



Aligning Institutional Diversity, Equity, Inclusion, & Accessibility Priorities with Grantmaking Practices

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Overview

- ❖ Definitions
- ❖ Dimensions for assessing an organization with respect to diversity, equity, inclusion, and accessibility practices
- ❖ Integrating DEIA and Grantmaking Practices

DEFINITIONS



Diversity

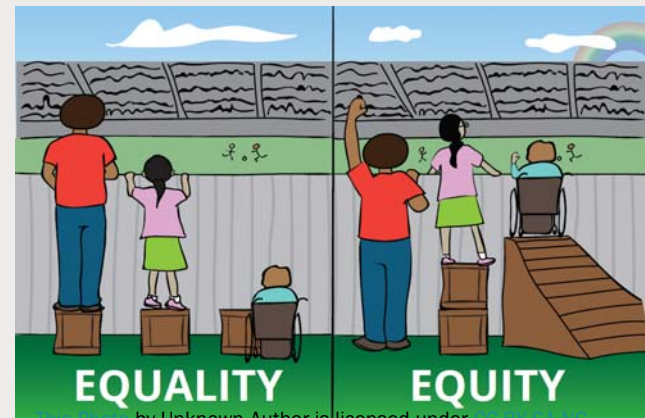
- refers to the wide range of differences among people and their perspectives. (d5coalition)
- all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented. (AAM, 2018)



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Equity

- the impact of philanthropic investment and action wherein outcomes are not correlated with race, ethnicity, sexuality, gender, or ability. Levels and/or types of investments in and of themselves do not produce equity. (d5)
- the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.



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Inclusion

- the ability of diverse peoples to raise their perspectives authentically and for those voices to matter and affect decisions within majority-group settings where the organizational culture has been enabled for that to happen; **and** the initiative of majority-group members to access non-majority voices in the latter's own settings and through their own informational vehicles, so that majority-group members enlarge their understanding of issues and relationships.(d5)



Inclusion (Cont.)

- the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/ or community. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.” (AAM)
- Seeking and embracing contributions from all sources, including underrepresented groups, regions, and institutions (NSF Strategic Plan, Broadening participation)

Accessibility

- Giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings. (AAM)
- Refers to the design of products, devices, services, or environments for people with disabilities. The concept of accessible design ensures both "direct access" (i.e. unassisted) and "indirect access" meaning compatibility with a person's assistive technology (for example, computer screen readers). (Wikipedia)

DEIA AND ORGANIZATIONAL POLICIES & PRACTICES



Management

Leadership

Strategy



Dimensions for Examination

- Has the organization made an *expressed commitment* to DEIA?
- Has it authorized DEIA in *organizational policy*?
- Has it implemented DEIA practices in its *operations*?
- Has it implemented DEIA practices in *grant-making*/other *programmatic areas*?
- Does it utilize *accountability mechanisms* to monitor DEIA?

Expressed Commitment to DEIA

- Vision and mission statements that include an expressed commitment to DEIA
- Incorporation of DEIA into strategic plan with performance measures
- Appreciation for how the dimensions of diversity intersect/interact

Grant-making Priorities/Policies

- Systematically **access the perspectives** of diverse grantees and constituent groups (e.g., annual consultative sessions with diverse groups)
- Comprehends **the ways in which DEIA inequities are produced and maintained** (e.g., utilizes a theory of change that identifies specific causes of inequities and strategic intervention points)
- Appreciates how the various **dimensions of diversity intersect/interact**
- builds **capacity** where needed to enable grantees to advance DEIA effectively

Organizational Policy for DEIA

- For board, staff diversity (e.g., recruitment, retention, benefits), advisor diversity, vendor diversity
- For asset investment to support DEIA/do no harm
- That expects all grantees to address DEIA effectively

Operations

- **Inclusion of diverse members on the staff** (e.g., key assignments, capitalizing on diverse staff strengths and networks)
- **Support for internal affinity groups** (e.g., meeting time and space, incorporation of views into organizational decision making) — most relevant to larger organizations
- **Efforts that expand the pipeline for greater diversity among advisors and vendors**
- **Systematic processes for board, staff, advisors, vendors to become DEIA-informed and competent** (e.g., orientations, training)
- **Grant payment processes** that recognize that grantees are differently situated financially


Accountability Mechanisms for Organization and Grantees

- Systematic collection, disaggregation, and publication of data on board, staff, advisor, vendor, grantee diversity
- Systematic application of an impact analysis to all key operational and programmatic decisions
- Routine assessment of communications and products for appropriate messaging
- Mechanisms for senior management & staff accountability for DEIA performance
- Mechanisms for grantee accountability for DEIA performance

INTEGRATING DEIA AND GRANT-MAKING PRACTICES

More than Outreach

What/How do grantees know the diversity/equity/inclusion/accessibility goals of the funder?



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Broadening Participation

- Preparing a diverse, globally engaged science, technology, engineering, and mathematics (STEM) workforce;
- Integrating research with education, and building capacity;
- Expanding efforts to broaden participation from underrepresented groups and diverse institutions across all geographical regions in all NSF activities; and
- Improving processes to recruit and select highly qualified reviewers and panelists.

NSF Strategic Investment

Diversity and Inclusion


IMLS supports the work of museums in engaging with communities and providing inclusive services to people of diverse geographic, cultural, and socioeconomic backgrounds and to individuals with disabilities. Recognizing the changing demographics across the nation, IMLS welcomes applications for staff professional development and museum capacity building projects that increase cultural competency within a museum and support relevancy through projects that connect, engage, and strengthen the museum's ties with diverse communities.

Projects may be introductory, intermediate, or advanced in nature depending on the size and needs of the applicant institution. Projects should reference current research, incorporate best practices, and use models with proven outcomes.

What is the nature of guidance or examples provided of what constitutes “good” DEIA practice for grantees?

From IMLS National Leadership Grants|for Museums program description

Diversity and Inclusion Projects may include, but are not limited to, the following activities:

- Supporting museums in developing user-centered programs that focus on sustained learning for families and individuals taking into account their diverse cultural and socioeconomic backgrounds and needs;
- Developing policies and partnerships that address barriers to accessing museum collections, programs, and information;
- Developing early awareness programs about museum careers for middle and high school students in underserved and diverse communities that can ignite new career exploration possibilities amongst these youth;
- Developing a collective-impact model for the  **INFORMAL SCIENCE** frameworks...

News & Views

Community

Calendar

DEVELOP PROJECTS

DISCOVER

Additional webinars and presentations:

- Quick overview of the AISL program: [View the slides](#).
- Deep dive into all sections of the solicitation, including the six AISL project types: [Part 1](#) (solicitation structure and introductory materials); [Part 2](#) (about EHR and DRL, budgets, through supplementary documents); and [Part 3](#) (budgets continued, merit review, and award conditions).
- Writing a competitive AISL proposal: Watch the [webinar recording](#) and [view the slides](#).
- Addressing broadening participation within AISL proposals: Watch the [webinar recording](#) and [view the slides](#).

How are grantees asked to show evidence of their DEIA work?



Review Criteria:

- Is the plan for collecting and reporting data corresponding to the Performance Measure Statements selected for the project well designed and feasible?
- Are the project's intended results clearly articulated, realistic, meaningful, actionable, and linked to the need, problem, or challenge addressed by the project?
- Is the plan to effect meaningful change in knowledge, skills, behaviors, and/or attitudes solidly grounded and appropriately structured?

From the Advancing Informal STEM Learning (AISL) Solicitation:

Reviewers will be asked to evaluate the details of the broadening participation plan based on the following Solicitation-Specific Review Criteria:

- Does the proposal identify the characteristics and needs of the targeted underrepresented groups (public or professional) to be served?
- Does the proposal include explicit plans or strategies for addressing or accommodating the specific interests, community or cultural perspectives, and educational needs of participants of the identified underrepresented groups?

Q&A

Resources

D5 (2013). *Analysis of Policies, Practices, and Programs for Advancing Diversity, Equity, and Inclusion* [Report]. Retrieved from <http://www.d5coalition.org/work/policies-practices-and-programs-for-advancing-diversity-equity-and-inclusion/>

D5 Coalition <http://www.d5coalition.org/>

IMLS Grant Programs listing (FY19) <https://www.imls.gov/grants/grant-programs>

Institutional Diversity Blog, <http://institutionaldiversityblog.com>

NSF Division of Research on Learning
<https://www.nsf.gov/div/index.jsp?div=DRL>

NSF INCLUDES
https://www.nsf.gov/news/special_reports/big_ideas/includes.jsp and
https://www.nsf.gov/news/special_reports/nsfincludes/index.jsp

NSF Office of Diversity & Inclusion <https://www.nsf.gov/od/odi/diversity.jsp>

NSF Broader Impacts <https://www.nsf.gov/od/oia/special/broaderimpacts/>