, research, and leadership conferences making the case that environmental philanthropic resources need to be situated in 21st-century realities. Simply put: *it is time to crack the green ceiling.*

Who is involved in InDEEP?

Directed by Dr. Keecha Harris of Keecha Harris and Associates Inc (KHA Inc), InDEEP is convening environmental funders from across the United States. To date, over 130 foundations representing ~\$119 billion in assets have participated in InDEEP's in-person events and webinars. This includes global, national, regional, community, and family foundations. Nearly 400 people have participated across all InDEEP in-person events. InDEEP has partnered with the Climate and Energy Funders Group, Environmental Grantmakers Association, the Health and Environmental Funders Association, and Sustainable Agriculture and Food Systems Funders for its webinar offerings.

The initiative is funded by the S. D. Bechtel, Jr. Foundation, Doris Duke Charitable Foundation, Energy Foundation, William and Flora Hewlett Foundation, Joyce Foundation, Kresge Foundation, McKnight Foundation,

Mertz Gilmore Foundation, Mitsubishi Corporation, David and Lucile Packard Foundation, Schmidt Family Foundation, and Walton Family Foundation.

How does InDEEP connect to other equity efforts in the environmental movement?

Numerous organizations are working to integrate justice and equity in environmental and conservation work and to change the racial and ethnic diversity demographics of the sector, including environmental philanthropy. These include Building Equity and Alignment for Impact (BEA), D5 Coalition, Green 2.0, and the Green Leadership Trust. InDEEP complements these ongoing efforts in the field while cultivating a unique space for funder-to-funder engagement.

What does InDEEP plan to do, and will it reach its goals?

InDEEP's intended outcomes are to instigate a net increase in the amount of grant dollars to and contracting opportunities for organizations led by people of color; support the field as it transitions to greater inclusion among long-standing grantees; and enlist informal and formal commitments from foundation staff to dedicate funds to be allocated to groups led by people of color.

InDEEP will accomplish these goals and optimize its reach and engagement with environmental funders through in-person sessions, webinars, a community of practice, and tailored technical assistance.

What has InDEEP accomplished to date?

Since its official launch in January 2017,

InDEEP professional development offerings have attracted over 68 foundations. Focused on increasing understanding of racial equity and how it can inform effective grantmaking, these sessions have provided 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.

InDEEP webinars, including the How to Get Started, Diversifying Your Portfolio, and Racial Equity in Practice series, have engaged 116 foundations and funder affinity groups and over 280 individuals to date.

In January 2018, InDEEP launched the Embedding Equity Community of Practice (EECoP)—a learning network including management-level foundation professionals working to advance racial equity throughout internal foundation policies, practices, and workplace culture. The S.D. Bechtel, Jr. Foundation, Biodiversity Funders Group, Energy Foundation, Mertz Gilmore Foundation, McKnight Foundation, David and Lucile Packard Foundation, and Walton Family Foundation are currently members of the EECoP.

What's next for InDEEP?

InDEEP is currently refreshing its strategy for deeper impact over the next three years. 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@khandassociates.com.

How can I get involved?

We are still seeking InDEEP investors to support this body of work. To learn more about how you might get involved, please contact Keecha Harris at kharris@khandassociates.com.

