

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. We support 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 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.

The 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 KHA Inc, InDEEP is convening environmental funders from across the United States. To date, 62 foundations representing \$60.2 billion in assets have participated in InDEEP's in person events. This includes global, national, regional, community, and family foundations. There have been nearly 300 people who have participated across all InDEEP in-person events including webinars. 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 Energy Foundation, the William and Flora Hewlett Foundation, the Kresge Foundation, the David and Lucile Packard Foundation, and the Schmidt Family Foundation's 11th Hour Project.

KHA Inc provides coordination and staffing. Angela Park serves as a facilitator for in-person convenings and consultant to the effort.

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.



InDEEP
Convening at
the Hewlett
Foundation—
January 2017



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

InDEEP's intended outcomes are to instigate a net increase in the amount of grant dollars and contracting opportunities to 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 by assessing capacities, limitations, needs, and interests in the field; holding in-person Peer Learning Exchanges; providing technical assistance to co-investing funders; and creating communications tools, including a website, newsletters, and case studies.

What has InDEEP accomplished to date?

Since inception, InDEEP has conducted a series of interviews with interviews

with 33 individuals in 20 environmental funding organizations. These interviews provided data on racial equity and social justice issues in environmental philanthropy and helped shape the first official meeting of InDEEP participants.

InDEEP officially launched in January 2017 with professional development sessions held at The William and Flora Hewlett Foundation in Menlo Park, California. These sessions focused on 'how to get started' with racially equitable and socially just philanthropy and were followed by a series of webinars and collaborative in-person events focused on the same topic. InDEEP's second professional development series was focused on 'shifting the portfolio' and was hosted by The Kresge Foundation.

InDEEP also facilitates an intentional space for People of Color in environmental philanthropy to convene. The goals of this meetings are

to meet the expressed desire among funders of color for a focused space to share their experiences; cultivate open, confidential

sharing of challenges; reinforce institutional linkages; and leverage capacities in service of a more socially just, racially equitable sector.



Where is InDEEP headed?

InDEEP will continue to hold Peer Learning Exchanges. Topics to be addressed include:

- **Building Internal and Collaborative Pathways to Fund Organizations Led by Underrepresented People of Color** (*early-2018*)
- **Identifying and Supporting Underrepresented People of Color and Organizations Led by Them** (*early 2018*)
- **Equity or Impact: Bucking a False Dichotomy** (*early 2019, pending funding*)

Additional InDEEP resources will focus on communications and include a webinar series, website, e-newsletter, and factsheets. Future communications tools may include case studies.

How can I get involved?

Please email Keecha Harris, Director of InDEEP, at kharris@khandassociates.com for more information on upcoming activities and to learn about investor opportunities. We look forward to having you join us on this journey!

