



# DIVERSITY IN PHILANTHROPY

A Comprehensive Bibliography of  
Resources Related to Diversity Within  
the Philanthropic and Nonprofit Sectors

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## INTRODUCTION

The Foundation Center's bibliography on diversity in philanthropy documents the growing concern about this issue in recent years. The phrase "diversity in philanthropy" brings somewhat different things to mind for different people, and the bibliography attempts to capture the range of the substantial literature on this topic. Entries cover the traditions of giving among different racial groups as well as the practices of foundations and nonprofits, theoretical issues and practical how-to guides.

While some of the literature focuses on diversity in general, the majority of the publications focus on one or more of the following: racial and ethnic minorities; women; the lesbian, gay, bisexual, and transgender community; people with disabilities; the economically disadvantaged; and rural communities. In the process of compiling this resource, we have taken note of key findings and themes as well as areas needing further exploration.

Since the concept of diversity originated in reference to racial and ethnic diversity, all four of America's major racial and ethnic groups—African Americans, Hispanic Americans, Asian Americans, and Native Americans—receive significant attention. Since September 11<sup>th</sup>, Arab Americans have begun to receive consideration, but the amount of literature focusing on this community's relation to philanthropy in America is still extremely limited and is worthy of increased attention.

African Americans and Hispanic Americans, on the other hand, have garnered the most attention because of the relative size of their populations. Attempts to measure and evaluate the share of charitable giving targeted to racial and ethnic groups have been of particular interest to the philanthropic field. Researchers have continually argued that these groups do not receive an equitable amount of grant dollars. Much attention has been paid to the traditions of philanthropy and giving habits of these groups. Scholars have also focused on the status of individuals from racial and ethnic minority groups in nonprofits and foundations, minority-led organizations, and effective appeals for fundraising from racial and ethnic minority donors.

Women and philanthropy is another frequently addressed topic in the literature, and the issues addressed are largely the same as those for racial and ethnic groups. Many authors attempt to demonstrate the need for funding women and girls and even more have evaluated the extent to which grantmaking practices are proportionate to the needs of women and girls. Others have examined charitable giving by women and successful appeals to female donors. There is also a sizable amount of information on women in philanthropy including the success and organizational styles of women's funds, women's status in nonprofits and foundations, and the under-representation of women on governing boards. The studies argue that, despite the feminization of philanthropy, women do not receive equal pay to men and must often be more highly qualified than men must be in order to attain leadership positions.

Recent discussion has extended the definition of diversity beyond race, ethnicity and gender, to include lesbians, gay men, bisexuals and the transgendered (LGBT); people with disabilities; the economically disadvantaged; and other populations. With these populations

as well, the two key questions addressed by analyses have been the share of charitable dollars going to these communities and the charitable giving habits of these groups. In the case of the LGBT community, researchers have evaluated the share of grantmakers' dollars going to these populations, but there has been little examination of the giving practices of this community. Relative to the other groups, it also seems that more work could be done exploring issues relating to people with disabilities and the economically disadvantaged.

A great deal of the literature focuses on the internal and external diversity practices of philanthropic institutions. Many scholars contend that neither foundations nor nonprofits are as diverse as they should be. Numerous authors and philanthropic leaders have discussed the necessity and the benefits of greater diversity within philanthropic institutions, yet racial and ethnic minorities continue to hold a disproportionately small number of leadership roles in foundations and nonprofits. Women, in particular, are overrepresented among staff, but underrepresented among the leadership of larger nonprofits.

Some analysts have challenged the assumption that creating a more diverse board and staff will lead to more diverse constituents. In grantmaking, some argue that increased diversity in the staffing of foundations has not led to increased diversity in grantmaking. In the case of foundations, greater diversity in grantmaking seems to occur when the board of trustees and the executive leadership agree upon the need for diversity and encourage the appreciation of diversity by all members of the foundation staff.

In order to improve the philanthropic field's assessment of diversity practices, there is missing information that must be filled in. Although there are many evaluations of foundation grantmaking, there have not been enough attempts to understand why some foundations rank higher or lower than others in terms of grantmaking for diverse populations. Does foundation type, size, or location affect foundation giving practices? Do foundations that give more for science and technology tend to be less diverse grantmakers than foundations that give for human services? To what extent is the variation in diverse grantmaking the result of individual decisions within foundations as opposed to characteristics of foundations and their other giving priorities? This is an area greatly in need of exploration in future research.

The field also lacks a census detailing the characteristics of the nonprofit universe. This lack makes it extremely difficult to assess whether a class of nonprofits is being underserved by foundations. Researchers lack an understanding of how nonprofits explicitly serving minority communities and nonprofits with a majority of staff and leadership positions filled by minorities differ from less diverse nonprofits without a minority focus. In future evaluations of grantmaking to nonprofits, organizational differences in mission and in racial and ethnic composition of staff and leadership could play an important part in observing patterns and assessing how foundation grants are serving minority communities.

We have attempted to be as comprehensive as possible with this bibliography, but, as with any large undertaking, there is the likelihood that we have missed relevant material. The finality of this bibliography is further challenged by the current degree of interest in the issue diversity in philanthropy, which almost guarantees that more literature will soon be published on this subject. This bibliography is, therefore, a work in progress, and we welcome suggestions for any additional publications that you think should be included. We do hope, however, that this compilation of resources will serve as a useful jumping off point for further exploration of this important issue.

## ISSUES IN GRANTMAKING TO DIVERSE COMMUNITIES

**Adamson, Rebecca.** "Indigenous Peoples and Philanthropy: Colonialism by Other Means?" *Alliance* vol. 11 (December 2006) p. 40-1.

**Abstract:** A level of distrust between some foundations and indigenous organizations has emerged over time due to cultural misunderstandings. The author suggests that grantmaking can be more effective when funders employ a holistic approach to philanthropy that provides enough flexibility for indigenous peoples.

**Foundation Center Subject File Number:** 519

**Subject/descriptor:** Foundations–grantmaking–analysis; Fundraising–donor relations; Indigenous peoples; Native Americans

<http://www.allavida.org/alliance/dec06h.html>

**Aguilar, Orson, et al.** *Fairness in Philanthropy Part II: Perspectives From the Field*. Berkeley, CA: Greenlining Institute. 2005. 9 p.

**Abstract:** This study looks at why foundation funding for minority-led nonprofits is so low and how the diversity practices and policies of foundations affect giving priorities. Findings are based on interviews conducted with foundation leaders and nonprofit executives. Respondents identified several barriers to funding for minority-led nonprofits including: the inability to access foundations; the lack of trust between minority-led nonprofits and foundations; and inadequate resources on the part of many minority-led nonprofits to devote to relationship building with foundation staff.

<http://greenlining.org/documents/view/61>

**Ahuja, Sarita; Gupta, Pronita; Petsod, Daranee.** *Arab, Middle Eastern, Muslim and South Asian Communities in the San Francisco Bay Area: An Introduction for Grantmakers*. New York, NY: Grantmakers Concerned With Immigrants and Refugees. 2004. 34 p.

**Abstract:** Identifies issues, needs, and challenges experienced by the Arab and South Asian communities, and includes recommendations for funding.

**Foundation Center Subject File Number:** 150

**Subject/descriptor:** Immigration and emigration; Arab Americans; Foundations–California

[http://www.gcir.org/resources/gcir\\_publications/Bay%20Area%20Scan%20Report1.pdf](http://www.gcir.org/resources/gcir_publications/Bay%20Area%20Scan%20Report1.pdf)

**Arnove, Robert F. (ed.)** *Philanthropy and Cultural Imperialism: The Foundations at Home and Abroad*. Boston, MA: G.K. Hall & Co. 1980. 473 p.

**Abstract:** This collection of fourteen essays based on original research presents a critical analysis of the activities of foundations—principally Carnegie, Rockefeller, and Ford—in the production of culture and the formation of public policy. In Arnove's words, "A central thesis is that foundations like Carnegie, Rockefeller and Ford have a corrosive influence on a democratic society; they represent relatively unregulated and unaccountable concentrations of power and wealth which buy talent, promote causes, and, in effect, establish an agenda of what merits society's attention...They help maintain an economic and political order, international in scope, which benefits the ruling-class interests of philanthropists and philanthropoids—a system which, as the various chapters document, has worked against the interests of minorities, the working class, and Third World peoples." The essays are by Barbara Howe, Sheila Slaughter and Edward Silva, Russell Marks, E. Richard Brown, James Anderson, Edward Berman, Donald Fisher, Peter Seybold, Robert Arnove, Dennis Buss, David Weischadle, Frank Darknell, and Mary Anna Culleton Colwell.

**Foundation Center Call Number:** 407 ARN

**Subject/descriptor:** Foundations–analysis; Foundations–history; International activities; Carnegie Corporation of New York; Carnegie Endowment for International Peace; Ford Foundation

**Carey, Sarah C.; Filer Commission.** "Philanthropy and the Powerless." Vol. 2, Part 2 of Research papers sponsored by the Commission on Private Philanthropy and Public Needs. Washington, DC: U.S. Department of the Treasury. 1977. 56 p.

**Abstract:** Paper commissioned by the Filer Commission to examine the role of philanthropy in regard to "the powerless." The term powerless is defined to include racial and cultural minorities (at certain times and under certain circumstances); individuals who are institutionalized; individuals who have been or are being abused by the state, such as prisoners and victims of official repression; the economically disadvantaged; and individuals who should have access to political participation but whose participation is denied by the corruption or rigidity of the institutions they are trying to affect. Examines philanthropic efforts to change the economic plight of the poor (the Welfare Rights Movement, the movement for economic justice, food and nutrition programs, cooperatives and community development, corporate and rural programs, and minority business and urban

economic development); grants to Mexican-Americans and Indians (including the Mexican American Legal Defense and Education Fund, the National Council of LaRaza, various community development corporations, and efforts to protect tribal land and resources); political participation and the reform of government institutions (voting rights and voter education and school finance reform); church and corporate giving; and the Youth Project. The paper concludes that more resources would be available to the powerless if foundations lived up to their mythological images by being innovative, flexible institutions willing to identify and assume new challenges; if churches were fully committed to implementing their creeds concerning the “down-trodden”; and if corporations were applying their problem analysis and problem-solving skills to socially beneficial goals that reached beyond the provision of jobs, goods, and services. Includes list of recommendations.

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Grantmakers–social issues; Foundations–analysis

**DiMaggio, Paul J.; Institution for Social and Policy Studies; Program on Non-Profit Organizations. *Support for the Arts From Independent Foundations*. New Haven, CT: Institution for Social and Policy Studies, Yale University. 1986. 52 p.**

**Abstract:** While praising the critical role played by independent foundations in supporting the arts, this report also questions the lack of variation, risk, and innovation in their grantmaking. Most foundation dollars go to established traditional institutions, while few grants are made to support access to and participation in the arts for the poor and working poor, or to provide assistance for innovative artists and arts organizations. In addition, few grants support organizations which promote the values of pluralism and diversity through presentation of genres that, like jazz performance and composition or ethnic dance, are associated with specific racial or nationality groups or, like performance art and video art, have emerged out of the hybridization of classic and commercial culture. The autonomy, flexibility, and diversity of independent foundations is constrained by the aesthetic conservatism of reciprocal networks among local foundation trustees, and by the high cost of reliable information and the strategies employed to contain these costs by many of the larger, national foundations.

**Foundation Center Call Number:** 602 INS PRO #105

**Subject/descriptor:** Arts; Foundations

**Disability Funders Network. *Cross-Currents in the Mainstream: Including Disability in Foundation Funding Priorities*. Falls Church, VA: Disability Funders Network. 2004.**

**Abstract:** A brochure that discusses the current limitations of funding for disability and makes the case for greater foundation support to the disability community. Includes examples of grants that benefit the disabled in various ways.

<http://www.disabilityfunders.org/xcurrnts.pdf>

**Durán, Lisa. “The Politics of Philanthropy and Social Change: Challenges for Racial Justice” *Foundations for Social Change: Critical Perspectives on Philanthropy and Popular Movements*, edited by Daniel R. Faber and Debora McCarthy. Lanham, MD: Rowman & Littlefield Publishers, Inc. 2005.**

**Abstract:** Discusses the tendency of foundations to give to politically moderate organizations, making it difficult for “liberal/progressive” grassroots minority organizations seeking social change to get funding. Duran addresses several issues of institutional racism within the field of philanthropy that contribute to persistent inequality and lower levels of funding for minority nonprofits.

**Foundation Center Call Number:** 407 FAB

**Geursen, Gus; Rentschler, Ruth. “Unraveling Cultural Value.” *Journal of Arts Management, Law and Society* vol. 33 (Fall 2003) p. 196-210.**

**Abstract:** In this essay, the authors put forward their estimations about the importance of funding diversity related to different stakeholders. With bibliographical references.

**Foundation Center Subject File Number:** 202

**Subject/descriptor:** Nonprofit organizations–diversity; Arts–finance; Arts–fundraising–analysis; Minorities

**Grantmakers Concerned With Immigrants and Refugees. *Newcomers in America: A Grantmaker's Look at Immigrant and Refugee Issues*. New York, NY: Grantmakers Concerned With Immigrants and Refugees. 1994. 20 p.**

**Abstract:** Gives an overview of the changing nature of U.S. immigration, some needs of newcomers, the philanthropic response, a glossary, and information about Grantmakers Concerned with Immigrants and Refugees.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Foundations–grantmaking; Immigration and emigration; Refugees; Grantmakers Concerned with Immigrants and Refugees

**Grantmakers in Aging. *Exploring Diversity From Multiple Perspectives*. Dayton, OH: Grantmakers in Aging. 2003. 24 p.**

**Abstract:** Presents highlights from the 2002 Grantmakers in Aging annual conference that took place in Long Beach, CA. The report summarizes speeches about the challenges of serving an aging population growing in both size and diversity. Speakers stressed the importance of “cultural competence” to providing quality care to diverse older adults. Discussion of diversity is also extended beyond the issues of race and culture to include women, disabled individuals, the homeless and poor, rural older adults, and lesbian, gay, bisexual, or transgender elders. Provides suggestions for how foundations can increase their diversity and effectiveness in aiding diverse elders.

**Foundation Center Subject File Number:** A 010

**Subject/descriptor:** Grantmakers in Aging; Aging; Conferences

<http://www.gjaging.org/downloads/programs/2002%20GIA%20Conf%20Highlights.pdf>

**Greenlining Institute. *2006 Legislative Hearings on Foundation Giving to Minority-Led Nonprofits*. Berkeley, CA: Greenlining Institute. 2006. 8 p.**

**Abstract:** Members of California’s Latino Legislative Caucus, Legislative Black Caucus, and Asian Pacific Islander Legislative Caucus held a historic joint hearing on April 24, 2006 to discuss diversity in grantmaking and governance in the philanthropic sector.

<http://greenlining.org/documents/view/14>

**National Committee for Responsive Philanthropy. *The State of Philanthropy 2002*. Washington, DC: National Committee for Responsive Philanthropy. 2002. 104 p.**

**Abstract:** A compendium of analyses on the current state of affairs in the field of grantmaking—where the field is now, where it is going and how it can do better. The report addresses a broad array of topics, including philanthropy and public accountability, poverty, race, gender, sexual orientation and gender identity, public policy, social justice advocacy, community foundations, venture philanthropy, foundation payout rate, progressive policy making, workplace giving programs, the aftermath of Sept. 11 and youth organizing.

**Foundation Center Call Number:** 407 NAT STA

**Subject/descriptor:** Philanthropy—analysis; Philanthropy—trends

**National Committee for Responsive Philanthropy. *The State of Philanthropy 2004*. Washington, DC: National Committee for Responsive Philanthropy. 2004. xiv, 132 p.**

**Abstract:** A compilation of essays that examines how well philanthropy is addressing the needs of our nation and papers that provide policy recommendations for the future of philanthropy. Topics covered include diversity, Latino philanthropy, women’s funds, volunteerism, rural philanthropy, environmental funding, small foundations, accountability, health funding, perpetuity, and other timely issues.

**Foundation Center Call Number:** 407 NAT STA 2004

**Subject/descriptor:** Philanthropy—analysis; Philanthropy—trends

**National Committee for Responsive Philanthropy. *The State of Philanthropy 2006: Creating Dialogue for Tomorrow’s Movements*. Washington, DC: National Committee for Responsive Philanthropy. 2006.**

**Abstract:** Examines current trends in philanthropy through analyses by leading experts. Topics covered include federal policies, donor-advised funds, women’s funds, disaster relief, environmental justice, the New York Foundation, and other timely issues.

**Foundation Center Call Number:** 407 NAT STA 2006

**Subject/descriptor:** Philanthropy—analysis; Philanthropy—trends

**The Race & Equity in Philanthropy Group. *Profiles in Foundation Giving to Communities of Color*. New York, NY: Marga, Inc. 2007. 34 p.**

**Abstract:** Discusses the difficulty of accurately assessing foundation giving to communities of color using the experiences of the five foundations involved in the Race & Equity in Philanthropy Group—the Annie E. Casey Foundation, San Francisco Foundation, Evelyn and Walter Haas, Jr. Fund, Kellogg Foundation, and California endowment. The report outlines strategies used by four of the five foundations to reach communities of color and to measure grants going to communities of color. The report also provides industry-wide recommendations for measuring and increasing foundation support to communities of color.

[http://www.margainc.com/documents/Race\\_and\\_Equity\\_in\\_Philanthropy\\_COF\\_2007.pdf](http://www.margainc.com/documents/Race_and_Equity_in_Philanthropy_COF_2007.pdf)

Skerry, Peter. "What Grantmakers Should Know About Hispanics." *Philanthropy* vol. 13 (September-October 1989) p. 8-9.

**Abstract:** Skerry writes that grantmakers are incorrectly viewing Hispanics as a racial minority suffering from discrimination, thus leading to misguided funding strategies. The word "Hispanic" has become a catch-all category for various groups, including Cuban Americans who enjoy moderate economic well-being and for the most part view themselves as being white. He advises grantmakers to exercise caution to ensure that funded groups are truly representative of those they claim to represent. Philanthropists might also wish to return to supporting social services as opposed to advocacy. While advocacy is not unnecessary, Skerry claims that the espousal of the racial minority view has put too much emphasis on efforts to overcome presumed discrimination against all Hispanics. He advises that grantmakers be concerned with funding services that help Hispanics learn English and gain citizenship (especially applicable to immigrants from Mexico). Skerry also points out the challenge presented by the close-knit Mexican-American families, which do not put much emphasis on school attendance. By discounting the racial minority view of Hispanics as a single bloc, Skerry feels that grantmakers will be better able to address the distinct needs of various Hispanic subgroups.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Hispanics; Foundations–grantmaking–analysis

## ORGANIZATIONAL DIVERSITY

### Staff Diversity

Arca, Philip. "Why Diversity?" *Advancing Philanthropy* vol. 2 (Winter 1994) p. 11-3.

**Abstract:** Argues that organizations that practice diversity have certain advantages over those that do not. Makes practical suggestions for addressing diversity issues.

**Subject/descriptor:** Philanthropy–diversity; Nonprofit organizations—management

Bartlett, Catalina Vallejos. "Beyond Numbers and Compliance: Valuing Cultural Diversity in National Nonprofit Capacity-Building Organizations." *ENHANCE: The Newsletter of the Alliance for Nonprofit Management* vol. 1 (16 December 2003) p. 1-10.

**Abstract:** According to Bartlett's report for the 2003 inaugural Alliance member newsletter ENHANCE, even as most organizations avoid overt discrimination and claim to value diversity, a further look at flagship organizations in the nonprofit sector shows that they do more than minimally comply with employment laws and social pressures to be respectful of diversity. For the six representatives interviewed for this article, including four executive directors, issues of cultural diversity definitely transcend legal compliance in Washington, DC-based national nonprofit infrastructure organizations. This account documents "a blend of formal and informal policies and practices that help shape the organizational culture at staff, board and program levels," and the "values, as well as complex challenges, which have driven ongoing efforts to create and sustain a diverse workforce and inclusive organizational culture."

[http://www.allianceonline.org/Content/Document/beyond\\_number\\_and\\_compliance.dox/file?agree=I+Agree](http://www.allianceonline.org/Content/Document/beyond_number_and_compliance.dox/file?agree=I+Agree)

Bartolini, William F. "Using a Communication Perspective to Manage Diversity in the Development Office." *New Directions for Philanthropic Fundraising* vol. 34 (Winter 2001) p. 47-75.

**Abstract:** This article explores what it means to "manage diversity" in the fundraising field. Most concur about the value of people of different backgrounds working together effectively as a team, but in reality, conflicts could arise. Bartolini outlines the benefits to diversity, and then elucidates on a theory of mindful communication, discussed in specific steps. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–diversity; Fundraising–administration; Nonprofit organizations–communications

Bell, Jeanne; Moyers, Richard; Wolfred, Timothy. *Daring to Lead 2006: A National Study of Nonprofit Executive Leadership*. San Francisco, CA: CompassPoint Nonprofit Services. 2006. 36 p.

**Abstract:** This national study conducted by CompassPoint and the Meyer Foundation is a follow-up to the 2001 publication of the same title and is expanded to include survey results from nearly 2,000 nonprofit executive directors. The study elicited their attitudes and concerns regarding their careers and the sector overall. Part of the study addresses the race and ethnicity of nonprofit executives, finding that 82 percent of nonprofit executives are white and that this figure appears to be the same amongst emerging nonprofit leaders as well.

Breaks down nonprofit executive ethnicity findings by region, age, and racial group. Also recommends that create more ethnically and racially diverse nonprofit boards will leader to more diverse executive leadership.

**Foundation Center Call Number:** 602 PET DAR 2006

**Subject/descriptor:** Nonprofit organizations–administration; Nonprofit organizations–management; Nonprofit organizations–employment; Nonprofit organizations–statistics

[http://www.compasspoint.org/assets/194\\_daringlead06final.pdf](http://www.compasspoint.org/assets/194_daringlead06final.pdf)

**Billitteri, Thomas J.; Blum, Debra E.; Lipman, Harvy; Marchetti, Domenica; Moore, Jennifer; Sommerfeld, Meg; Williams, Grant; Voelz, Martha.** “Top Leaders See Fatter Paychecks.” *Chronicle of Philanthropy* vol. 11 (23 September 1999) p. 1, 35-49.

**Abstract:** Describes the findings of the Chronicle's eighth annual compensation survey. The survey also examines the gender, race, and ethnicity of the leaders of America's largest nonprofits. Charts provide data on the compensation of top officials at selected foundations and nonprofits; employees who earned more than their organization's chief executive; chief executives who received \$100,000 or more in fringe benefits; chief executives whose pay increased by 20 percent or more; and the average salaries at New York nonprofits in 1998.

**Boyers, Karla.** “Thinking About Diversity: Five Association Executives Discuss the Value of Difference.” *Association Management* vol. 47 (June 1995) p. 42-5, 47, 68.

**Abstract:** The author held a panel discussion with five association executives about their views on cultural diversity in their organizations. The executives believed that diversity issues should be part of day-to-day operations and that addressing these issues will be a benefit rather than a handicap.

**Foundation Center Subject File Number:** 690

**Subject/descriptor:** Nonprofit organizations–management; Minorities

**Brown, William A.** “Inclusive Governance Practices in Nonprofit Organizations and Implications for Practice.” *Nonprofit Management & Leadership* vol. 12 (Summer 2002) p. 369-85.

**Abstract:** Brown surveyed 56 executive directors and 43 board members in order to study the prevalence of the practices of inclusive governance, which he defines here as systematic attention to all interested constituents. Results and analysis are given. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–administration; Nonprofit organizations–diversity; Nonprofit organizations–surveys

**Burbridge, Lynn C.** *Status of African Americans in Grantmaking Institutions.* Indianapolis, IN: Indiana University Center on Philanthropy. 1995. vi, 72 p.

**Abstract:** This study, contracted by the Association of Black Foundation Executives (ABFE), is based on selected data from responses to the Council on Foundations' 1992 Management Survey as well as a 1993 ABFE survey of black foundation employees. Numerous tables are presented that show type of foundation represented, length of employment, distribution of race among occupations within foundations, and more. Also includes information about black board members of foundations. Concludes with recommendations and a sample of the ABFE survey form.

**Foundation Center Call Number:** 401 BUR

**Subject/descriptor:** Blacks; Foundations–employment; Association of Black Foundation Executives

**Burbridge, Lynn C.; Diaz, William A.; Odendahl, Teresa; Shaw, Aileen.** *The Meaning and Impact of Board and Staff Diversity in the Philanthropic Field: Findings From a National Study.* San Francisco, CA: Joint Affinity Groups. 2002. xvi, 144 p.

**Abstract:** This report presents the results of research on the practices of more than 600 grantmakers, as well as the authors' conclusions and recommendations. Some of the data given covers gender, race and ethnicity, disability, and sexual orientation for independent and community foundations, grantmaking public charities, and corporate givers. Several case studies are included (Jessie Smith Noyes Foundation, Rockefeller Foundation, California Wellness Foundation, Saint Paul Foundation, Boston Women's Fund, and Wells Fargo Foundation). Foreword by Emmett D. Carson.

**Foundation Center Call Number:** 401 JAG

**Subject/descriptor:** Foundations–diversity; Foundations–employment; Nonprofit organizations–diversity; Foundations–statistics; Philanthropy–research; Foundations–case studies

[http://www.jointaffinitygroups.org/downloads/JAG\\_Research\\_Report.pdf](http://www.jointaffinitygroups.org/downloads/JAG_Research_Report.pdf)

**Cappek, Mary Ellen S.; Mead, Molly. *Effective Philanthropy: Organizational Success Through Deep Diversity and Gender Equality*. Cambridge, MA: MIT Press. 2006. xxx, 387 p.**

**Abstract:** The authors define effective philanthropy as “philanthropy that has impact.” They provide benchmarks that they claim can be adopted by other types of organizations, and introduce the term “deep diversity,” that is, diversity related to many characteristics, not solely gender. The book provides case studies of foundations that have successfully incorporated diversity precepts into their organizational cultures: Otto Bremer Foundation, California Wellness Foundation, Hyams Foundation, Jessie Smith Noyes Foundation, Philadelphia Foundation, and Public Welfare Foundation. With bibliographical references and index.

**Foundation Center Call Number:** 409 CAP

**Subject/descriptor:** Philanthropy–diversity; Foundations–diversity; Foundations–management; Foundations–case studies; Bremer Foundation, Otto; California Wellness Foundation; Hyams Foundation; Noyes Foundation, Jessie Smith; Philadelphia Foundation; Public Welfare Foundation <http://effectivephilanthropybook.org/>

**Carson, Emmett D. “Diversity and Equity Among Foundation Grantmakers.” *Nonprofit Management & Leadership* vol. 4 (Spring 1994) p. 331-44.**

**Abstract:** Uses data from the Council on Foundations to raise questions about whether grantmakers receive equal pay regardless of race, and whether minority grantmakers disproportionately work on issues related to their population group. An earlier version was disseminated by the Association of Black Foundation Executives.

**Subject/descriptor:** Foundations–diversity; Philanthropy–diversity

**Council on Foundations. *Inclusive Practices in Philanthropy: Report and Commentary of the Council on Foundations Task Force on Inclusiveness and Staff*. Washington, DC: Council on Foundations. 1993. iii, 16 p.**

**Abstract:** Asks philanthropic organizations to consider how they can foster inclusiveness in society by promoting equity, mutual respect, opportunity, and access in governance, hiring, use of assets, communication with the public, and grantmaking. Identifies four objectives: to develop a statement linking diversity efforts to program effectiveness and public perception; to develop “how-to” materials for grantmakers; to develop information about diversity efforts and consultants; and to increase access for minority philanthropic initiatives to act as partners with the grantmaking community. With recommendations for the future.

**Foundation Center Subject File Number:** 3

**Subject/descriptor:** Foundations–administration; Philanthropy–diversity

**Delgado, Louis T., Lucía E. Orellana-Damacela, Matthew J. Zaroni. *Chicago Philanthropy: A Profile of the Grantmaking Profession*. Chicago, IL: Loyola University Chicago. 2001. 47 p.**

**Abstract:** The results of a study surveying foundation employees in the Chicago area. Among other results, the study finds inadequate representation of people of color on foundation staff and discrepancy in salaries between minority and Caucasian foundation employees. Also finds that career advancement to executive leadership positions is particularly challenging for people of color. Provides recommendations for making improvements.

[www.luc.edu/philanthropy/research/grantmake/philanthro.pdf](http://www.luc.edu/philanthropy/research/grantmake/philanthro.pdf)

**Expanding Non-Profit Inclusiveness Initiative. *Inside Inclusiveness: Race, Ethnicity and Non-Profit Organizations*. Denver, CO: The Denver Foundation. 2003. 22p.**

**Abstract:** This report includes a survey of nonprofit organizations in Metro Denver with budgets of more than \$500,000 to determine the extent to which people of color are currently represented on nonprofit boards and staffs. The report also includes a list of best practices from organizations that are highly inclusive of people of color and identifies barriers that prevent nonprofit organizations from becoming highly inclusive.

<http://www.katherinepease.com/InsFull.pdf>

**“Finding Common Cause: Building Multitalented Teams.” *Advancing Philanthropy* vol. 8 (November-December 2000) p. 14-8, 42-3.**

**Abstract:** Discusses the importance of diversity efforts for the fundraising office—both within the organization and in approaches with donors.

**Subject/descriptor:** Nonprofit organizations–diversity; Fundraising–employment

**Joint Affinity Groups. *Diversity Practices in Foundations: Findings From a National Study*. Joint Affinity Groups. 2001. 27 p.**

**Abstract:** Presents the findings of a study of formalized philanthropy that shows that minorities are under-represented in foundations today. More than 500 survey questionnaires were collected in 1999-2000, and

subsequent data is given. The authors provide recommendations for changing the culture of foundations to enhance diversity.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Foundations–diversity; Minorities

**Greene, Stephen G.; Hall, Holly; Stehle, Vince. “The Nonprofit World's Diversity Dilemma.” *Chronicle of Philanthropy* vol. 6 (20 September 1994) p. 1, 26-9.**

**Abstract:** Describes some of the issues relating to efforts to bring a greater minority presence to the leadership of American nonprofit institutions. Gives statistics on racial and ethnic compositions of nonprofit and foundation boards and staff. Polls board and staff members on the effects of greater ethnic diversity. Side articles detail how problems may point to solutions, charges of racial bias at several foundations, and the controversy over diversity at the Gay and Lesbian Alliance Against Defamation.

**Subject/descriptor:** Philanthropy–diversity; Foundations–employment; Nonprofit organizations–employment; Nonprofit organizations–personnel management

**Hesselbein, Frances (ed.); Goldsmith, Marshall (ed.).*The Leader of the Future 2: Visions, Strategies, and Practices for the Next Era.* San Francisco, CA: Jossey-Bass Publishers. 2006. xviii, 318 p.**

**Abstract:** The follow-up to the 1986 publication of the same title contains essays to guide and inspire business and nonprofit leaders. Covers key challenges, diversity issues, ethical concerns, and other topics. Indexed.

**Foundation Center Call Number:** 600 HES 2006

**Subject/descriptor:** Nonprofit organizations–administration

**Kasper, Gabriel; Ramos, Henry A. J.; Walker, Constance J. “Making the Case for Diversity in Philanthropy.” *Foundation News & Commentary* vol. 45 (November-December 2004) p. 26-35.**

**Abstract:** Discusses the benefits of embracing diversity in foundations and nonprofits and outlines the ways in which diversity can enhance the effectiveness of philanthropic organizations. Includes an example of a foundation of a foundation integrating inclusive practices into its makeup and operations and the beneficial outcomes. The article is followed up by strategies and actions that philanthropic organizations can implement to increase their diversity.

**Subject/descriptor:** Foundations–diversity

<http://www.foundationnews.org/CME/article.cfm?ID=3054>

**Lindsey Jr., Handy L. “Philanthropy’s Record on Diversity and Inclusiveness: An Inconvenient Truth.” *State of Philanthropy 2004.* Washington, DC: National Committee for Responsible Philanthropy. 2004. p. 3 -9.**

**Abstract:** In a speech given before the Association of Black Executives, Lindsey differentiates between diversity—presence and numbers of a wide array of people—and inclusiveness—equal power and value given to diverse voices—in philanthropic organizations. Lindsey admits that there has been progress, but points out that there is much to be done to create equal representation and inclusivity to philanthropic organizations.

**Foundation Center Call Number:** 407 NAT STA 2004

**Minnesota Council on Foundations. *Working towards Diversity III: A Progress Report on Strategies for Inclusiveness Among Minnesota Grantmakers.* Minneapolis, MN: Minnesota Council on Foundations. 2005. 45 p.**

**Abstract:** Reports the results of a five-year benchmark study looking at diversity and inclusive practices among Minnesota foundations and corporate giving programs. The study finds that Minnesota foundations seem to be making a greater commitment to diversity and engaging in more discourse about diversity than they had previously, but also finds that there is still much work to do. Provides several recommendations for grantmakers to increase their inclusiveness.

**Foundation Center Call Number:** 414 MIN

**Subject/descriptor:** Foundations–Minnesota; Foundations–diversity

<http://www.mcf.org/MCF/resource/WorkingTowardsDiversity3.pdf>

**Peters, Jeanne; Wolfred, Timothy. *Daring to Lead: Nonprofit Executive Directors and Their Work Experience.* San Francisco, CA: CompassPoint Nonprofit Services. 2001. 45 p.**

**Abstract:** In this national study more than 1,000 nonprofit executive directors were surveyed to elicit their attitudes and concerns regarding their careers and the sector overall. Demographic characteristics of the group are given, including salaries; also discussed are typical career paths, tenure, and job satisfaction; and training and support available to executive directors. The demographic characteristics reveal that nonprofit executives are overwhelmingly white—75 percent in the sample. Breaks down the race and ethnicity of

nonprofit executive leaders by racial/ethnic category and by city. The report also suggests that foundations can empower communities of color and create prospective future nonprofit leaders of color by supporting capacity building efforts at nonprofits currently led by persons of color.

**Foundation Center Call Number:** 602 PET DAR

**Subject/descriptor:** Nonprofit organizations–administration; Nonprofit organizations–management; Nonprofit organizations–employment; Nonprofit organizations–statistics

[http://www.compasspoint.org/assets/5\\_daring.pdf](http://www.compasspoint.org/assets/5_daring.pdf)

**Sidberry, Tyra B. "Building Diversity in Organizations." *Nonprofit Quarterly* vol. 9 (Summer 2002) p. 28-33.**

**Abstract:** Provides tips and approaches for diversity efforts at nonprofits, explaining potential problems to look for.

**Subject/descriptor:** Nonprofit organizations–management; Nonprofit organizations–diversity

**Siska, Darlene M. "Foundation Programs Aim to Increase Diversity Among Grant-Making Staffs." *Chronicle of Philanthropy* vol. 14 (25 July 2002).**

**Abstract:** Discusses research findings about the underrepresentation of minorities amongst foundation staff and internship and fellowship programs that have been adopted by some foundations to bring more minorities into the field.

<http://philanthropy.com/jobs/2002/07/25/20020808-189027.htm>

**Siska, Darlene. "Getting to Know You." *Foundation News & Commentary* vol. 41 (January-February 2000) p. 27.**

**Abstract:** Profiles the work of the San Francisco Foundation's Multicultural Fellowship Program, and the New York Women's Foundation's Finberg Internship program, both of which seek to increase diversity in philanthropic organizations.

**Subject/descriptor:** San Francisco Foundation; New York Women's Foundation; Carnegie Corporation of New York; Foundations–diversity; Nonprofit organizations–diversity

**Soutar, Sammi. "Beyond the Rainbow: Infusing Your Organization With Diversity Know-How." *Association Management* vol. 56 (April 2004) p. 26-31, 33.**

**Abstract:** Makes the case for diversity as an important part of successful organizations and provides guidelines to help organizations develop an effective and comprehensive diversity program. Stresses the importance of continued commitment to diversity goals.

**Foundation Center Subject File Number:** 640

**Subject/descriptor:** Nonprofit organizations–diversity; Minorities; Nonprofit organizations–management

<http://www.allbusiness.com/marketing/market-research/138484-8.html>

**Spann, Jeri; Springer, Cecile; Council on Foundations. *The Value of Difference: Enhancing Philanthropy Through Inclusiveness in Governance, Staffing and Grantmaking*. Washington, DC: Council on Foundations. 1993. 56 p.**

**Abstract:** Presents examples of inclusiveness to illustrate a range of responses to different challenges, from broadening the governance process to altering staff profile and redefining grantmaking practices. Explores definitions of inclusiveness, and sets forth generally applicable principles and exemplary practices in the form of feature stories. Summarizes interviews conducted with over 200 board and staff members from foundations and corporate giving programs, affinity groups, regional associations of grantmakers, grantees, consultants and other participants in and observers of philanthropy. Indexed.

**Foundation Center Call Number:** 510 SPA

**Subject/descriptor:** Foundations–administration; Foundations–employment; Foundations–grantmaking

**Center for Nonprofit Management of the Graduate School of Business. *Dialogue on Diversity (Part 1)*. St.**

**Thomas, VI: Center for Nonprofit Management, University of St. Thomas. 1995. 20 p.**

**Abstract:** Looks at diversity in nonprofit organizations, examining the motives and values associated with an organization's pursuit of diversity. Provides definitions of diversity, bigotry, leadership, power and affirmative action, and outlines strategies and guidelines for diversity initiatives.

**Foundation Center Subject File Number:** 630

**Subject/descriptor:** Minorities

**Wagner, Lilya; Ryan, J. Patrick. "Achieving Diversity among Fundraising Professionals." *New Directions for Philanthropic Fundraising* vol. 43 (Spring 2004) p. 63-70.**

**Abstract:** Stating that the field has not achieved levels of diversity that others have, the authors explore some reasons why this might be so. With bibliographical references.

**Subject/descriptor:** Nonprofit organizations–diversity; Fundraising–employment; Minorities

**Winters, Mary Frances. *Include Me! Making the Case for Inclusiveness for Private and Family Foundations*. Washington, DC: Council on Foundations. 1996. 19 p.**

**Abstract:** The author discusses philanthropy's failure to live up to its goals of diversity within organizations despite diverse grantmaking practices. Winters reviews figures for staff and board composition and discusses why inclusivity within organizations is crucial in the face of changing demographic, socioeconomic, and political shifts. Winters also elucidates the benefits of inclusivity for organizations.

**Foundation Center Subject File Number:** 550

<http://www.cof.org/learn/content.cfm?ItemNumber=1304&navItemNumber=2130>

## Foundation Board Diversity

**Asimov, Nanette; Women and Foundations/Corporate Philanthropy. "White Males Dominate Foundation Boards: Watchdog Group Surveyed 75 Boards Across U.S., 5 in Bay Area." *San Francisco Chronicle* (25 June 1990)**

**Abstract:** Reports on the Women and Foundations/Corporate Philanthropy study of seventy-five foundation boards. The study found that eighty percent of the 642 trustees were men, five percent were minority women, ten percent were black, three percent were Latino, less than one percent were Asian or Indian, and at least forty percent of the foundations had no minorities on their boards. The rationale behind diversifying foundation boards is to make them more responsive to the communities they serve. One solution offered by some trustees is to increase the number of trustees on the board.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Board members; Foundations—analysis; Foundations—administration; Women; Minorities

**Bryson, Ellen; Parsons, Steve. *What Foundation Boards are Saying About Diversity*. Washington, DC: Council on Foundations. 2003. 13 p.**

**Abstract:** Report of a discussion sponsored by the Council on Foundations that asked foundation board members about their experiences as minority board members. The group represented diversity in ethnicity, foundation size and type, geographic location, age, gender and sexual orientation, and socioeconomic status. The discussion ends with recommendations for board members.

**Foundation Center Subject File Number:** 513

**Subject/descriptor:** Foundations—diversity; Foundations—administration; Board members; Minorities

**The Center for Effective Philanthropy. "Race in the Boardroom," In *Assessment to Action: Creating Change: A Report on a Gathering of Foundation CEOs, Trustees, and Senior Executives*. Cambridge, MA: The Center for Effective Philanthropy. 2007. p. 24-26.**

**Abstract:** A summary of the key themes that emerged during the session on the dynamics of race in foundation boardrooms at the Assessment to Action: Creating Change conference hosted in March 2007 by the Center for Effective Philanthropy and the Donors Forum of Chicago. Participants at the conference included more than 225 foundation CEOs, trustees, and senior executives who gathered in Chicago to discuss a wide range of important issues: the role of strategy and performance assessment, board functioning and the dynamics of race in the boardroom, and the challenge of inspiring – and leading – change. The "Race in the Boardroom" summary also offers eight suggestions for diversifying foundation boards.

[http://www.effectivephilanthropy.org/images/pdfs/CEP\\_Assessment\\_to\\_Action\\_Conference\\_Pub\\_2007.pdf](http://www.effectivephilanthropy.org/images/pdfs/CEP_Assessment_to_Action_Conference_Pub_2007.pdf)

**Teltsch, Kathleen; Joseph, James A.; Council on Foundations. "At Foundations, the Voice of Women and Minorities Remains Faint." *New York Times* (7 April 1990)**

**Abstract:** Examines the issue of racial, ethnic and sexual diversity among the boards of American foundations. Women and Foundations/Corporate Philanthropy's survey of seventy-five leading foundations shows that eighty percent of the trustees are men and that only fourteen percent of the 725 board positions are held by people who are black, Asian, Hispanic or American Indian. While other minorities remain underrepresented, a number of blacks have achieved prominent leadership positions in philanthropy during the 1970s and early 1980s. While some groups encourage minorities to create their own foundations, others see creating trusts within a community foundation as a more practical alternative. This will allow for independent giving but reduce housekeeping costs. The Council on Foundations' Pluralism in Philanthropy committee has identified many little-known philanthropies, including 103 foundations established by Chinese-Americans. Chinese philanthropy has grown without notice due to their belief that giving should be a private matter.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Board members; Foundations—administration; Women; Minorities

**Women and Foundations/Corporate Philanthropy. *Far From Done: The Challenge of Diversifying Philanthropic Leadership*. New York, NY: Women and Foundations/Corporate Philanthropy. 1990. 25 p.**

**Abstract:** Part of a long-term effort by Women and Foundations/Corporate Foundations to encourage diversity within philanthropy, this report examines the diversity of foundation board composition by race and gender. A survey was sent to the top twenty-five foundations by asset size in three categories: corporate, community, and private. Sixty-six of the seventy-five foundations agreed to participate; information for the nine declining foundations was taken from secondary sources. This survey finds that twenty-three (or thirty-one percent) of the seventy-five foundations have no women trustees, and that thirty (or forty-five percent) of the sixty-six responding foundations indicated having no people of color on their boards. Women of color, at five percent of all trustees in the group, are the least represented. Men of color are only eight percent of total board members in the study. At the twenty-five private foundations (with combined assets of \$29.5 billion and grantmaking of \$1.3 billion), there is only nineteen percent participation by women and a thirteen percent representation of people of color. Of the twenty-five corporate foundations (total assets for this group is over \$1.3 billion, with over \$211 million in combined grantmaking), sixteen have no women, and fifteen of twenty-one have no people of color on their boards. Women constitute nine percent of board members in this group (women of color: three percent), and people of color ten percent. All but one of the major community foundations have women trustees, while four community foundation boards lack people of color. Report includes an interview with Jean Fairfax (Chair of the Advisory Committee to the Council on Foundation's Pluralism in Philanthropy Project) about diversifying foundation boards, a discussion of the token representation of women on foundation boards, an article on reactions to the survey data on foundation board composition, and case studies on diversifying foundation boards.

**Foundation Center Call Number:** 513 WAF

**Subject/descriptor:** Foundations—analysis; Foundations—administration; Board members; Women; Minorities

**Women & Philanthropy. *Trustee Connection: The Middle Tier*. Washington, DC: Women & Philanthropy. 2000?. 20 p.**

**Abstract:** Data was collected from a survey of corporate, community, and independent foundations to determine the diversity—as well as disabilities and sexual preference—among their board members. Compilation of data was followed-up with trustee interviews. Results are presented in tabular and narrative form.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Foundations—diversity; Foundations—administration; Board members; Women

## Nonprofit Board Diversity

**Carver, John; Carver, Miriam Mayhew. *Making Diversity Meaningful in the Boardroom*. 1st ed. San Francisco, CA: Jossey-Bass Publishers. 1997. 22 p.**

**Abstract:** The authors advocate diverse boards because the board has an obligation to reflect the diversity of the population that it serves. The authors discourage tokenism and discuss the types of diversity that boards should pursue.

**Foundation Center Subject File Number:** 610

**Subject/descriptor:** Board members; Trustees; Nonprofit organizations—administration; Minorities

**Chandler, Linda C. “Beyond Political Correctness: Discover the Benefits of Board Diversity.” *Association Management* vol. 57 (January 2005) p. 29-30, 32.**

**Abstract:** This article gives examples of how various associations and nonprofit organizations have benefited from board diversity and also stresses that true diversity extends beyond race and ethnicity to include age, gender, experience, and geography.

**Foundation Center Subject File Number:** 610

**Subject/descriptor:** Nonprofit organizations—administration; Nonprofit organizations—diversity; Board members; Nonprofit organizations—association

<http://www.allbusiness.com/specialty-businesses/non-profit-businesses/323816-1.html>

**Daley, John Michael. “An Action Guide for Nonprofit Board Diversity.” *Journal of Community Practice* vol. 10(issue 1) p. 33-54.**

**Abstract:** Involvement on nonprofit organization boards provides a powerful opportunity to engage emerging leaders of historically marginalized groups in community life. Yet, many nonprofit boards reflect limited social diversity and board leaders are surprisingly passive and unreflective about diversity issues. This article outlines

a planned process that community practitioners, agency administrators and board leaders can use to enhance board social diversity

**DiConsiglio, John. "The Diversity Dilemma." *Board Member* vol. 12 (October-November 2003) p. 4-5.**

**Abstract:** Summarizes findings about the unrepresentative composition of nonprofit boards and discusses why nonprofits are having a difficult time embracing diversity despite their best attempts. The article also provides some guidance for nonprofits.

**Foundation Center Subject File Number:** 610

**Subject/descriptor:** Nonprofit organizations–diversity; Nonprofit organizations–administration; Board members

**Ebanks, Jacqueline M. "Building Board Diversity." *Board Member* vol. 12 (January 2003) p. 10-1.**

**Abstract:** The author, senior director of the management assistance program at United Way of New York City, outlines the key components to creating a culture of diversity within a nonprofit. She points out that diversity of board composition is reflected through age, gender, socioeconomic status, sexual orientation, physical abilities, religion and skill set, not just through race.

**Foundation Center Subject File Number:** 610

**Subject/descriptor:** Board members; Nonprofit organizations–diversity

**Fletcher, Kathleen. *Building Board Diversity: A Case Study of the Western Affiliates of Planned Parenthood Federation of America*. Queenstown, MD: The Aspen Institute. 1997. 37 p.**

**Abstract:** The author uses a case study of the Western Region affiliates of the Planned Parenthood Federation of America to examine the issue of cultural diversity on nonprofit boards. The report includes several factors related to building and maintaining board diversity and finds that the key ingredient to success in board diversity is the commitment and attention of the organizational leadership.

[http://www.nonprofitresearch.org/usr\\_doc/15872.pdf](http://www.nonprofitresearch.org/usr_doc/15872.pdf)

**Gardyn, Rebecca. "Building Board Diversity." *Chronicle of Philanthropy* vol. 16 (11 December 2003) p. 25-6.**

**Abstract:** Discusses the importance of board diversity and provides tips for recruiting members with a wide range of backgrounds and experiences.

**Subject/descriptor:** Nonprofit organizations–administration; Nonprofit organizations–diversity; Board members

**Gitin, Maria. "Beyond Representation: Building Diverse Board Leadership Teams." *New Directions for Philanthropic Fundraising* vol. 34 (Winter 2001) p. 77-100.**

**Abstract:** As the author explores various aspects of board building, she offers five questions that nonprofits can consider in their effort to increase diversity in governance. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–administration; Nonprofit organizations–diversity; Board members

**Gurevitz, Susan; National Center for Nonprofit Boards. "The Long March." *NonProfit Times* vol. 8 (September 1994) p. 1, 17-9.**

**Abstract:** Reports the conclusions of a survey on board diversity conducted by the National Center for Nonprofit Boards. Survey results concluded that while women and minorities have made strides on nonprofit boards, the gains are often inconsistent.

**Foundation Center Subject File Number:** 3

**Subject/descriptor:** Board members; Philanthropy–diversity

**Miller, Judith L.; Fletcher, Kathleen; Abzug, Rikki. *Perspectives on Nonprofit Board Diversity*. Washington, DC: National Center for Nonprofit Boards. 1999. 35 p.**

**Abstract:** Three studies focusing on diversity and inclusiveness on nonprofit boards: "Managing Board Diversity: The Importance of Differentiating Between Diversity and Representativeness" by Judith L. Miller; "Building Diverse Boards: Lessons from a Case Study of Planned Parenthood" by Kathleen Fletcher; "A Diversity of Board Women: A Study of Nonprofits in Six Cities over a 60-Year Time Span" by Rikki Abzug. In "Managing Board Diversity" Miller distinguishes between diversity and representativeness and emphasizes the importance of selecting board members for their skills and commitment rather than demographic characteristics. In "Building Diverse Boards" Fletcher assess the experience of the Western Region of Planned Parenthood in carrying out a diversity initiative mandated by the national organization and offers practical suggestions for board diversification. In "A Diversity of Board Women," Abzug discusses the changing role of women on boards and concludes that women have made relatively small advances in the world of nonprofit governance since 1931.

**Foundation Center Call Number:** 610 MIL

**Subject/descriptor:** Nonprofit organizations–administration; Board members; Minorities

Ostrower, Francie. "Board Composition," In *Nonprofit Governance in the United States: Findings on Performance and Accountability From the First National Representative Study*. Washington, D.C.: The Urban Institute. 2007. p. 18-21.

**Abstract:** Based on a national sample survey of nonprofits with at least \$25,000 in annual receipts, this report provides statistics on nonprofit board composition relating to race, gender, and other characteristics. Factors associated with more and less diverse board composition are also identified.

[http://www.urban.org/UploadedPDF/411479\\_Nonprofit\\_Governance.pdf](http://www.urban.org/UploadedPDF/411479_Nonprofit_Governance.pdf)

Rutledge, Jennifer M. *Building Board Diversity*. Washington, DC: National Center for Nonprofit Boards. 1994. 52 p.

**Abstract:** Assesses factors which will lead to identifying, recruiting, and orienting strong board candidates, and elaborates on steps that boards must take to become more inclusive and receptive to change. An appendix summarizes the National Center for Nonprofit Boards' research on diversity. Bibliography and resource list.

**Foundation Center Call Number:** 610 RUT

**Subject/descriptor:** Board members; Philanthropy—diversity

Rutledge, Jennifer M. "Diversity's Dirty Secrets." *Board Member* vol. 12 (October-November 2003) p. 16-7.

**Abstract:** Jennifer Rutledge, vice president of Delphi Consulting Group, exposes myths surrounding board diversity that can serve as barriers to an effective board. She also addresses the driving force to a successful process of building diversity - commitment.

**Foundation Center Subject File Number:** 610

Tempel, Eugene R.; Smith, Larry. "Leadership Diversity: The Nonprofit Sector Has a Spotty Record on Advancement." *NonProfit Times* vol. 21 (1 March 2007) p. 14-5.

**Abstract:** Discusses the lack of diversity in nonprofit leadership, with the aid of a 2004 study by the Annie E. Casey Foundation. The study found that white men are disproportionately represented in nonprofit leadership. Many people argue that nonprofit leadership should be representative of the groups they aid, which are often very diverse. Suggests strategies for creating an environment that is more welcoming to leaders of color, including training and mentoring programs.

**Foundation Center Subject File Number:** 630

**Subject/descriptor:** Nonprofit organizations—diversity; Nonprofit organizations—staff development; Nonprofit organizations—studies

## Foundations & General Diversity Practices

Joint Affinity Groups. *Joint Affinity Groups 2007 Unity Summit Highlights: Effectiveness Through Access and Equity*. 2007. 31 p.

**Abstract:** Summary of key ideas from the speeches and discussions that occurred during the 2007 Joint Affinity Groups' National Unity Summit, which brought together over 200 philanthropic leaders from across the country to discuss a range of social justice issues in grantmaking. Much discussion focused on the need for greater diversity and democracy in philanthropy.

[http://www.jointaffinitygroups.org/downloads/jag\\_summit\\_highlights.pdf](http://www.jointaffinitygroups.org/downloads/jag_summit_highlights.pdf)

Maurrasse, David. *Race, Culture, Power and Inclusion in Philanthropy*. New York, NY: Marga, Inc. 2005. 19 p.

**Abstract:** Using interviews with current and former foundation representatives, a review of existing literature and two consultative sessions with Annie E. Casey Foundation representatives, this report explores the multiple ways in which dynamics around race, class, culture, and power are manifested in the management, operations, programs, and external relations of foundations of all shapes and sizes, from around the United States. Includes examples of foundations that promote diversity and inclusive practices through their missions, grantmaking strategies, and internal mechanisms. The report notes that while many foundations have practices in place to encourage inclusiveness, most do not have performance measurement tools focused on measuring the impact of their investments on race, class, culture, and power.

[http://www.margainc.com/documents/Race\\_Culture\\_Power\\_and\\_Inclusion\\_in\\_Foundations.pdf](http://www.margainc.com/documents/Race_Culture_Power_and_Inclusion_in_Foundations.pdf)

Mid South Commission to Build Philanthropy. *Where Hope and History Rhyme: Reflections and Findings From the Mid South Commission to Build Philanthropy*. Jackson, MS: Foundation for the Mid South. 2005. 50 p.

**Abstract:** With support from Ford Foundation, the Foundation for the Mid South published the findings and recommendations from the Mid South Commission to Build Philanthropy on how philanthropy can more

effectively develop community wealth and promote racial and social equity in the Mid South. The report analyzes the continued racial, social, and economic inequities in Arkansas, Louisiana, and Mississippi, and offers strategies for promoting racial, social, and economic equality as well as recommendations for future action.

<http://www.fndmidsouth.org/Documents/CommissionReportFinalPDF.pdf>

**Muma, Edith; Raphael, Chad. "It Takes a Village to Raise Our Family Foundation." *Foundation News & Commentary* vol. 41 (January-February 2000) p. 21-3.**

**Abstract:** Discusses the way that the Jessie Smith Noyes Foundation has become more racially, economically, and culturally diverse over time, and the way that this increased diversity has contributed to changes in the foundation's funding strategies and interests.

**Subject/descriptor:** Noyes Foundation, Jessie Smith; Foundations–analysis; Foundations–diversity; Foundations–institutional histories; Family foundations

<http://www.foundationnews.org/CME/article.cfm?ID=488>

**Ridings, Dorothy S. "A New Foundation for a New Millennium." *New Directions for Philanthropic Fundraising* vol. 23 (Spring 1999) p. 5-14.**

**Abstract:** Dorothy S. Ridings, the president and CEO of the Council on Foundations, discusses some of the changes that are occurring in organized philanthropy. Her projections for the future are based on informal data collection as well as formal research undertaken by the Council. In her view, the field will continue to grow in numbers and assets. Grantmaking will become much more targeted, with donors interested in more hands-on interaction with their grant recipients. The field will become more professionalized, with an increased focus on organizational effectiveness and accountability. There will be increased competition, particularly commercial donor-directed funds competing with community foundations as vehicles for giving. Due in large part to changing U.S. demographics and the growing globalization of philanthropy, there will be increased diversity among grant recipients and in the staffing of philanthropic organizations. Also discussed are some of the findings of research released in December of 1998 that was commissioned as part of the Council's Communication/Legislative Initiative. Most respondents agree that foundations have the right to advocate, speak out, and promote public policy issues to the general public and lawmakers, and believe that foundations are and should be accountable to the public. Also, most respondents agree that the tax code should provide incentives to encourage charitable giving, including giving to or setting up foundations. However, the research indicates that many people are relatively uninformed about the nature and purpose of foundations.

**Subject/descriptor:** Foundations; Foundations–analysis; Foundations–diversity; Foundations–research; Foundations–surveys; Philanthropy–trends; Council on Foundations

**Scheie, David; Williams, T.; Foster, Janis. *Improving Race Relations and Undoing Racism: Roles and Strategies for Community Foundations*. Minneapolis, MN: Rainbow Research. 2001.**

**Abstract:** This report shares findings from the Community Foundations Race Relations Learning Project, a two-year effort to document and strengthen community foundations' efforts to improve race relations and undo racism in their communities. Through a nationwide outreach and survey effort and a series of regional reflective forums, the Learning Project identified current practices and explored key dilemmas faced by community foundations who want to assist with multi-cultural cooperation and fairness. Information from over 110 community foundations plus numerous other researchers, practitioners and consultants was used in developing this guidebook.

[http://www.rainbowresearch.org/index.asp?Type=B\\_BASIC&SEC=%7BC8913045-31AF-4400-AEDF-C82F60D76936%7D&DE=%7B270209AE-5D3B-412A-9241-CB95DACDC7AE%7D](http://www.rainbowresearch.org/index.asp?Type=B_BASIC&SEC=%7BC8913045-31AF-4400-AEDF-C82F60D76936%7D&DE=%7B270209AE-5D3B-412A-9241-CB95DACDC7AE%7D)

**Shaw, A.; Furnari, E.; Odendahl, T. *Preserving the Public Trust: A Study of Exemplary Practices in Grantmaking Philanthropy, Charitable Giving and Foundations*. Washington, D.C.: Aspen Institute Nonprofit Sector Research Fund. 2002.**

**Abstract:** Based on interviews with 39 grantmakers, the researchers identify best practices in accountability including access to information, communication, consideration, diversity, inclusiveness, and evaluation.

[http://www.nonprofitresearch.org/publications1526/publications\\_show.htm?doc\\_id=55778](http://www.nonprofitresearch.org/publications1526/publications_show.htm?doc_id=55778)

**Shiao, Jiannbin Lee. *Identifying Talent, Institutionalizing Diversity: Race and Philanthropy in Post-Civil Rights America*. Durham, NC: Duke University Press. 2005. xii, 295 p.**

**Abstract:** The author explains the leading role that large philanthropies have played in establishing diversity as a goal throughout American society in the post-civil rights era. By creating and institutionalizing diversity policies, these private organizations have quietly transformed the practice of affirmative action. Shiao describes how,

from the 1960s through the 1990s, philanthropies responded to immigration, the recognition of non-black minority groups, and the conservative backlash against affirmative action. He shows that these pressures not only shifted discourse and practice within philanthropy away from a binary black-white conception of race but also dovetailed with a change in its mission from supporting “good causes” to “identifying talent.” Chapters include: Diversity, Philanthropy, and Race Relations; Race Talk in the National Magazine of Foundation Philanthropy; Business Philanthropy in the Greater Cleveland Area; Progressive Philanthropy in the San Francisco Bay Area; Elite Visibility in Institutional Racial Formation; Exploring the Validity of Diversity Policy for Foundations Themselves; and The Institutional Segmentation of Post-Civil Rights America. Bibliography included.

**Foundation Center Call Number:** 403 SHI

**Subject/descriptor:** Philanthropy–history; Philanthropy–diversity; Philanthropy–Ohio; Philanthropy–California; Race relations

**Wittstock, Laura Waterman; Williams, Theartrice. *Changing Communities, Changing Foundations: The Story of Diversity Efforts of Twenty Community Foundations*. Minneapolis, MN: Rainbow Research. 1998. iv, 276 p.**

**Abstract:** Reporting on some of the most promising practices in the work of community foundations, this book helps the reader understand how organizations respond to internal and external incentives to meet the needs of communities of color. Some key areas discussed include diversity issues, internal management, governance or asset development.

**Foundation Center Call Number:** 428 WIT

**Subject/descriptor:** Community foundations–analysis; Community foundations–case studies; Minorities

### Nonprofits & General Diversity Practices

**Gough, Samuel N., Jr. “Five Reasons for Nonprofit Organizations to be Inclusive.” *New Directions for Philanthropic Fundraising* vol. 34 (Winter 2001) p. 101-17.**

**Abstract:** In addition to elaborating on the five reasons, the author gives a checklist to aid in the process of assessing inclusiveness. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–diversity

**Linnell, Deborah; Belton, Erlene. *Nonprofit Effectiveness: Inclusiveness Matters. Diversity Initiative Evaluation*. Boston, MA: Third Sector New England. 2003. 64 p.**

**Abstract:** The accomplishments of Third Sector New England's Diversity Initiative are reviewed in this report by Deborah Linnell and Erlene Belton. It is an evaluation of the 13-year-old program to support diversity in Greater Boston's nonprofit community. The report includes a comparison of the 1996 evaluation of this initiative, and highlights lessons learned as well as case studies from the grantees of the program.

<http://www.tsne.org/atf/cf/%7BD1930FAD-18A8-4D53-BBA2-A2971E3DEE1A%7D/Full%20eval.pdf>

**Ramos, Henry A. J. “Nonprofit Diversity: An Asset We Can No Longer Afford To Ignore.” *Nonprofit Quarterly* vol. 11 (Spring 2004) p. 34-9.**

**Abstract:** The author argues that despite the push for greater diversity in philanthropy over the last two decades, advancements in diversity have slowed, foundation boards are still unrepresentative of the population, and grants are still not distributed fairly. Ramos claims that the traditional “trickle-down theory of social change” is outmoded and diminishes the effectiveness of the philanthropic sector. He also suggests that philanthropic leaders are in denial about their failure to attain real diversity and urges action to rectify this situation.

**Subject/descriptor:** Nonprofit organizations–diversity; Minorities

**Swinney, R. Andrew. “Diversity, Inclusiveness, and Empowerment: Three Critical Tools for Philanthropy.” *Philanthropy News Digest* (7 August 2007).**

**Abstract:** Commentary by R. Andrew Swinney, President of the Philadelphia Foundation, discussing the importance of linking diversity to inclusiveness and empowerment in order for nonprofits to be effective in an increasingly diverse society.

[http://foundationcenter.org/pnd/commentary/co\\_item.jhtml;jsessionid=IPJ4AR5JLU2ALTQRSI4CGW15AAAACI2F?id=185400026](http://foundationcenter.org/pnd/commentary/co_item.jhtml;jsessionid=IPJ4AR5JLU2ALTQRSI4CGW15AAAACI2F?id=185400026)

**Talisman, Barbara; Warasila, Connie; Thomas, R. Roosevelt, Jr.; Ryan, John S.; Wright, C. Ben. “Three Approaches to Diversity.” *Advancing Philanthropy* vol. 2 (Winter 1994) p. 29-33.**

**Abstract:** Divided into three sections: “A Donor is a Donor is a Donor” by Barbara Talisman and Connie Warasila stresses the importance of having a donor base that is diverse; “Managing Diversity and the Philanthropic Community” by R. Roosevelt Thomas, Jr., describes the strategy called “managing diversity” developed by the

American Institute for Managing Diversity (AIMD). "Plain Folk Philanthropy" by John S. Ryan and C. Ben Wright discusses the philanthropic giving of people who are not perceived as wealthy, community leaders, or philanthropists.

**Subject/descriptor:** Philanthropy–diversity; Fundraising–alternatives; Fundraising–women; Philanthropists–women; Nonprofit organizations–management

## Nonprofits & the Challenge of Diversity

**Expanding Non-Profit Inclusiveness Initiative. *A Report From the Pipeline: Reflections on the Nonprofit Sector From People of Color in Metro Denver*. Denver, CO: The Denver Foundation. 2007. 12 p.**

**Abstract:** Executive summary of the Expanding Non-Profit Inclusiveness Initiative's 2006 research about how individuals of color interact with and perceive nonprofits. The ENII conducted conversations and surveys to collect the reflections of more than 200 emerging and established community leaders regarding their involvement with nonprofits, asking them why they got involved in the nonprofit sector, what barriers they have faced, and what nonprofits can do to become more welcoming of communities of color. The answers provide excellent tools for nonprofit organizations seeking to become more inclusive, and can help people assess their own involvement with nonprofits.

<http://www.denverfoundation.org/FileDownload.cfm?file=Pipeline%5FReport%5F2007%2Epdf>

**Glasrud, Bruce. "Beyond Diversity." *Nonprofit World* vol. 18 (March-April 2000) p. 15, 17-8.**

**Abstract:** Discusses current trends regarding the conceptualization of diversity, and their implications for nonprofit organizations. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–diversity

**Greene, Stephen G. "The Challenge of Ethnic Diversity." *Chronicle of Philanthropy* vol. 1 (11 July 1989) p. 1, 16, 18, 20, 22, 24.**

**Abstract:** Analysis of the challenges facing nonprofit organizations as a result of demographic changes. The Census Bureau projects that by the year 2000 one in four Americans will be non-white or Hispanic, and many observers of the nonprofit sector believe problems loom ahead for those organizations that do not anticipate the changes wrought by this growth. Nonprofit organizations must consider the implications a rising minority population will have for their boards and staffs, the services they provide, and their fundraising efforts. Foundations will also have to reconsider their priorities, as support for minority issues is often criticized as being too sporadic, and the institutions themselves still have not adequately confronted racism in their own staffs. The article details several early efforts to recognize pluralism in philanthropy, including the formation of multiethnic groups that tend to common needs, and attempts to understand giving patterns and motivations in minority communities.

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Minorities; Nonprofit organizations–analysis; Nonprofit organizations–economic aspects

## RACIAL AND ETHNIC MINORITIES & PHILANTHROPY

### Evaluating Grantmaking for Racial and Ethnic Minorities

**Aguilar, Orson, et al. *Fairness in Philanthropy Part I: Foundation Giving to Minority-Led Nonprofits*. Berkeley, CA: Greenlining Institute. 2005. 11p.**

**Abstract:** This study analyzes the giving of the nation's largest foundations to determine how equitably foundation dollars are allocated across the sector. Greenlining's findings show that the top fifty independent foundations and the top twenty-five community foundations awarded only 3 percent of total grant dollars to minority-led nonprofits in 2002. These levels are markedly inadequate and illustrate a vast disparity in philanthropic dollars being targeted to organizations that both lead and serve communities of color.

<http://greenlining.org/documents/view/62>

**Asian Americans and Pacific Islanders in Philanthropy. *Giving to Asian Pacific American Communities: A Fact Sheet*. San Francisco, CA: Asian Americans and Pacific Islanders in Philanthropy. 2006. 2 p.**

**Abstract:** This fact sheet addresses the need to give to Asian Americans and Pacific Islanders with an overview of foundation giving in AAPI communities based on the most recent publications released by the Foundation center.

<http://www.aapip.org/pdfs/Fact%20Sheet%20-%20Giving%20to%20APAs.pdf>

**Asian Americans and Pacific Islanders in Philanthropy. *Invisible and in Need: Philanthropic Giving to Asian Americans and Pacific Islanders*. San Francisco, CA: Asian Americans and Pacific Islanders in Philanthropy. 1992. 28 p.**

**Abstract:** Analyzes foundation giving to Asian-Pacific Americans, and finds it disproportionately low given the size, diversity, needs, and growth rate of the population group. Most of the funding (0.2 percent of philanthropic dollars between 1983 and 1990) came from just five foundations, mainly for direct service organizations. Includes sections on the growth and diversity of Asian-Pacific American communities, particular issues, conclusions and recommendations. A resource list of Asian-Pacific American organizations is appended.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Asian Americans; Philanthropy–analysis; Foundations–analysis

**Brescia, William. *Philanthropy and the American Indian: A Report Commissioned by Native Americans in Philanthropy*. Lumberton, NC: Native Americans in Philanthropy. 1990. 22 p.**

**Abstract:** A study of large foundations' philanthropy to Native American causes and concerns commissioned by Native Americans in Philanthropy. The study identifies the amounts, sources, and targets of large private foundations' investments in Native America.

**Foundation Center Subject File Number:** 158

**Subject/descriptor:** Native Americans; Foundations–grantmaking–analysis

**“Community Foundations: Unrealized Potential for the Disadvantaged.” *Responsive Philanthropy* (Winter 1990) p. 1, 8.**

**Abstract:** Reports on the National Committee for Responsive Philanthropy's study of six of the largest community foundations. While the study found many examples of commendable performance among the foundations (operating in Atlanta, Boston, Cleveland, Los Angeles, Philadelphia, and Seattle), it also criticized them for “not placing priority where the needs are greatest.” This criticism is focused on the lack of significant grant dollars to the disadvantaged. The disadvantaged were defined broadly in the study to include the poor, racial-ethnic minorities, women, the disabled and other victims of discrimination, as well as consumer and environmental activists and others working toward a better quality of life. Only one of the six foundations—the Philadelphia Foundation committed over half of its grant dollars to the disadvantaged. The other five committed only two to twenty-eight percent to this category. The study recommends that community foundations commit at least fifty percent of their grant dollars to benefit the disadvantaged.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Community foundations–analysis; Foundations–grantmaking–analysis

**Dorfman, Aaron. “Grantmaking for Ethnic/Racial Minorities,” In *Creating a Philanthropic Sector That is More Responsive to the Needs of Diverse Communities: Comments to the House Committee on Ways and Means, Subcommittee on Oversight From the National Committee for Responsive Philanthropy*. Washington, DC: National Committee for Responsive Philanthropy. 2007. p. 3-4.**

**Abstract:** A brief overview of the most recently available data on foundation grantmaking for racial and ethnic minorities. Concludes that foundation grantmaking for communities of color is low and is declining as a proportion of overall foundation giving. Part of a statement prepared for the House Ways and Means Subcommittee on Oversight hearing on September 25, 2007 assessing whether charitable organizations are adequately serving the needs of diverse communities. The statement also includes a brief discussion of foundation giving for the economically disadvantaged and for rural communities.

[http://www.ncrp.org/downloads/Statements/NCRP\\_Comments\\_Grantmaker\\_Responsiveness\\_to\\_Diverse\\_Communities.pdf](http://www.ncrp.org/downloads/Statements/NCRP_Comments_Grantmaker_Responsiveness_to_Diverse_Communities.pdf)

**Greene, Stephen G. “Companies Urged to Increase Grants to Minority Programs.” *Chronicle of Philanthropy* vol. 12 (23 March 2000) p. 12.**

**Abstract:** Discusses the findings of a report produced by the National Committee for Responsive Philanthropy regarding corporate support of programs that benefit racial and ethnic minority groups. A survey of 124 major companies in 15 industries, based on giving in 1995, indicates that only 14 percent of corporate grants go to minority groups. The report urges corporate grantmakers to increase the support they give directly to minority groups, and to make grants roughly in proportion to a minority group's share of the overall U.S. population.

**Subject/descriptor:** Corporate philanthropy; Corporate philanthropy–analysis; Corporate philanthropy–research; Corporate philanthropy–statistics; Corporate philanthropy–surveys; National Committee for Responsive Philanthropy; Minorities

**Greenlining Institute. *Investing in a Diverse Democracy: Foundation Giving to Minority-Led Nonprofits.* Berkeley, CA: Greenlining Institute. 2006. 27 p.**

**Abstract:** This study examined three samples of 2004 data: 24 national private foundations, ten private foundations in California, and five community foundations in California. In addition to an analysis of the statistical findings, the report includes recommendations for foundations.

**Foundation Center Subject File Number:** 418

**Subject/descriptor:** Foundations–grantmaking–analysis; Minorities

<http://greenlining.org/documents/view/9>

**Gupta, Pronita; Ritoper, Stefanie. *Growing Opportunities: Will Funding Follow the Rise in Foundation Assets and Growth of AAPI Populations?* San Francisco, CA: Asian Americans/Pacific Islanders in Philanthropy. 2007. 52 p.**

**Abstract:** The report examines the country's top 20 national foundations' grantmaking between 1990 and 2002 and finds significant funding disparities to Asian American and Pacific Islander (AAPI) communities in several areas. The findings show that giving by the top U.S. foundations to AAPI communities has not kept pace with the growth of these communities or of foundation assets. The report concludes with a call to action to the philanthropy field to reduce these gaps.

**Foundation Center Call Number:** 401 GUP

**Subject/descriptor:** Asian Americans; Philanthropy–analysis; Philanthropy–studies; Philanthropy–case studies; Philanthropy–statistics

<http://www.aapip.org/pdfs/AAPIP-GOpps4WWW.pdf>

**Hicks, Sarah; Jorgensen, Miriam. *Large Foundations' Grantmaking to Native America.* Cambridge, MA: John F. Kennedy School of Government, Harvard University. 2005. 17 p.**

**Abstract:** This pamphlet presents key findings from a study of large foundations' giving to Native American causes and concerns. It addresses the real dollar value of grantmaking from 1989-2002 by the largest 900 foundations in the U.S., top donors and top recipients, and the general purposes to which grants are targeted. During this period, the number of grants increased, but represented a very small portion of overall giving. The pamphlet concludes with a discussion of what the data imply (and in particular, what action they ought to motivate) for foundations, Native-serving nonprofits, and tribal governments.

**Foundation Center Subject File Number:** 158

**Subject/descriptor:** Foundations–grantmaking–analysis; Foundations–statistics; Native Americans; Minorities

<http://www.ksg.harvard.edu/hpaid/pubs/documents/LargeFoundationsGrantmakingtoNativeAmerica.pdf>

**Klein, Mary. "Gauging Hispanic Fundraising." *Corporate Philanthropy Report* vol. 10 (February 1995) p. 1, 5-6.**

**Abstract:** Presents data on giving by corporate funding programs to organizations that primarily serve Hispanics, and calls for increased awareness on the part of corporate grantmakers. Provides examples of some programs that are being funded.

**Subject/descriptor:** Hispanic philanthropy; Corporate philanthropy–analysis

**LaPier, Rosalyn R. *Philanthropy and Native Peoples: An Update for the Years 1991-1993.***

**Lumberton, NC: Native Americans in Philanthropy. 1996.**

**Abstract:** This overview of foundation grantmaking to Native American organizations between 1991-1993 reviews current statistics for and patterns of giving to Native Americans in the United States. The report contains some general recommendations and findings. Among the findings: about two-thirds of 1 percent of all foundation grant dollars was awarded to Native Americans between 1991 and 1993; the average grant size for Native Americans was \$64,000 between 1991 and 1993; and the geographic disparity of grant awards is wide—nearly all grant money is awarded to organizations in only 20 states. Among the recommendations: philanthropic organizations should not only increase funding to Native concerns, but fund more Native-controlled groups; and further research is needed to clarify the giving patterns of and to Native concerns.

**Latino Institute. *Responsiveness of the U.S. Foundations to Hispanic Needs and Concerns.* Reston, VA: Latino Institute. 1980. 143 p.**

**Abstract:** Presents the results of a study conducted by Latino Institute to assess the level of support offered by private foundations for the benefit of the Hispanic population in the US during 1977 and 1978. The study found very poor foundation support for Hispanic needs and concerns and very little Hispanic representation on foundation boards.

**Foundation Center Call Number:** 156 LAT

**Subject/descriptor:** Foundations–analysis; Minorities; Hispanics

**National Committee for Responsive Philanthropy. "ARCO, Other Oil Companies Lead in Racial/Ethnic Giving." *Responsive Philanthropy* (Winter 1994) p. 1, 12-3, 15.**

**Abstract:** Summarizes a study of corporate giving to racial and ethnic populations conducted by the National Committee for Responsive Philanthropy. A survey found 17 percent or \$26 million in grants benefited racial/ethnic populations. Tables summarize giving by specific corporations, and by racial/ethnic populations.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Corporate philanthropy–analysis; Corporate philanthropy–diversity; Corporate philanthropy–studies

**National Committee for Responsive Philanthropy; Paprocki, Steven L. *Grants: Corporate Grantmaking for Racial and Ethnic Communities*. Wakefield, RI: Moyer Bell. 2000. 732 p.**

**Abstract:** Profiles of 124 companies and their giving to specific racial and ethnic communities–African Americans, Asian Pacific Americans, Hispanics and Latinos, and Native Americans. For each company, gives a breakdown by community and by broad categories (arts & culture, education, health, human services and public benefit). Also provides suggestions for grantseekers regarding each company. The industries represented here include automotive, banking, beverages, brokerage and financial services, computers, consumer electronics, department stores, food and food services, gas and oil, health and pharmaceuticals, insurance, leisure wear and equipment, media and entertainment, personal care products, and publishing. Also included are giving profiles within major metropolitan regions. Numerous indexes are appended.

**Foundation Center Call Number:** REF 047 NAT GRA

**Subject/descriptor:** Corporate philanthropy–analysis; Corporate philanthropy–directories; Minorities; Blacks; Asian Americans; Hispanics; Native Americans

**Pittz, Will; Sen, Rinku. *Short Changed: Foundation Giving and Communities of Color*. Oakland, CA: Applied Research Center. 2004. 24 p.**

**Abstract:** Analyzes the available data on foundation giving to communities of color, civil rights and social justice organizations and concludes that the indicators are moving backwards in regards to funding for communities of color, finding that the average value of grants designated for populations of color decreased by 19 percent from 1998-2001 and that funding designated for African American communities has fallen to its lowest level in the past decade. The authors assess the impact of these giving trends on organizations that conduct racial justice work and make recommendations to funders and donors for supporting efforts that promote racial equity.

**Foundation Center Subject File Number:** 418

**Subject/descriptor:** Foundations–grantmaking–analysis; Minorities

<http://www.arc.org/pdf/273bpdf.pdf>

## Directories of Foundations Funding Racial and Ethnic Minorities

**Chavers, Dean (ed.) *Tribal Economic Development Directory*. Broken Arrow, OK: DCA Publishers. 1984. 468 p.**

**Abstract:** Provides strategies for economic development on American Indian reservations. Tells how to develop a business plan and gives directory listings for various funding sources. Lists many types of funding sources, including federal programs, small business investment companies, minority corporate support, major insurance company lenders, state development agencies, and more.

**Subject/descriptor:** Native Americans; Small business

**Foundation Center. *Grants for Minorities*. New York, NY: Foundation Center. 2006. xx, 514 p.**

**Abstract:** Lists 14,823 grants of \$10,000 or more made by 861 foundations, mostly in 2004 and 2005, for programs to benefit African Americans, Hispanic Americans, Asian Americans, Native Americans, gays and lesbians, immigrants and refugees, and other ethnic or racial minorities. Grants are indexed by recipient name, location, and subject.

**Foundation Center Call Number:** REF GRA 009

**Subject/descriptor:** Foundation funding; Foundations–grants; Minorities; Refugees; Immigrants

**Foundation Center. *Grants for Minorities. 1982-1990*. New York, NY: Foundation Center. 1982. 169 p.**

**Abstract:** Lists 4,113 grants of \$5,000 or more made by 330 foundations during 1988 and 1989 to benefit blacks, Hispanics, Asian Americans, Native Americans, gays and lesbians, and immigrants and refugees. These grants–which are drawn from the larger body of grants contained in the 19th edition of the "Foundation Grants Index"–were made for scholarships, fellowships, research, education, school desegregation projects, black colleges, museums and cultural agencies, social services, refugee assistance, youth services, legal services

and civil rights. Statistical tables provide information on dollar amount and number of grants made for minorities, arranged by: foundation name; recipient state (or country); primary subject; type of support; recipient type; and population group served. Also includes a list of the top fifteen recipients by highest grant dollar amount. Grants are indexed by recipient name and geographic location, and by subject key word.  
**Subject/descriptor:** Foundation funding; Foundations–grants; Minorities; Refugees

**Fundukian, Laurie (ed.) “FunderSearch: Corporate Funders that Support Minority Organizations and Ethnic Affairs.” *Corporate Giving Watch* vol. 14 (August 1999) p. 17.**

**Abstract:** A brief directory of corporations that support racial and ethnic minority organizations and issues through their giving programs. Includes recent grants in this category.

**Foundation Center Subject File Number:** 150

**Fundukian, Laurie (ed.) “FunderSearch: Funders that Support Minority Organizations and Ethnic Affairs.” *Foundation Giving Watch* vol. 14 (August 1999) p. 17.**

**Abstract:** A brief directory of foundations that support racial and ethnic minority organizations and issues through their grantmaking. Includes recent grants in this category.

**Foundation Center Subject File Number:** 150

**Subject/descriptor:** Minorities

**Meiners, Phyllis A. (ed.) *National Directory of Foundation Grants for Native Americans*. Kansas City, MO: Corporate Resource Consultants. 1998. xiii, 205 p.**

**Abstract:** Contains information on 56 private and community foundations. Indexed by geographic and subject priorities.

**Foundation Center Call Number:** 158 MEI NAT

**Subject/descriptor:** Grantmakers–directories; Native Americans; Minorities

**Meshanko, Ronald J. *National Guide to African American Funding*. Washington, DC: Ecumenical Resource Consultants, Inc. 1996. 64 p.**

**Abstract:** Provides entries for 122 funders who are sensitive to programs designed to meet the needs of blacks. Entries contain the address, telephone number, mission, grant types, geographical interest, and average grant size for each funder. Indexed by funder type, denomination, region, grant type, mission priority, and population. Includes bibliographic references.

**Foundation Center Call Number:** 154 MES

**Subject/descriptor:** Foundations–directories; Blacks

## Racial and Ethnic Minority Giving Practices

**Abbe, M. Ann. “The Roots of Minority Giving.” *Currents* vol. 26 (July-August 2000) p. 37-40, 42.**

**Abstract:** Elaborates on several published reports on minority giving, such as “Philanthropy in Communities of Color” and “Emerging Philanthropy in Communities of Color” that focused on Black, Hispanic, Native American and Asian American traditions and current practices of giving. Offers specific suggestions to campus development staff for more inclusive fundraising. A reading list is included.

**Subject/descriptor:** Black philanthropy; Hispanic philanthropy; Philanthropy–minorities

**Baron, Beth; Bozorgmehr, Mehdi. *Philanthropy Among Middle Eastern Americans and their Historical Traditions of Giving (Curriculum Guide #14)*. New York, NY: Center on Philanthropy and Civil Society, City University of New York. 2001. iv, 84 p.**

**Abstract:** A guide looking at the historical roots of charity in the Middle East, focusing on Islam’s attentiveness to society’s most vulnerable. Also explores the demography and diversity of contemporary Middle Eastern American communities and their philanthropic associational activities. Includes an annotated list of organizations and a bibliography of existing literature on the topic.

[http://www.philanthropy.org/publications/documents/MiddleEast\\_CurriculumGuide.pdf](http://www.philanthropy.org/publications/documents/MiddleEast_CurriculumGuide.pdf)

**Berry, Mindy (comp.) “Bibliography of Multicultural Philanthropy.” *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 7 p.**

**Abstract:** Summarizes findings of research on multicultural philanthropy and philanthropic giving by racial and ethnic minorities. Also includes abstracts and citations for relevant publications.

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/multicult.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/multicult.pdf)

**Berry, Mindy L.; Chao, Jessica. *Engaging Diverse Communities For and Through Philanthropy*. Washington, DC: Forum of Regional Associations of Grantmakers, 2001. 44 p.**

**Abstract:** Explains the typical patterns of philanthropy among four minority groups in the U.S., largely drawn from the publication *Cultures of Caring*. Drawing on research conducted for that resource, the authors present numerous recommendations for organizations that want to develop their relationships with community populations. Includes resource list and bibliographic references.

**Foundation Center Subject File Number:** 458.

**“Charitable Giving by People of Color: African Americans, Asian Americans, Latinos, and Native Americans.” *Giving USA Update (Issue 2, 1999) p. 1-13.***

**Abstract:** Focuses on giving by African-Americans, Asian-Americans, Native Americans, and Latinos, exploring the socio-economic reasons why the giving patterns of these groups differ from that of whites. Discusses expressions of “informal generosity” (such as helping neighbors), the role of organized religion, gifts to individuals and institutions overseas, as well as formal philanthropic giving and participation in mainstream fundraising practices. The involvement of foundations and corporations in diversity concerns is also discussed. The article draws from a wide variety of sources, yet acknowledges that there is still little quantitative data regarding giving and volunteering in communities of color at present. With bibliographic references.

**Foundation Center Subject File Number:** 150

**Subject/descriptor:** Philanthropy–United States–analysis; Philanthropy–analysis; Philanthropy–diversity; Philanthropy–minorities; Individual giving; Foundations–diversity; Corporate philanthropy–diversity; Black philanthropy; Hispanic philanthropy

**Council on Foundations. *Cultures of Caring: Philanthropy in Diverse American Communities*. Washington, DC: Council on Foundations, 1999. 305 p.**

**Abstract:** Four separate studies of philanthropy in diverse communities: African Americans, Asian Americans, Latinos, and Native Americans. Researchers interviewed 15-25 donors from each group who gave at least \$10,000 each year, other individuals with knowledge about the giving of each group, and studied the literature on motivations for giving, among other techniques. Contents include: “Native-American Philanthropy: Expanding Social Participation and Self-Determination” by Mindy L. Berry; “Reflections on Endowment Building in the African-American Community” by Mary-Frances Winters; “Latino Philanthropy: Expanding U.S. Models of Giving and Civic Participation” by Henry A. J. Ramos; “Asian-American Philanthropy: Expanding Circles of Participation” by Jessica Chao. Also included is a study by Diana S. Newman, “The Role of Community Foundations in Establishing and Growing Endowment Funds by and for Diverse Ethnic Communities” and an introduction by Joanne Scanlan.

**Foundation Center Call Number:** 458 COF CUL

<http://www.cof.org/Learn/content.cfm?ItemNumber=842>

**Council on Foundations; Pluralism in Philanthropy. *Making Your Giving Work: Options for Philanthropy*. Washington, DC: Council on Foundations. 1991. 21 p.**

**Abstract:** Part of the Council on Foundations' Pluralism in Philanthropy project, this booklet is directed toward minority donors who want to increase the effectiveness of their charitable giving. Describes people's motivations for giving and minority cultural traditions of philanthropy, the various types of foundations, and the accomplishments of foundations created by minorities. Provides answers to basic questions about setting up a foundation or fund, and includes a list of organizational and publication resources.

**Foundation Center Call Number:** 510 COU OPT

**Subject/descriptor:** Minorities; Foundations–establishment and termination; Individual giving; Philanthropy

**W.K. Kellogg Foundation. *Emerging Philanthropy in Communities of Color: A Report on Current Trends*. Battle Creek, MI: W.K. Kellogg Foundation. 1999.**

**Abstract:** Discusses the findings of a study examining the designated funds, philanthropic organizations and giving practices of African Americans, Latinos, Asian Americans/Pacific Islanders and Native Americans, in order to determine how to best support and expand the resources of communities of color.

<http://www.wkcf.org/default.aspx?tabid=102&CID=12&CatID=12&ItemID=120687&NID=20&LanguageID=0>

**Hamilton, Charles H. and Warren R. Ilchman (eds.) *Cultures of Giving II: How Heritage, Gender, Wealth and Values Influence Philanthropy*. *New Directions for Philanthropic Fundraising* vol. 8 (Summer 1995) 157 p.**

**Abstract:** The second of two issues of the quarterly journal *New Directions for Philanthropic Fundraising* devoted to understanding the diverse cultures that make up the American giving public. This issue includes articles examining how ethnic heritage, gender, wealth, and values influence charitable behavior—providing fundraisers with a predictive tool that can assist them in strategy development and increasing the value of their efforts.

Articles include: "Black Philanthropy: Its Heritage and Its Future" by Jean E. Fairfax; "Three Strategic Questions about Latino Philanthropy" by Michael Cortés; "New Directions in Contemporary Jewish Philanthropy: The Challenges of the 1990s" by Barry A. Kosmin; "Asian American Giving: Issues and Challenges: A Practitioner's Perspective" by Stella Shao; "Women Giving Money, Women Raising Money: What Difference for Philanthropy?" by Susan A. Ostrander and Joan M. Fisher; "Wherewithal and Beneficence: Charitable Giving by Income and Wealth" by Paul G. Schervish and John J. Havens; "Motivations for Volunteering and Giving: A Functional Approach" by E. Gil Clary and Mark Snyder; "Philanthropic Cultures of Mind" by Russ Alan Prince and Karen Maru File; "Philanthropic Cultures of Generational Archetypes" by Charles L. Eastman.

<http://www3.interscience.wiley.com/cgi-bin/jissue/114068547>

**Joseph, James A. *Remaking America: How the Benevolent Traditions of Many Cultures Are Transforming Our National Life*. San Francisco, CA: Jossey-Bass Publishers. 1995. 256 p.**

**Abstract:** Identifies, analyzes, and compares the charitable traditions of four of America's minority groups: Native Americans, African Americans, Asian Americans, and Latinos. Reveals that each of the four groups has a legacy of self-help and voluntarism. Bibliographical references, an index, and a list of recommended readings.

**Foundation Center Call Number:** 408 JOS

**Subject/descriptor:** Philanthropy-attitudes; Philanthropy-diversity; Philanthropy-philosophy; Philanthropy-case studies; Black philanthropy; Philanthropy-minorities

**Lee, Robert. "The Confucian Spirit." *Foundation News* vol. 31 (May-June 1990) p. 30-3.**

**Abstract:** Examines the philanthropic tradition among Chinese-Americans. Stereotypical perceptions of Chinese-Americans as being frugal and lacking in philanthropic spirit were based primarily on first-generation immigrants who suffered from poverty, discrimination, and a fragmented community. But today Chinese-Americans rank as substantial givers, and Confucian tenets give evidence of a more than 3,000 year-old tradition of philanthropic spirit. The author recounts the early history of the Chinese in America—their unappreciated labor to construct a transcontinental railroad, low-paying menial tasks, restrictive immigration regulations which forbade admission to spouses and children, and "glass ceilings" at corporations to prevent Chinese-Americans from rising too far into upper management positions. The economic situation of early Chinese-Americans offered little possibility of charitable giving. And yet, there are exceptions. During the first decade of the twentieth century, Sun Yat Sen often raised funds from Chinese immigrants in the U.S. to finance his successful revolution against the Manchu Dynasty. In more recent times, the Salvation Army raised \$110,000 in San Francisco's Chinatown after the 1985 earthquake in Mexico City. Another \$330,000 was raised for victims of the 1988 earthquake in Yunan, China; and San Francisco's 1989 quake drew \$250,000 from the Chinese community. The author has researched the most popular recipients of Chinese-American philanthropy. These are, in order: the frail elderly, health (particularly Chinese hospitals), scholarship funds, churches, and the preservation of Chinese art and culture. A recent study discovered the emergence of 103 Chinese family foundations, with total assets of \$50 million and over \$3.5 million in annual grants awarded. A rise in Neo-Confucianism places emphasis on commitment to public service, human rights and a respect for human life, a sense of responsibility in social relationships, and benevolence.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Asian Americans; Philanthropy-attitudes; Philanthropy-China

**Leonard, Jennifer. "A New Age for Mutual Aid." *Foundation News* vol. 31 (May-June 1990) p. 22-6.**

**Abstract:** Examines the effects of minority traditions of benevolence upon the future of American philanthropy. Mutual aid is common to the traditions of blacks, Hispanics, Native Americans, and Asian Americans. An emphasis on sharing among African tribes was based on the "interconnectedness of all living people as well as people recently departed and not yet born." The new African Americans, brought to this country by force, established schools, insurance companies, banks and social services to "facilitate the transition from being enslaved to being free." Such mutual aid efforts are paralleled among voluntary immigrants from Latin and Asian countries. Mutual aid can be essential to survival in a hostile society, but will it transfer into more wide-reaching forms of charitable giving when times get better? It appears that the more the minority group or individual identifies as American, the more likely charitable giving will resemble mainstream activity (while still favoring the minority group's causes). The black community appears the most promising in terms of organized philanthropy. The number of affluent blacks has grown steadily since the mid-1960s, doubling between 1982 and 1987. Foundations and funds in community foundations developed by blacks will focus strongly, but not exclusively, on black concerns. On the other hand, the chances for wide-scale philanthropy among American Indians are not very good. Traditional Indian values militate against the accumulation of individual wealth, and "you can't give it away if you don't have it."

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Philanthropy-analysis; Minorities; Blacks; Native Americans; Asian Americans; Hispanic philanthropy

Lindsey, Kristin R. *Racial, Ethnic, and Tribal Philanthropy: A Scan of the Landscape*. Washington, DC: Forum of Regional Associations of Grantmakers. 2006. 24 p.

**Abstract:** Reports on the activities of over 85 foundations, funds, programs, and initiatives primarily involved with donors in racial, ethnic, and tribal communities. Identifies four broad categories of racial, ethnic, and tribal philanthropy: ethnic foundations and funds, giving circles, philanthropy and donor education, and engagement of donors with high net worth. With bibliographical references.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Philanthropy–diversity; Philanthropy–analysis; Philanthropy–minorities

[http://www.givingforum.org/s\\_forum/bin.asp?CID=1883&DID=6461&DOC=FILE.PDF](http://www.givingforum.org/s_forum/bin.asp?CID=1883&DID=6461&DOC=FILE.PDF)

Lipman, Harvey. "Minority Homeowners Give More to Charity Than Whites, Study Finds." *Chronicle of Philanthropy* vol. 14 (10 January 2002) p. 14.

**Abstract:** A recent study on the giving patterns of homeowners, conducted by the National Center for Charitable Statistics, indicates that homeowners in African American or Hispanic communities donate a larger share of their income than people in white neighborhoods. Compares findings to a 1999 study from the Independent Sector that suggested African Americans and Hispanics gave less money to charities than whites.

**Subject/descriptor:** Philanthropy–analysis; Philanthropy–statistics; Philanthropy–studies; Philanthropy–minorities; Black philanthropy; Hispanic philanthropy; National Center for Charitable Statistics; Independent Sector

Mesch, Debra J.; Rooney, Patrick Michael; Chin, William; Steinberg, Kathryn S. "Race and Gender Differences in Philanthropy: Indiana as a Test Case." *New Directions for Philanthropic Fundraising* vol. 37 (Fall 2002) p. 65-77.

**Abstract:** Presents data collected by telephone surveys of 885 households in Indiana that studied formal volunteering and giving. The results show differences by race and gender, and the implications are analyzed. With bibliographic references.

**Subject/descriptor:** Philanthropy–statistics; Philanthropy–research; Voluntarism–statistics; Voluntarism–research

Millett, Ricardo; Orosz, Joel J. "Understanding Giving Patterns in Communities of Color." *Fund Raising Management* vol. 32 (August 2001) p. 25-7.

**Abstract:** A synopsis of the *Cultures of Caring* publication by the Council on Foundations. Gives background on the origin of the project and summarizes the giving patterns of the four groups studied: African Americans, Latino Americans, Asian Americans, and Native Americans.

**Subject/descriptor:** Philanthropy–analysis; Philanthropy–diversity; Philanthropy–minorities; Black philanthropy; Native Americans; Hispanic philanthropy; Asian Americans

Mottino, Felinda; Miller, Eugene D. *Pathways for Change: Philanthropy Among African American, Asian American, and Latin Donors in the New York Metropolitan Region*. New York, NY: Center on Philanthropy and Civil Society and the Coalition for New Philanthropy, 2004. ix, 125 p.

**Abstract:** Presents results from a survey of more than 150 African American, Latino, and Asian American donors that intended to learn more about what motivates donors of color to give and what they hope to achieve with their giving. The study found variations in preferred areas of giving based on age group and ethnicity and that funds were most often kept within the donors' ethnic community or, when they were not, went to mainstream organizations with programs targeted to advance minority interests. The donors also expressed a strong interest in social change and the desire to remedy injustices and lack of equal opportunities. The report also includes recommendations for nonprofits to help them partner with minority donors more effectively.

[http://www.philanthropy.org/programs/documents/6-20-05\\_pathways.pdf](http://www.philanthropy.org/programs/documents/6-20-05_pathways.pdf)

O'Neill, Michael; Roberts, William L. *Giving and Volunteering in California*. San Francisco, CA: Institute for Nonprofit Organizational Management, University of San Francisco. 2000. 76 p.

**Abstract:** This statewide survey examines charitable giving and volunteering patterns in California. The survey, the first of its type in California, provides detailed data on charitable activities of California residents not available from national studies. The report also surveys charitable activities of three major ethnic groups - African-American, Hispanic & Latino, and Asian-Pacific Islanders - in Alameda County. In addition to the substantive focus of the surveys, there is special attention to the methodological issues involved in collecting valid, reliable data on charitable activity using a random-digit-dial telephone interview approach.

[http://www.usfca.edu/inom/publications/Giving\\_and\\_Volunteering\\_in\\_California\\_2000.pdf](http://www.usfca.edu/inom/publications/Giving_and_Volunteering_in_California_2000.pdf)

**Osili, Una Okonkwo; Du, Dan. "Immigrant Assimilation and Charitable Giving." *New Directions for Philanthropic Fundraising* vol. 48 (Summer 2005) p. 89-104.**

**Abstract:** The authors provide evidence and data about immigrant participation in charitable giving, based on numerous variables, including length of stay. They find that immigrants are 11 percent more likely to give private transfers of wealth through extended family and social networks. Additionally, the study finds that immigrant status does not have a statistically significant impact on the probability and levels of giving. They also find that only very recent immigrants have a lower likelihood of charitable giving, and that they quickly adapt to US philanthropic institutions. With bibliographical references.

**Subject/descriptor:** Individual giving–research; Immigrants; Black philanthropy; Philanthropy–analysis

**Reiss, Joan; Prasad, Poonam. "No Habla Espanol? No Problem!" *Connections* vol. 9 (Winter 1998) p. 19-23.**

**Abstract:** States that Hispanic giving tends to be personal, local, and specific, rather than to large national organizations. Includes a list of print and Internet resources for researching Hispanic philanthropy.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Hispanic philanthropy; Philanthropists; Philanthropy–analysis; Minorities; Individual giving

**Rogers, Pier C. (ed.) *Philanthropy in Communities of Color: Traditions and Challenges*. Indianapolis, IN: Association for Research on Nonprofit Organizations and Voluntary Action, 2001. 97 p. (ARNOVA Occasional Papers series)**

**Abstract:** Composed of five essays that study various traditions of giving and service among African Americans, Latinos, Asian Americans and Native Americans, with an introduction and concluding statement by the editor. Contents include "Fostering Philanthropy and Service in U.S. Latino Communities" by Michael Cortés; "The 'Relief Corps of Heaven': Black Women as Philanthropists" by Bettye Collier-Thomas; "Native American Philanthropy" by Sherry Salway Black; "Asian American Philanthropy: Acculturation and Charitable Vehicles" by Jessica Chao; and "The Racial Wealth Gap: Origins and Implications for Philanthropy in the African American Community" by Dalton Conley.

**Foundation Center Call Number:** 458 ROG

**Smith, Bradford; Shue, Sylvia; Vest, Jennifer Lisa; Villarreal, Joseph. *Ethnic Philanthropy: Sharing and Giving Money, Goods, and Services in the African American, Mexican, Chinese, Japanese, Filipino, Korean, Guatemalan, and Salvadoran Communities in the San Francisco Bay Area*. San Francisco, CA: Institute for Nonprofit Organization Management. 1994. ix, 268 p.**

**Abstract:** Describes the customs of sharing and giving money, goods, and services to individuals outside the nuclear family in Chinese, Japanese, Filipino, Mexican, Guatemalan, African American, Korean, and Salvadoran communities in the San Francisco Bay Area. The research was conducted through discussions with community leaders, group sessions, and focused interviews. The most important finding of the study was that knowledge of people's cultural background does not help to predict how much they give but does help to predict to whom they give.

**Foundation Center Call Number:** 450 SMI

**Subject/descriptor:** Individual giving; Black philanthropy; Philanthropy–minorities

**Smith, Bradford; Shue, Sylvia; Vest, Jennifer Lisa; Villarreal, Joseph. *Philanthropy in Communities of Color*. Bloomington, IN: Indiana University Press, 1999. 176 p.**

**Abstract:** Examines ethnic philanthropy, defined as "sharing and helping within communities of color." A 1991-1993 survey looked at the philanthropic activities of 260 individuals from various ethnic communities in the San Francisco region, studying values, behavior, and attitudes. The individuals represented the African American, Chinese, Filipino, Guatemalan, Japanese, Korean, Mexican, and Salvadoran groups. For each group, basic philanthropic tenets are explained and analyzed. Appendix A describes the research methodology, and includes the interview instrument.

**Foundation Center Call Number:** 458 SMI

**Smith, Bradford; Shue, Sylvia; Villarreal, Joseph; Institute for Nonprofit Organization Management. *Asian and Hispanic philanthropy*. San Francisco, CA: Institute for Nonprofit Organization Management. 1992. ix, 265 p.**

**Abstract:** This study identifies and describes in detail the customs of giving and sharing in five Asian and Hispanic communities in the San Francisco Bay Area. Encompasses the Chinese, Japanese, Filipino, Mexican and Guatemalan communities. Appendices explain the research approach, methodology, and terminology. Includes interviews with community leaders. Bibliographical references.

**Foundation Center Call Number:** 401 ASI

**Subject/descriptor:** Philanthropy–studies; Asian Americans; Hispanic philanthropy; Philanthropy–attitudes

Steinberg, Richard; Wilhelm, Mark. "Religious and Secular Giving, by Race and Ethnicity." *New Directions for Philanthropic Fundraising* vol. 48 (Summer 2005) p. 57-66.

**Abstract:** An analysis of giving and volunteering, using variables of race and ethnicity. With bibliographical references.

**Subject/descriptor:** Philanthropy–analysis; Black philanthropy; Individual giving–research; Voluntarism–research

Vogelsang, John. *The Coalition for New Philanthropy: Case Study of the First Three Years–2001-2003*. New York, NY: Coalition for New Philanthropy. 2004. 46 p.

**Abstract:** The Coalition for New Philanthropy seeks "to promote the practice of sustained, strategic philanthropy among African American, Latino, and Asian American donors as well as the professional advisors who work with them." The partnering organizations are the Asian American Federation of New York, the Hispanic Federation, the Twenty-First Century Foundation, the Center on Philanthropy and Civil Society of the City University of New York, and the New York Regional Association of Grantmakers. This report summarizes the achievements of the group's initial years.

**Foundation Center Call Number:** 406 CNP

**Subject/descriptor:** Philanthropy–New York–analysis; Philanthropy–minorities; Hispanic philanthropy; Asian Americans; Black philanthropy

### Fundraising From Racial and Ethnic Minorities

Boice, Jacklyn P. "More than Money." *Advancing Philanthropy* vol. 10 (November–December 2003) p. 18-22.

**Abstract:** Techniques for soliciting potential minority donors and cultivating their continuing support. Includes several case examples and statistics related to Hispanic philanthropy.

**Subject/descriptor:** Fundraising–techniques; Fundraising–individual solicitation; Fundraising–donor relations; Hispanic philanthropy; Minorities

Carson, Emmett D. *The Charitable Appeals Fact Book: How Black and White Americans Respond to Different Types of Fundraising Efforts*. Washington, DC: Joint Center for Political Studies Press. 1989. 69 p.

**Abstract:** Study of monetary donations made by 868 blacks and 916 whites in eight cities: Atlanta, Chicago, Detroit, Durham, Houston, New Orleans, Oakland, and Washington, D.C. Data is broken down by type of organization raising funds (church or religious, social welfare, educational, health care, social and fraternal, political, and international aid), amount contributed to each type of organization by race (less than \$50, \$50-\$99, \$100 or more, no contribution, and unknown), and responsiveness to different kinds of appeals by race, race and income, race and education, race and gender, race and age, and race and geographic region. While most results show near equal percentages, the strongest difference is in the degree to which blacks are more likely to contribute money to their own church than to any other type of organization (nearly seventy percent of all black charitable dollars are given to "one's own church").

**Foundation Center Call Number:** 458 CAR

**Subject/descriptor:** Fundraising–statistics; Fundraising–analysis; Philanthropy–statistics; Minorities; Blacks

Carson, Emmett D. "The New Rules for Engaging Donors of Color: Giving in the Twenty-First Century." *New Directions for Philanthropic Fundraising* vol. 29 (Fall 2000) p. 69-80.

**Abstract:** First, Carson explains why the "old" rules of engaging donors of color were not effective. He posits that fundraisers need to understand the interconnected importance of morality, market, and mission to this donor group. With bibliographic references.

**Subject/descriptor:** Black philanthropy; Individual giving; Philanthropy–analysis

Carson, Emmett D. "Understanding Cultural Difference in Fundraising." *New Directions for Philanthropic Fundraising* (Winter 1995) p. 99-112.

**Abstract:** Asserts the global community increasingly requires fundraisers to possess skill in developing relationships across cultural boundaries.

**Subject/descriptor:** Fundraising; Philanthropy–diversity; Communication

Castro, Paul S.; Castro, Raymond E. "Fundraising in Latino Communities: The Challenge to Traditional Philanthropy." *The State of Philanthropy 2002*, edited by Neil Carson. Washington, DC: National Committee for Responsive Philanthropy. 2002. p. 19-20.

**Abstract:** The authors suggest that the limited success of the Latino Fund movement is due largely to the movement's reliance upon traditional philanthropic models and the assumption that Latino donors will

respond to these traditional models. It is suggested that systematic research on the preferences of Latino donors is needed in order to open up opportunities for serious philanthropic efforts within this community.  
**Foundation Center Call Number:** 407 NAT STA

**Gumbs, Juliet. "African American Donors: An Untapped Resource." *Connections* vol. 9 (Winter 1998) p. 4-5.**

**Abstract:** Suggests that new models be devised for soliciting philanthropic gifts from African Americans and other donors of color, who have traditionally supported churches, and who have now achieved considerable wealth.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Individual giving; Black philanthropy; Blacks; Philanthropists; Philanthropy—analysis; Philanthropy—minorities

**Ito, Scott. "Viewpoint: A Yonsei's Perspective on Giving in the Japanese American Community." *Connections* vol. 9 (Winter 1998) p. 15-8.**

**Abstract:** An essay explaining the impact of historical events, especially the detainment camps of World War II, on establishing trust with perspective Japanese American donors. Ito, a Yonsei (fourth generation Japanese American) is a fundraiser, and explains the various steps he has devised in creating a capital campaign for the Japanese American National Museum.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Philanthropists; Philanthropy—analysis; Minorities; Asian Americans; Capital campaigns; Japanese American National Museum

**Mirenda, Ron. "Uncovering Hidden Wealth for Your Nonprofit, Especially in Emerging Minority Markets." *Nonprofit World* vol. 21 (July-August 2003) p. 7-9.**

**Abstract:** Techniques for prospect identification, and subsequent cultivation, among ethnic groups.

**Subject/descriptor:** Fundraising—individual solicitation; Minorities

**Newman, Diana S. "Incorporating Diverse Traditions into the Fundraising Practices of Nonprofit Organizations." *New Directions for Philanthropic Fundraising* vol. 37 (Fall 2002) p. 11-21.**

**Abstract:** Argues that fundraisers need to expand their appeals in order to attract and retain minority donors, specifically the Asians, African-Americans, Latinos, and Native Americans who account for 30 percent of the U.S. citizenry. Several indicators of wealth point to their growing prosperity, making minorities an attractive—and largely untapped—source of support for nonprofits. Fundraisers need to learn the specific giving traditions for each group, and become sensitive to the best ways to approach them. With bibliographic references.

**Subject/descriptor:** Black philanthropy; Hispanic philanthropy; Native Americans; Asian Americans; Fundraising—analysis; Fundraising—individual solicitation

**Newman, Diana S. *Opening Doors: Pathways to Diverse Donors*. San Francisco, CA: Jossey-Bass Publishers, 2002. xxxvi, 236 p.**

**Abstract:** A fundraising guidebook that discusses the philanthropic traditions of four broad minority groups: African Americans, Asian Americans, Latinos, and Native Americans. Includes useful examples and tips for planning personal meetings, special events, and direct mail campaigns. Provides suggestions on building endowments and collaborating with diverse groups.

**Foundation Center Call Number:** 703 NEW

**Petty, Janice Gow. *Cultivating Diversity in Fundraising*. New York, NY: John Wiley & Sons, 2002. xxix, 281 p.**

**Abstract:** Written by various experts, the book is a compilation of strategies for fundraising among minority groups in the United States: African Americans, Hispanics, Native Americans, and Asian Americans. For each group, the authors provide a brief history of their experience in the U.S., demographic statistics about the group in today's society, and an explanation of their traditions of philanthropy. Also illustrates the principles with six case studies—with discussion questions—of successful fundraising in these communities.

**Foundation Center Call Number:** 703 PET

## Racial and Ethnic Minority Foundations & Nonprofits

**Black, Sherry Salway. *The Emerging Sector: Nonprofits in Indian Country*. Fredericksburg, VA: First Nations Development Institute. 2004. 56 p.**

**Abstract:** This research paper draws upon a survey conducted in the late 1990s and provides data on the growing Native nonprofit sector.

[http://www.firstnations.org/publications/TheEmergingSectorDraftApril2003\\_webversion.pdf](http://www.firstnations.org/publications/TheEmergingSectorDraftApril2003_webversion.pdf)

**Cortés, Michael.** "Do Hispanic Nonprofits Foster Hispanic Philanthropy?" *New Directions for Philanthropic Fundraising* vol. 24 (Summer 1999) p. 31-40.

**Abstract:** Analyzes the Hispanic community's rejection of the mainstream nonprofit sector, and explores research indicating the existence of a separate nonprofit and voluntary sector within the Hispanic community. Discusses informal philanthropic activity, as well as the emergence of formally incorporated, government recognized Hispanic nonprofits in the U.S. Includes statistical data regarding the percentage of funds granted by major U.S. foundations to Hispanics, the percentage of Hispanic employees in mainstream nonprofits, the percentage of Hispanic foundation board members and trustees, as well as statistical data regarding Hispanic nonprofits in the U.S. With bibliographic references.

**Subject/descriptor:** Hispanic philanthropy; Nonprofit organizations–statistics; Nonprofit organizations–analysis

**Cortes-Vazquez; Paulino, Erik.** "State of the Latino Community: The Role of the Latino Nonprofit and Philanthropy." *State of Philanthropy 2004*. Washington, DC: National Committee for Responsible Philanthropy. 2004. p. 15-19.

**Abstract:** The authors briefly discuss the history and size of the Latino population in the U.S. and examine its relationship to the philanthropic sector. They point out that Latino nonprofits, typically the source of both social services and leadership for the Latino community, do not receive philanthropic support proportionate to the Latino population. For this reason, the authors suggest that foundations can help to bolster Latino communities by supporting capacity-building effort for Latino nonprofits.

**Foundation Center Call Number:** 407 NAT STA 2004

**Delgado, Louis T.** *A Demographic Profile of Independently Incorporated Native American Foundations and Selected Funds in the United States*. Minneapolis, MN: Native Americans in Philanthropy. 2006. 24 p.

**Abstract:** Provides basic demographic information on 60 Native controlled philanthropic organizations: 36 Native foundations, 15 nonprofit organizations, and nine tribal funds. Includes bibliographical references.

**Foundation Center Subject File Number:** 158

**Subject/descriptor:** Native Americans; Foundations–directories; Foundations–statistics

[http://www.nativephilanthropy.org/uploads/NAP\\_report.pdf](http://www.nativephilanthropy.org/uploads/NAP_report.pdf)

**Feinsilber, Mike; Council on Foundations.** "Charitable Foundations, Easily Formed, Proliferate: For Many, Philanthropy Begins at Home." *Washington Post* (26 December 1990).

**Abstract:** The Council on Foundations reports a rising trend in the number of foundations created by members of racial and ethnic minorities to help their own kind or society in general. A council report on the benevolent traditions of America's black, Asian-American, Hispanic and American Indian communities written by Karen Lynn concludes that these groups "have a strong tradition of selflessness dating back many centuries. Giving, not receiving, marks the histories of these minority groups." Lynn estimates that more than 500 family foundations have been established by minorities, many virtually unknown. Robert Lee, a California educator, searched out 140 Chinese-American foundations alone [See: Lee, Robert. "Guide to Chinese American Philanthropy and Charitable Giving Patterns."]; the most famous of these is the Milton Shoong Foundation, which has \$6.5 million in assets and gives away half a million annually to such causes as Boys Town of Italy, two Buddhist temples, three Christian churches, the Alameda County (Calif.) Sheriff's Air Squadron and the Special Olympics. The article also briefly comments on Le Ly Hayslip's East Meets West Foundation, Dagmar Thorpe's Seventh Generation Fund, and Mary Carmen and Alfredo Saucedo's Saucedo Fund (part of the El Paso Community Foundation).

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Minorities; Foundations–establishment and termination; Asian Americans; Shoong Foundation, Milton

**Gallegos, Herman E. (ed.); O'Neill, Michael (ed.); Foundation Center.** *Hispanics and the Nonprofit Sector*. New York, NY: Foundation Center. 1991. vi, 209 p.

**Abstract:** Collection of ten revised papers originally presented at a November 1988 national conference held to explore the role played by Hispanic nonprofits in their community and in society at large. Albert Camarillo of Stanford University writes on the history of voluntary and nonprofit agencies in the Mexican-American community, and a paper by Carlos Rodriguez-Fraticelli, Carlos Sanabria, and Amilcar Tirado of the City University of New York explores the roots of Puerto Rican nonprofits in New York City. Other papers provide "personal histories" of the National Council of La Raza and the Mexican American Legal Defense and Educational Fund, discussing how Hispanic nonprofits have been involved in the public policy and legal arenas. William McCready investigates the power of the cultural-religious-ethnic interaction among Hispanics and its potential for social change. In "Latino Nonprofit Organizations: Ethnic Diversity, Values, and Leadership",

Margarita B. Melville analyzes the common cultural values upon which Hispanics tend to pattern their social behavior, the leadership styles prevalent in Hispanic nonprofit organizations, and the leadership opportunities for Hispanic women. Maria Borrero examines several key issues facing the leadership of Hispanic nonprofits, and Leobardo Estrada discusses organizational coping styles and funding strategies among Hispanic nonprofits. Michael Cortés presents a research agenda on philanthropy and Hispanic nonprofits, and the final paper, by Paul Ylvisaker, discusses the future of Hispanic nonprofits. Includes bibliographical references.

**Foundation Center Call Number:** 602 GAL

**Subject/descriptor:** Hispanics; Nonprofit organizations—analysis; Philanthropy—United States—analysis; National Council of La Raza; Mexican American Legal Defense and Educational Fund

**Ruffin, David C. "Not for Survival Alone." *Foundation News* vol. 31 (May-June 1990) p. 52-7.**

**Abstract:** Examines the development of minority-funded foundations, which are often working towards a vision of a just society. Minorities who are now well-to-do often came from humble origins, and they remember the people and conditions they left behind. According to the Council on Foundations' Pluralism in Philanthropy Project, there are approximately 200 minority foundations in the U.S. The article briefly discusses the work of the Southeast Asian Community Development Foundation, the Okura Mental Health Leadership Foundation, the Jackie Robinson Foundation, Alpha Kappa Alpha's Educational Advancement Foundation, the Educational Foundation for Black Americans, the Seventh Generation Fund, the Hispanic Development Fund, the East Los Angeles Community Union, the Asian Foundation for Community Development, Navajo Way, the W. Harry Davis Foundation, the Afro-American Council Foundation, Rosa Minoka Hill Fund, Givens Family Fund, East Meets West Foundation, and the Warwick Foundation. Minority-controlled corporations have also begun to have an impact on institutional philanthropy. Hispanic-owned Goya Foods gives not only to a broad range of Hispanic nonprofits, but also to the United Negro College Fund and the largely black West Indian annual cultural festival. Other such corporate philanthropists include Soft-Sheen Products, H.J. Russell & Co., Wang Laboratories, and Chicago's Ariel Capital Management.

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Minorities; Foundations—analysis

## Directories of Racial and Ethnic Minority Foundations & Nonprofits

**Boyd, Alex (ed.) *Guide to Multicultural Resources 1997/1998*. 6th ed. Fort Atkinson, WI: Highsmith Press. 1997. x, 580 p.**

**Abstract:** Directory provides profiles on more than 3,000 African, Asian, Hispanic American and Native American associations, institutions, organizations and other entities, as well as local, state and federal government agencies with a multicultural mission. Indexed by organization name, executives, subjects, geographic locations, and agency publications and videos.

**Foundation Center Call Number:** 150 BOY

**Subject/descriptor:** Nonprofit organizations—directories; Minorities—directories; Asian Americans; Blacks; Hispanics; Native Americans

**Calvert, Robert, Jr. (ed.) *Minority Organizations: A National Directory*. 4th ed. Garrett Park, MD: Garrett Park Press. 1992. ca. 600 p.**

**Abstract:** Lists approximately 9,700 minority organizations, defined to include Black, Hispanic, Asian, and Native American groups. Indexed by type of programs, activities and services, geographic areas, and types of membership. Includes a glossary and a bibliography of published resources on minority organizations.

**Foundation Center Call Number:** 150 MIN

**Subject/descriptor:** Nonprofit organizations—directories; Minorities; Blacks; Native Americans; Hispanics; Asian Americans

**Crooke de Louque, Patricia (ed.) *Directory of Puerto Rican Organizations*. Washington, DC: National Puerto Rican Coalition. 1988. xiii, 215 p.**

**Abstract:** Provides information on 177 nonprofit agencies and forty churches throughout the United States. Of the agencies, 140 have identified themselves as being Puerto Rican according to three criteria: 1) having governing boards composed of fifty percent or more Puerto Rican members, 2) having a main scope of activities which addresses the Puerto Rican community as determined by population size or statement in their bylaws, and 3) advocating at any level for the well-being of the Puerto Rican community as stated in their bylaws. The churches minister to a substantially Puerto Rican community; offer educational, social or cultural services to the Puerto Rican community; and have a congregation of approximately twenty-five persons or more. Part 1) contains profiles of national organizations arranged alphabetically. Part 2) contains

organizational profiles arranged alphabetically within program areas and by state. Entries contain information on the organization's history, mission, services, programs, resources (such as personnel and funding), and publications. A supplemental section lists those organizations which serve a substantially Puerto Rican constituency but do not fully satisfy requirements for being considered Puerto Rican themselves. Church entries contain information such as the name of the church, location, name of pastor, size of congregation, services offered, and clubs or associations within the church. A final section provides the names and addresses of governmental liaison agencies, listed by state. Indexed by organization and by church.

**Foundation Center Call Number:** 156 CRO

**Subject/descriptor:** Nonprofit organizations–directories; Hispanics; Minorities

**Estell, Kenneth (ed.); Gale Research. *African Americans Information Directory*. 4th ed. Detroit, MI: Gale Research. 1998. xiii, 560 p.**

**Abstract:** Provides information on approximately 5,400 nonprofit organizations, government agencies, publications and programs for and about African Americans. Entries are arranged under such topics as: national, regional, state and local organizations; library collections, museums and cultural institutions; colleges and universities with black studies programs; federal, state and local government agencies; federal domestic assistance programs; the top 100 black businesses; and publications, publishers, broadcast media, and Internet resources serving the black community. Master name and keyword index.

**Foundation Center Call Number:** 154 EST

**Subject/descriptor:** Nonprofit organizations–directories; Blacks; Minorities–directories; Awards and prizes–directories; United States–politics and government–directories

**Native Americans in Philanthropy. *Survey of Grant Giving by American Indian Foundations and Organizations*. Chicago, IL: Native Americans in Philanthropy. 1996. 33 p.**

**Abstract:** Analyzes overall philanthropic giving of Native American funds, foundations, and organizations. Discusses major issues of concern to Native funders. Profiles thirty-four Native grantmaking institutions. Profiles include name, address, telephone number, date founded, tax designation, and description of the institution.

**Foundation Center Call Number:** 158 NAT

**Subject/descriptor:** Native Americans; Foundations–directories

**Oakes, Elizabeth H. (ed.) *Minority Organizations: A National Directory*. 5th ed. Chicago, IL: Ferguson Publishing Company. 1997. 636 p.**

**Abstract:** A reference volume to African American, Hispanic American, Asian American or Pacific Islander American, and Native American organizations. This edition cites just under 6,000 organizations, providing names, address, telephone, fax, e-mail and Web site information, description of membership, types of activities and programs, and publications. Indexed by state and activity category.

**Foundation Center Call Number:** 150 MIN OAK

**Subject/descriptor:** Minorities; Minorities–directories; Nonprofit organizations–directories

**Organization of Chinese Americans. *National Directory of Asian Pacific American Organizations 2001-2002*. Washington, DC: Organization of Chinese Americans, Inc. 2001. 251 p.**

**Abstract:** Contains nearly 2,000 arts, research, civil rights, cultural/historical, health, legal, media, political, refugee assistance, community service, professional, and women's groups divided by state.

**Foundation Center Call Number:** REF 042 OCA

**Subject/descriptor:** Minorities–directories; Asian Americans

## **African American Philanthropy & Issues**

**Ball, Erica L. "African American Philanthropy." New York, NY: Center on Philanthropy and Civil Society, City University of New York. 12 p.**

**Abstract:** Reviews and summarizes existing literature and research about African American philanthropy to identify current trends in African American forms of giving, demographics of African American donors, and major concerns of African American philanthropy.

[http://www.philanthropy.org/publications/online\\_publications/african\\_american\\_paper.pdf](http://www.philanthropy.org/publications/online_publications/african_american_paper.pdf)

**Baugh, L. Laretta (ed.) *Black Philanthropy–From Words to Action: The Proceedings of the Fourth National Conference on Black Philanthropy*. Washington, DC: National Center for Black Philanthropy Inc. 2005. 116 p.**

**Abstract:** Contents include proceedings of the conference, which took place in Atlanta, GA in 2003.

Contributors include Steven Brown, Carol Burger, Christopher R. Cloud, Julius Coles, Michael Fox, Robert M.

Franklin, Cynthia Hale, John W. Jones, James A. Joseph, Coretta Scott King, Gloria King, Renee Poussaint, and Theresa W. Bennett-Wilkes.

**Foundation Center Call Number:** A 010 CBP 2003

**Subject/descriptor:** Philanthropy–minorities; Black philanthropy; Philanthropy–analysis; Association of Black Foundation Executives

**Baugh, L. Laretta (ed.)** *Black Philanthropy at Home and in the Diaspora: The Proceedings of the Third National Conference on Black Philanthropy*. Washington, DC: National Center for Black Philanthropy, Inc.. 2004. 93 p.

**Abstract:** Contents include proceedings of the conference, which took place in Detroit, MI in 2001. Contributors include Otieno Aluoka, Jacqueline Copeland-Carson, Lynn Walker-Huntley, Tavis Smiley, Jeremiah A. Wright, Jr., Mark A. Dennis, Charles G. Adams, Alice Green Burnette, Sarah E. Melendez, Inviolatta Moyo, Randall Robinson, and James W. Scott.

**Foundation Center Call Number:** A 010 CBP 2001

**Subject/descriptor:** Philanthropy–minorities; Black philanthropy; Philanthropy–analysis; Association of Black Foundation Executives

**Berry, Mindy (comp.)** “Bibliography of African American Philanthropy.” *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 26 p.

**Abstract:** Summarizes key points and findings in the research of several major scholars focusing on African American philanthropy. The bibliography also includes abstracts and citations of many publications relating to African American philanthropy and giving habits.

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/bibafam.pdf?](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/bibafam.pdf?)

**“Building on the Legacy of African-American Philanthropy.”** *GuideStar Charity News* (February 2000).

**Abstract:** Discusses the development of educational programs for African-American donors and efforts to promote giving and volunteering by African-Americans throughout the U.S. Also discussed are efforts to promote the creation of endowments and to teach investment strategies to African-American nonprofit organizations.

<http://www.guidestar.org/DisplayArticle.do?articleId=924>

**Carson, Emmett D.** “Black Philanthropy's Past, Present, and Future.” *New Directions for Philanthropic Fundraising* vol. 48 (Summer 2005) p. 5-12.

**Abstract:** Carson provides a concise, selective history of black philanthropy in order to focus on the forces that have impacted it today. With bibliographical references.

**Subject/descriptor:** Black philanthropy; Philanthropy–analysis; Philanthropy–history; Individual giving—research

**Carson, Emmett D.** “Black Philanthropy: Shaping Tomorrow's Non-Profit Sector.” *NSFRE Journal* (Summer 1989) p. 23-8, 31.

**Abstract:** Article explores the evolution of organized black philanthropic activity and the contemporary giving patterns of blacks. The myth that blacks do not support causes which are not considered “black” issues is perpetuated by fundraisers who themselves believe the myth and do not solicit the black community. However, demographic statistics and projections make blacks and other minority groups an essential factor in the continued financial support of nonprofit organizations. Fundraisers hoping to successfully solicit the black community will have to have a working knowledge of its unique philanthropic history and concerns. Blacks have traditionally built institutions and initiated efforts both to defend themselves and to advance within a hostile society, and no institution has played a greater role in the evolution of black philanthropic activity than the black church. Carson covers mutual aid societies, the underground railroad, and the civil rights movement, writing that “in many ways, the study of black philanthropic activity is a portrait of the efforts of blacks to help themselves.” After the 1960s, blacks increasingly began to provide charity beyond the range of friends, as evidenced by the United Negro College Fund and the Black United Fund. Studies by the Joint Center for Political Studies on contemporary giving patterns find that blacks at all income levels are active philanthropists and their level of giving increases with their household income. Article includes tables showing levels of annual charitable giving, by race and household income for 1987; reasons for not making a charitable contribution among blacks and whites (nearly identical percentages of both groups reported that they could not afford to donate more); reasons given for supporting charitable organizations; and the problem that charitable organizations should most try to solve (drug abuse ranking first for both groups, followed by unemployment for blacks).

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Blacks; Fundraising–analysis; Fundraising–statistics; Philanthropy—analysis

**Carson, Emmett D. *A Hand Up: Black Philanthropy and Self-Help in America*. Washington, DC: Joint Center for Political and Economic Studies. 1993. 66 p.**

**Abstract:** Provides an historical overview of black philanthropy, providing key developments, events and institutions, in order to both challenge the perception of black dependency in the past, and to enhance the effectiveness of black philanthropic initiatives in the future. Chronicles religious, benevolent and fraternal institutions, and self-help, from the Colonial era to the present. Concludes that black philanthropy is a rich tapestry that is still being woven today. With bibliography.

**Foundation Center Call Number:** 401 CAR

**Subject/descriptor:** Philanthropy–analysis; Blacks; Individual giving; Philanthropy–history

**Carson, Emmett D.; Center for the Study of Philanthropy. *Black Volunteers as Givers and Fundraisers*. New York, NY: Center for the Study of Philanthropy. 1990. 25 p.**

**Abstract:** Paper draws upon available research data and descriptive information from a series of case studies to illuminate the extent to which black volunteers are actively involved in giving and fundraising. Carson provides a brief overview of the origins of black philanthropy and a socio-economic profile of black volunteers and givers, describes the motivations behind black voluntarism and giving and the kinds of organizations most likely to attract their involvement (the black church ranks highest), and concludes with a discussion of future research possibilities.

**Foundation Center Call Number:** 401 CAR BLA

**Subject/descriptor:** Blacks; Voluntarism–analysis; Philanthropy–analysis; Fundraising–analysis

**Carson, Emmett D.; Independent Sector; United Way Institute; Joint Center for Political Studies. “*The Charitable Giving and Voluntarism of Black Americans*.” Part 7, no. 1 of *The Constitution and the Independent Sector*. Washington, DC: Independent Sector. 1987. 13 p.**

**Abstract:** Reviews the early history of black charitable activity and examines some preliminary findings from a Joint Center for Political Studies/Gallup Poll survey on the charitable giving behavior and voluntarism of blacks. Mutual aid societies and fraternal organizations organized in the 1700s were among the earliest forms of black philanthropic activity. Most of these groups provided members and their families with services such as health and burial insurance and a social security plan for the widows and children of deceased members. Others provided opportunities for social interaction, organized educational and intellectual activities, established libraries, and were active in antislavery efforts. By 1835, several states had laws that banned black fraternal organizations and mutual aid societies. In the survey of contemporary giving and volunteer behavior among blacks, findings suggest that blacks believe that the federal government has the greatest responsibility for helping the poor, followed by the church. A table shows the average contributions of blacks and whites to various types of charitable organizations in 1985. Overall, the findings indicate that both blacks and whites at all income levels make their largest donations to their church. They also indicate that blacks and whites are equally as active in their support to the full range of charitable organizations. Another table shows the average number of hours per week that blacks and whites volunteered in 1985. The findings suggest that at every level of income blacks are more likely than whites to volunteer their time. A final table shows the percentage of blacks and whites who volunteer to work for various charitable organizations; both groups at all income levels perform more volunteer services on behalf of their church than for any other organization.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Blacks; Philanthropy–analysis; Philanthropy–statistics; Fundraising–analysis; Voluntarism–statistics; Voluntarism–analysis

**Carson, Emmett D.; Joint Center for Political Studies. “Valuing Black Benevolence.” *Foundation News* vol. 31 (May-June 1990) p. 37-40.**

**Abstract:** Examines the philanthropic activities of blacks in America. Black philanthropy has served in both the socio-economic survival of the race and in providing the resources to sustain black efforts to promote social change. Early philanthropic activity was usually conducted through the black church or organizations affiliated with the church, and the money raised was responsible, in part, for the first black schools, banks and insurance companies. One of the first efforts to study the charitable giving of American blacks was King E. Davis' 1975 book, “Fund Raising in the Black Community.” The Joint Center for Political Studies' 1988 annual survey on black giving attitudes and behavior found that a majority of black men and women made some kind of charitable contribution that year. Other findings show that persons who are better educated and wealthier were more likely to make larger contributions, and that blacks living in the South were far more likely to have made a charitable contribution than those in any other region of the country. The study also found racial similarities in charitable giving between blacks and whites. For households with incomes below \$12,000,

twelve percent of blacks and fifteen percent of whites gave over \$500. Among households of \$40,000, forty-seven percent of both blacks and whites reported contributing over \$500. However, among those with incomes of \$25,000 to \$40,000, blacks were significantly more likely than their white counterparts to have made no contribution (thirty-two percent and fourteen percent, respectively). Carson discusses the advantages of establishing black-supported community foundations as the next step in further developing and diversifying the black nonprofit infrastructure.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Blacks; Philanthropy—analysis; Philanthropy—attitudes

**Conley, Dalton. "The Racial Wealth Gap: Origins and Implications for Philanthropy in the African American Community." *Nonprofit and Voluntary Sector Quarterly* vol. 29 (Dec 2000) p. 530-40.**

**Abstract:** Assesses the relationship of wealth to philanthropy, arguing that since American Whites have greater asset levels than African Americans, it stands to reason that their philanthropic activity would also be greater. With bibliographic references.

**Subject/descriptor:** Black philanthropy; Minorities; Philanthropy—analysis

**Fairfax, Jean E. "Black Philanthropy: Its Heritage and Its Future." *New Directions for Philanthropic Fundraising* vol. 8 (Summer 1995) p. 9-21.**

**Abstract:** Contends that realizing the potential of black philanthropy requires understanding the history of black Americans and actively engaging the African-American community.

**Subject/descriptor:** Black philanthropy; Blacks; Philanthropy—analysis; Minorities; Philanthropy—minorities

**Hall, Holly. "Black Philanthropy: A Focus on Careers and Building Endowments." *Chronicle of Philanthropy*, vol. 11 (3 June 1999) p. 31-2.**

**Abstract:** At the second National Conference on Black Philanthropy, speakers discussed the lack of black fundraisers and other professionals at predominantly white organizations and the challenges faced by black institutions and charities that serve blacks in building endowment funds.

**Hall-Russell, Cheryl; Kasberg, Robert H. *African American Traditions of Giving and Serving: A Midwest Perspective*. Indianapolis, IN: Indiana University Center on Philanthropy. 1997. v, 58 p.**

**Abstract:** Examination included a literature review and 180 in-depth interviews with African-Americans in Ohio, Michigan, and Indiana, as well as an additional 650 briefer interviews. Appendices include a chronology and extensive bibliography.

**Foundation Center Call Number:** 458 HAL

**Subject/descriptor:** Black philanthropy; Minorities; Philanthropy—analysis; Philanthropy—Ohio; Philanthropy—Indiana; Philanthropy—Michigan; Philanthropy—minorities

**Havens, John J.; Schervish, Paul G. *Wealth Transfer Estimates for African American Households*. Chestnut Hill, MA: Boston College, Center on Wealth and Philanthropy. 2004. 42 p.**

**Abstract:** This study presents new information on wealth and wealth transfer within the African-American community. The first section presents an overview of the findings. The second section presents selected statistical patterns and trends in income, wealth, and philanthropic giving among African-American households. This section includes estimates of the amount and distribution of wealth among African American households. It provides an essential context for understanding the estimates of wealth transfer presented in the third section. The third section deals with the capacity of African American households to make charitable gifts and to leave charitable bequests in the 55 year period from 2001 to 2055. Using an expanded and updated version of the Center on Wealth and Philanthropy's Wealth Transfer Microsimulation Model (WTMM), the report presents the first estimates of wealth transfer among African American households.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Intergenerational transfer of wealth; Blacks; Black philanthropy; Individual giving—statistics; Philanthropy—research; Wealth

<http://www.bc.edu/research/cwp/meta-elements/pdf/aawte2.pdf>

**Hunt, Erica. *African-American Philanthropy: A Legacy of Giving*. New York, NY: Twenty-First Century Foundation. 2003. 24 p.**

**Abstract:** A brief history, with timeline, of both organized and individual philanthropy by African Americans.

**Foundation Center Subject File Number:** 403

**Subject/descriptor:** Black philanthropy; Philanthropy—history

<http://www.21cf.org/pdf/LegacyOfGiving.pdf>

Hunt, Erica; Maurrasse, David. *Time, Talent and Treasure: A Study of Black Philanthropy*. New York, NY: Twenty-First Century Foundation. 2004. 31 p.

**Abstract:** This is a study of the giving trends of 324 African American foundations, associations and individual donors with a particular focus on those providing gifts of over \$25,000. The study encompasses quantitative and qualitative information, taking a snapshot of the range of philanthropic support within the African American community. The study's recommendations to increase philanthropic capacity include efforts to: increase educational and outreach activities to African Americans; convene additional dialogues and seminars; create online databases for black foundations, associations and philanthropists; outreach to professional advisors; and increase leveraging opportunities.

[http://www.21cf.org/pdf/BFI\\_Report.pdf](http://www.21cf.org/pdf/BFI_Report.pdf)

Jackson, Rodney M. (ed.) *At the Crossroads: The Proceedings of the First National Conference on Black Philanthropy*. Oakton, VA: The Corporation for Philanthropy, Inc. 1998. iii, 163 p.

**Abstract:** Contents include proceedings of the first national gathering devoted exclusively to the topic of African American philanthropy, which took place in 1997: "African American Philanthropy at the Crossroads, by Emmett D. Carson; "Philanthropy in the Black Church: the First 100 Years" by C. Eric Lincoln; "Philanthropic Activities of Black Churches: Celebrating the Past and Planning for the Future" by Rev. Alicia D. Byrd; "Strengthening African American Philanthropy: Grant Making" by Emmett D. Carson; "Strengthening African American Philanthropy: Individual Giving" by Angela L. Oliver; and "Strengthening African American Philanthropy: Fund Raising" by Rodney M. Jackson.

**Foundation Center Call Number:** A 010 CBP 1997

**Subject/descriptor:** Philanthropy-minorities; Black philanthropy; Philanthropy-analysis; Association of Black Foundation Executives

Jackson, Rodney M. (ed.) *Moving the Agenda Forward: The Proceedings of the Second National Conference on Black Philanthropy*. Washington, DC: National Center for Black Philanthropy Inc. 2000. 93 p.

**Abstract:** Contents include proceedings of the conference, which took place in Oakland, CA in 1999. Contributors include A'Lelia Bundles, J. Alfred Smith, Jr., Joe Louis Barrow II, Lorraine C. Holmes Settles, Juliet L. Gumbs, Rev. Audrey Bennett Daniel, Erica Hunt, Sonia Cairns, and Moss Cairns.

**Foundation Center Call Number:** A 010 CBP 1999

**Subject/descriptor:** Philanthropy-minorities; Black philanthropy; Philanthropy-analysis; Association of Black Foundation Executives

Jackson, Tysus D. "Young African Americans: A New Generation of Giving Behaviour." *International Journal of Nonprofit and Voluntary Sector Marketing* vol. 6 (September 2001) p. 243-53.

**Abstract:** Provides a history of African American philanthropy as a prelude to presenting results of a study on current practice, using focus groups. With bibliographic references.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Black philanthropy; Philanthropy-analysis; Individual giving

Joseph, James A. *Black Philanthropy: The Potential and Limits of Private Generosity in a Civil Society*. Unpublished. 1991. 21 p.

**Abstract:** Transcript of a speech given at the First Annual Lecture on Black Philanthropy, the Portrait Gallery, the Smithsonian Institution, 3 June 1991.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Blacks; Minorities; Philanthropy-analysis

Littles, Marcus; Bowers, Ryan; Gilmer, Micah. *Why We Can't Wait—A Case for Philanthropic Action: Opportunities for Improving Life Outcomes for African American Males*. New York, NY: Ford Foundation. 2007. 78 p.

**Abstract:** A report prepared for the Ford Foundation that describes trends in social science research related to African-American males, the state of direct practice in the field, and public policy advocacy efforts on behalf of black men and boys. Addresses the problematic disconnect between social science research, practioners, and public policy and advocacy that impact black men and boys. Particular focus is paid to the difficulties faced by practioners focusing on the needs of this community and possibilities for growth and greater effectiveness with the implementation of a better infrastructure to facilitate communication and knowledge sharing between researchers, practioners, and policymakers.

[http://www.fordfound.org/elibary/documents/5072/pdf/Why\\_We\\_Cant\\_Wait.pdf](http://www.fordfound.org/elibary/documents/5072/pdf/Why_We_Cant_Wait.pdf)

**Majors, Richard; Wiener, Susan; Dyer, Daryl. *Programs That Serve African American Male Youth*. Washington, DC: Urban Institute. 1995.**

**Abstract:** Reports on a study designed to build knowledge about community-based programs that serve African American male youth. The study included case studies of 51 programs in 10 U.S. cities as well as responses to a survey sent to 282 programs. Based on this data, the authors distill lessons from the programs: they cover "what kids need", "Promising Program Components", and "Underlying Philosophies on Program Design." They also offer detailed descriptions on the barriers programs face. Appendices include the Mail Survey Instrument used, descriptions of the Site Visit Programs, and a list of site visit contacts and addresses.

<http://www.urban.org/publications/405705.html>

**Rogers, Pier C. "Co-Producing Philanthropic Knowledge in African American Communities." *New Directions for Philanthropic Fundraising* vol. 37 (Fall 2002) p. 23-34.**

**Abstract:** The co-production model is a four-step examination applied by the author to extract and critique new understanding about philanthropy in the African-American community. He elucidates some assumptions—by both fundraisers and donors—and also looks at factors that impede and enhance philanthropic activity. With bibliographic references.

**Subject/descriptor:** Black philanthropy; Philanthropy—research

**Rooney, Patrick (ed.); Sherman, Lois (ed.). *Exploring Black Philanthropy*. *New Directions for Philanthropic Fundraising* No. 48 (Summer 2005) 136 p.**

**Abstract:** Special issue of the quarterly journal *New Directions for Philanthropic Fundraising* focusing on Black Philanthropy. Articles include: "Black Philanthropy's Past, Present, and Future" by Emmett D. Carson; "Professionalism in Black Philanthropy: We Have a Chance to Get it Right" by Charles R. Stephens; "The African American Megachurch: Giving and Receiving" by Cheryl Hall-Russell; "Philanthropy among African American Donors in the New York Metropolitan Region: A Generational Analysis" by Felinda Mottino and Eugene D. Miller; "Wealth Transfer Estimates for African American Households" by John J. Havens and Paul G. Schervish; "Religious and Secular Giving, by Race and Ethnicity" by Richard Steinberg and Mark Wilhelm; "Government Shokels and Government Shackles Revisited: Questions for Church and State" by Sheila Sues Kennedy; "Promoting Diversity in Contemporary Black Philanthropy: Toward a New Conceptual Model" by Jacqueline Copeland-Carson; "Immigrant Assimilation and Charitable Giving" by Una Okonkwo Osili and Dan Du; "Race Philanthropy: Personalities, Institutions, Networks, and Communities" by John H. Stanfield; and "Hopscotching in the Neighborhood" by Alice Green Burnette.

<http://www3.interscience.wiley.com/cgi-bin/jissue/110494304>

**Stephens, Charles R. "Professionalism in Black Philanthropy: We Have a Chance to Get It Right." *New Directions for Philanthropic Fundraising*. vol. 48 (Summer 2005) p. 13-19.**

**Abstract:** Veteran fundraiser Stephens ponders on the state of the profession for African Americans and contemplates how new leaders will be developed. He recommends that infrastructure organizations be closely involved in fostering and training younger Blacks who are considering this career.

**Winters, Mary-Frances. "Reflections on Endowment Building in the African-American Community." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 39 p.**

**Abstract:** Analyzes current trends in philanthropic giving by African Americans and identifies three categories of givers as well as three categories of African-American philanthropic organizations. The author also suggests recommendations for optimizing African-American philanthropic strategies which are moving from unstructured and unplanned giving to a more deliberate process.

**Foundation Center Call Number:** 458 COF CUL

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/africanamerican.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/africanamerican.pdf)

## Hispanics Philanthropy & Issues

**Aguirre, Angie; Min, Linda. *Familia, Fé y Comunidad: Giving and Volunteering Among Hispanics in Silicon Valley*. San Jose, CA: Community Foundation Silicon Valley. 2005. 27 p.**

**Abstract:** Community Foundation Silicon Valley and the Hispanic Foundation of Silicon Valley joined forces to produce this study analyzing the philanthropic tendencies of the Silicon Valley Hispanic community. The report covers reasons for and methods of giving amongst this community. The study finds that, contrary to common misconceptions, Hispanics in Silicon Valley donate more money to charitable causes (proportionate to their income) and donate more time to helping others than other groups. Yet there are significant barriers that keep

Silicon Valley Hispanics from participating in formal philanthropic capacities, such as serving on boards or taking leadership roles in local nonprofits.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Hispanic philanthropy; Hispanic philanthropy–statistics; Philanthropy–California; Voluntarism–California

<http://www.cfsv.org/documents/ReportEnglish.pdf>

**Berry, Mindy (comp.) "Bibliography of Latino American Philanthropy." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 10 p.**

**Abstract:** Summarizes key points and findings in the research of several scholars focusing on Latino American philanthropy. The bibliography also includes abstracts and citations of various publications relating to Latino American philanthropy and giving habits.

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/biblaam.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/biblaam.pdf)

**Campoamor, Diana (ed.); Diaz, William A. (ed.); Ramos, Henry A. J. (ed.) *Nuevos Senderos: Reflections on Hispanics and Philanthropy*. Houston, TX: Arte Publico Press, 1999. 294 p.**

**Abstract:** Results of research presented in essays by various scholars, consultants, and practitioners on the broad topics of the state of the Hispanic nonprofit sector in the U.S., increasing Latino participation in organized philanthropy in the U.S., and promoting social investment in Latin America. The chapters are: "A statistical profile of Latino nonprofit organizations in the United States" by Michael Cortés; "Explorations into Latino voluntarism" by Rodolfo O. de la Garza with Fujia Lu; "Latinos and African Americans: connecting" by Arlene Scully; "New pools of Latino wealth: a case study of donors and potential donors in U.S. Hispanic/Latino communities" by Ana Gloria Rivas-Vazquez; "Latinos and community funds: a comparative overview and assessment of Latino philanthropic self-help initiatives" by Henry A. J. Ramos and Gabriel Kasper; "Current issues affecting U.S. Hispanic foundation and nonprofit directors/trustees: a survey of the field" by Diane Sanchez and Rosie Zamora; "Women, fundraising, and the third sector in Mexico" by Rosa Maria Fernandez Rodriguez, et al; and "The social involvement of corporate foundations in Argentina" by Elba Luna.

**Foundation Center Call Number:** 401 CAM.

**Cortés, Michael. "Hispanic Philanthropy." *Philanthropy in America: A Comprehensive Historical Encyclopedia*, edited by Dwight F. Burlingame. Santa Barbara, CA: ABC-CLIO. 2004. 3 vols. p. 226-228.**

**Abstract:** Gives a brief background of the Hispanic population in the U.S. and explains how Hispanic philanthropy differs from that of the general U.S. population. Also discusses Hispanic philanthropic traditions and fundraising strategies that appeal to Hispanic donors. Summarizes research conducted about Hispanic donors.

**Foundation Center Call Number:** REF 407 BUR PHI

**Cortés, Mike. "Questions About Hispanics and Fundraising." *New Directions for Philanthropic Fundraising* vol. 37 (Fall 2002) p. 45-54.**

**Abstract:** The author confirms that studies show that most wealthy Latino donors prefer to support activities benefiting their cultural group, but he cautions against over-generalizing about Hispanic philanthropy. Various subgroups have distinct traditions that should be honored by fundraisers. With bibliographic references.

**Subject/descriptor:** Hispanic philanthropy; Philanthropy–analysis

**Cortés, Michael. "Three Strategic Questions About Latino Philanthropy." *New Directions for Philanthropic Fundraising* (Summer 1995) p. 23-40.**

**Abstract:** Explores Latino philanthropic traditions, special disincentives to giving, and institutional arrangements to foster Latino philanthropy.

**Subject/descriptor:** Hispanic philanthropy; Philanthropy–Latin America; Philanthropy–analysis; Minorities

**Diaz, William. *Funders' Responses to Latino Needs—Foundations and "New" Populations: Three Cases of Latino Grantmaking in the 1980s*. Minneapolis, MN: Hubert H. Humphrey Institute of Public Affairs. 1998. 36 p.**

**Abstract:** This study examines the strategies used by three large foundations—Ford, Carnegie, and Rockefeller—to address Latino issues, and how their efforts illuminate theories of foundation behavior.

[http://www.nonprofitresearch.org/usr\\_doc/16043.pdf](http://www.nonprofitresearch.org/usr_doc/16043.pdf)

**Gutiérrez, John A. "Report on Latinos and Philanthropy in the United States." New York, NY: Center on Philanthropy and Civil Society, City University of New York. 8 p.**

**Abstract:** Discusses the challenges and opportunities facing the Latino philanthropic community, including challenges faced by developing Latino funds, the difficulty of securing donations from Latinos, as well as the

challenges and opportunities presented by partnering with mainstream philanthropic foundations and corporate sponsors.

[http://www.philanthropy.org/publications/online\\_publications/latino\\_paper.pdf](http://www.philanthropy.org/publications/online_publications/latino_paper.pdf)

**Hispanics in Philanthropy. Reflection, Action, and Expansion: Analysis of the Challenges and Opportunities for the Development of Emerging Latino Community in Boulder County, Colorado.** San Francisco, CA: Hispanics in Philanthropy. 2004. 55 p.

**Abstract:** This report explores the significant impact new Latino immigrants are having on community institutions in Boulder, Colorado. The study describes this fast-growing community, identifying factors and trends that might encourage and inform foundations, corporations and nonprofits to invest in strategies that strengthen Boulder's emerging Latino nonprofits and its leaders.

<http://www.hiponline.org/NR/rdonlyres/FA239644-CC81-4306-8A18-7F596008E5D0/78/FirstBoulderReport.pdf>

**Perry, Suzanne. "Tapping Hispanic Philanthropy." *Chronicle of Philanthropy* vol. 18 (28 September 2006) p. 7, 10, 12.**

**Abstract:** Many grantmakers are exploring ways to serve the country's growing Hispanic population. Some foundations are supporting so-called "hometown associations" that raise funds from migrant communities in the U.S. to fund social programs in Mexico.

**Ramos, Henry A.J. *Foundation Strategies Targeted to Latinos in the U.S.: Hispanics in Philanthropy.* San Francisco, CA: Hispanics in Philanthropy. 1990.**

**Abstract:** This paper describes strategies for making private philanthropy more responsive to Latino community needs. Ramos provides examples of successful foundation initiatives targeted to Latino groups and interests. By examining foundation staffing patterns, allocations processes and community needs assessment, strategies, outreach efforts and Latino nonprofit development innovations, Ramos develops recommendations designed to promote and enhance foundation support of Latino's in the independent sector.

**Ramos, Henry A.J. "Latino Philanthropy: Expanding US Models of Giving and Civic Participation." *Cultures of Caring.* Washington, DC: Council on Foundations. 1999. 41 p.**

**Abstract:** Examines current trends and practices in Latino philanthropic giving as led by the new professional class of Latinos, including the emerging shift from informal giving to organized philanthropy, motivations for giving, and the major concerns of Latino donors. The author also includes an action agenda for expanding Latino philanthropic engagement.

**Foundation Center Call Number:** 458 COF CUL

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/latino.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/latino.pdf)

**Ramos, Henry A. J.; Kasper, Gabriel. *Building a Tradition of Latino Philanthropy: Hispanics as Donors, Grantees, Grantmakers, and Volunteers.* Los Angeles, CA: Center on Philanthropy and Public Policy, University of Southern California. 2000. 23 p.**

**Abstract:** This article examines the current state of Latino Americans in the independent sector, focusing on Latino engagement in the field as donors, as volunteers, as grantmakers, and as grantees. It explores current efforts to encourage Latino philanthropy and voluntarism, and compares work in this context with the experiences of other ethnic- and gender-focused philanthropic endeavors, concentrating especially on the Jewish and women's communities. Finally, the article looks at the challenges and opportunities that lie ahead for Latino philanthropy as the field develops.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Hispanic philanthropy; Hispanic philanthropy–statistics; Philanthropy–research; Voluntarism–research; Minorities

<http://www.usc.edu/assets/cppp/dl.php?file=RP4.pdf>

**Romero, Anthony D. *Globalized Latinos: The Opportunities and Challenges of Leadership—An Address to the Hispanics in Philanthropy Board of Directors.* Santo Domingo, Dominican Republic: Hispanics in Philanthropy. 1998.**

**Abstract:** Anthony D. Romero's remarks at the 1998 Hispanics in Philanthropy Board of Directors Retreat. Romero speaks of the role of Latinos in globalization and the impact it has on them as well as the challenges and opportunities for leadership that globalization provides to Latino Americans working in philanthropy. He comments on the need to create strategic and organized Latino philanthropy.

<http://www.fordfound.org/news/images/gl.doc>

Royce, Anya Peterson; Rodriguez, Ricardo. "From Personal Charity to Organized Giving: Hispanic Institutions and Values of Stewardship and Philanthropy." *New Directions for Philanthropic Fundraising* vol. 24 (Summer 1999) p. 9-29.

**Abstract:** Discussion of Hispanic philanthropy, based on interviews with representatives of three Hispanic populations - Mexican Americans, Cuban Americans and Puerto Ricans. Interviews were conducted with professional fundraisers, program officers of foundations, clergy, members of church congregations, educators, leaders of Hispanic organizations, philanthropists, scholars, and business people. Presents demographic information regarding the immigration and presence of Hispanics in the US. Identifies some of the traditional values of Hispanics in the U.S., such as trust, the importance of personal relationships and connections, the notion of service to one's family, community, and church, and the ways that these values are or can potentially serve as the basis for giving. Analyzes cultural, class, generational, and religious differences regarding attitudes toward giving within the Hispanic community. Discusses strategies for fundraising and networking in the Hispanic community, and motivating Hispanic givers. Includes an examination of the strategic goals of Hispanics in Philanthropy, noting their emphasis on increasing the number of Hispanics on the boards of foundations, especially those organizations with no traditional connection to the Hispanic community. With bibliographic references.

**Subject/descriptor:** Hispanic philanthropy; Religion-fundraising; Philanthropy-attitudes; Philanthropy-analysis; Foundations-diversity; Religion; Religious giving; Fundraising-analysis; Hispanics in Philanthropy

Santiestevan, Henry (ed.) *Hispanics and Grantmakers: A Special Report of Foundation News*. Washington, DC: Council on Foundations. 1981. 150 p.

**Abstract:** The culmination of an 18-month effort, this special report is aimed at improving communications and relationships between foundations and Hispanics by fostering skillful and sensitive grantmaking and focusing attention on underserved Hispanic populations. Presented in journalistic form, the report contains an introductory section; 51 articles; an editorial wrap-up; and addresses and telephone numbers of organizations, Hispanic research centers, and Hispanic foundation trustees, staff, and consultants. The issue includes several articles that explain the grant application system. Other articles chronicle the nascent development of Hispanic groups in Chicago, Seattle, Philadelphia, and Hartford. Still others describe the changing Cuban community, concerns of Hispanic women, health needs, business and economic development, Hispanic youth unemployment, problems of aging Hispanics, and the forgotten migrant worker. Also included are basic demographic, social, and economic data on Hispanics and facts and figures on bilingual education.

## Asian American Philanthropy & Issues

Asian American Federation of New York. *A New Heritage of Giving: Philanthropy in Asian America*. New York, NY: Asian American Federation of New York. 2001. 24 p.

**Abstract:** Describes the changing face of Asian American philanthropy, explaining how funding interests are expanding beyond family and kinship ties. Suggests the need for Asian Americans to invest their growing wealth in the future of their communities.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Philanthropy-minorities; Asian Americans; Individual giving

Berry, Mindy (comp.) "Bibliography of Asian American Philanthropy." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 15 p.

**Abstract:** Summarizes key points and findings in the research of several scholars focusing on Asian American philanthropy. The bibliography also includes abstracts and citations of publications relating to Asian American philanthropy and giving habits.

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/bibasam.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/bibasam.pdf)

Chao, Jessica. "Asian-American Philanthropy: Expanding Circles of Participations." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 65 p.

**Abstract:** Discusses the traditions of giving and volunteering in the Asian American culture and variations in Asian American philanthropic practices and giving preferences. The author also examines best practices for fundraising from Asian American donors and includes recommendations for stimulating institutional philanthropic activity among Asian Americans.

**Foundation Center Call Number:** 458 COF CUL

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/asianamerican.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/asianamerican.pdf)

**Chao, Jessica.** *Topics in Asian American Philanthropy and Voluntarism: An Extension Course Guide.* New York, NY: Center on Philanthropy and Civil Society, City University of New York. 2000. ii, 89 p.

**Abstract:** Designed primarily for professionals working in nonprofits, this curriculum guide offers a broad overview of the scope and variety of Asian American philanthropy and voluntarism. It contains information on the history and practices of Asian Americans in creating community voluntary structures. The guide shows how this group's contribution of time, energy, goods, and money in less formal and more personal ways has been pervasive in extended family and social networks and influential in the survival and success of the community.

**Foundation Center Call Number:** 407 CHA

**Subject/descriptor:** Philanthropy—study and teaching; Asian Americans; Philanthropy—minorities

**Ko, Elaine; Howe, Danny; United Way of King County.** *The Asian American Charitable Giving Study: A Survey of Charitable Giving in King County's Asian American Community.* Seattle, WA: United Way of King County. 1990. 20 p.

**Abstract:** Study based on the responses of 372 individuals to an eight page survey sent to 2,400 Asian Americans residing in King County, Seattle, Wash., who were randomly selected from a pool of 8,000 individuals on mailing lists of local nonprofit organizations and from listings in local community directories. Provides pie charts with the following demographic information: age, ethnic breakdown, marital status, educational level, employment status and sector, personal and household incomes, religious affiliation, past and present political proclivity. The median donation of Asian Americans in King County for 1988 was \$740. Of this amount, approximately 21 percent was donated directly to Asian American nonprofit organizations with the remainder donated to religious causes and general nonprofit organizations. Two-thirds of the respondents did volunteer work for nonprofits in King County, with three-quarters of these serving as members of the boards or else holding official positions in these organizations. Briefly explores some of the attitudes and values of the respondents.

**Foundation Center Call Number:** 401 HOW

**Subject/descriptor:** Asian Americans; Philanthropy—analysis

**Lee, Robert.** *Guide to Chinese American Philanthropy and Charitable Giving Patterns.* San Rafael, CA: Pathway Press. 1990. 165 p.

**Abstract:** Fully explores Asian American philanthropy, including general and specific misconceptions; traditional giving patterns; the merit associated with financial privacy; the rise of Chinese American millionaires, Chinese American private foundations, Japanese corporate foundations in the U.S., and anti-Asian bashing; political contributions, contributions to churches and temples, and contributions to nonprofit organizations; and the components of neo-Confucian ethics. Includes listings for Chinese American foundations in the San Francisco area, the Los Angeles area, in Hawaii, and in the New York area; listings of Japanese corporate foundations; a list of prominent Chinese Americans; and a list of Asian American professional associations and social organizations.

**Foundation Center Call Number:** 152 LEE

**Subject/descriptor:** Asian Americans; Philanthropy—China; Philanthropy—Japan—directories; Philanthropy—analysis

**Miller, Julia.** "The 'Unphilanthropic' Asian American: Myth or Reality." *Connections* vol. 9 (Winter 1998) p. 6-10.

**Abstract:** Analyzes some myths about Asian giving, and discusses the influence of Confucianism on Asian American philanthropy. Provides suggestions for reaching this subset of givers, and provides a resource list of Web sites, magazines, and books on the topic.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Philanthropists; Philanthropy—analysis; Asian Americans; Minorities; Individual giving

**Shao, Stella.** "Asian American Giving: Issues and Challenges (A Practitioner's Perspective)." *New Directions for Philanthropic Fundraising* (Summer 1995) p. 53-64.

**Abstract:** Describes the Asian American community as made up of many different cultural subgroups, all of which deal in different ways with tradition, separatism, and assimilation. Surveys dispel misconceptions about Asian American giving. Suggests fundraising strategies, and provides a framework for further research.

**Subject/descriptor:** Asian Americans; Minorities; Philanthropy—analysis; Philanthropy—study and teaching

**Tonai, Rosalyn Miyoko; Institute for Nonprofit Organization Management.** *Asian American Charitable Giving.* San Francisco, CA: Institute for Nonprofit Organization Management. 1988. 20 p.

**Abstract:** Results of a survey study of 321 Asian American donors in the San Francisco-Oakland area, testing key demographic, attitudinal, and situational factors affecting their charitable giving. Primary reasons for the study were to determine: a profile of donors in the sample; whether significant relationships exist between

relevant factors and charitable giving; effective solicitation techniques; and reasons for giving and not giving. Among the findings: respondents were well educated, with 82.8 percent possessing at least a bachelor's degree; their median gross personal income was \$34,279 (median gross household income was \$52,638), and they gave an average of \$1,325.15 to charitable causes in 1986 (averaging at 2.7 percent of their household income, the Asian American respondents classify as substantial givers); significant correlation was established for several of the factors involved; and in-person solicitations were rated most effective. Individuals at lower income levels gave significantly greater proportions of their incomes than those in higher income levels (persons with personal incomes under \$10,000 donated an average 6.6 percent, while those making between \$20,000 and \$60,000 donated an average 2.2 percent), and volunteers were also found to give substantially more than non-volunteers.

**Foundation Center Call Number:** 458 TON

**Subject/descriptor:** Individual giving; Philanthropy—analysis; Asian Americans

**Wegryn, Susan. "Asian Americans Are Often-Overlooked Source of Donations, According to Two New Reports." *NonProfit Times* vol. 4 (November 1990) p. 3, 18.**

**Abstract:** Reports on two studies on the philanthropic attitudes of Asian Americans. Robert Lee's "Guide to Chinese American Philanthropy and Charitable Giving Patterns" finds that Asian-Americans favor the provision of care to elderly community members, followed closely by health care and education. His book also lists a total of 125 Chinese-American foundations and forty Japanese corporate and family foundations; the organizations have combined assets of \$263 million and award \$14 million in grants annually. The United Way of King County, Seattle conducted a separate survey of 372 Asian Americans with a history of giving to nonprofits. About ninety-one percent of the respondents placed a high priority on free or low-cost health and human services for low-income Asian Americans. Some thirty-seven percent of the respondents held degrees at the Master's level or higher, and the median annual personal income was \$34,500. United Way of King County is seeking to ensure that Asian Americans are represented on its board and staff and among its volunteers; such involvement helps to cultivate a relationship with Asian Americans, which is an important first-step in the solicitation process.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Asian Americans; Fundraising—analysis

## Native American Philanthropy & Issues

**Adamson, Rebecca. "Native Americans in the 21st Century and Philanthropy's Role." *First Nations Development Institute Business Alert* vol. 8 (May-June 1993) p. 1, 3-5.**

**Abstract:** This article examines historic trends in Native-American philanthropy and the systemic barriers and cultural obstacles to effective Native-American grantmaking. Adamson chronicles the Indian philanthropic eras (missionary, chief making, political leadership, issues and rights, institutional and self-sufficiency) that have preceded the current status of Indian giving.

**Foundation Center Subject File Number:** 158

**Subject/descriptor:** Native Americans

**Adamson, Rebecca. "Smoothing out the Road." *Foundation News & Commentary* vol. 42 (July-August 2001) p. 32-5.**

**Abstract:** A report on the current status of Native American philanthropy. Various factors have led to a new emphasis on the topic, including new tribal wealth due to the gaming industry as well as the growth of tribal nonprofits, which may have income-producing enterprises. SNAP, Strengthening Native American Philanthropy, has emerged as a program for encouraging the growth of formalized philanthropy. Various specific projects described here illustrate the diversity of the initiatives in the field.

**Subject/descriptor:** Native Americans; Strengthening Native American Philanthropy; Philanthropy—analysis; Philanthropy—minorities

**Berry, Mindy (comp.) "Bibliography of Native American Philanthropy." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 15 p.**

**Abstract:** Summarizes key points and findings in the research of several scholars focusing on Native American philanthropy. The bibliography also includes abstracts and citations of publications relating to Native American philanthropy and giving habits.

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/bibnaam.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/bibnaam.pdf)

**Berry, Mindy. "Native-American Philanthropy: Expanding Social Participation and Self-Determination." *Cultures of Caring*. Washington, DC: Council on Foundations. 1999. 77 p.**

**Abstract:** Examines the Native American concept of wealth and the traditions of giving and sharing within the Native American community. The author goes on to explore how both Native American tribes and individual donors experiencing greater economic success are continuing to incorporate these customs in their philanthropic endeavors. The author also includes suggestions for how to enhance institutional philanthropy in Native American communities while respecting tradition.

**Foundation Center Call Number:** 458 COF CUL

[http://www.cof.org/files/Documents/Publications/Cultures\\_of\\_Caring/nativeamerican.pdf](http://www.cof.org/files/Documents/Publications/Cultures_of_Caring/nativeamerican.pdf)

**Chapman, Michael. "Fund-Raising: A New Phenomenon for Native Americans." *NSFRE Journal* (Autumn 1989) p. 22-3.**

**Abstract:** Provides an historical overview of Native American organizations and fundraising. Chapman identifies four discernable "eras" in the funding of Indian causes: 1) the funding of "Indian experts" in the fifties and sixties; 2) grants for scholarships and fellowships made in the late sixties up through the mid-seventies; 3) the funding of policy and legal analysis, a period in which today's most viable Indian organizations were founded; and 4) the current era in which the problems of financially debilitated reservation economies are addressed. Inter-tribal organizations are especially successful in receiving private funding, and the emphasis is on building a resource pool which can respond to community based needs rather than to federal policy.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Native Americans; Fundraising–history; Philanthropy–analysis

**Delgado, Louis T. *Native Gathering: A Meeting With Native American Elders, Activists, Select Funders and Scholars*. Seattle, WA: Marguerite Casey Foundation. 2004. 36 p.**

**Abstract:** Documents the proceedings of a meeting hosted by the Marguerite Casey Foundation in June 2003 that brought together Native people from across the country to participate in a consultative session designed to help the Foundation develop a comprehensive strategy to strengthen and support indigenous families and communities. The group discussed the challenges and opportunities associated with the community rebuilding process and how the Foundation can play a meaningful role in that pursuit. Key themes emerged on the topics of aspects of a healthy, vibrant Native community and challenges representing potential barriers to building healthy, vibrant Native communities. The report also includes suggestions for activities that will strengthen the working relationship between tribal governments and Native nonprofits and strategies that foundations can incorporate to improve their work in Native communities.

**Foundation Center Subject File Number:** 158

**Subject/descriptor:** Native Americans; Conferences

<http://www.luc.edu/curl/pubs/pdf/Native%20Gathering.pdf>

**First Nations Development Institute; Berry, Mindy; Adamson, Rebecca. *The Wisdom of the Giveaway: A Guide to Growing Native American Philanthropy*. New York, NY: Center on Philanthropy and Civil Society, City University of New York. 2000. ii, 61 p.**

**Abstract:** Offers an overview of the philanthropic traditions of Native American communities, with particular emphasis on the way in which Native communities use philanthropy to share their assets and engage in larger civic affairs. Designed both for Native and non-Native Americans, this volume identifies education as an important mobilizing tool and focuses on the spiritual values, cultural norms, family activities, and personal experiences associated with Native practices of generosity. It also includes examples of specific giving vehicles appropriate for both individual and tribal gifts, from in-kind contributions to incorporated funds and endowment building.

**Foundation Center Call Number:** 158 FIR

**Subject/descriptor:** Native Americans; Philanthropy—minorities

<http://www.firstnations.org/publications/WisdomoftheGiveaway.pdf>

**Gordon, Ken. "The Fine Line of Funding in Indian Country." *Grantmakers in the Arts Reader* vol. 18 (Spring 2007) p. 13-5.**

**Abstract:** Gordon explains how important it is to respect the indigenous cultures of grant applicants when gathering information from them. He draws from his grantmaking experience as former chief executive of Trust Waikato, a community foundation in New Zealand. Gordon is currently the executive director of the Potlatch Fund, based in Seattle.

**Foundation Center Subject File Number:** 539

**Subject/descriptor:** Foundations–grantmaking–analysis; Community foundations–analysis; Indigenous peoples; Native Americans

[http://www.potlatchfund.org/aboutus/pdf/The\\_Fine\\_Line\\_of\\_Funding\\_in\\_Indian\\_Country.pdf](http://www.potlatchfund.org/aboutus/pdf/The_Fine_Line_of_Funding_in_Indian_Country.pdf)

**Mantila, Kathleen. *Down But Not Out: The Nonprofit Sector in Native America and the New Federalism*. Lumberton, NC: Native Americans in Philanthropy. 1999. xii, 52 p.**

**Abstract:** This study closely examines the mutually-dependent relationship between the federal government, which often relies upon the Native nonprofit sector to provide public services for this community, and the Native American nonprofit sector, which often relies upon federal funding in order to operate. The study finds that Native American nonprofits have higher total expenditures on average than the general population of American nonprofits and that Native nonprofits receive a majority of their funding from federal sources. Because of this heavy reliance upon federal funds, the study looks at a five year period to assess the degree to which changes in federal budget policies affected the Native nonprofit sector is highly affected by changes in federal budget policies. The study finds evidence of decreasing dependence on federal funding despite increased client load by Native nonprofits, putting Native nonprofits in an increasingly precarious situation.

**Foundation Center Call Number:** 158 MAN

**Subject/descriptor:** Native Americans; Philanthropy–analysis

**Nilles, Kathleen M.; Endreson, Douglas B. L.; Locklear, Amy; Trexler, Jeffrey A. *Giving with Honor: A Legal Reference on Charitable Activities of American Indian Tribes*. Washington, DC: Council on Foundations. 1998. viii, 95 p.**

**Abstract:** Manual examines the special legal status of Indian tribes as sovereign governments and its impact on formation of charitable entities. Outlines the tribal options for grantmaking, grantseeking, how to start a charitable organization, and ongoing compliance. Presents sample documents, relevant laws and IRS rulings, and a glossary.

**Foundation Center Call Number:** 944 NIL

**Subject/descriptor:** Native Americans; Native Americans in Philanthropy; Tax exemption; Government and nonprofit sector; Laws regulating philanthropy–(1990-1999); Nonprofit organizations–establishment and termination; Foundations–establishment and termination

**Peck, Kay C. “Philanthropy and American Indians: Ancient Traditions Meet Modern Giving.” *New Directions for Philanthropic Fundraising* vol. 37 (Fall 2002) p. 55-63.**

**Abstract:** Explains some facets of the distinctive traditions of philanthropy among Native Americans, and suggests ways that fundraisers can build positive relationships with this group of potential donors.

**Subject/descriptor:** Native Americans; Philanthropy—analysis

**Reed, Mary; Dewees, Sarah. *Strategic Philanthropy: Assessing the Needs of the Native Philanthropic Sector*. Fredericksburg, VA: First Nations Development Institute. 2005. 27 p.**

**Abstract:** The report from the First Nations Development Institute and Native Americans in Philanthropy (NAP) conference in 2005, which convened a group of Native philanthropic leaders in Minneapolis/St. Paul to discuss how to better support the development of Native foundations and Native philanthropy. Provides the strategies and suggestions for strengthening the Native philanthropic sector that emerged from the meeting.

**Foundation Center Subject File Number:** A 010

**Subject/descriptor:** Native Americans; Philanthropy–analysis; Native Americans in Philanthropy

<http://www.firstnations.org/publications/StrategicPhilanthropyReport121505FINAL.pdf>

**Reed, Mary; Nuvayestewa, Marissa; Dewees, Sarah; First Nations Development Institute. *Power of Giving: Strengthening Philanthropy in Native Communities*. Fredericksburg, VA: First Nations Development Institute. 2006. 53 p.**

**Abstract:** Report from the 2006 conference convened by First Nations Development Institute, Spirit Mountain Community Fund, the Potlatch Fund, and Native Americans in Philanthropy to provide technical assistance, build capacity, and discuss how to better support the development of Native foundations and Native philanthropy. The conference was a follow up to the 2005 conference Strategic Philanthropy: Assessing the Needs of the Native Philanthropic Sector. The Power of Giving conference addressed three of the nine ways to support Native Philanthropy that had been determined at the previous year’s conference in depth. The report notes important themes that emerged in the discussions.

<http://www.firstnations.org/publications/POWEROFGIVINGFINALCONFREPORT.pdf>

**Stately, Jo-Anne E. “Walking Softly Across the Dialogue of Religion, Spirituality, and the Native American Experience of Giving.” *New Directions for Philanthropic Fundraising*, vol. 35 (Spring 2002): p. 79-96.**

**Abstract:** A former leader of a Native American nonprofit shares her point of view about traditional philanthropy and several initiatives for minority communities, including the Diversity Endowment Funds of the Saint Paul Foundation.

Wells, Ronald Austin. *The Honor of Giving: Philanthropy in Native America*. Indianapolis, IN: Indiana University Center on Philanthropy. 1998. x, 97 p.

**Abstract:** Explores Native American traditions of giving. Giving is a basic precept at the core of Native cultures. In thirteen interviews with representatives of various tribes, the author fully explores the notion of interconnectedness that permeates Native American tenets. With bibliographic references and an index.

**Foundation Center Call Number:** 158 WEL

**Subject/descriptor:** Native Americans; Philanthropy–analysis

## WOMEN & PHILANTHROPY

### Evaluating Grantmaking for Women & Girls

Bonavoglia, Angela. *Getting It Done: From Commitment to Action on Funding for Women and Girls*. New York, NY: Women and Foundations/Corporate Philanthropy. 1992. vi, 26 p.

**Abstract:** Updates and expands three prior reports covering the status of funding for women and girls, diversification of foundation boards, and the impact of women CEOs on philanthropy. Statistical data on grants by dollar amount and percent; board representation by race\ethnicity and gender; distribution of grants by subject category; funding of selected population groups; student aid support. Short bibliography included.

**Foundation Center Call Number:** 180 BON GET

**Subject/descriptor:** Women; Women and Foundations/Corporate Philanthropy

Bonavoglia, Angela; Women and Foundations/Corporate Philanthropy. *Far From Done—The Status of Women and Girls in America: a Survey of Needs and Resources, 1980-1990*. New York, NY: Women and Foundations/Corporate Philanthropy. 1989. 11 p.

**Abstract:** Report examines demographic, social, economic and employment trends which affect the lives of women and girls; analyzes foundation funding of programs for women and girls from 1981 to 1987; and offers broad recommendations for action, mainly involving the funding of projects aimed at economic self-sufficiency, health, shelter, child and dependent care options, and leadership development, as well as maintaining support for the nation's established and emerging women's organizations. Among the findings: while women and children constitute seventy-five percent of the nation's thirty-two million poor, foundation funding of programs for this group, as a share of all foundation funding, grew only one-half of one percent from 1981 to 1987; while the number of women and children served by domestic violence programs grew to nearly 400,000 from 1983 to 1987, foundations spent an average of only \$11 for each woman or child served; while women and children make up the fastest growing segment of the homeless—and the federal low-income housing budget was slashed by seventy percent—foundations reported only \$1.1 million in 1987 for housing programs especially targeted to women; and while families headed by women are five times more likely than male-headed families to be poor—putting them at a greater risk of nutritional deficiencies—foundations reported only sixteen grants totaling \$1.3 million for hunger and nutrition programs aimed at women in 1987.

**Foundation Center Call Number:** 180 BON

**Subject/descriptor:** Foundation funding–analysis; Funding trends; Women

Capek, Mary Ellen S. *Foundation Support for Women and Girls: "Special Interest" Funding or Effective Philanthropy?* St. Paul, MN: Women's Funding Network. 1999.

**Abstract:** Part of the 3 part monograph series *Women's Philanthropy: Old Stereotypes, New Challenges*, which provides an overview of the status and perceptions of philanthropy as it affects women and girls. Research and conclusions based on interviews with 81 men and women from foundations, nonprofits, affinity groups, heads of women's funds and organizations, donors, consultants, and fundraisers. Examines data on funding for women and girls by organized philanthropy, as well as representation of women on the boards and in leadership roles of foundations. Also looks at the history of women's funds. Concludes with suggestions for additional research. With bibliographic references.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Philanthropists–women; Philanthropy–analysis; Philanthropy–women; Women

<http://www.effectivephilanthropybook.org/images/capek-mono2.pdf>

**Capek, Mary Ellen S. *The Women's Funding Movement: Accomplishments and Challenges*. St. Paul, MN: Women's Funding Network. 1999.**

**Abstract:** Part of the 3 part monograph series *Women's Philanthropy: Old Stereotypes, New Challenges*, which provides an overview of the status and perceptions of philanthropy as it affects women and girls. Research and conclusions based on interviews with 81 men and women from foundations, nonprofits, affinity groups, heads of women's funds and organizations, donors, consultants, and fundraisers. Examines the status of the women's funding movement (with a chronology of major events), and elaborates upon a vision for future strategies. Concludes with suggestions for further research. With bibliographic references.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Philanthropists–women; Philanthropy–analysis; Philanthropy–women; Women

<http://www.effectivephilanthropybook.org/images/capek-mono3.pdf>

**Capek, Mary Ellen S.; Mead, Molly. "Funding Norm Doesn't Fund Norma: Women, Girls and Philanthropy." *The State of Philanthropy 2002*, edited by Neil Carson. Washington, DC: National Committee for Responsive Philanthropy. 2002. p. 43-47.**

**Abstract:** Summarizes research showing that, despite some advancements like increased numbers of women in philanthropic leadership positions, foundation funding for women and girls continues to lag behind documented need. Also discusses U.S. foundations' funding strategies for meeting women's needs in developing countries.

**Foundation Center Call Number:** 407 NAT STA

**Capek, Mary Ellen S.; Molly Mead; Lowell Livezey. *Fostering Effective Funding for Women and Girls: A Next Stage Strategy*. Chicago, IL: Chicago Women in Philanthropy. 2002. 19 p.**

**Abstract:** A summary report of the findings of the research project commissioned by Chicago Women in Philanthropy to develop and implement an informed set of strategies to reach out to foundation decision makers in order to communicate the need to target greater funding to women and girls. Interviews with Chicago foundation leaders revealed that most foundations are interested in funding programs for women and girls but that they would like more research about women and girls to increase awareness about the need for such funding and so that they might practice more effective grantmaking.

[www.wfnet.org/documents/CWIPreportSifinal.pdf](http://www.wfnet.org/documents/CWIPreportSifinal.pdf)

**Feminist Majority Foundation. *Empowering Women in Philanthropy*. Arlington, VA: Feminist Majority Foundation. 1991. 12 p.**

**Abstract:** Provides statistics to document the "discriminatory underfunding" of programs for women and girls by charitable and governmental organizations, details the growing impoverishment of women, and examines the efforts of conservative groups to halt the funding of programs that serve women and girls. Presents nine ways for feminists to organize and increase support for women, and includes contact information for several resource organizations.

**Foundation Center Call Number:** 180 FMF

**Subject/descriptor:** Women; Philanthropy–analysis; Fundraising–women; Foundation funding–analysis

**McCullom, Rod. "Are Women's Groups Shortchanged by Grantmakers?: Part 1." *Donor Briefing* vol. 5 (15 August 1990) p. 167.**

**Abstract:** Comments on foundation and government funding for women's programs. Although private foundation grants for women's issues grew from \$1.7 million in 1971 to \$12 million in 1976, the \$12 million represented only 0.6 percent of all foundation grants. Federal grants increased from less than \$1 million to \$16 million, but this represented an even smaller percentage of government funding. Funding for women's programs in the 1980s remained uninspiring relative to total grantmaking and contrasted against the strong evidence of need. Women and Foundations/Corporate Philanthropy disseminates disturbing facts: three out of every four poor people are women; a woman is raped every six minutes; one girl in four suffers sexual abuse; four million women are victims of domestic violence each year; women earn approximately one-third less than men; and the Reagan administration cut many of the income maintenance and health programs which benefit women and children. A Chicago Women in Philanthropy study ("Shortchanged: Chicago Foundations' and Corporations' Funding of Women's Organizations") found that sixty-two women's groups received only two percent (or about \$1.5 million) of the \$88 million granted to 1,662 nonprofits in 1983 by Donors Forum members. Twenty-five percent of the foundations did not make any grants to women's programs. In Chicago, 150 of the 2,895 diagnosed cases of AIDS were found to be adolescent and adult women. Eighty percent of these women were minorities, most with low incomes. Although women are acquiring AIDS faster than any other group, there are relatively few residential shelters to accommodate them.

**Foundation Center Subject File Number:** 4

**Subject/descriptor:** Women; Foundation funding–analysis

**Mead, Molly. *Gender Matters: Funding Effective Programs for Women and Girls*. Battle Creek, MI: W.K. Kellogg Foundation. 2001. 53 p.**

**Abstract:** The author follows up on the results and effectiveness of a 1992 national campaign to educate funders about women and girls and to increase foundation funding for programs benefiting women and girls by analyzing the current state of funding for such programs. Mead also addresses the reasons for funding women and girls and advocates the use of “gender analysis” in order to improve the effectiveness of foundations’ grantmaking decisions.

<http://www.chambersfund.org/documents/gender-matters.pdf>

**National Council for Research on Women. “Philanthropy: Do 'Universal' Dollars Reach Women and Girls? A Special Report.” *Issues Quarterly* vol. 1 (Fall 1994).**

**Abstract:** An issue of *Issues Quarterly* focusing on funding for women and girls. Provides a succinct overview of the latest research, policy, and activism based on interviews with experts.

**Pease, Katherine; Otis, Kimberly; Quinn, Susan. *The Case for Better Philanthropy: The Future of Funding for Women and Girls*. Washington, DC: Women and Philanthropy. 2004. 32 p.**

**Abstract:** This report reviews the background and context of philanthropy for women as well as issues that impact the women’s funding movement and outlines three specific frameworks for funding women and girls. These three frameworks, based on fairness, effectiveness and human rights, provide grantmakers with tools to enhance their grantmaking ability in the future.

**Foundation Center Subject File Number:** 180

**Subject/descriptor:** Women; Women and Foundations/Corporate Philanthropy; Girls

[http://www.womenphil.org/The\\_Case\\_for\\_Better\\_Philanthropy.pdf](http://www.womenphil.org/The_Case_for_Better_Philanthropy.pdf)

**“Women, Kids, Minorities See Rise in Grants.” *Chronicle of Philanthropy* vol. 6 (11 January 1994) p. 12-3.**

**Abstract:** Summarizes statistical data from the 1994 edition of the Foundation Center’s “Foundation Grants Index.”

**Subject/descriptor:** Foundations–analysis; Foundations–grantmaking–analysis

## Directories of Foundations Funding Women & Girls

**Foundation Center; Cantarella, Gina-Marie (ed.); Lunn, Melissa (coordinator) *National Guide to Funding for Women and Girls*. 5th ed. New York, NY: Foundation Center. 1999. xxviii, 527 p.**

**Abstract:** Provides information on more than 1,089 grantmaking foundations, 18 direct corporate giving programs, and 120 public charities that have shown a substantial interest in programs for women or girls either as part of their stated purpose or through actual grants of \$10,000 or more. More than 5,400 grants are listed for 540 of the foundations in this volume; these grants represent \$436.2 million in support of programs for women and girls, such as family planning and reproductive rights, girls’ clubs, female educational institutions, and welfare services for disadvantaged women. Includes a glossary and a selected bibliography of funding for women and girls. Entries are arranged alphabetically by name within each state, and provide address and telephone number, financial data, purpose and activities, types of support, limitations, publications, application information, trustees, officers and directors, Employer Identification Number, and recent grants for women and girls (when available). Indexed by donors, officers, and trustees; geographic area; types of support; subject; grantmaker name; and grants by subject.

**Subject/descriptor:** Foundations–directories; Corporate giving programs–directories; Women

**Women & Philanthropy. *The Leading 100 New Foundations Funding Women and Girls, 2004-2005*. Frederick, MD: Jankowski Associates, Inc. 2005. xiii, 182 p.**

**Abstract:** Published by Women & Philanthropy and Jankowski Associates, the directory is organized by funder’s name, and indexed by grantmaker state, officers, directors, and trustees, and grant recipient names. The directory only includes foundations that were established since 1996. Entries include contact information; financial data; officers, directors, and trustees; grants distribution analysis; application information; and recent grants.

**Foundation Center Call Number:** 180 JAN

**Subject/descriptor:** Foundations–directories; Women

## Women's Giving Practices

Abbe, Ann. "Inspiring Philanthropy by Women of Color." *Women's Philanthropy Institute News* (May 2000) p. 1, 6-7.

**Abstract:** A brief discussion of the modes of giving by women, and how they differ from more traditional models of philanthropy, which have been based on the patterns of white men.

**Foundation Center Subject File Number:** 450

**Subject/descriptor:** Philanthropy–women; Philanthropists–women; Philanthropy—minorities

Capek, Mary Ellen S. *Women as Donors: Stereotypes, Common Sense, and New Challenges*. St. Paul, MN: Women's Funding Network. 1999.

**Abstract:** Part of the 3 part monograph series *Women's Philanthropy: Old Stereotypes, New Challenges*, which provides an overview of the status and perceptions of philanthropy as it affects women and girls. Research and conclusions based on interviews with 81 men and women from foundations, nonprofits, affinity groups, heads of women's funds and organizations, donors, consultants, and fundraisers. Analyzes common conceptions about women as philanthropists and giving to women's funds, and explains in what ways these ideas are correct or incorrect. Deals with the financial resources available to women and some problems for women donors. Concludes with suggestions for additional research. With bibliographic references.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Philanthropists–women; Philanthropy–analysis; Philanthropy–women; Women

<http://www.effectivephilanthropybook.org/images/capek-mono1.pdf>

Hall, Holly. "Women's New Charity Clout." *Chronicle of Philanthropy* vol. 4 (16 June 1992) p. 1, 22-5.

**Abstract:** Women are becoming more influential in philanthropy, both as fundraisers and as donors. Fundraisers say that nonprofits who want to garner more large donations from women will have to put more women on their boards, but traditional patterns of recruiting trustees may have to be altered.

**Subject/descriptor:** Women; Fundraising–women; Philanthropy–attitudes; Philanthropy–analysis

Kaplan, Ann E.; Hayes, M. Joanne. "What We Know About Women as Donors." *New Directions for Philanthropic Fundraising* vol. 2 (Winter 1993) p. 5-20.

**Abstract:** Summarizes current research about women as donors to nonprofit organizations. Reveals what that research does and does not say about the attributes and potential of women as donors and women as philanthropists. With tables and references.

**Subject/descriptor:** Philanthropists; Women; Prospect research; Fundraising–research; Philanthropy–research; Fundraising–women

McCarthy, Kathleen D. (ed.) *Lady Bountiful Revisited: Women, Philanthropy, and Power*. New Brunswick, NJ: Rutgers University Press. 1990. xiii, 201 p.

**Abstract:** Compilation of essays first presented at a 1987 conference on "Women and Philanthropy: Past, Present and Future." As a whole, the volume illustrates both the diversity of female voluntary efforts and the ways in which they enabled women to gain access to power. Individual essays focus on providing a chronological framework of women's voluntary associations in the U.S.; an examination of Latin women's philanthropy in Tampa, Fla.; the historical and continuing importance of female voluntarism in the black community; the role of women's networks in the funding of Hull House; women's philanthropic activities in colonial Mexico and in Czarist Russia; a comparison of women's participation in the infant welfare movement in France and the United States; and an examination of the ways in which class considerations shaped middle-class women's responses to the needs of the poor. Bibliographical references.

**Foundation Center Call Number:** 401 MCC LAD

**Subject/descriptor:** Women; Philanthropy–United States–analysis; Philanthropy–United States–history; Voluntarism–history; International philanthropy–comparative analysis; Addams, Jane

McCarthy, Kathleen D. *The Ms. Foundation: A Case Study in Feminist Fundraising*. New York, NY: Center for the Study of Philanthropy. 199?. 26 p.

**Abstract:** Describes the creation of the Ms. Foundation for Women and the challenges the foundation continues to face raising money for its programs. Outlines the different giving patterns and motivations of men and women. Includes bibliography.

**Foundation Center Subject File Number:** 570

**Subject/descriptor:** Ms. Foundation for Women; Fundraising–women; Fundraising–case studies

[http://www.philanthropy.org/publications/online\\_publications/ms.pdf](http://www.philanthropy.org/publications/online_publications/ms.pdf)

Schneider, Susan Weidman; von Schlegell, Gretchen. "Richness in Diversity." *New Directions for Philanthropic Fundraising* (Winter 1993) p. 135-41.

**Abstract:** Reviews data collected on the philanthropic motivations of women from diverse ethnic and religious backgrounds and sexual orientations.

**Subject/descriptor:** Philanthropy–diversity; Philanthropists–women; Religious giving–analysis; Gays and lesbians; Grantmakers–social issues

Shaw, Sondra C.; Taylor, Martha A. *Reinventing Fundraising: Realizing the Potential of Women's Philanthropy*. San Francisco, CA: Jossey-Bass Publishers. 1995. xxv, 270 p.

**Abstract:** Based on a series of interviews, focus groups, and discussions with more than 150 women philanthropists on their experiences with money and fundraising. Tries to identify the reasons why women have not been taken seriously as philanthropists in the past. In the process, documents the growth of women's potential for giving, the experiences of women philanthropists, and model programs focusing on women's giving that have been created by some nonprofit organizations and institutions. Develops a new conceptual program model for organizations to follow as they initiate programs tailored to their female constituents. With references and an index.

**Foundation Center Call Number:** 743 SHA

**Subject/descriptor:** Fundraising–women; Women; Philanthropists–women

von Schlegell, Abbie J. "Women as Donors, Women as Philanthropists...Still an Issue?" New Canaan, CT: Brakely Briscoe Inc. 6 p.

**Abstract:** Discusses common assumptions about the differences between male and female donors as well as the available literature on the subject. The author sheds some light on what has been learned about female donors in regards to gift sizes, donor cultivation and perks for giving, but calls for further research and larger scale studies that can control for variables and create a better understanding of why women give differently than men.

[http://www.brakeleybriscoe.com/articles/Women\\_as\\_Donors.pdf](http://www.brakeleybriscoe.com/articles/Women_as_Donors.pdf)

von Schlegell, Abbie J.; Hickey, Katharine E. "Women as Donors: The Hidden Constituency." *Advancing Philanthropy: The Journal of the National Society of Fund Raising Executives* vol. 1 (Winter 1993) p. 24-7.

**Abstract:** As more money becomes concentrated in the hands of women, this article asks what the keys are to cultivating and motivating women to give.

**Foundation Center Subject File Number:** 4

**Subject/descriptor:** Women

## Fundraising From Women

Kaminski, Andrea. "The Hidden Philanthropists." *Currents* vol. 25 (February 1999) p. 20-5.

**Abstract:** Discusses the importance of realizing the full potential of women's capacity to give by using gender sensitive cultivation and solicitation strategies.

**Subject/descriptor:** Philanthropists–women; Philanthropy–analysis; Major gifts campaigns

Tanner, Nicki Newman; Ramsey, Peter. "Raising Money for Women From Women: The Story of a Successful Campaign." *New Directions for Philanthropic Fundraising* vol. 2 (Winter 1993) p. 117-33.

**Abstract:** Describes how Wellesley College's successful capital campaign demystified women as donors, and debunked the idea that women's philanthropy is limited.

**Subject/descriptor:** Fundraising–women; Fundraising–higher education; Wellesley College

## Women in Foundations

Bonavoglia, Angela. *The Trustee Connection: Making a Difference*. New York, NY: Women and Foundations/Corporate Philanthropy. 1994. 36 p.

**Abstract:** Presents a detailed account of women foundation trustees, based on in-depth personal interviews with seventeen women trustees of various foundations representing different regions, ages, backgrounds, races, classes, ethnicities, and types of foundations. Provides insight into the workings and thinkings of a seldom-studied but highly influential group. A concluding section forms a call to action for members of Women and Foundations/Corporate Philanthropy (WAF/CP) to collaborate in new ways, and serves as a preview of the types of activities that WAF/CP will focus on in their next phase. With bibliography and resource list.

**Foundation Center Call Number:** 513 WAF BON

**Subject/descriptor:** Foundations–analysis; Trustees; Board members; Women

**Bonavoglia, Angela; Women and Foundations/Corporate Philanthropy. *Making a Difference: The Impact of Women in Philanthropy*. New York, NY: Women and Foundations/Corporate Philanthropy. 1991. v, 26 p.**

**Abstract:** Examines the impact of women foundation administrators on three areas within philanthropy: 1) on funding, particularly for women and girls; 2) on encouraging diversity at all levels of the organization; and 3) on the way foundations operate. The central portion of the study presents anecdotal accounts of eleven women's experiences. A second section contains the results of a survey of 126 Women and Foundations/Corporate Philanthropy members on the same issues, and the appendixes contain statistical information on the gender breakdown of CEOs in foundations by asset size and on salary by gender.

**Foundation Center Call Number:** 180 BON MAK

## Women in Nonprofits

**Abzug, Rikki, and Christy L. Beaudin. *Women on Boards: Parallel and Subordinate Power Structures/Cultures in Voluntarism and Trusteeship*. Project on Nonprofit Organizations Working Paper No. 211. New Haven, CT: Institution for Social and Policy Studies, Yale University. 1994. 20 p.**

**Abstract:** Using information gathered from the "Changing Dimensions of Trusteeship" project conducted by Yale's Program on Nonprofit Organizations, this study examines the differences between male and female trustees at prestigious nonprofit organizations and the differences among women trustees who serve on different types of nonprofit boards. The study lends support to the idea that women's experience of voluntary trusteeship is different from men's but also varies by type of board on which they serve. The study also gives biographical information about women on nonprofit boards and reveals that the percentage of women on nonprofit boards remained relatively unchanged from 1931 to 1991.

<http://ponpo.som.yale.edu/paper.php?ArticleID=-1326>

**Bradshaw, Pat; Murray, Vic; Wolpin, Jacob. "Women on Boards of Nonprofits: What Difference Do They Make?" *Nonprofit Management & Leadership* vol. 6 (Spring 1996) p. 241-54.**

**Abstract:** Explores the impact of women on nonprofit boards in Canada from both sociological and psychological perspectives. Findings suggest that as the number of women on boards increases, the dynamics of the board are affected.

**Subject/descriptor:** Board members; Women; Nonprofit organizations—management

**Banducci, Bonita. "Women's Philanthropic Leadership: How is It Different?" *New Directions for Philanthropic Fundraising* vol. 50 (Winter 2005) p. 39-53.**

**Abstract:** Banducci explores the relational nature of women's leadership and explains how it promotes effective philanthropy. With bibliographical references.

**Subject/descriptor:** Philanthropists—women; Philanthropy—women; Nonprofit organizations—administration; Nonprofit organizations—management

**Faust, Paula J.; Whittier Jr., H. Sargent. "Women as Staff Leaders and Fundraisers." *New Directions for Philanthropic Fundraising* vol. 2 (Winter 1993) p. 33-46.**

**Abstract:** Examines the skills and attributes necessary for success in the fundraising field, with an emphasis on the characteristics that make women particularly well suited to the profession.

**Subject/descriptor:** Women; Nonprofit organizations—employment; Fundraising—women

**Fernandopulle, Anushka; Jan Masaoka; Pardis Parsa. *On The Rise: A Profile of Women of Color in Leadership*. San Francisco, CA: CompassPoint Nonprofit Services. 2002. 36 p.**

**Abstract:** This study finds women of color increasingly hold executive positions in nonprofits of all types and sizes, including mainstream organizations. However, women executives may need to be better qualified than their white male counterparts in order to reach this level.

[http://www.compasspoint.org/assets/13\\_ontherisefinal.pdf](http://www.compasspoint.org/assets/13_ontherisefinal.pdf)

**Gibelman, Margaret. "The Nonprofit Sector and Gender Discrimination: A Preliminary Investigation into the Glass Ceiling." *Nonprofit Management & Leadership* vol. 10 (Spring 2000) p. 251-69.**

**Abstract:** Discusses the findings of a study of a cross-section of nonprofit human service organizations that examines whether a glass ceiling exists for women in that sector. The research indicates that men are disproportionately represented in management, particularly upper level management, and earn higher salaries than women at all hierarchical levels of the organizations studied. Includes bibliographic references.

**Subject/descriptor:** Nonprofit organizations—diversity; Nonprofit organizations—employment; Nonprofit organizations—wages; Nonprofit organizations—analysis; Nonprofit organizations—research; Nonprofit organizations—studies

Gittell, Marilyn; Ortega-Bustamante, Isolda; Steffy, Tracy. *Women Creating Social Capital and Social Change: A Study of Women-Led Community Development Organizations*. New York, NY: Center on Philanthropy and Civil Society, City University of New York. 1999. 172 p.

**Abstract:** Based on 140 interviews with women leaders of community-based development organizations in nine regions, the study highlights the critical roles women leaders play in creating social capital in their communities, the holistic and comprehensive nature of the programs they create and the centrality of spirituality to their social change work. The study also documents how race, class, ethnicity and gender remain significant barriers to the work of many women in the communities studied.

**Foundation Center Call Number:** 602 GIT

**Subject/descriptor:** Community development corporations; Community-based organizations; Women  
[http://www.howardsamuelscenter.org/reports/Women\\_and\\_Community\\_Development.pdf](http://www.howardsamuelscenter.org/reports/Women_and_Community_Development.pdf)

Joslyn, Heather. "Charity's Glass Ceiling." *Chronicle of Philanthropy* vol. 15 (20 March 2003) p. 47-8, 50-1.

**Abstract:** Discusses possible reasons why women are paid less than men in the nonprofit sector. Sidebars contain tips for negotiating higher salaries.

**Subject/descriptor:** Nonprofit organizations–wages; Nonprofit organizations–employment; Women

Moore, Gwen; Whitt, J. Allen. "Gender and Networks in a Local Voluntary-Sector Elite." *Voluntas* vol. 11 (December 2000) p. 309-28.

**Abstract:** The researchers studied 149 nonprofit boards in Louisville, Kentucky to assess how gender inequality might be manifested in selection of leadership. Board composition was also examined in relation to other social networks of the participants. The data showed that men are overrepresented in this local sector. Various charts are provided.

**Subject/descriptor:** Board members; Nonprofit organizations–administration; Nonprofit organizations–diversity; Nonprofit organizations–Kentucky

Odendahl, Teresa Jean (ed.); O'Neill, Michael (ed.). *Women and Power in the Nonprofit Sector*. San Francisco, CA: Jossey-Bass Publishers. 1994. xxi, 329 p.

**Abstract:** Collects and presents essays developed from a national invitational conference, Women, Power and Status in the Nonprofit Sector, held in Menlo Park, California in November 1992. Scholars from different disciplinary backgrounds and practitioners analyze the issues. Kathleen McCarthy summarizes the historical literature. Anne Preston traces the changing status of women in the nonprofit and general labor market during the 1970s and 1980s. Sociologists Ronnie Steinberg and Jerry Jacobs use a case study to illuminate the complexity of the labor market issue for nonprofit women. Lynn Burbridge analyzes the occupational structure and career choices. Juanita Tamayo Lot discusses implications of demographic shifts. Teresa Odendahl and Sabrina Youmans discuss the literature on women on nonprofit boards. Joseph Mixer presents data on the rapidly changing role of women fundraisers. Antonia Hernandez uses personal anecdotes to illuminate the challenges facing women of color. Barbara Roper develops several principles for women volunteers. Includes list of conference participants and index.

**Foundation Center Call Number:** 602 ODE

Ostrander, Susan A. "Gender and Race in a Pro-Feminist, Progressive, Mixed-Gender, Mixed-Race Organization." *Gender & Society* vol. 13 (October 1999) p. 628-642.

**Abstract:** Feminist researchers have urged more study of how feminist practice is actually accomplished in mixed-gender organizations. Social movement scholars have called for more attention to dynamics of gender and race in social movement organizations, especially to the challenges of maintaining internal solidarity. Based on field observations in a pro-feminist, progressive, mixed-gender, mixed-race social movement organization, this article examines organizational decision-making processes and interpersonal and group dynamics. Gendered and racialized patterns of subordination are both very much in evidence and—at the same time—actively challenged in this organization. The author argues that profeminist and progressive organizational practices and efforts to create solidarity across gender and race can exist through competing and contradictory dynamics and ongoing struggles. Complex and inconsistent dynamics around these social barriers are likely to occur in organizations more generally and need to be a subject for more research.

<http://gas.sagepub.com/cgi/content/abstract/13/5/628>

Shaiko, Ronald G. "Female Participation in Public Interest Nonprofit Governance: Yet Another Glass Ceiling." *Nonprofit and Voluntary Sector Quarterly* vol. 25 (September 1996) p. 302-20.

**Abstract:** Analyzes data collected from over 200 public interest nonprofit organizations and from personal interviews to determine the attributes that prevent women from attaining governing positions in the nonprofit sector.

**Subject/descriptor:** Women; Nonprofit organizations–accountability; Nonprofit organizations–analysis

## Women's Foundations & Nonprofits

**Brilliant, Eleanor L. "Women's Gain: Fund Raising and Fund Allocation as an Evolving Social Movement." *Nonprofit and Voluntary Sector Quarterly* vol. 29 (December 2004) p. 554-570.**

**Abstract:** This article examines the historical evolution of the Women's Funding Network (WFN). WFN includes over 70 women's funds across the United States and Canada that define fund-raising and fund allocation as a strategy for empowering women and achieving social change. Using the resource mobilization framework of Zald and McCarthy, the author considers critical issues that women's funds have faced since their emergence as a network dedicated to social movement goals. Examples from case studies, surveys, and participant observation are used to compare individual funds and to analyze the impact of increasing institutionalization on mission, structure, resource mobilization, leadership, and programmatic activities of WFN as a social movement organization. Finds that individual women's funds vary greatly in their efforts to balance the need for more formal organizational structure with the pursuit of social movement goals.

<http://nvs.sagepub.com/cgi/reprint/29/4/554>

**Ostrander, Susan A. "Moderating Contradictions of Feminist Philanthropy: Women's Community Organizations and the Boston Women's Fund, 1995 to 2000." *Gender & Society* vol. 18 (February 2004) p. 29-46.**

**Abstract:** Philanthropy is typically hierarchically constructed with an imbalance of power between funders and grantees. While this seems inherent in philanthropic relationships where funders inevitably control resources that grantees need, some women's funds have sought to construct less hierarchical and thus more feminist relationships with the organizations they support. Based on many years of insider access to a local women's fund, this article describes and explains the organization's efforts to develop interactive dialogues with its grantees, which led to a change in grants guidelines that were more inclusive of women's methods of community organizing. A small survey of women's community groups, done as background to this research, provides data on challenges and obstacles these groups face when seeking monies to support their work. Some attention is given to implications for general theories of organizations, for funder-grantee dialogues leading to increased accountability in philanthropy, and for support of women's community organizations.

<http://gas.sagepub.com/cgi/content/abstract/18/1/29>

**Rose, Marsha Shapiro. "Philanthropy in a Different Voice: The Women's Funds." *Nonprofit and Voluntary Sector Quarterly* vol. 23 (Fall 1994) p. 227-42.**

**Abstract:** Focuses on the recent development of women's funds, which are philanthropic organizations created to empower women and girls. Examines how these organizations represent a change in the role that women play in philanthropy. Explores how the structures of the funds provide insight into the role of gender in organizational analysis. Sees women's funds as the result of three related trends: the second feminist movement, shifts in the distribution of wealth, and reaction to the economic and social policies of the Reagan administration. With references.

**Subject/descriptor:** Women's funds; National Network of Women's Funds; Philanthropists-women; Philanthropy-analysis

## Directories of Women's Foundations & Nonprofits

**Hernandez, Aileen C.; Ford Foundation. Women's Program Forum. *National Women of Color Organizations: A Report to the Ford Foundation*. New York, NY: Ford Foundation. 1991. v, 53 p.**

**Abstract:** Reports on twenty-three national organizations of women of color (African-American, Latina, Asian-Pacific American, and Native American). Provides an overview of the ethnic groups whose organizations were surveyed, portraits of the responding women of color organizations, and a directory listing for each of them. Covers the purpose of each organization, the issues each is currently addressing, and their issues for the future.

**Foundation Center Call Number:** 150 HER

**Subject/descriptor:** Women-directories; Minorities; Nonprofit organizations-case studies; Hispanics; Blacks; Native Americans

**Women and Foundations/Corporate Philanthropy (comp.) *Directory of Women's Funds*. Rev. ed. New York, NY: Women and Foundations/Corporate Philanthropy. 1988. 64 p.**

**Abstract:** Provides full profiles for thirty-four women's funds, with addresses and phone numbers for thirteen more which were unable to respond during the original research period. Because many of the funds have geographic limitations, entries are arranged alphabetically by state. A full profile includes address and telephone number, 1987 financial data (assets, gifts received, expenditures, number of grants, total dollar

amount of grants made, and high and low grant), purpose statement, types of support, limitations, publications, application information (contact person, initial approach, number of copies, deadlines, general response time), board members, number of staff, and the kinds of organizations and areas funded in the past. Indexed by organization name and by state.

**Foundation Center Call Number:** 180 WAF

**Subject/descriptor:** Women-directories; Foundations-directories; Fundraising-women

## Women's Philanthropy & Issues

**Capek, Mary Ellen S. (ed.); Hallgarth, Susan A. (ed.); Siegel, Deborah L. (comp.); Women & Philanthropy; National Network of Women's Funds. *Who Benefits, Who Decides?: An Agenda for Improving Philanthropy: The Case for Women and Girls*. New York, NY: National Council for Research on Women. 1995. xii, 74 p.**

**Abstract:** Final report of The Funding Women Project, sponsored by The National Council for Research on Women in collaboration with Women & Philanthropy (formerly Women and Foundations/Corporate Philanthropy) and the National Network of Women's Funds. Builds on ideas and strategies generated at the May 28, 1992 and April 2, 1993 meetings of leaders of national women's organizations, donors, funders, scholars, and other practitioners in the nonprofit sector. Examines trends that seem to pull in different directions: static or declining rates of philanthropic dollars designated for women and girls, and concerns about an increasing "feminization" of philanthropy in spite of a dearth of women in leadership positions in the field. Portrays understanding these conceptual challenges as crucial to the health and vitality of the entire sector, as they underscore the need for more accurate assessment of the impact of philanthropic dollars. Includes sections on the roles of research, strengthening women's organizations, evaluating funding strategies, expanding sources of support, research recommendations and questions for further analysis, and other recommendations for action. Appendices include a selected annotated bibliography, a review of additional social science literature, and selected organizational resources, such as women's funds, associations of grantmakers, and workplace-giving federations.

**Foundation Center Call Number:** 180 CAP

**Subject/descriptor:** Women; Girls; Philanthropy-diversity; Fundraising-women; Philanthropy-research

**Center for the Study of Philanthropy. *Women and Philanthropy: Past, Present and Future*. New York, NY: Center for the Study of Philanthropy. 1988.**

**Abstract:** Essays first presented at a 1987 conference at the Center for the Study of Philanthropy address two issues: the traditional roles played by feminine giving and voluntarism, and the impact of the women's movement on these activities. The first section focuses on the American scene, providing an historical overview and a chronological framework for studying women's voluntary associations. Other essays in this section examine the impact of class, ethnic, religious and racial differences in defining the direction of feminine giving; the shifting fortunes of Anglo and Hispanic women's voluntary associations in Tampa; the enduring importance of feminine voluntarism within the black community; and how upper class women have used their activities to forge entrepreneurial careers beyond the realm of paid employment, while at the same time serving the class interests of their families and peers. The second section focuses on the social and political context of feminine philanthropy, including a discussion of why women's voluntary associations developed differently in the United States and England; a comparison of feminine participation in the infant health movement in France and the U.S.; and a look at how traditional feminine charities widened, rather than bridged, the enormous chasm separating middle class women from their impoverished sisters in Brazil.

**Foundation Center Call Number:** 401 CEN

**Subject/descriptor:** Philanthropy-analysis; Philanthropy-history; Women

**Clift, Elayne (ed.) *Women, Philanthropy, and Social Change: Visions for a Just Society*. Hanover, NH: University Press of New England. 2005. xiv, 292 p.**

**Abstract:** Contents include: "History as Prologue: The Women's Funding Movement" by Carol Mollner and Marie C. Wilson; "Documenting Women's Giving: Biases, Barriers, and Benefits" by Mary Ellen S. Capek; "Women as Donors: Old Stereotypes, New Visions" by Jo Gruidly Moore and Marianne Philbin; "Backbone and Bite: The Place of Volunteerism in Women's Giving" by Katherine Acey; "Partners and Stewards: Fostering Healthy Collaboration" by Kimberly Otis; "Voices of Young Women: The Development of Girls' Funds" by Stephanie Yang; "Lessons Learned: Strategies for Success in Education and Endowment" by Tracy Gary; "The Other Hand: A Critical Look at Feminist Funding" by Marsha Shapiro Rose; "Women's Biggest Contribution: A View of Social Change" by Christine H. Grumm, Deborah L. Puntenney, and Emily Katz Kishawi; "The Ford Foundation: A Model of Support for Women's Rights" by Barbara Y. Phillips; "Giving Globally: International Perspectives" by Patti Chang and Kavita Ramdas; "From Cradle to Grave: Challenges and Opportunities of Inherited Wealth" by

Cynthia Ryan; "Putting Our Money Where Our Mouths Are: Sharing Earned Income" by Peg Talburtt, Judy Bloom, and Diane Horey Leonard; "Think Big, Spend Small: The Impact of Woman-to-Woman Small-Scale Support" by Zaineb Salbi; "We Are Our Sister's Keeper: Role Models, Success Stories, Inspiration" by Helen LaKelly Hunt and Kanyere Eaton; "The Future of Funding: E-Philanthropy and Other Innovations" by Christine Kwak, Gail D. McClure, and Anne C. Petersen; and "The Next Wave: Feminism, Philanthropy, and the Future" by Kalpana Krishnamurthy.

**Foundation Center Call Number:** 407 CLI

**Subject/descriptor:** Philanthropy–women; Philanthropists–women; Social action; Philanthropy–history

**Davidson, Elsa M.** "Report on Women's Philanthropy in the United States: Trends and Developments." *New York, NY: Center on Philanthropy and Civil Society, City University of New York.* 11 p.

**Abstract:** Reviews existing literature about women's philanthropy to examine current trends including major concerns, fundraising strategies, organizational styles, and voluntarism in women's philanthropy.

[http://www.philanthropy.org/publications/online\\_publications/women\\_paper.pdf](http://www.philanthropy.org/publications/online_publications/women_paper.pdf)

**Gary, Tracy.** "Women Philanthropists: Leveraging Influence and Impact as Change Makers." *New Directions for Philanthropic Fundraising* vol. 50 (Winter 2005) p. 95-107.

**Abstract:** The author advocates for the revitalization of the women's philanthropy movement and provides an agenda for women to become more effective agents of social change. Includes bibliographical references.

**Subject/descriptor:** Philanthropists–women; Philanthropy–women; Social action

**Gelb, Joyce; Center for the Study of Philanthropy.** *Feminism and Philanthropy in the United States and England.* New York, NY: Center for the Study of Philanthropy. 1990. 29 p.

**Abstract:** Comparative analysis of philanthropic giving in the United Kingdom and the United States in relation to the funding of women's groups in each country. Funding for British women's groups had been mostly generated by the Greater London Council (GLC), which was abolished by the conservative government in 1985. In its last year, the GLC provided 10 million pounds for the funding of 400 women's groups, including many perceived as radical, as well as for more traditional services such as child care. Gelb describes the sources of funding which now exist for women's groups in Britain following GLC's abolition, but stresses the need for additional efforts to ensure the continued survival and expansion of such groups, as well as allowing for the initiation of new projects. The situation in the U.S. is quite different. Although the share of women's funding—as a proportion of total foundation funding—has remained the same (3.4 percent), the dollar amount has increased from \$75 million in 1986 to \$97 million in 1987. Gelb commends the growth of creative fundraising efforts among U.S. groups, but expresses concern that too much emphasis on local and regional funding will obscure the national-level agenda. She concludes that the dramatic growth in U.S. women's groups is a reflection of the entrepreneurial and political approach to voluntary activity developed in the U.S., while the fundraising difficulties experienced by British women's groups are an indication of their lack of "mainstream" status. But British women are recognizing the importance of fundraising techniques used in the U.S., and are beginning to increase their cooperative and networking efforts.

**Foundation Center Call Number:** 301 GEL

**Subject/descriptor:** International philanthropy–comparative analysis; Philanthropy–United States–analysis; Philanthropy–Great Britain; Fundraising–women; Women

**Grumm, Christine; Kishawi, Emily Katz.** "Opening Doors: How Women's Funds Have Transformed Money and Willpower into Community Capital." *State of Philanthropy 2004.* Washington, DC: National Committee for Responsible Philanthropy. 2004. p. 21-27.

**Abstract:** Reviews the growth and tactics of the women's funding movement, giving historical background, describing how women's fund have effected social change, and recommending how other social change organizations can take the successful strategies used by the women's funding movement and apply them to their own efforts.

**Foundation Center Call Number:** 407 NAT STA 2004

**W.K. Kellogg Foundation.** *Women's Philanthropy: Untapped Resources, Unlimited Potential.* Battle Creek, MI: W.K. Kellogg Foundation. 2000. 12 p.

**Abstract:** The Women's Philanthropy Cluster, a Kellogg Foundation programming initiative, was conceived and developed to partner with selected organizations to strengthen women's philanthropy. This publication sets the stage philosophically for that initiative, discusses outcomes, and suggested next steps.

[http://www.wkcf.org/DesktopModules/WKF.00\\_DmaSupport/ViewDoc.aspx?LanguageID=0&CID=6&ListID=28&ItemID=60726&fld=PDFFile](http://www.wkcf.org/DesktopModules/WKF.00_DmaSupport/ViewDoc.aspx?LanguageID=0&CID=6&ListID=28&ItemID=60726&fld=PDFFile)

**McCarthy, Kathleen D. (ed.) *Women, Philanthropy, and Civil Society*. Bloomington, IN: Indiana University Press. 2001. v, 314 p.**

**Abstract:** Various specialists present essays about women and philanthropy around the world. The contents include "Women and Philanthropy in Nineteenth-Century Ireland" by Maria Luddy; "Women and Philanthropy in France: From the Sixteenth to the Twentieth Centuries" by Evelyne Diebolt; "Women and Philanthropy in Brazil: An Overview" by Leilah Landim; "The Norwegian Voluntary Sector and Civil Society in Transition: Women as a Catalyst of Deep-Seated Change" by Per Selle; "Women and Philanthropy in Colonial and Post-Colonial Australia" by Shurlee Swain; "Parallel Power Structures, Invisible Careers, and the Changing Nature of American Jewish Women's Philanthropy" by Susan M. Chambré; "Women and Philanthropy in Egypt" by Amani Kandil; "An Islamic Activist in Interwar Egypt" by Beth Baron; "Women and Philanthropy in Palestinian and Egyptian Societies: The Contributions of Islamic Thought and the Strategy of National Survival" by Ghada Hashem Talhami; "Women and Philanthropy in India" by Pushpa Sundar; and "Women and Philanthropy in South Korea from a Non-Western Perspective" by Hye Kyung Lee.

**Foundation Center Call Number:** 312 MCC

**Subject/descriptor:** Philanthropy-analysis; Philanthropy-research; Women; Civil society

**Ostrander, Susan A.; Fisher, Joan M. "Women Giving Money, Women Raising Money: What Difference for Philanthropy?" *New Directions for Philanthropic Fundraising* (Summer 1995) p. 67-78.**

**Abstract:** Raises questions about different philanthropic practices of women and men in light of the growing presence of women donors and fundraisers. Makes the case that the qualities and priorities historically associated with women are good for philanthropy overall.

**Subject/descriptor:** Fundraising-women; Philanthropists-women; Philanthropy-analysis

**Shaw-Hardy, Sondra. "The Emergence and Future of the Modern Women's Philanthropy Movement." *New Directions for Philanthropic Fundraising* vol. 50 (Winter 2005) p. 11-22.**

**Abstract:** Provides a history of the women's funding movement, describing the key leaders and organizations involved. Also explains why women will play a greater role in philanthropy in the future. With bibliographical references.

**Subject/descriptor:** Philanthropists-women; Philanthropy-women; Philanthropy-history; Philanthropy-trends

**Taylor, Martha A. "Launching New Initiatives and Raising a Call to Action." *New Directions for Philanthropic Fundraising* vol. 50 (Winter 2005) p. 173-189.**

**Abstract:** Taylor presents five initiatives for strengthening the women's philanthropy movement and discusses how women can bring about social change. With bibliographical references.

**Subject/descriptor:** Philanthropists-women; Philanthropy-women

**Taylor, Martha A. (ed.); Shaw-Hardy, Sondra (ed.). *The Transformative Power of Women's Philanthropy*. *New Directions for Philanthropic Fundraising* vol. 50 (Winter 2005) 199 p.**

**Abstract:** A special edition of the quarterly journal *New Directions for Philanthropic Fundraising* focusing on Women's Philanthropy. Articles include: "The emergence and future of the modern women's philanthropy movement" by Sondra Shaw-Hardy; "How American women's philanthropy helped build economic growth and a democratic society" by Claire Gaudiani; "Women's philanthropic leadership: How is it different?" by Bonita Banducci; "Women executives and business owners: A new philanthropy" by Cynthia R. Jasper; "Married couples' charitable giving: Who and why" by Eleanor Brown; "The dynamics of women and family philanthropy" by Ellen E. Remmer; "Women philanthropists: Leveraging influence and impact as change makers" by Tracy Gary; "Giving circles: A powerful vehicle for women" by Jessica Bearman, Buffy Beaudoin-Schwartz and Tracey A. Rutnik; "Women's volunteerism and philanthropy at Princeton University" by Michele Minter; "Women's philanthropy programs at coeducational colleges and universities" by Jeanie Lovell; "Women, wealth, and endowed philanthropy: Trends and innovations in foundations" by Kimberly Otis and Katherine Jankowski; "Launching new initiatives and raising a call to action" by Martha A. Taylor.

<http://www3.interscience.wiley.com/cgi-bin/jhome/104085484>

**von Schlegell, Abbie J. (ed.); Fisher, Joan M. (ed.). *Women as Donors, Women as Philanthropists*. *New Directions for Philanthropic Fundraising* vol. 2 (Winter 1993) 153 p.**

**Abstract:** A special edition of the quarterly journal *New Directions for Philanthropic Fundraising* focusing on women in philanthropy. Articles include: "What we know about women as donors" by Ann E. Kaplan and M. Joanne Hayes; "Communicating with women: Understanding and applying the differences" by Sondra C. Shaw;

"Women as staff leaders and fundraisers" by Paula J. Faust and H. Sargent Whittier Jr.; "Women's approach to philanthropy: A learning model" by Dyan Sublett; "Women talking to women about giving: Creating incentives, avoiding resistance" by Kaye Ferguson-Patton; "Starting a new program at your institution" by Ronald A. Joyce and Tracy West Barlok; "Training women volunteers to seek major gifts" by Martha A. Taylor; "By women, for women: The women's funding movement" by Susan Church and Carol Mollner; "Women, money, and political clout" by Karen D. Stone, Susan F. Rice and Judith C. Angel; "Raising money for women from women: The story of a successful campaign" by Nicki Newman Tanner and Peter Ramsey; and "Richness in diversity" by Susan Weidman Schneider and Gretchen von Schlegell.

<http://www3.interscience.wiley.com/cgi-bin/jissue/114288672>

**Women and Foundations/Corporate Philanthropy; Los Angeles Women's Foundation; Southern California Association for Philanthropy. *The Challenge of Being Female: A Conference on Philanthropy and Women's Issues in Southern California. Report on Proceedings.* New York, NY: Women and Foundations/Corporate Philanthropy. 1990. ii, 52 p.**

**Abstract:** Discussion topics include: "The Case for Gender-Specific Funding," "The Challenge of Serving and Funding the Needs of Women and Girls," and "The Challenge of Being Female: A Funder's Perspective."

Workshop summaries and recommendations focus on women in the workforce, challenging sex bias in schools, improving education for women and girls of color, violence against women and girls, health care for immigrant and geriatric women, and the impact of AIDS on the lives of women.

**Foundation Center Call Number:** A 010 WAF 1990

**Subject/descriptor:** Women; Fundraising-women; Philanthropy-analysis; Philanthropy-California; Conferences

## LGBT COMMUNITY & PHILANTHROPY

### LGBT Donors

**Badgett, M. V. Lee; Cunningham, Nancy. *Creating Communities: Giving and Volunteering by Gay, Lesbian, Bisexual, and Transgender People.* New York, NY: Working Group on Funding Lesbian and Gay Issues. 1998. 28 p.**

**Abstract:** Report of a study that collected information from 2,300 members of gay, lesbian, bisexual, and transgender (GLBT) organizations in Milwaukee, Philadelphia, and San Francisco with the intent of increasing understanding of giving and volunteering by GLBT people. The study found that the GLBT individuals surveyed were at least as generous as other populations. The average GLBT donor gives 2.5 percent (\$1,194) of personal income to nonprofits compared to 2.2 percent (\$1,017) of personal income by the average American donor. This private donation rate is important to GLBT organizations because of their relative lack of foundation funding. The average amount of GLBT time volunteered in the previous month was also higher; 29 hours of volunteer service versus 18 hours overall.

**Foundation Center Subject File Number:** 401

**Subject/descriptor:** Philanthropy-analysis; Voluntarism-analysis; Gays and lesbians

[http://www.nonprofitresearch.org/newsletter1531/newsletter\\_show.htm?doc\\_id=16790](http://www.nonprofitresearch.org/newsletter1531/newsletter_show.htm?doc_id=16790)

**Carpenter, Clint. "Giving by Gays in Florida More than National Average." *NonProfit Times* vol. 15 (1 September 2001) p. 5.**

**Abstract:** Summarizes findings from Building a Better South Florida: Charitable Giving by Gay People, a report prepared by the Donors Forum, Inc. The study indicates that there is a large and wealthy gay population in South Florida donating mainly to health and human service organizations.

**Foundation Center Subject File Number:** 458

**Subject/descriptor:** Philanthropy-analysis; Philanthropy-Florida; Philanthropy-statistics; Gays and lesbians

<http://www.allbusiness.com/specialty-businesses/non-profit-businesses/816785-1.html>

**Donors Forum of South Florida. *Building a Better South Florida: Charitable Giving by Gay People.* Miami, FL: Donors Forum of South Florida. 2000.**

**Abstract:** This publication explored the nature and extent of support gay men have provided to charitable organizations in the region.

## Evaluating Grantmaking to the LGBT Community

Cunningham, Nancy. "Myth versus Reality: State of the Lesbian, Gay, Bisexual, and Transgender Community and Philanthropy's Response." *State of Philanthropy 2004*. Washington, DC: National Committee for Responsible Philanthropy. 2004. p. 10-14.

**Abstract:** Examines possible reasons for the lack of funding from the philanthropic community for the lesbian, gay, bisexual and transgender community. Cunningham identifies the three major barriers to philanthropic funding of the LGBT community: the myth of gay affluence; misperceptions; and misunderstandings and misinformation. She also evaluates the amount of funding given to LGBT issues by foundation type, identifying trends. Cunningham also includes a discussion of how the LGBT community is funding and supporting itself.

**Foundation Center Call Number:** 407 NAT STA 2004

Esposito, Robert. *A Global Gaze: Lesbian, Gay, Bisexual, Transgender and Intersex Grantmaking in the Global South and East*. New York, NY: Funders for Lesbian and Gay Issues. 2007. 37 p.

**Abstract:** This report examines the state of LGBTI grantmaking and organizations in the Global South and East. As the report reveals, in 2005 grantmakers provided nearly 10.5 million US dollars to LGBTI organizations working in the Global South and East and to LGBTI organizations in the Global North working at the international level. Most of this funding originated in the Global North and tended to support national advocacy, public education and direct service efforts with grants of US \$50,000 and under. Receiving this funding were LGBTI organizations that, as our report describes, were generally founded in the last decade, have few to no staff members, operate on small (though steadily growing) annual incomes and anticipate that fundraising for LGBTI issues will become more complicated in the upcoming years. Further, more than half of the organizations identified through our research reside in Latin America, have multiple geographic focuses, and generally use strategies of advocacy, conferences, and building allies and solidarity to achieve their goals. Ninety-three percent of LGBTI dollars granted in 2005—to LGBTI groups based in the Global South and East and groups in the Global North with an international primary focus—came from funders in the Global North. Likewise, LGBTI groups working on the international level and based in the Global North received more funding than any other region.

[http://www.lgbtfunders.org/files/FLGI%20LGBTI\\_GFRprWeb.pdf](http://www.lgbtfunders.org/files/FLGI%20LGBTI_GFRprWeb.pdf)

Funders for Lesbian and Gay Issues. *Discrimination and Inclusiveness at a Crossroads*. Chicago, IL: Donors Forum of Chicago. 2002. 8 p.

**Abstract:** Using the Boy Scouts of America ruling in 2000 as a case study, this brochure discusses discrimination law as it relates to sexual orientation and provides recommendations on integrating sexual orientation into grantmaking inclusiveness policies.

[http://www.donorsforum.org/forms\\_pdf/FLAG\\_policy.pdf](http://www.donorsforum.org/forms_pdf/FLAG_policy.pdf)

Funders for Lesbian and Gay Issues. *Lesbian, Gay, Bisexual and Transgender Grantmaking by U.S. Foundations*. New York, NY: Funders for Lesbian and Gay Issues. 2005. 22 p.

**Abstract:** This statistical analysis covers 2002, and tracks grants of \$10,000 or more from a sample of the largest 1,000 foundations. Also represented are grants by foundations that identify gay and lesbian issues as a funding priority. In addition to charts that show the grants and dollars awarded and other analyses, lists of the ten largest funders in this area are provided.

**Foundation Center Subject File Number:** 159

**Subject/descriptor:** Foundations—grantmaking—analysis; Gays and lesbians; Foundations—statistics

[http://www.lgbtfunders.org/files/LGBT\\_Funding\\_2002.pdf](http://www.lgbtfunders.org/files/LGBT_Funding_2002.pdf)

Funders for Lesbian and Gay Issues. *Lesbian, Gay, Bisexual and Transgender Grantmaking by U.S. Foundations*. New York, NY: Funders for Lesbian and Gay Issues. 2005. 23 p.

**Abstract:** This statistical analysis covers 2003, and tracks grants of \$10,000 or more from a sample of the largest 1,000 foundations. Also represented are grants by foundations that identify gay and lesbian issues as a funding priority. In addition to charts that show the grants and dollars awarded and other analyses, lists of the ten largest funders in this area are provided.

**Foundation Center Subject File Number:** 159

**Subject/descriptor:** Foundations—grantmaking—analysis; Gays and lesbians; Foundations—statistics

[http://www.lgbtfunders.org/files/LGBT\\_Funding\\_2003.pdf](http://www.lgbtfunders.org/files/LGBT_Funding_2003.pdf)

Funders for Lesbian and Gay Issues. *Lesbian, Gay, Bisexual, and Transgender Grantmaking by U.S. Foundations, Calendar Year 2005*. New York: Funders for Lesbian and Gay Issues. 2007. 26 p.

**Abstract:** A comprehensive portrait of LGBTQ grantmaking by U.S. foundations. Funding for LGBT issues by institutional grantmakers increased in 2005 from the previous year as did the number of grants, while there were fewer LGBT funders.

**Foundation Center Subject File Number:** 159

**Subject/descriptor:** Foundations–grantmaking–analysis; Gays and lesbians; Foundations–statistics  
[http://www.lgbtfunders.org/files/LGBTQ\\_Funding\\_2005.pdf](http://www.lgbtfunders.org/files/LGBTQ_Funding_2005.pdf)

Johnson, Allison McGee. "Equality's Frontier: Funding an End to Discrimination Based on Sexual Orientation and Gender Identity." *Responsive Philanthropy* (Fall 2003) p. 1, 14-9.

**Abstract:** This will be a landmark year in the effort to achieve equal rights for lesbian, gay, bisexual and transgender community, but there have been setbacks as well. The article provides a status report on the work so far.

**Foundation Center Subject File Number:** 260

**Subject/descriptor:** Gays and lesbians; Nonprofit organizations–case studies; Nonprofit organizations–statistics

Pease, Katherine. "Philanthropy's Failure: The Story of the Lesbian, Gay, Bisexual and Transgender Community and Philanthropy." *The State of Philanthropy 2002*, edited by Neil Carson. Washington, DC: National Committee for Responsive Philanthropy. 2002. p. 49-52.

**Abstract:** Documents the need for greater funding of LGBT communities due to the continued threats and challenges they face. While mainstream philanthropies are starting to fund more LGBT programs, the vast majority of funding comes from LGBT community funds that receive most of their funding from individual LGBT donors.

**Foundation Center Call Number:** 407 NAT STA

Working Group on Funding Lesbian and Gay Issues. *Reaching Out: A Grantmaker's Guide to Lesbian and Gay Issues*. New York, NY: Working Group on Funding Lesbian and Gay Issues. 1994. 24 p.

**Abstract:** Provides an overview of lesbian and gay concerns, highlighting particular areas of need, and offering suggestions for grantmaker involvement. Describes work being done by some organizations and grantmakers to illustrate the range of activity taking place in the field. Includes a resource section on gay and lesbian organizations.

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Minorities; Gays and lesbians; Foundations–grantmaking

## Directories of Foundations Funding the LGBT Community

Funders for Lesbian and Gay Issues. *Funders of Lesbian, Gay, Bisexual and Transgender Programs: A Directory for Grantseekers*. 6th ed. New York, NY: Funders for Lesbian and Gay Issues. 2004. iv, 124 p.

**Abstract:** Organized by state, the directory includes foundation name, full mailing address and telephone number, mission, grant types, limitations, geographic area, average grant, and contact person. Also includes a separate section on scholarship funds. Indexed by funder name, and by national and international givers.

**Foundation Center Call Number:** 159 FUN

**Subject/descriptor:** Gays and lesbians; Grantmakers–social issues; Foundations–directories

**Online Searchable Directory:** <http://www.lgbtfunders.org/seekers/form.cfm>

## LGBT Foundations & Nonprofits

Khan, Surina; Gallo, Marcia M. *Out for Change: Racial and Economic Justice Issues in Lesbian, Gay, Bisexual and Transgender Communities*. New York, NY: Funders for Lesbian and Gay Issues. 2005. 24 p.

**Abstract:** Finds that LGBT organizations are increasingly incorporating racial and economic justice work into their civil rights and social justice efforts. The report outlines the complex nature of the issues confronting low-income and LGBT people of color, profiles organizations working on these issues, and suggests a number of ways that the funding base for such initiatives can be expanded.

<http://www.lgbtfunders.org/files/LGBT-REJ.pdf>

## PEOPLE WITH DISABILITIES

### Evaluating Grantmaking for People With Disabilities

**Curtis, Jody. "The Largest Minority." *Foundation News* vol. 30 (November-December 1989) p. 18-23.**

**Abstract:** Foundations are beginning to help the disabled join America's "mainstream"; they are funding self-help programs and those groups which work to remove the physical and attitudinal barriers that keep people with disabilities on the margins of society. The Robert Wood Johnson Foundation recently announced an \$8.4 million program targeted to promoting independent living. The program is called "Improving Service Systems for People with Disabilities," and it is expected to grant as much as \$700,000 each to twelve community centers. The Dole Foundation for the Employment of People with Disabilities is the only grantmaker which focuses specifically on this subject. It annually grants around \$900,000 to vocational programs, and is expected to become more aggressive in encouraging other funders to examine disability issues. The J.M. Foundation is also active in the field. Until recently, most grants for the handicapped stressed medical research, prevention, and rehabilitation. However, activists for the disabled cite two problems with the "medical model" of grantmaking: it encourages the view that people with disabilities need to be "fixed"; and the service delivery system tends to put the disabled in a passive, dependent "patient" role. Advocates hope to implement a "consumer model" that helps empower the disabled. This requires that an organization's governing board be representative of the population it serves, and that individuals with disabilities have control over the services which affect them. The consumer model is in operation in some 300 independent living centers already.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** People with disabilities; Foundations—grantmaking; Funding trends

**Disability Funders Network. *Disability Funding in California*. Falls Church, VA: Disability Funders Network. 2004. 11 p.**

**Abstract:** The 2001 Disability Funders Network study gathered survey information from 108 grantmakers and in-depth interviews of 20 grantseekers in California with a wide range of perspectives and experience with disability issues. The study, funded by The California Endowment, provides a detailed portrait of disability giving in a populous state with active disability communities and is also intended to serve as a model for similar studies in other states and regions.

**Foundation Center Subject File Number:** 146

**Subject/descriptor:** People with disabilities—directories; Philanthropy—research; Foundations—surveys

<http://www.disabilityfunders.org/ca-execrec.html>

<http://www.disabilityfunders.org/members/casurvey.pdf>

### Directories of Foundations Funding People With Disabilities

**American Foundation for the Blind. *AFB Directory of Services for Blind and Visually Impaired Persons in the United States and Canada*. 26th ed. New York, NY: AFB Press. 2001. vi, 823 p.**

**Abstract:** Organizations in the U. S. are arranged by state. Contents include federal agencies, national organizations, membership organizations, services, computer training, and products. Indexed.

**Foundation Center Call Number:** REF 147 AFB

**Subject/descriptor:** Nonprofit organizations—directories; Blind; People with disabilities; People with disabilities—directories

**Eckstein, Richard M. (ed.) *Directory of Grants for Organizations Serving People With Disabilities: A Reference Directory to Identifying Grants Available to Nonprofit Organizations*. 12th ed. Loxahatchee, FL: Research Grant Guides. 2004. 152 p.**

**Abstract:** Brief entries that describe foundations providing funding for programs and services in the following areas: accessibility projects, blind, cultural programs, deaf, developmentally disabled, education, elderly, emotionally disturbed, eye research, independent living programs, learning disabilities, mental health, mentally disabled, physically disabled, rehabilitation and speech impaired. Indexed.

**Foundation Center Call Number:** 146 ECK

**Subject/descriptor:** People with disabilities; Fundraising—directories; Mental health; People with disabilities—directories

**Foundation Center. *Grants for People With Disabilities*. New York, NY: Foundation Center. 2006. 263 p.**  
**Abstract:** Lists 14,899 grants of \$10,000 or more made by 992 foundations, mostly in 2004 and 2005, to hospitals, schools, mental health associations, and primary care facilities for research, medical and dental care, vocational training, education, diagnosis and evaluation, prevention information, recreation, rehabilitation, transportation, legal aid, and scholarships. Grants are indexed by recipient name, location, and subject.

**Foundation Center Call Number:** REF GRA 010

**Subject/descriptor:** Foundation funding; Foundations–grants; People with disabilities

**Foundation Center. *Grants for Physically and Mentally Disabled. 1982-1990*. New York, NY: Foundation Center. 1982-. 101 p.**

**Abstract:** Lists 1,997 grants of \$5,000 or more made by 323 foundations during 1988 and 1989. These grants—drawn from the 19th edition of the “Foundation Grants Index”—went to organizations in the U.S. and abroad that provide services for the physically and mentally handicapped, including hospitals, residency and primary care facilities, mental health associations, social service agencies, and schools. Introductory material contains statistical tables showing the dollar amount and number of grants for the physically and mentally disabled arranged by: foundation name, recipient state (or country), primary subject, type of support, recipient type, and population group served. Also lists the top fifteen recipients by highest grant dollar amount. Grants are indexed by recipient name and geographic location, and by subject.

**Subject/descriptor:** Foundation funding; Foundations–grants; People with disabilities

**Mandeville, John. *Foundation Funding Resource Guide for Programs Serving North Carolina's Handicapped Population*. Raleigh, NC: North Carolina Department of Human Resources. 1982. vii, 84 p.**

**Abstract:** Descriptions of over one hundred grantmaking organizations organized by geographic location. Part 1 lists foundations located out of the state of North Carolina, selected for their willingness to make grants in North Carolina and their interest in supporting programs serving the handicapped. Part 2 contains entries for foundations located in North Carolina which either indicated an interest in supporting programs serving the handicapped, showed historical evidence of supporting such programs, or lacking such evidence had a history of general grantmaking. Entries identify contacts, giving preferences, sample grants, application procedures, and the general range and number of grants made by the foundation. Introduction includes a guide to researching and writing a proposal. No indexes.

**Foundation Center Call Number:** 146 MAN

**Subject/descriptor:** People with disabilities; Foundations–North Carolina

**Woodyard, Shawn (ed.) *Resources for People With Disabilities: A National Directory*. 2nd ed. Chicago, IL: Ferguson Publishing Company. 2001. 2 vols.**

**Abstract:** Directory lists organizations, associations, companies, funding sources, conferences, publications and publishers that are of interest to the disabled. Indexed by type of disability and geography.

**Foundation Center Call Number:** REF 146 RES

## Issues Related to People With Disabilities and Philanthropy

**Disability Funders Network. *A Disability Policy Primer for Funders*. Falls Church, VA: Disability Funders Network. 2005. 11 p.**

**Abstract:** A publication by the Disability Funders Network challenging the assumption of foundations that disability organizations must be considered under health or services specifically designed for people with disabilities, and, thus, can only be funded by foundations with health services as a priority areas.

**Foundation Center Subject File Number:** 146

**Subject/descriptor:** Foundations–grantmaking; People with disabilities

<http://www.disabilityfunders.org/primer.html>

**Taylor, Lisa. “Disability as a Part of diversity.” *Journal of Volunteer Administration* vol. 13 (Winter 1995) p. 15-25.**

**Abstract:** Explores barriers to and strategies for incorporating people with disabilities into a volunteer pool. Includes a barriers checklist, ideas on job accommodation, and a job analysis form. With references.

**Subject/descriptor:** Voluntarism–administration; People with disabilities; Philanthropy–diversity

# THE ECONOMICALLY DISADVANTAGED & PHILANTHROPY

## Reasons for Funding the Economically Disadvantaged

**Ford Foundation. *Women, Children, and Poverty in America*. New York, NY: Ford Foundation. 1985. 51 p.**

**Abstract:** A Ford Foundation Working Paper that reviews the problems facing low-income families headed by women and describes some current and planned Foundation responses.

**Foundation Center Call Number:** 416 FOR CHI

**Subject/descriptor:** Foundations—project reports; Women; Children

<http://www.fordfound.org/elibrary/documents/0183/toc.cfm>

**Goldberg, Peter; Independent Sector; United Way Institute. "Corporate Social Responsibility, Public Policy and Poverty." Part 7, No. 1 of *Looking Forward to the Year 2000: Public Policy and Philanthropy*. Washington, DC: Independent Sector. 1988. 11 p.**

**Abstract:** Focuses on the need for an adequate corporate response to poverty in America. Goldberg explains why the business community has a long-term interest in finding solutions to the problem of poverty: people need money to buy products and services; poor children often receive educations which do not adequately prepare them to enter the workforce; and a large and growing number of people trapped in deep poverty raises concerns about the creation of a permanent underclass, a form of social and economic inequality which is neither in the best interests of the business community nor the larger society. He also contends that it is "neither unreasonable nor unfair to set high standards by which to appraise the aggregate effectiveness" of corporate philanthropic efforts, especially as the needs are so great among those in poverty, and because of the reasons given above. Examines the limits of public-private partnerships and the need for corporate participation in the public policy-making process. Bibliography.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Corporate philanthropy—analysis; Corporations—social responsibility; Cooperative funding; Grantmakers—social issues

## Programs and Strategies for Funding the Economically Disadvantaged

**Anft, Michael. "A New Way to Curb Poverty." *Chronicle of Philanthropy* vol. 16 (15 April 2004) p. 6, 8-9.**

**Abstract:** Explains how grantmakers, such as the Annie E. Casey Foundation and the Open Society Institute, are focusing on programs that improve financial literacy for low-income workers and provide them with more affordable financial services.

**Subject/descriptor:** Foundations—model projects; Banks; Poverty

**Demko, Paul. "A Saving Grace for the Poor." *Chronicle of Philanthropy* vol. 10 (10 September 1998) p. 9-10, 12.**

**Abstract:** In an effort to lift individuals out of poverty, hundreds of nonprofit organizations have established individual development accounts. These accounts encourage a sense of financial independence by requiring individuals to deposit money regularly into a savings account; every dollar saved is matched by the nonprofit group. Many private foundations and governmental organizations have made grants to nonprofit organizations to establish these types of programs in their geographic area.

**Subject/descriptor:** Poverty; Individual development account; Welfare reform

**Hartmann, Michael. "The New Consensus." *Philanthropy* vol. 18 (May-June 2004) p. 20-5.**

**Abstract:** Discusses the strategies that both conservative and liberal grantmakers are utilizing for helping lower-income Americans. Education in entrepreneurship and personal savings are among the options.

**Foundation Center Subject File Number:** 255

**Subject/descriptor:** Poverty; Economic development; Foundations—grantmaking—analysis

## Evaluating Grantmaking for the Economically Disadvantaged

**Dorfman, Aaron. "Grantmaking for the Economically Disadvantaged in the U.S.," In *Creating a Philanthropic Sector That is More Responsive to the Needs of Diverse Communities: Comments to the House Committee on Ways and Means, Subcommittee on Oversight From the National Committee for Responsive Philanthropy*. Washington, DC: National Committee for Responsive Philanthropy. 2007. p. 4.**

**Abstract:** A brief overview of the most recently available data on foundation grantmaking for the economically disadvantaged. The author points out that a large share of grantmaking for indigent populations goes to

international health organizations and that the actual amount of foundation funding for the economically disadvantaged in the US is, as a result, much smaller than is commonly believed. Concludes that foundation grantmaking targeting the economically disadvantaged in the US is declining as a proportion of overall foundation giving. Part of a statement prepared for the House Ways and Means Subcommittee on Oversight hearing on September 25, 2007 assessing whether charitable organizations are adequately serving the needs of diverse communities. The statement also includes a brief discussion of foundation giving for the racial and ethnic minorities and for rural communities.

[http://www.ncrp.org/downloads/Statements/NCRP\\_Comments\\_Grantmaker\\_Responsiveness\\_to\\_Diverse\\_Communities.pdf](http://www.ncrp.org/downloads/Statements/NCRP_Comments_Grantmaker_Responsiveness_to_Diverse_Communities.pdf)

**Grønbjerg, Kirsten A.; Independent Sector. "The Responsibility of Nonprofit Human Service Organizations Towards the Poor: Practice and Prospects." Part 7, No. 2 of Looking Forward to the Year 2000: Public Policy and Philanthropy. Washington, DC: Independent Sector. 1988. 25 p.**

**Abstract:** Grønbjerg finds that nonprofits face external constraints on their ability to assist the poor and that their own internal organization and culture do not direct them to this objective. Her study utilizes information gathered from two surveys and personal interviews with executive directors of nonprofit human service organizations in the Chicago metropolitan area. Less than one-quarter of the seventy-six nonprofits used in the study indicated that their primary target group was entirely low income, although two-third reported it included at least some low income persons. One-third said it did not. Forty-eight percent saw no particular relationship between the major problems of their target group and poverty, and only eighteen percent reported there was a strong and direct link. These and other findings suggest that the nonprofits are not primarily concerned with low income populations and their problems, even during a period of high poverty levels and extensive hardship. In addition, although public and private leaders called upon them to shift their efforts in the direction of providing more services to the poor, only one-quarter reported having made such a shift. Grønbjerg concludes that the Reagan administration's hope that nonprofits would take a more active role in caring for the poor and maintain the social safety net ignored the extent to which nonprofits depend on government funds to operate such services. The government's policy was incorrect in assuming that nonprofits have a strong commitment to the poor that is independent of the incentives provided by government funding. Grønbjerg points out that public perception of nonprofits as being mainly involved in serving the needs of the poor may have been responsible for the government's assumption. Includes statistical tables and bibliography.

**Foundation Center Subject File Number: 1**

**Subject/descriptor:** Nonprofit organizations—analysis; Government and nonprofit sector; Social welfare; Nonprofit organizations—research

**National Committee for Responsive Philanthropy. *Community Foundations: At the Margin of Change: Unrealized Potential for the Disadvantaged.* Washington, DC: National Committee for Responsive Philanthropy. 1989. 65 p.**

**Abstract:** Report from a study undertaken to ascertain whether community foundations are responding to the needs of the disadvantaged and disenfranchised residents of their communities. Examines recent grants made to organizations benefiting the disadvantaged and other relevant aspects of six of the oldest and most experienced community foundations—the Metropolitan Atlanta Community Foundation, the Boston Foundation, the California Community Foundation, the Cleveland Foundation, the Philadelphia Foundation, and the Seattle Foundation. In all, data is studied in seven categories: 1) foundation services (such as technical assistance programs for nonprofits and funding information centers), 2) communications (annual reports, grant guidelines, and staff accessibility), 3) patterns of grantmaking, 4) risk taking, 5) fundraising, 6) composition of board and staff, and 7) other distinguishing characteristics of the foundations. While commending the foundations on many points, the report indicates that they must establish the needs of the disadvantaged as their greatest priority in order to “make their communities whole.” The National Committee for Responsive Philanthropy offers thirteen recommendations to improve the responsiveness of community foundations to disadvantaged and disenfranchised people. Among these, community foundations should: commit at least fifty percent of their grant dollars to benefit the disadvantaged; assert leadership in business, political and other sectors to examine the issues; enter into partnerships with other donors to invest in developing community leadership among the disadvantaged; and make grants to groups that promote advocacy for the disadvantaged on public and private policies which affect them.

**Foundation Center Call Number: 428 NAT**

**Subject/descriptor:** Foundations—grantmaking—analysis; Foundations—analysis; Community foundations—analysis; Grantmakers—social issues

Ostrander, Susan A.; Independent Sector. *"Philanthropic Priorities: The Case of Poor and Low-Income Clientele." Part 7, No. 3 of Looking Forward to the Year 2000: Public Policy and Philanthropy.* Washington, DC: Independent Sector. 1988. 15 p.

**Abstract:** Data on the distribution of philanthropic resources suggests that most efforts neither serve, advocate for, nor organize the poor. Ostrander examines how philanthropy as conceptualized by scholars and practitioners accounts for this relative neglect of poverty by mainstream philanthropy. She focuses on two issues: 1) the conceptualization of relations between philanthropy and the state and politics; and 2) the conceptualization of relations between donors and recipients. She advocates three broad reconceptualizations of philanthropy which would facilitate the alleviation of poverty. First there must be a recognition of the substantial interrelationship between government and the nonprofit sector. Poverty researcher Michael Sosin suggests that voluntary agencies can be particularly effective in providing for the emergency needs of the poor while they await public action. The paper discusses other philanthropic models which would direct charitable dollars toward these kinds of activities. The second reconceptualization involves redefining philanthropy so as to incorporate political advocacy and social change organizing. The third reconceptualization involves a reformulation of the relationship between donors and recipients. This relationship should be seen as an interactive, reciprocal and non-hierarchical process of negotiation between donors and recipients. Bibliography.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Philanthropy-analysis; Philanthropy-public policy

### Directories of Foundations Funding the Economically Disadvantaged

Foundation Center; Olson, Stan (ed.); Kovacs, Ruth (ed.); Letofsky, Cara J. *National Guide to Funding for the Economically Disadvantaged.* New York, NY: Foundation Center. 1993. xi, 506 p.

**Abstract:** Provides information on over 1,200 foundations and 200 direct corporate giving programs that have shown a substantial interest in the disadvantaged. Over 4,000 grants from over 300 foundations are listed; these grants represent over \$300 million in support for a wide variety of programs, including those concerned with poverty, homelessness, hunger, welfare and employment. Introductory material includes advice on researching foundations and corporations, a glossary of important terms, and a selected bibliography. Entries are arranged alphabetically by state and then by foundation name. Entries include foundation name, address, telephone number, financial data, purpose and activities, fields of interest, application information, officers and directors, and a listing of recent grants. Indexed by donors, officers and trustees; geographic location; types of support; and subject.

**Subject/descriptor:** Social welfare-funding; Foundations-directories; Corporate philanthropy-directories; Economic assistance

Fundukian, Laurie (ed.); Schoenenberger, Lori (ed.) "Paying Attention to Economically Disadvantaged Communities: Funders that Support Community Development." *Foundation Giving Watch* vol. 18 (March 1999) p. 1-2.

**Abstract:** Profiles foundations that provide support for economic and community development.

**Subject File Number:** 270

**Subject/descriptor:** Community development; Economic development

Morris, James McGrath (ed.); Adler, Laura (ed.) *Grant Seekers Guide: Foundations that Support Social & Economic Justice.* 6th rev. ed. Kingston, RI: Moyer Bell. 2005. xviii, 559p.

**Abstract:** Directory of 200 grantmakers that award grants to nonprofit organizations advocating social and economic justice programs. Entries include contact person, purpose, areas of interest, financial data, application procedures, grant limitations, and publications. Also includes several chapters with useful information on various aspects of raising money, from cause-related marketing to fundraising from individuals. Appendices include listings of Funding Exchange members. Indexed by geographic preferences, fields of interest, and contact person.

**Foundation Center Call Number:** REF 100 MOR

**Subject/descriptor:** Grantmakers-social issues; Foundations-directories; Fundraising-techniques; Emergency funding; Social welfare-funding; Women

Zito, Anthony R. (comp.); National Congress for Community Economic Development. *National Directory of Corporate and Foundation Support for Community Economic Development.* Washington, DC: National Congress for Community Economic Development. 1988. v, 245 p.

**Abstract:** Directory lists 236 private foundations and corporations that have given to programs designed to stimulate community economic development. Data was gathered from foundation annual reports, IRS returns, and other reference works (a bibliography is provided in the "Resources for Data" section). Selection criteria focused on those charitable giving bodies that considered "less traditional" community development efforts;

which gave to specific program areas, such as urban and rural affairs, community development and services, housing and neighborhood revitalization, and equal opportunity and minority interests; and which specifically had community development corporations and community-based organizations as grant recipients. Entries provide name and address, purpose statement and geographic focus, financial data (total dollar amount and number of grants paid, high and low grants, and general range), types of support, examples of recipient types, specific grants in the area of community economic development, corporate locations, deadline for application, contact person and phone number, and preferred method of initial contact. Indexed by state.

**Foundation Center Call Number:** 270 ZIT

**Subject/descriptor:** Foundations–directories; Corporate foundations–directories; Community development

## Individual Philanthropy and the Economically Disadvantaged

The Center on Philanthropy at Indiana University. *Patterns of Household Charitable Giving by Income Group, 2005*. Indianapolis, IN: Indiana University Center on Philanthropy. 2007. 43 p.

**Abstract:** The report of a study conducted by the Indiana University Center on Philanthropy examining giving trends among different income groups, including how much each group gave to help the poor and how much it gave to different types of organizations. The study found that lower- and middle-income donors were far more likely to give to charities that benefit the poor than are upper-income households, and just 31 percent of all giving in the United States served the needs of poor people.

<http://www.philanthropy.iupui.edu/Research/Giving%20focused%20on%20meeting%20needs%20of%20the%20poor%20July%202007.pdf>

## SOCIAL JUSTICE & SOCIAL CHANGE PHILANTHROPY

### Examining Social Justice & Social Change Philanthropy

Mayer, Steven E.; Emarita, Betty; McKendall-Stephens, Vanessa. *Community Philanthropy and Racial Equity: What Progress Looks Like*. Minneapolis, MN: Effective Communities Project. 2005. 50 p.

**Abstract:** Three papers written by researchers at the Effective Communities Project analyzing the progress and effective tactics of nine community-based social justice organizations in the South. The project was supported by the Ford Foundation, and the nine organizations studied were all recipients of grants from Ford's "Community Philanthropy, Race and Equity in the American South (CPREAS)" initiative.

[http://www.effectivecommunities.com/pdfs/ECP\\_CommunityPhilanthropy.pdf](http://www.effectivecommunities.com/pdfs/ECP_CommunityPhilanthropy.pdf)

May, Michael. *Are We Ready? Social Change Philanthropy and the Coming \$10 Trillion Transfer of Wealth*. Washington, DC: National Committee for Responsive Philanthropy, 1999. 54 p.

**Abstract:** Examines social change philanthropy, providing historical facts, current status, and future outlook for Asian/Pacific-American, African-American, Latino, Native American community funds, women's funds, gay and lesbian foundations, and progressive faith-based grantmakers. Also describes Working Assets' cause-related marketing initiative, through which the company donates one percent of its revenues to progressive causes.

**Foundation Center Call Number:** 408 MAY

National Committee for Responsive Philanthropy. *Social Justice Philanthropy: The Latest Trend or a Lasting Lens for Grantmaking?* Washington, DC: National Committee for Responsive Philanthropy. 2005. 35 p.

**Abstract:** Explores what is meant by "social justice philanthropy" and highlights several organizations active in the field. Provides an overview of recent research and discusses the outlook for social justice grantmaking.

**Foundation Center Subject File Number:** 260

**Subject/descriptor:** Social welfare–funding; Philanthropy–analysis; Social justice

### Evaluating Social Justice Grantmaking

Lawrence, Steven (ed.) *Social Justice Grantmaking: A Report on Foundation Trends*. New York, NY: Foundation Center. 2005. xii, 82 p.

**Abstract:** The largest U.S. foundations provide 11 percent of their grant dollars to support structural changes aiding those least well off economically, socially, and politically. This first-ever study to benchmark foundation giving for social justice shows that support spans all areas of foundation activity, from promoting economic development in

distressed areas, to ensuring access to health care for disadvantaged populations, to encouraging diversity in education. The report is published jointly by Independent Sector and the Foundation Center.

**Foundation Center Call Number:** 260 FC SOC

**Subject/descriptor:** Foundations–grantmaking–analysis; Foundations–statistics; Foundations–research; Social justice; Social action

## Directories of Foundations Funding Social Justice & Social Change

Public Media Center. *Index of Progressive Funders*. Rev. ed. San Francisco, CA: Public Media Center. 1985. vii, 486 p.

**Abstract:** Reference book on over 130 grantmakers that support social change, including a separate section on religious funding for progressive concerns. Entries generally give a brief description of funding interests followed by a listing of recent grants. Application guidelines are not given. Index is cross-referenced by subject matter.

**Foundation Center Call Number:** 100 PMC

**Subject/descriptor:** Foundations–directories; Grantmakers–social issues; Social action

Trombley, Nicole (ed. and comp.) *Grantmakers Directory 2000-2001: A Resource for Social Change Funders & Grantseekers*. 6th ed. San Diego, CA: National Network of Grantmakers. 2000. vii, 336 p.

**Abstract:** Serves as a reference tool and working document for members of the National Network of Grantmakers (NNG), an organization of progressive funders, as well as for their grantmaking programs and grantseekers. This edition features more than 190 grantmaking institutions and related organizations. Entries include contact information, mission, primary areas of interest, priority grants and limitations, application process, and financial data. A chart details specific issues funded for each entry. Also includes entries for affinity groups, regional associations of grantmakers, and related members. Indexed by name, grantmaking interests, target population, and geographic area.

**Foundation Center Call Number:** REF 100 NNG 2000

**Subject/descriptor:** Foundations–directories; Associations of foundations; Grantmakers–social issues; National Network of Grantmakers; Social welfare–directories; Nonprofit organizations–directories

## RURAL PHILANTHROPY

### Rural Philanthropy & Issues

Bailey, Anne Lowrey. "In Search of a Few Good Followers." *Chronicle of Philanthropy* vol. 5 (1 June 1993) p. 8.

**Abstract:** Details the Claude Worthington Benedum Foundation's innovative program to develop leadership and change in poor Appalachian communities.

**Subject/descriptor:** Benedum Foundation, Claude Worthington; Nonprofit organizations–administration; Rural development

Carsey Institute. *Rural American in the 21st Century: Perspectives From the Field*. Durham, NH: Carsey Institute, University of New Hampshire. 2007. 13 p.

**Abstract:** This report presents the results of a series of interviews and policy roundtables with more than 80 Ford Foundation rural program grantees and other stakeholders. The discussions revealed five main challenges facing rural American today–demographic transitions, changing economic conditions, changing patterns of investment and resource distribution, challenges facing community institutions and civic leaders, and environmental challenges–as well as ideas and strategies for addressing each of these challenges.

[http://ola.wkkf.org/RPRP/pdf/Carsey\\_NRA%20Brief\\_Final.pdf](http://ola.wkkf.org/RPRP/pdf/Carsey_NRA%20Brief_Final.pdf)

"Rural Development: New Southern Initiative." *Responsive Philanthropy* (Spring 1993) p. 10-1.

**Abstract:** Profiles the Southern Rural Development Initiative, a collaboration between regional rural land-based institutions, economic development organizations and regional alternative funders. Begun by Funders Who Fund in the South, a project of the National Network of Grantmakers, the initiative brings together twenty-four organizations in twelve states who hope to foster sustainable economic development.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Community development; Rural development; Southern Rural Development Initiative; National Network of Grantmakers

Swierzewski, Rachael. *Rural Philanthropy: Building Dialogue From Within*. Washington, DC: National Committee for Responsive Philanthropy. 2007. 38 p.

**Abstract:** A report analyzing the obstacles faced by rural nonprofits by the National Committee for Responsive Philanthropy. Finds that grantmakers' perceptions of rural life, geographical isolation from major funders and the capacity-building needs of rural nonprofits greatly reduce their ability to secure funding. Other obstacles highlighted are the desire of foundations to target densely populated areas, as well as "weak nonprofit infrastructures" found in most rural places. The report also offers substantive recommendations on ways to make philanthropy more responsive to rural America. Expanding flexible, multi-year grants is one of the primary recommendations to reduce the disparity in charitable giving between rural and urban organizations.

[http://www.ncrp.org/downloads/PDF/NCRP2007-Rural\\_Philanthropy\\_REVISED\\_EDITION\\_FINAL-Lowres.pdf](http://www.ncrp.org/downloads/PDF/NCRP2007-Rural_Philanthropy_REVISED_EDITION_FINAL-Lowres.pdf)

W.K. Kellogg Foundation. *Sustainable Rural Community Development: Moving Toward Sustainable Futures*. Battle Creek, MI: W.K. Kellogg Foundation. 1998. vii, 56 p.

**Abstract:** Report of the Salzburg Seminar, February 7-14, 1998, that focused on rural development initiatives in Latin America, Central and Eastern Europe, Africa, and the United States.

**Foundation Center Call Number:** A 010 KEL

**Subject/descriptor:** Community development; Community development–case studies; Kellogg Foundation, W.K.; Rural development

## Evaluating Grantmaking to Rural Communities

Anft, Michael. "Rural Areas Reach out to Donors." *Chronicle of Philanthropy* vol. 16 (11 December 2003) p. 7, 9-10.

**Abstract:** Explains how several foundations and nonprofit groups have established projects to help increase philanthropy in rural communities. Also notes the importance of advocacy efforts.

**Subject/descriptor:** Fundraising; Rural development

Cohen, Rick; Barkhamer, John. *Beyond City Limits: The Philanthropic Needs of Rural America*. Washington, DC: National Committee for Responsive Philanthropy. 2004. 27 p.

**Abstract:** This report examines resource deficiencies in rural America concerning the availability and delivery of philanthropic capital from private foundations and corporations to rural community-based organizations. The authors analyze whether the nonprofits of rural America have adequate access to the philanthropic capital markets controlled by American foundations to give them the wherewithal to address the complexities of challenges in non-metropolitan communities.

[http://www.ncrp.org/downloads/PDF/Beyond\\_City\\_Limits.pdf](http://www.ncrp.org/downloads/PDF/Beyond_City_Limits.pdf)

Dorfman, Aaron. "Grantmaking for Rural Communities," In *Creating a Philanthropic Sector That is More Responsive to the Needs of Diverse Communities: Comments to the House Committee on Ways and Means, Subcommittee on Oversight From the National Committee for Responsive Philanthropy*. Washington, DC: National Committee for Responsive Philanthropy. 2007. p. 5.

**Abstract:** A brief statement about the difficulty of assessing foundation funding for rural communities, the apparent lack of such funding, and the need for greater funding in this area. Part of a statement prepared for the House Ways and Means Subcommittee on Oversight hearing on September 25, 2007 assessing whether charitable organizations are adequately serving the needs of diverse communities. The statement also includes a brief discussion of foundation giving for the racial and ethnic minorities and the economically disadvantaged.

[http://www.ncrp.org/downloads/Statements/NCRP\\_Comments\\_Grantmaker\\_Responsiveness\\_to\\_Diverse\\_Communities.pdf](http://www.ncrp.org/downloads/Statements/NCRP_Comments_Grantmaker_Responsiveness_to_Diverse_Communities.pdf)

Husock, Howard. *Programming on a Blank Slate: A Case on Grant Making in Rural Poverty*. New York, NY: Ford Foundation. 2002. 9 p.

**Abstract:** This exercise is taken from the files of the Ford Foundation and illustrates how a program officer devised the Rural Poverty and Resource initiative, when he had no precedents to rely on.

**Foundation Center Call Number:** 519 GRA CAS PRO

**Subject/descriptor:** Foundations–grantmaking; Foundations–case studies; Ford Foundation; Rural development

Hruby, Laura. "Seven Foundations Band Together to Fight Poverty in Rural America." *Chronicle of Philanthropy* vol. 13 (23 August 2001) p. 11.

**Abstract:** Describes how the W.K. Kellogg, William and Flora Hewlett, F.B. Heron, William Randolph Hearst, Fannie Mae, Annie E. Casey, and Mary Reynolds Babcock foundations have joined together in the National Rural Funders Collaborative, a funding initiative to reinvest in and revitalize rural American communities faced with persistent poverty.

**Subject/descriptor:** National Rural Funders Collaborative; Foundations–collaboration; Poverty; Rural development

Perry, Suzanne. "Small-Town Philanthropy." *Chronicle of Philanthropy* vol. 19 (26 July 2007) p. 10-2.

**Abstract:** Rural areas, traditionally overlooked by philanthropy, are drawing more attention from grant makers and charities. Groups such as Montana's Big Sky Institute have demonstrated a "philanthropic divide" between states with large foundation assets and those without. Groups of rural funders and advocates are banding together to draw more funding to such areas.

**Subject/descriptor:** Rural development; Philanthropy–United States—analysis

Shear, William B. *Rural Economic Development: More Assurance is Needed That Grant Funding Information is Accurately Reported*. Washington, DC: U.S. Government Accountability Office. 2002. 58 p.

**Abstract:** Overview of federal funding for rural economic development programs, covering 86 federal programs at 10 federal agencies and three regional commissions. Details the difficulty of accurately tracking government funding to rural areas because of different accounting practices and definitions of what constitutes a rural community between various government offices.

<http://www.gao.gov/new.items/d06294.pdf>

Wagner, Bill. "Think Rural." *Foundation News* vol. 31 (July-August 1990) p. 18-23.

**Abstract:** After decades of only slight interest in rural areas, foundations are beginning to devote more attention to the problems and needs of rural America. Most grants in this area are aimed at such things as improving education, nurturing economic development, designing health care delivery systems, training judges and other court personnel, assisting small units of government to adapt to computer technology, and developing new leaders. There are also programs which address the lingering traces of discrimination in rural areas. The Bert and Mary Meyer Foundation of Orlando, Fla. is helping to empower rural Southern blacks. The Atlanta-based Southern Education Foundation helps impoverished rural school districts to offer more than the most basic curriculum, and also involves the community in the process. The article also briefly describes the work of the Rural Justice Center, the Northwest Area Foundation and the Mountain States Health Corporation, the Blandin Foundation, the Winthrop Rockefeller Foundation, the Kellogg Foundation, and the McKnight Foundation.

**Foundation Center Subject File Number:** 1

**Subject/descriptor:** Foundations–grantmaking; Rural development

## Directories of Foundations Funding Rural Communities

Foundation Center. *Grants for Community/Urban Development and Housing. 1982-1990*. New York, NY: Foundation Center. 1982-. 189 p.

**Abstract:** Lists 5,007 grants of \$5,000 or more made by 374 foundations during 1988 and 1989 to community organizations, government agencies and other nonprofit organizations for programs in community improvement and development; economic development in both urban and rural areas; business promotion; management services for small business; nonprofit management; community funds and federated giving programs; and community service clubs. These grants—drawn from the larger body of grants contained in the 19th edition of the "Foundation Grants Index"—include those made for housing development, housing search assistance, low-cost temporary housing (including temporary shelter for the homeless), housing owners/renters organizations, and housing support services. Introductory material includes statistical tables providing information on the dollar amount and number of grants made for community/urban development and housing arranged by: foundation name; recipient state (or country); primary subject; type of support; recipient type; and population group served. Also includes a list of the top fifteen recipients by single highest grant amount. Grants are indexed by recipient name and location, and by subject.

**Subject/descriptor:** Foundation funding; Foundations–grants; Housing; Urban development; Community development

**National Rural Health Association (comp.) *Rural Health Care Projects Funded by Foundations: 1990*. Rockville, MD: U.S. Department of Health and Human Services. [199-]. 41 p.**

**Abstract:** Contains 127 citations of projects funded by foundations and other non-governmental entities from 1980 to 1989. Information provided includes status of the project; financing organization; contact person and address; and a description of the purposes of the project. Three indexes are appended.

**Foundation Center Subject File Number:** 5

**Subject/descriptor:** Health; Fundraising-directories; Foundation funding-analysis; Rural development

**National Rural Health Association (comp.) *Rural Health Resources Directory*. Rockville, MD: Office of Rural Health Policy, Health Resources and Service Administration. 1994. 64 p.**

**Abstract:** Directory of federal, national, state, and other organizations, including foundations interested in and involved with rural health. Includes selected information on resources, directories, and newsletters.

**Subject/descriptor:** Health-directories; Rural development; Nonprofit organizations-directories

**Stephens, Barbara. *Private Funding for Rural Programs: Foundations and Other Private Sector Resources*. Washington, DC: National Rural Center. 1978. 63 p.**

**Abstract:** The primary purpose of this directory is to identify for the grant-seeker some of the major national, regional, and local foundations that fund programs benefiting rural people. Included is an overview of other sources of private sector assistance such as churches and businesses that should also be considered. Several aids are provided to facilitate and enhance use of the directory. A key explains and clarifies the data categories used to present information on each foundation. Each of the 54 foundation profiles includes: its name, address, and telephone number; a contact person; a section on primary interests; recent (mainly 1977) financial data on assets; grants (total amount and number, as well as the range and types); whether an annual report is prepared and/or available; and a code designating the foundation as national, regional, or local. In the next section, insights are provided on the process of researching and approaching foundations for funding, and includes an annotated bibliography of foundation guides and references. In the final section, the foundations are indexed alphabetically, by geographic area of grantmaking, and by subject area of grantmaking interest (e.g., arts, agriculture, community development, education, health and health services, minority groups, research areas, women, and youth).

**Subject/descriptor:** Rural development

**United States Department of Agriculture, Office of Rural Development Policy. *Rural Resources Guide: A Directory of Public and Private Assistance for Small Communities*. Washington, DC: Government Printing Office. 1984. xiii, 476 p.**

**Abstract:** Catalog of about 400 public and private national level organizations offering resources to small communities. Describes organizations providing technical as well as financial assistance. Entries include information on the resource provider, eligibility requirements, and special conditions. Includes a subject index.

**Foundation Center Call Number:** 160 AGR

## Rural Foundations & Nonprofits

**Aspen Institute Community Strategies Group. *Growing Local Philanthropy: The Role and Reach of Community Foundations*. Washington, DC: The Aspen Institute. 2005. 40 p.**

**Abstract:** This survey represents a first step in documenting the current status and trends related to geographic component funds (GCFs)—funds within large community foundations that are dedicated to serving specific geographic areas or communities, and that typically include local decision making and/or operating structures. At present, scant reliable nationwide data exists about these geographically targeted funds, nor does any kind of roadmap explaining how to establish, organize and sustain them. Broadly, this survey assesses how these funds affect the culture of philanthropy in communities. In addition, the survey updates information on community foundations' asset and endowment size, governance, and service area.

[http://www.aspeninc.org/rdp/\\_documents/resources/survey2b.pdf](http://www.aspeninc.org/rdp/_documents/resources/survey2b.pdf)

**McGregor, Alan; Chaney, Bethany. *The Power of Rural Philanthropy*. Washington, DC: Forum of Regional Associations of Grantmakers. 2005. 19 p.**

**Abstract:** This assessment draws on information from many sources, and documents the growing grassroots efforts in rural America. One new model is the “geographic affiliate fund” within a community foundation.

**Foundation Center Subject File Number:** 160

**Subject/descriptor:** Philanthropy-analysis; Philanthropy-research; Community foundations-analysis; Rural development

[http://www.givingforum.org/s\\_forum/bin.asp?CID=1883&DID=9336&DOC=FILE.PDF](http://www.givingforum.org/s_forum/bin.asp?CID=1883&DID=9336&DOC=FILE.PDF)

McGregor, Alan; Schenck, David. "State of Rural Philanthropy: 'Homegrown,' Innovative and on the Move." *State of Philanthropy 2004*. Washington, DC: National Committee for Responsible Philanthropy. 2004. p. 39-42.

**Abstract:** Explores the historically high philanthropic giving in Southern rural regions compared to the notably low attention paid to these areas by formal philanthropy. The authors discuss the difficulty of organizing a "homegrown" philanthropic movement in the rural South. Authors stress that philanthropy is not just an endeavor of the wealthy. Includes examples of rural community foundations successful efforts to encourage rural philanthropy.

**Foundation Center Call Number:** 407 NAT STA 2004

Rural Development Philanthropy Learning Network. *2001 Rural Development Philanthropy Baseline Study*. Washington, DC: The Aspen Institute. 2002. 11 p.

**Abstract:** Disseminated to 685 rural and urban community foundations in 2001, this survey was an effort of the newly formed Learning Network to establish the first profile of community foundations serving rural America. It asked community foundations to consider their overall governance, grantmaking, endowment building and community economic development activities. Providing definitions based on the "rural continuum" established by the USDA's Economic Research Service, the survey then asked foundations to estimate the percentage of their total activities that served or represented "rural," "borderline rural/metro" and "metro" counties.

[http://www.aspenecsg.org/rdp/\\_documents/resources/survey1.pdf](http://www.aspenecsg.org/rdp/_documents/resources/survey1.pdf)

Snaveley, Keith; Tracy, Martin B. "Development of Trust in Rural Nonprofit Collaborations." *Nonprofit and Voluntary Sector Quarterly* vol. 31 (March 2002) p. 62-83.

**Abstract:** Authors conducted research through surveys and focus groups in rural Illinois and Mississippi in 1999. They found a high level of interest in collaboration. Several factors, however, influence the likelihood of collaborations, and those are studied here. With bibliographic references.

**Subject/descriptor:** Nonprofit organizations–collaboration; Nonprofit organizations–Illinois; Nonprofit organizations–Kentucky

## Directories of Rural Foundations & Nonprofits

National Rural Center. *A Directory of Rural Organizations*. Washington, DC: National Rural Center. 1977. 53 p.

**Abstract:** The purposes of this directory are to provide a ready reference for individuals and organizations with rural interests; to provide a sense of perspective on the various professions, ethnic groups and special concerns represented by national organizations with rural interests; and to facilitate cooperation among organizations with similar priorities. Each organizational entry (N=130 entries) is coded according to lobbying, membership, research and/or service categories; the code(s) appear at the bottom of each entry and in the index at the back of the directory. Each entry includes: organizational name and address and telephone number; contact person's name; a brief description of the organization including membership, staff and other relevant statistics; and organizational publications. Information regarding these organizations is drawn from a few individuals and a few published sources including: the "Encyclopedia of Associations", Volume I, tenth edition, Margaret Fisk, Editor; "Who's Involved With Hunger: An Organization Guide", Patricia L. Kuntzer and Timothy X. Sullivan, Editors; and "Research Centers Directory", fifth edition, Archie M. Palmer, Editor.

**Subject/descriptor:** Rural development

Stand Up for Rural America. *Rural America: Communities Creating Opportunity*. Washington, DC: Stand Up for Rural America. 1998?. 313 loose-leaf pages.

**Abstract:** A state-by-state directory listing rural community based development organizations. Entries indicate activities in the areas of housing, facilities, businesses and jobs, and basic services.

**Foundation Center Call Number:** 160 NAT RUR

**Subject/descriptor:** Rural development

## Guides for Rural Foundations & Nonprofits

Newlin, Larry (ed.) *Resource Guide for Rural Development: A Handbook for Accessing Government and Private Funding Sources*. Washington, DC: National Rural Center. 1978. 149 p.

**Abstract:** The guide's major target audiences are local officials and leaders of community organizations; the major purposes are to introduce rural leaders to a wide range of assistance possibilities, to inform leaders of the processes involved in obtaining assistance from these various resources, and to encourage greater involvement on the part of rural leaders in obtaining assistance. The beginning section deals with federal

programs and is broken down by such departments as: agriculture; commerce; health, education, and welfare; and a number of independent agencies. Section II emphasizes that state governments are important resources for furthering rural development activities, indicates where to go for support, and lists areas of involvement. Section III discusses foundation assistance (when to seek, what to expect, and where to find) and provides a listing of foundations that fund rural programs. Section IV is concerned with church resources; considerations to take into account before seeking church funding are provided as well as a list of major programs. Section V deals with other private sector resources such as corporate and union resources. Section VI is concerned with agencies that can provide assistance in capacity building for rural development—federal, state, educational, multicounty planning organizations, membership associations, nonprofit organizations, and private consultants. The directory concludes with a functional cross reference section.

**Subject/descriptor:** Rural development

**Phillips, Sue; Belden, Joe; Pinder, Jennifer.** *Guide to Fundraising for Rural Housing Nonprofits: Strategies for Raising Operating Funds.* Washington, DC: Housing Assistance Council. 2004. iii, 32 p.

**Abstract:** This fundraising guide is intended to help the staffs and boards of nonprofit housing developers in rural communities to review different types of funders, to identify possible sources of administrative or operating support, and to establish effective fundraising strategies. Includes a list of corporate, community, and family foundations that support rural housing.

**Foundation Center Call Number:** 160 PHI

**Subject/descriptor:** Rural development; Housing; Fundraising—techniques

<http://www.ruralhome.org/pubs/nonprofit/FundraisingGuide2004Update.pdf>

**Southern Philanthropy Consortium.** *The Philanthropy Index for Small Towns and Rural Areas of the South: How to Measure Your Community's Potential to Build a Charitable Fund. Workbook.* Asheville, NC: Southern Philanthropy Consortium. 2002. 28 p.

**Abstract:** Jointly developed by the Southern Rural Development Initiative, the Southeastern Council of Foundations, and the Foundation for the Mid South, this workbook introduces 12 indicators of philanthropic potential to help communities identify assets in individual rural counties. Index data is paired with an inclusive community dialogue to encourage optimism and stimulate vision and action around building community-based philanthropy.

**Foundation Center Call Number:** 401 SOU WOR

**Subject/descriptor:** Philanthropy—analysis; Philanthropy—statistics

<http://www.philanthropyindex.org/PDFs/SPCWorkbook2003.pdf>

## ASSESSING THE STATE OF RESEARCH ON DIVERSITY IN PHILANTHROPY

**Association for Research on Nonprofit Organizations and Voluntary Action.** *33rd Annual Conference, November 18-20, 2004, Los Angeles, CA. The Meaning and Motives of Philanthropy: Responding to the Needs of a Diverse Society [CD-ROM].* Indianapolis, IN: Association for Research on Nonprofit Organizations and Voluntary Action. 2004.

**Abstract:** Collected papers from the November 18-20, 2004, conference of the Association for Research on Nonprofit Organizations and Voluntary Action, held in Los Angeles, CA. Papers explore the interaction between philanthropy and social, economic and ethnic diversity including such topics as the practice of philanthropy within and across different socioeconomic, racial or ethnic groups; the practice of philanthropy across different social and economic landscapes; the demands placed upon philanthropy that derive from diverse communities and diverse needs; the responsiveness of different philanthropic behaviors and forms to societal diversity; and the challenges in measuring the responsiveness and impact of philanthropy and implications for matters of accountability and policy.

**Foundation Center Call Number:** A 010 ARN 2004

**Subject/descriptor:** Nonprofit organizations—research; Philanthropy—research; Voluntarism—research; Conferences

**Carson, Emmett D.** "Diversity and Research on the Voluntary Sector." *Advancing Philanthropy* vol. 2 (Winter 1994) p. 51-3.

**Abstract:** Advocates that scholars in the field of philanthropy should incorporate issues of race, gender, and culture into their routine research as both moral and methodological issues.

**Subject/descriptor:** Philanthropy—diversity; Philanthropy—research

Carson, Emmett D. "On Race, Gender, Culture, and Research on the Voluntary Sector." *Nonprofit Management & Leadership* vol. 3 (Spring 1993) p. 327-35.

**Abstract:** The thesis of this report is that as research on philanthropy continues to develop, it is essential that scholars, practitioners, and research institutions, as a matter of practice, ask the question of whether race, gender, or culture (called the inclusivity criterion, by the author) would significantly change their research findings. The author presents reasons for applying this three-pronged inclusivity criterion to most, if not all, research on philanthropy. Examines the research to date on diversity by the academic centers on philanthropy and affinity groups of grantmakers.

**Subject/descriptor:** Philanthropy–analysis; Philanthropy–research; Race relations; Minorities

Cortés, Michael. "Counting Latino Nonprofits: A New Strategy for Finding Data." *Nonprofit and Voluntary Sector Quarterly* vol. 27 (December 1998) p. 437-458.

**Abstract:** Analyzes various factors that have inhibited collection of data about Latino nonprofit organizations, and provides the author's strategy for generating statistics from the IRS Exempt Organization Business Master Index. From a data set of 4,872 agencies presumed to be Latino, presents findings in several criteria: percentages that are tax exempt, age of incorporation, affiliations, geographical concentration, and other criteria. Offers implications of this research for funders and for organizers. With bibliographic references.

**Subject/descriptor:** Hispanics; Minorities; Nonprofit organizations–analysis; Nonprofit organizations–research; Nonprofit organizations–statistics

Preissler, Scott M. "Diversity and Development: Kindergarten Through Career." *Philanthropy Matters* (Summer 1993) p. 6-8.

**Abstract:** Comments on the lack of literature and research on diversity and philanthropy, and cites demographic trends.

**Foundation Center Subject File Number:** 2

**Subject/descriptor:** Minorities; Philanthropy–diversity

## CREATING DIVERSITY: TOOLKITS & GUIDES

Annie E. Casey Foundation. *Race Matters Toolkit: "Is It About Race?"* Baltimore, MD: Annie E. Casey Foundation. 2006.

**Abstract:** This toolkit is designed to help decision-makers, advocates, and elected officials get better results in their work by providing equitable opportunities for all. The approach described in the toolkit deals specifically with policies and practices that contribute to inequitable outcomes for children, families, and communities. The toolkit provides simple, results-oriented steps to help address the problem of unequal opportunities by race.

<http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx>

Argoff, Jeanne (comp.); Feather, John (comp.); Maas, Suzanne (comp.) *Foundation and Corporate Grantseeking for Employment Networks*. Falls Church, VA: Disability Funders Network. 2005. 104 p.

**Abstract:** Prepared by the Disability Funders Network and other experts on disability funding and employment, this directory is an in-depth resource on how to access funding from government grants, foundations and private financial capital. It also includes information on how to leverage funding from existing sources for service providers serving individuals with intellectual, developmental and psychiatric disabilities, as well providers in education and One-Stop systems.

**Foundation Center Call Number:** 710 ARG

**Subject/descriptor:** Proposal development–handbooks, manuals, etc.; Fundraising–handbooks, manuals, etc.; Foundation funding; Nonprofit organizations–grantsmanship; People with disabilities

<http://www.disabilityfunders.org/enmaxfnd.pdf>

Association for the Development and Study of Community. *Community Foundations Building Bridges and Capacity to Strengthen Immigrant Race Relations*. Gaithersburg, MD: Association for the Development and Study of Community. 2000. 18 p.

**Abstract:** In 1998, the Ford Foundation and the Charles Stewart Mott Foundation joined forces with six local foundations to launch a major initiative called the Community Foundations/Intergroup Relations Program (CF/IR). The purposes of this document are (1) to share the knowledge that the national funders, participating community foundations, and consultants developed during the first year of the CF/IR program; and (2) to

provide a tool that funders can use when reviewing grant proposals for strengthening intergroup relations between recent immigrants and long-time residents. Includes important lessons learned as well as guidelines for how to establish a successful intergroup relations program.

<http://www.capablecommunity.com/pubs/CFIRO92000.PDF>

**Brown, Cherie R.; Mazza, George J.; National Coalition Building Institute. *Leading Diverse Communities: A How-To Guide for Moving From Healing Into Action*. San Francisco, CA: Jossey-Bass Publishers. 2004. xx, 168 p.**

**Abstract:** Offers thirty-two principles for business, nonprofit, campus and community leaders to embrace diversity within their organization and encourage their stakeholders to do the same based on the National Coalition Building Institute's training program that works to eliminate prejudice in communities throughout the world. Includes examples of the principles in practice as well as activities and worksheets to help leaders apply the principles to their own organizations.

**Foundation Center Call Number:** 640 BRO

**Subject/descriptor:** Nonprofit organizations–ethics; Nonprofit organizations–management; Race relations; Race discrimination

**Chicago Women in Philanthropy. *ClearSighted: A Grantmaker's Guide to Using a Gender Lens*. Chicago, IL: Chicago Women in Philanthropy. 1997.**

**Abstract:** Provides a set of basic questions for foundations from which to begin a gender-based assessment during proposal evaluation, site visits, and follow up. The authors define using a gender lens as examining a particular issue with a focus on the real life conditions of women and girls, and acknowledging that gender is a powerful predictor of experience and opportunity.

<http://www.cwiponline.org/clearsighted.html>

**Coalition for New Philanthropy. *Building Bridges to Communities of Color: A Toolkit for Engaging Donors of Color*. New York, NY: Coalition for New Philanthropy. 19 p.**

**Abstract:** The Coalition for New Philanthropy has created this toolkit to enable community foundations, ethnic funds and nonprofit organizations to reach and engage donors of color, who represent an untapped source of giving, voluntarism and leadership. The toolkit includes information on: trends in African-American, Asian-American and Latino giving; developing themes and strategies that resonate with these ethnic groups; discerning the various philanthropic structures and donor vehicles that are most effective to meet goals; establishing strong relationships with professional advisors and donors; and addressing challenges in ethnic philanthropy.

[http://www.nyrag.org/usr\\_doc/CoalitionToolkit.pdf](http://www.nyrag.org/usr_doc/CoalitionToolkit.pdf)

**Community Foundations of Canada. *Building Bridges: A Tool for Engaging Diverse Communities*. 2006.**

**Abstract:** A planning tool designed to help community foundations organize their ideas and activities as they reach out to engage diverse groups, and strive to become more inclusive organizations. It is divided into five steps and offers resources on diversity and inclusion.

[http://www.cfc-fcc.ca/bookstore/cfc\\_publications.cfm#bridges](http://www.cfc-fcc.ca/bookstore/cfc_publications.cfm#bridges)

**Council on Foundations. *The Inclusive Community: A Handbook for Managing Diversity in Community Foundations*. Washington, DC: Council on Foundations. 1992. vii, 33 p.**

**Abstract:** This handbook summarizes the ideas and examples gleaned from a Working Group on Diversity comprising US community foundations professionals. It explores foundations' efforts to be inclusive across all areas of community foundation practice: missions, governance, resource development, management, staffing, grantmaking, communications, publicity and publications.

**Foundation Center Subject File Number:** 8

**Subject/descriptor:** Community foundations

**Disability Funders Network. *A Screening Tool for Disability-Inclusive Grantmaking*.**

**Abstract:** Provides questions to help guide foundations as they evaluate possible grants and grantees with disability-inclusiveness in mind.

[www.disabilityfunders.org/screen.html](http://www.disabilityfunders.org/screen.html)

**Donors Forum of Chicago; Minnesota Council on Foundations; Northern California Grantmakers; New York Regional Association of Grantmakers. *Building on a Better Foundation: A Toolkit for Creating an Inclusive Grantmaking Organization*. 1999. 23 p.**

**Abstract:** A toolkit designed to encourage foundations to pursue diversity within their organization as well as in their grantmaking practices.

<http://www.mcf.org/mcf/resource/DiversityToolkitPF.pdf>

**Emarita, Betty. *Becoming a Catalyst for Social Justice: A Tool for Aligning Internal Operations to Produce Progress*. Minneapolis, MN: Effective Communities, LLC. 2006. 8 p.**

**Abstract:** A tool for use by the boards and staff of all philanthropic organizations, including foundations, intermediaries and nonprofits. “Becoming a Catalyst for Social Justice” is intended to help philanthropic organizations become more intentional catalysts for social justice. It is designed to align values, intent and internal processes in order to generate progress. The author defines “social justice” as “repairing underlying structures and root causes that create or support the persistent inequalities or gaps usually found between Whites and other racial populations.”

[http://www.effectivecommunities.com/pdfs/ECP\\_AligningPractice.pdf](http://www.effectivecommunities.com/pdfs/ECP_AligningPractice.pdf)

**Lizardo, Ruben; Olsen, Laurie; Scharf, Amy. *Leading by Example: Diversity, Inclusion and Equity in Community Foundations*. Oakland, CA: California Tomorrow and the Coalition of Community Foundations for Youth. 2004. 72 p.**

**Abstract:** The story of four community foundations who were engaged over a two-year period in “Leading By Example,” a learning network designed to create an internal change process to increase their capacity to model equity, diversity and inclusive practices in their organizational structures and day-to-day operations. This was not an “initiative” but rather the beginning of an ongoing process that will be embedded in the structure and operations of the community foundations involved.

[http://www.ccfy.org/toolbox/docs/LBE\\_CA.pdf](http://www.ccfy.org/toolbox/docs/LBE_CA.pdf)

**Mayer, Steven E. *Choosing Promising Ideas and Proposals: A Tool for Giving That Closes Gaps*. Minneapolis, MN: Effective Communities, LLC. 2006. 8 p.**

**Abstract:** This tool is intended to help philanthropic organizations – whether foundation or nonprofit – make the best use of their resources to close gaps in racial equity and social justice. It will help users identify strengths and weaknesses of proposals, ideas or organizations, and make decisions on how to strengthen efforts intending to address racial equity. This tool can be used to: choose among competing proposals for funding; monitor the progress of a project or organization over time; assess the readiness or capacity of an organization to address racial equity; and identify areas of an idea or organization that need strengthening.

[http://www.effectivecommunities.com/pdfs/ECP\\_EvaluatingIdeas.pdf](http://www.effectivecommunities.com/pdfs/ECP_EvaluatingIdeas.pdf)

**Pease, Katherine. *Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations*. Denver, CO: The Denver Foundation. 2005.**

**Abstract:** Inclusiveness at Work is an 18-module workbook that leads nonprofit organizations through the process of creating their own tailored blueprint for building inclusiveness.

<http://www.denverfoundation.org/page30592.cfm>

**Petsod, Daranee. (ed.). *Investing in Our Communities: Strategies for Immigrant Integration*. New York, NY: Grantmakers Concerned With Immigrants and Refugees. 2006. 254 p.**

**Abstract:** Built on extensive research and interviews with foundation, community, business, and government leaders, this multimedia toolkit seeks to inform the development of program, policy, and grantmaking strategies to promote immigrant integration. It offers a wide array of resources to guide diverse foundations, from those new to immigrant issues to foundations with extensive experience but are looking for new ideas to advance their work. Its goal is to help funders strengthen both local communities and the country as a whole through newcomer integration strategies.

[http://www.gcir.org/resources/gcir\\_publications/toolkit.php](http://www.gcir.org/resources/gcir_publications/toolkit.php)

**Quiroz-Martinez, Julie; Villarosa, Lori; Mackinnon, Anne. *Grant Making With a Racial Equity Lens*. New York, NY: Ford Foundation. 2007. 29 p.**

**Abstract:** The guide discusses why it is important for funders to be aware of race and ethnicity issues as they develop strategies, policies, and practices for effective grantmaking.

**Foundation Center Call Number:** 519 GRA GRA

**Subject/descriptor:** Foundations–grantmaking; Race discrimination; Minorities

<http://www.grantcraft.org/pdfs/equity.pdf>

**Ryan, William. *Grant Making With a Gender Lens*. New York, NY: Ford Foundation. 2004. 28 p.**

**Abstract:** Explains the rationale, principles, and tools for using gender analysis in grantmaking, how using a gender lens can help grantees to be more effective, and how to use a gender lens within foundations.

<http://www.grantcraft.org/pdfs/gender.pdf>

Steen, Scott. "Addressing Long-Term Trends: Leading Associations in a Global, Complex, Diverse, and Customized World." *Journal of Association Leadership* vol. 3 (Summer 2005) p. 22-41.

**Abstract:** The author presents four issues—changes in society—that he believes are having a profound effect on associations and their leaders, and then provides recommendations for action.

**Foundation Center Subject File Number:** 690

**Subject/descriptor:** Nonprofit organizations—associations; Nonprofit organizations—analysis

Stephens, Vanessa McKendall. *Moving Past the Silence: A Tool for Negotiating Reflective Conversations About Race*. Minneapolis, MN: Effective Communities, LLC. 2006. 9 p.

**Abstract:** A tool designed for nonprofit leaders, staff and board members interested in confronting and reducing racial inequity. This tool provides a framework to structure conversations about race which contribute to progress toward racial equity and social justice.

[http://www.effectivecommunities.com/pdfs/ECP\\_ReflectiveConversations.pdf](http://www.effectivecommunities.com/pdfs/ECP_ReflectiveConversations.pdf)

Thomas, R. Roosevelt, Jr. *Beyond Race and Gender: Unleashing the Power of Your Total Work Force by Managing Diversity*. New York, NY: Amacom. 1991. xvii, 189 p.

**Abstract:** Supplies an action plan, a model case study, and questions and answers to encourage readers to think deeply about how to successfully manage a diverse workforce.

**Foundation Center Call Number:** 630 THO BEY

**Subject/descriptor:** Nonprofit organizations—personnel management; Nonprofit organizations—diversity; Nonprofit organizations—management

Williams, T.; Ramirez, Sharon; Mayer, Steven E. *Inclusiveness Assessment Tool*. Minneapolis, MN: Rainbow Research. 1994.

**Abstract:** This tool was designed following an extensive study of inclusiveness practices already tested by United Way and its member organizations in the Minneapolis area. It can be used by an organization in a self-assessment process to identify its own level of racial and ethnic inclusiveness and cultural competence and to guide future improvements and assess progress toward diversity goals.

[http://www.rainbowresearch.org/index.asp?Type=B\\_BASIC&SEC={2D521C5B-7C07-4286-9E41-FC8A6B52083A}&DE={F009A3E2-2D59-4A74-9BAC-3C84749A8A0A}](http://www.rainbowresearch.org/index.asp?Type=B_BASIC&SEC={2D521C5B-7C07-4286-9E41-FC8A6B52083A}&DE={F009A3E2-2D59-4A74-9BAC-3C84749A8A0A})

## RELEVANT WEBSITES

### The Alliance for Nonprofit Management Cultural Competency Initiative

<http://www.allianceonline.org/cci.ipage>

The Alliance for Nonprofit Management is a network of leading, nonprofit technical support professionals. The Alliance's Cultural Competency Initiative helps nonprofits advance diversity through board and staff appointments, policies and programs.

### Asian Americans/Pacific Islanders in Philanthropy

<http://www.aapip.org>

The membership and advocacy organization seeks to promote philanthropy in Asian Pacific American communities and to provide resources to underserved areas.

### Association of Black Foundation Executives (ABFE)

<http://www.abfe.org>

ABFE is a national affinity group of African American professionals in philanthropy. The group seeks to encourage increased grantmaking that addresses issues and problems facing African Americans, and to promote the status and number of African Americans in philanthropy.

### Disability Funders Network (DFN)

<http://www.disabilityfunders.org>

The Disability Funders Network is a grantmakers' affinity group whose mission is to promote awareness, support and inclusion of people with disabilities and disability issues in grantmaking programs and organizations.

### **Diversity in Philanthropy Project**

<http://www.diversityinphilanthropy.org>

The Diversity in Philanthropy Project is a voluntary initiative of over 30 leading foundation trustees, senior staff and philanthropy network executives committed to increasing diversity through open dialogue and strategic action. Launched as a two-year initiative (2007-2009), this project seeks to expand diversity, equity and inclusion in board and staff representation, grant making and contracting.

### **The Forum of Regional Associations of Grantmakers' Racial, Ethnic and Tribal Knowledge Center**

[http://www.givingforum.org/s\\_forum/sec.asp?CID=1478&DID=3782](http://www.givingforum.org/s_forum/sec.asp?CID=1478&DID=3782)

The Racial, Ethnic and Tribal Philanthropy Knowledge Center shares information, profiles, tools, community-based giving models and resources to support racial, ethnic and tribal philanthropy. The Forum has recently produced new reports on racial, ethnic and tribal giving.

### **The Forum of Regional Associations of Grantmakers' Rural Philanthropy Knowledge Center**

[http://www.givingforum.org/s\\_forum/sec.asp?CID=4943&DID=10645](http://www.givingforum.org/s_forum/sec.asp?CID=4943&DID=10645)

The Rural Philanthropy Knowledge Center contains practical information on how to start and manage a rural fund, and other useful resources on how to grow philanthropy in rural areas.

### **Funders for Lesbian and Gay Issues**

<http://www.lgbtfunders.org>

Funders for Lesbian and Gay Issues is a national affinity group of grantmakers concerned with increasing support of lesbian, gay, bisexual and transgender issues within organized philanthropy.

### **Grantmakers Concerned With Immigrants and Refugees (GCIR)**

<http://www.gcir.org>

Grantmakers Concerned with Immigrants and Refugees is a national association of foundations seeking to move the philanthropic field to advance the contributions and address the needs of the world's growing and increasingly diverse immigrant and refugee populations. With a core focus on the United States, GCIR provides grantmakers with opportunities for learning, networking, and collaboration, as well as information resources that enhance philanthropy's awareness and support of issues affecting immigrants, refugees and the larger society.

### **Hispanics in Philanthropy**

<http://www.hiponline.org>

The mission of the association is to strengthen partnerships between institutional philanthropy and Hispanic communities. Founded in 1983, Hispanics in Philanthropy represents corporate, government, and private grantmakers.

### **Joint Affinity Groups**

<http://www.jointaffinitygroups.org>

The Joint Affinity Groups (JAG) is a nationwide coalition of grantmaker associations that engages the field of philanthropy to reach its full potential through practices that support diversity, inclusiveness, and accountability to communities and the principles of social justice.

### **Just Philanthropy - Moving Philanthropy Closer to Social Justice and Racial Equity**

<http://www.justphilanthropy.org/>

The goal of JustPhilanthropy.org is to stimulate more, better philanthropic activity that levels the playing field, reduces barriers to access, and closes the gaps so that our public systems and private markets perform more fairly for all. Its goal is to help move philanthropy closer to social justice and racial equity. The Effective Communities Project, with a grant from the Ford Foundation, spent three years in discussions about "noticing and benchmarking progress" in achieving greater racial equity and social justice through philanthropy. Based on reflective conversations with nearly 100 philanthropic organizations operating in both African American and White American settings, the presentation on this site is built on the experience of those already moving philanthropy closer to social justice and racial equity. The website presents six Pathways to Progress to focus philanthropy on racial equity and social justice, along with promising practices, examples from the field, and many additional resources. The six Pathways to Progress are Preparing the organization; Discussing social justice and racial equity safely; Crafting and advancing solutions; Strengthening relationships, networks and leadership; Increasing philanthropic resources – time, talent and treasure; and Reducing barriers and changing conditions. Each pathway discusses challenges as well as several promising practices, examples as practiced in the field, and benchmarks for noticing progress.

**National Center for Black Philanthropy**

<http://www.ncfbp.net>

The organization promotes giving and volunteering among African-Americans, supporting organizations and institutions involved in Black philanthropy, and educating African-Americans and others about the importance of philanthropy.

**Native Americans in Philanthropy**

<http://www.nativephilanthropy.org>

Founded in 1990, the organization promotes philanthropy that supports the traditional values of Native Americans. The group also provides professional development opportunities for Native Americans working in the philanthropic sector.

**Native Giving**

<http://www.nativegiving.org>

NativeGiving.org is a project of the First Nations Development Institute designed to promote and facilitate philanthropic activity within the Native American community and to offer audience-appropriate information and resources to both the donor and grantseeker communities.

**Philanthropic Initiative for Racial Equity (PRE)**

<http://www.racialequity.org>

The Philanthropic Initiative for Racial Equity (PRE) is a multiyear project intended to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers.

**Racial Justice Funders Collaborative**

<http://www.racialjusticecollaborative.org>

Racial Justice Funders Collaborative is a partnership between private foundations and individual donors who support and interact with communities seeking racial justice.

**Stand Up for Rural America**

<http://www.ruralamerica.org>

Stand Up for Rural America is a national coalition campaign with 750 sponsors dedicated to helping nonprofit rural community developers gain the attention, resources and policy support their work deserves. Since 1999, the campaign has helped secure \$30 million in new federal resources for capacity building, create a Rural Funders Working Group in the Council on Foundations and stimulate better than \$113 billion in private rural community development investment.

**Three Hoops**

<http://www.threehoops.com>

Three Hoops is a resource on the web for information on American Indian philanthropy and nonprofits. The site includes links to resources on Native American philanthropy, as well as the results of Three Hoops' research.

**Twenty-First Century Foundation (21CF)**

<http://www.21cf.org>

The mission of the Twenty-First Century Foundation is to facilitate strategic giving for black community change. Specifically, 21CF works with donors to invest in institutions and leaders that solve problems within black communities nationally. In recent years, 21CF has taken a leadership role in promoting new models of Black philanthropy that support donors who want to develop the skills, commitment and imagination to address pressing issues impacting black communities.

**Women & Philanthropy**

<http://www.womenphil.org>

Women & Philanthropy is a network and a voice for positive change in the field of philanthropy. The organization's goal is to increase both the amount of philanthropic dollars awarded to women and girls and the number of women working at all levels in the field of philanthropy through research, events, services and a network of members. Their current initiatives aim to educate and mobilize the field of philanthropy while helping foundations improve their effectiveness.

**Women Donors Network (WDN)**

<http://www.womendonors.org/>

The Women Donors Network is a national organization of more than 100 women that supports and encourages members to use their wealth and influence in the service of progressive philanthropy to create social change. Through a dynamic peer community, WDN creates an open, welcoming environment where women can explore all aspects of philanthropic practice – from personal development and professional training, to strategies for long-term targeted giving.

**Women's Funding Network (WFN)**

<http://www.wfnet.org>

The Women's Funding Network is a world-wide membership of over 100 women's and girls' funds. Member organizations support the solutions of women and girls through local, national and international grants. WFN advances this movement by supporting these funds through innovative programs and capacity-building expertise.