

# FUNDING THE NEW MAJORITY:

## *Philanthropic Investment in Minority-Led Nonprofits*



**Christian González-Rivera**

*Research Program Coordinator*

**Courtney Donnell**

*Philanthropy Research Intern*

**Adam Briones**

*Special Contributor*

**Sasha Werblin**

*Special Contributor*



[WWW.GREENLINING.ORG](http://WWW.GREENLINING.ORG)

## Table of Contents

	FOREWORD	3
	EXECUTIVE SUMMARY	4
	INTRODUCTION	5
	METHODOLOGY	5
	ANALYSIS OF NATIONAL INDEPENDENT FOUNDATION GIVING IN 2005	6
	ANALYSIS OF CALIFORNIA INDEPENDENT FOUNDATION GIVING IN 2005	10
	RECOMMENDATIONS	13
	APPENDICES	14



### Acknowledgements

The Greenlining Institute would like to give special thanks to all of the individuals and organizations that contributed their time, expertise, and resources to enable the completion of this study.

Sincerest thanks also go out to the staff and interns at Greenlining whose tireless research efforts are greatly appreciated. It was their dedication and commitment to the project that made this study possible.

Lastly, thank you to special contributors Adam Briones and Sasha Werblin for ensuring that this report is used as a tool for advocacy and change.

## Foreword

No other Greenlining issue has ever generated as much national attention as our foundation research findings. Quite frankly, we were unaware of the way in which our studies would release the pent-up emotions and frustrations of community leaders who feel that they have been victims of redlining by foundations. We were also perhaps naively unprepared for the immediate and extremely negative reaction to our report and recommendations from the foundation world. While we were surprised, we are not sorry for the controversy. The strength of the reaction from both sides shows that this dialogue is both timely and necessary.

Thanks to the debate, major newspapers around the country have started to look at foundations and their diversity practices. This coverage has in turn alerted a wide cross section of community leaders and elected officials to the lack of transparency in foundation giving and they are beginning to discuss possible action at the state and local level. Due to the courageous leadership of the Latino, African American, and Asian/Pacific Islander Legislative Caucuses, California has taken the lead in addressing the problem with a “Sunshine Bill.”<sup>1</sup> The states of Florida, Texas, New Jersey, and New York are contemplating following California’s lead. Congressional leaders in Washington D.C. have also expressed interest in pursuing this issue.

Surprisingly, while there is still vehement opposition to addressing foundation transparency with real policy changes, a glimmer of hope is beginning to appear. Preliminary indications show that a few foundations have softened their position and are starting to respond positively to our research. This year’s report reveals a small increase in the percentage of grants and dollars awarded to minority-led nonprofits. These percentages, while still very low and not evenly distributed among foundations, are a promising sign. Another indication that foundations may have begun to take this issue seriously is the growing participation in our data requests. Our first request to foundations three years ago was met with silence. The second year showed a slight improvement when three foundations contributed their information. This year, twelve foundations participated by contributing some or all of the data requested.

Lastly, and probably most important, leaders in the philanthropic community such as the Council on Foundations have started to convene their colleagues to address the inequalities highlighted in our reports. Only time will tell whether these meetings and the increase in giving are indicators of a positive, long lasting change, or just a token response to quell the immediate controversy.

To the hundreds of community leaders who have sent “atta boys,” we thank you. To those that have sent hate mail, we express our disappointment, but credit you with strengthening our resolve. To all of you, we hope you find this report revealing.

Sincerely,



John C. Gamboa  
Executive Director

<sup>1</sup> AB 624 (Coto), *The Foundation Diversity and Transparency Act*, would require that foundations based in California with over \$250 million dollars in assets report annually: 1) their own board and staff ethnic and gender diversity; 2) their giving to organizations which are minority-led (board and staff more than 50% ethnic minority); 3) their giving to organizations which serve the minority, low-income, and LGBT community; 4) their business contracts with minority owned businesses.

## Executive Summary

This study builds extensively on Greenlining's prior reports on foundation giving to minority-led organizations. Although the study demonstrates an increase in the percentage of grants and dollars awarded to minority-led nonprofits, the overall percentages remain relatively low and we continue to see a great disparity in minority giving among the sampled foundations. We also continue to see that minority-led organizations consistently receive a greater percentage of all grants than they do percentage of grant dollars, meaning that minority-led organizations are receiving smaller grants than mainstream organizations.

This study examined two foundation samples: the twenty-five largest national independent foundations by asset size and the ten largest California independent foundations by asset size in 2005. The following is a summary of our findings:

### GRANTMAKING BY NATIONAL INDEPENDENT FOUNDATIONS IN 2005

- Of the 11,908 grants analyzed, 1,428 or 12 percent were identified as grants to minority-led organizations.
- The percentage of grants awarded ranged from 35.7 percent to 0.7 percent.
- The average percentage of grants awarded was 10.9 percent, the median percentage of grants awarded was 8.7 percent.
- Of the \$4.1 billion analyzed, just over \$327 million or 8 percent was awarded to minority-led organizations.
- The percentage of dollars awarded ranged from 30.6 percent to 0.02 percent.
- The average percentage of dollars awarded was 8.8 percent; the median percentage of dollars awarded was 5.7 percent.

---

*...we continue to see a great disparity in minority giving among the sampled foundations.*

### GRANTMAKING BY CALIFORNIA INDEPENDENT FOUNDATIONS IN 2005

- Of the 4,388 grants analyzed, 782 or 17.7 percent were identified as grants to minority-led organizations.
- The percentage of grants awarded ranged from 30.5 percent to 1.1 percent.
- The average percentage of grants awarded was 14.7 percent, the median percentage of grants awarded was 11.5 percent.
- Of the \$907 million analyzed, over \$105 million or 11.6 percent were awarded to minority-led organizations.
- The percentage of dollars awarded ranged from 28.2 percent to 0.02 percent.
- The average percentage of dollars awarded was 12.3 percent; the median percentage of dollars awarded was 9.8 percent.



## Recommendations

Based on the findings presented in this study, Greenlining offers the following recommendations:

- Foundations should implement systems to track diversity information for grantee organizations.
- Foundation and nonprofit leaders should work together to create opportunities to bring foundation executives and staff together with minority-led nonprofits to discuss their communities' and clients' needs.
- Future research should analyze the capacity and scope of minority-led nonprofits.

## Introduction

For several years, The Greenlining Institute has published its research and findings related to foundation giving to minority-led nonprofits. This report is the third publicly-released study conducted by Greenlining on this topic.

As in the past, the purpose of this study is to quantify the percentage of grants and grant dollars awarded by the nation's and California's largest foundations to minority-led nonprofit organizations. Greenlining defines a minority-led nonprofit as one whose staff is 50 percent or more minority; whose board is 50 percent or more minority; and whose mission statement and charitable programs aim to predominately serve and empower minority communities. Organizations must meet all three criteria to be considered minority-led for the purposes of this study.

The sample population reviewed for this report includes the following foundations: the twenty-five largest independent foundations by asset size nationally, and the ten largest independent foundations by asset size in California. See Appendix A for a list of the foundations that were studied.

Each foundation in the study was sent a survey and asked to provide pertinent data related to their grantmaking in 2005. The survey is attached in Appendix B.



*...the purpose of this study is to quantify the percentage of grants and grant dollars awarded by the nation's and California's largest foundations to minority-led nonprofit organizations.*

## Methodology

The purpose of this study is to quantify the number of grants and dollars awarded by the nation's and California's largest foundations to minority-led nonprofit organizations. The study does not attempt to assess the impact of foundation grants on minority communities broadly. Instead the focus is on empowerment and access to philanthropic resources for nonprofits that serve and are led by communities of color. Our focus is on governance and decision-making power. Boards of directors and staff are responsible for setting policies and programs as well as conducting daily operations, and are therefore responsible for major decision-making within the organization. This study aims to quantify the resources afforded to nonprofits that are led and governed by people of color.

For the thirty-five foundations in the sample, we analyzed grant lists for fiscal year 2005. These lists were obtained from each foundation's publicly available IRS 990-PF forms (available at [foundationcenter.org](http://foundationcenter.org)), published annual reports, or web-based grant lists. We chose to analyze the grantmaking of these thirty-five foundations because they control a significant portion of foundation assets and serve as leaders in the field. Due to the extensive nature of this research, Greenlining did not have the capacity to research more foundations.

*...the focus is on empowerment and access to philanthropic resources for nonprofits that serve and are led by communities of color. Our focus is on governance and decision-making power.*



## ANALYSIS OF NATIONAL INDEPENDENT FOUNDATION GIVING 2005

In 2005, giving for the twenty-five foundations analyzed in this study totaled approximately \$5.8 billion. This amount includes grants to both domestic and international organizations. For the purposes of this study, only domestic grants were analyzed.

### INVESTMENTS BY NUMBER OF GRANTS

Greenlining reviewed 11,908 grants awarded in 2005 by the sample population to determine the percentage of grants awarded to minority-led nonprofits. Table 1 presents our findings.

Table 1. Rank of National Independent Foundations by Grants to Minority-led Organizations, 2005<sup>2</sup>

Rank	Foundation	% of grants
1	Ford Foundation	35.7%
2	The California Endowment	27.2%
3	Annie E. Casey Foundation	21.6%
4	Rockefeller Foundation	21.1%
5	William and Flora Hewlett Foundation	14.7%
6	McKnight Foundation	14.5%
7	Charles Stewart Mott Foundation	13.1%
8	Carnegie Corporation of New York	12.1%
9	W. K. Kellogg Foundation	11.9%
10	John S. and James L Knight Foundation	11.4%
11	Bill & Melinda Gates Foundation	10.7%
12	David and Lucile Packard Foundation	8.7%
12	Harry and Jeanette Weinberg Foundation	8.7%
12	Ewing Marion Kauffman Foundation	8.7%
15	Annenberg Foundation*	8.3%
16	John D. and Catherine T. MacArthur Foundation	7.6%
17	Starr Foundation	7.4%
18	Robert W. Woodruff Foundation	6.8%
19	Andrew W. Mellon Foundation	5.8%
20	Robert Wood Johnson Foundation	4.4%
21	Kresge Foundation	3.8%
22	Lilly Endowment	3.6%
23	Richard King Mellon Foundation	3.2%
24	Gordon and Betty Moore Foundation	1.1%
25	Duke Endowment	0.7%

**Average**      **10.9%**  
**Median**        **8.7%**

	0.0 - 4.9%
	5.0 - 9.9%
	Over 10%

\* Analysis for the Annenberg Foundation is incomplete because an online grant list was used for this study that did not coincide with the foundation's total of approved grants for the 2005 fiscal year.

<sup>2</sup> See Appendix C for a complete breakdown of grants to each population group.

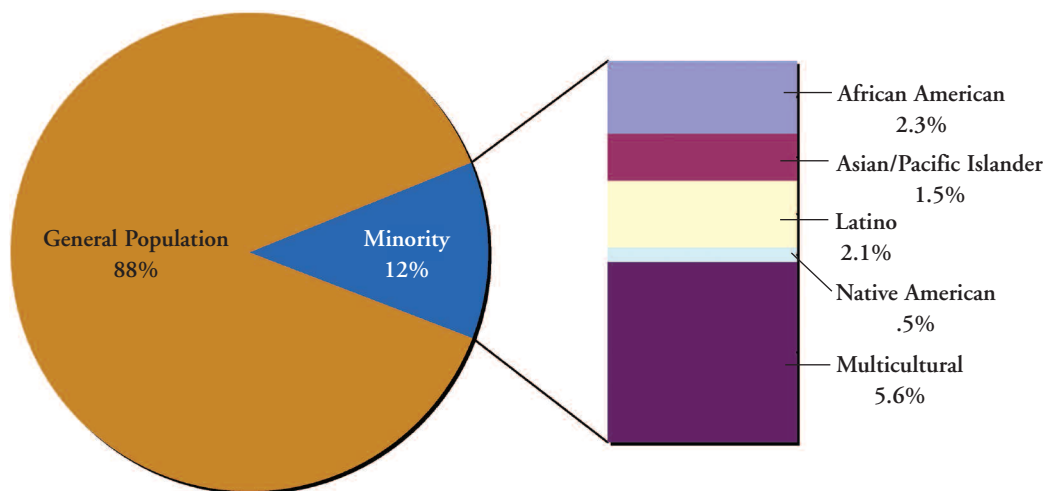
As illustrated in Table 1, there continues to be a wide disparity among the nation's largest foundations in the number of grants awarded to minority-led organizations, ranging from 35.7 to 0.7 percent. Although the number of foundations granting more than 10 percent of grants to minority-led organization has grown significantly when compared to last year's findings (eleven foundations compared to two), over half the foundations in the sample awarded less than 10 percent of grants to minority-led organizations. The average percentage among the sample is 10.9 percent and the median percentage is 8.7 percent.

The Ford Foundation tops the list with 35.6 percent, followed by the California Endowment (27.2 percent), the Annie E. Casey Foundation (21.6 percent), and the Rockefeller Foundation (21.1 percent).

The study also evaluated and categorized each grant into one of five ethnic categories: African American, Asian/Pacific Islander, Latino, Native American, and Multi-cultural. An organization was categorized as multi-cultural if there was no clear predominance of one particular race/ethnicity within the staff, board, or mission statement.

Of the 11,908 grants analyzed, 1,428 or 12 percent were identified as grants to minority-led organizations. Further analysis by ethnic group demonstrates the following distribution of grants: African American 2.3 percent, Asian/Pacific Islander 1.5 percent, Latino 2.1 percent, Native American 0.5 percent, multi-cultural 5.6 percent, and the general population 88 percent. Figure 1 shows the percentage of grants awarded to each group.

**Figure 1. National Foundation Grants Awarded by Race, 2005**



*...there continues to be a wide disparity among the nation's largest foundations in the number of grants awarded to minority-led organizations.*

As Figure 1 illustrates, the overwhelming majority of grants were awarded to organizations that serve the general population by the foundations studied. Multi-cultural nonprofits received the largest percentage of grants to minority-led organizations with 5.6 percent of grants, followed by African American (2.3 percent), Latino (2.1 percent), Asian/Pacific Islander (1.5 percent), and Native American (0.5 percent) nonprofits.



**INVESTMENTS BY NUMBER OF DOLLARS**

This study also analyzed the percentage of grant dollars awarded to minority-led organizations. The data reviewed for this portion of the study included grants totaling \$4.2 billion. Table 2 presents our findings.

**Table 2. Rank of National Independent Foundations by Dollars to Minority-led Organizations, 2005<sup>3</sup>**

<b>Rank</b>	<b>Foundation</b>	<b>% of dollars</b>
1	Ford Foundation	30.6%
2	The California Endowment	26.5%
3	Rockefeller Foundation	21.9%
4	W. K. Kellogg Foundation	17.9%
5	Bill & Melinda Gates Foundation	15.4%
6	Annie E. Casey Foundation	13.0%
7	William and Flora Hewlett Foundation	11.0%
8	Ewing Marion Kauffman Foundation	9.6%
9	John S. and James L Knight Foundation	8.8%
10	Andrew W. Mellon Foundation	8.1%
11	Charles Stewart Mott Foundation	6.4%
12	Carnegie Corporation of New York	5.9%
13	Harry and Jeanette Weinberg Foundation	5.7%
14	McKnight Foundation	5.4%
15	Kresge Foundation	5.3%
16	David and Lucile Packard Foundation	4.7%
17	Lilly Endowment	4.1%
18	Starr Foundation	3.3%
19	John D. and Catherine T. MacArthur Foundation	3.3%
20	Duke Endowment	3.2%
21	Robert Wood Johnson Foundation	2.9%
22	Robert W. Woodruff Foundation	2.3%
23	Richard King Mellon Foundation	2.1%
24	Annenberg Foundation*	1.5%
25	Gordon and Betty Moore Foundation	0.02%

**Average 8.8%**  
**Median 5.7%**



<sup>3</sup> See Appendix C for a complete breakdown of foundation dollars to each population group.

\* Analysis for the Annenberg Foundation is incomplete because an online grant list was used for this study that did not coincide with the foundation's total of approved grants for the 2005 fiscal year.



Again, there is a wide disparity among foundations in the dollars invested in minority-led organizations, ranging from 30.6 percent to 0.02 percent. Findings demonstrate an increase in the number of foundations that awarded more than 10 percent of dollars to minority-led organizations from last year's report (from three to seven). However, the majority of foundations in the sample awarded less than 10 percent of dollars to minority-led nonprofits. The average and median percentage of dollars awarded by the foundations studied is smaller for dollars than for grants (8.8 percent of dollars compared to 10.9 percent for grants, and 5.7 percent for dollars compared to 8.7 percent for grants). The Ford Foundation tops the list for dollars awarded to minority-led organizations with

30.6 percent (almost parity with the minority population in the United States), followed by The California Endowment (26.5 percent), and the Rockefeller Foundation (21.9 percent).

Of the \$4.1 billion analyzed, over \$327 million or 8 percent was awarded to minority-led organizations in 2005. When data are analyzed by racial category, the distribution is as follows: African American 2.7 percent, Asian/Pacific Islander 0.5 percent, Latino, 1.0 percent, Native American 0.7 percent, multi-cultural 3.0 percent, and the general population 92 percent. Figure 2 presents these findings.

**Figure 2. National Foundation Dollars Awarded by Race, 2005**



Figure 2 shows that the percentage of dollars invested in minority-led organizations is much smaller than the percentage of grants invested in non-minority led organizations. As the graph demonstrates, only 8 percent of total dollars analyzed were awarded to minority-led nonprofits, compared to 12 percent for grants. Of the dollars awarded to minority-led organizations, the largest percentage was given to multi-cultural organizations (3.0 percent), followed by dollars to African American (2.7 percent), Latino (1.0 percent), Native American (0.7 percent), and Asian/Pacific Islander (0.5 percent).

*...the majority of foundations in the sample awarded less than 10 percent of dollars to minority-led nonprofits.*



## ANALYSIS OF CALIFORNIA INDEPENDENT FOUNDATION GIVING 2005

In 2005, giving for the ten foundations analyzed for this portion of the study totaled approximately \$1.1 billion. This amount includes grants to both domestic and international organizations. For the purposes of this study, only domestic grants were analyzed.

### INVESTMENTS BY NUMBER OF GRANTS

Greenlining reviewed 4,388 grants awarded in 2005 by California's ten largest independent foundations by asset size to determine the percentage of grants awarded to minority-led nonprofits. Table 3 presents our findings.

**Table 3. Rank of California Independent Foundations by Grants to Minority-led Organizations, 2005<sup>4</sup>**

Rank	Foundation	% of grants
1	James Irvine Foundation	30.5%
2	The California Wellness Foundation	29.7%
3	The California Endowment	27.2%
4	Hewlett Foundation	14.7%
5	Weingart Foundation	14.2%
6	Wayne and Gladys Valley Foundation	8.8%
7	Packard Foundation	8.7%
8	Ahmanson Foundation	7.6%
9	W. M. Keck Foundation	4.6%
10	Gordon and Betty Moore Foundation	1.1%
<b>Average</b>		<b>14.7%</b>
<b>Median</b>		<b>11.5%</b>

	0.0 - 4.9%
	5.0 - 9.9%
	Over 10%



*Even among this smaller group of foundations, the disparity of grants awarded to minority-led nonprofits is significant.*

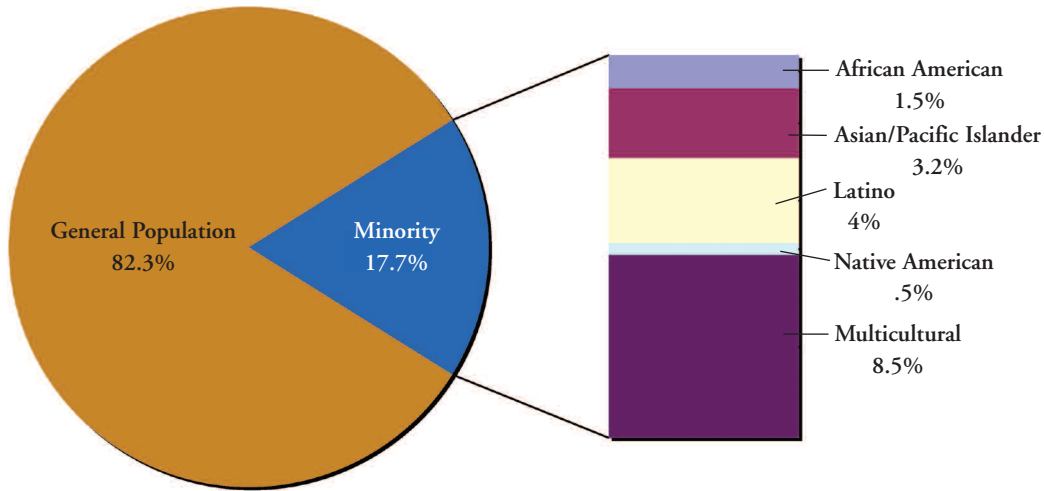


Even among this smaller group of foundations, the disparity of grants awarded to minority-led nonprofits is significant, ranging from a high of 30.5 percent to a low of 1.1 percent. Findings demonstrate that half the foundations in the sample awarded more than 10 percent of grants to minority-led nonprofits in 2005. Both the average and median percentage of grants for California's largest independent foundations are larger than the national average and median (14.7 percent compared to 10.9 percent and 11.5 percent compared to 8.7 percent).

Of the 4,388 grants analyzed, 782 or 17.7 percent were identified as grants to minority-led organizations. Further analysis by ethnic group demonstrates the following distribution of grants: African American 1.5 percent, Asian/Pacific Islander 3.2 percent, Latino 4.0 percent, Native American 0.5 percent, multi-cultural 8.5 percent, and the general population at 82.3 percent. Figure 3 illustrates the distribution of grants.

<sup>4</sup>See Appendix C for a complete breakdown of foundation grants to each population group.

Figure 3. California Independent Foundation Grants Awarded by Race, 2005



As Figure 3 illustrates, the overwhelming majority of grants were awarded to organizations that serve the general population by the foundations studied. Multi-cultural nonprofits received the largest percentage of grants to minority-led organizations with 8.5 percent of grants, followed by Latino (4.0 percent), Asian/Pacific Islander (3.2 percent), African-American (1.5 percent) and Native American (0.5 percent). This distribution of grants demonstrates a greater percentage of grants awarded to Latino-serving and Asian/Pacific Islander-serving nonprofits than the national sample, reflecting California's particular demographics.



*This distribution of grants demonstrates a greater percentage of grants awarded to Latino-serving and Asian/Pacific Islander-serving nonprofits than the national sample, reflecting California's particular demographics.*

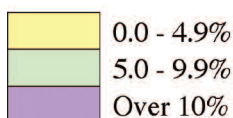
### INVESTMENTS BY DOLLARS

Greenlining also analyzed the percentage of dollars to minority-led organizations in California. The data reviewed

for this portion of the study included grants totaling over \$907million. Table 4 presents our findings.

**Table 4. Rank of California Independent Foundations by Dollars to Minority-led Organizations, 2005<sup>5</sup>**

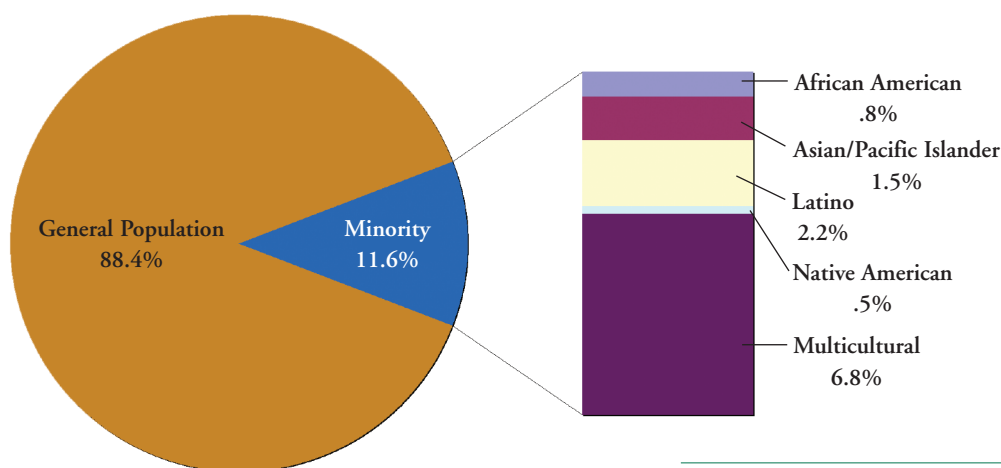
Rank	Foundation	% of dollars
1	The California Wellness Foundation	28.2%
2	The California Endowment	26.5%
3	James Irvine Foundation	20.5%
4	Weingart Foundation	17.2%
5	William and Flora Hewlett Foundation	11.0%
6	Ahmanson Foundation	8.7%
7	David and Lucile Packard Foundation	4.7%
8	W. M. Keck Foundation	3.4%
9	Wayne and Gladys Valley Foundation	3.1%
10	Gordon and Betty Moore Foundation	0.02%
<b>Average</b>		<b>12.3%</b>
<b>Median</b>		<b>9.8%</b>



Similar to the findings related to grants, five of the foundations in the sample awarded more than 10 percent of dollars to minority-led nonprofits. However, a greater number of foundations fall in the under-5 percent category for dollars compared to number of grants (four foundations compared to two). As with the national foundations, the average and median percentage of dollars awarded to minority-led nonprofits is smaller than the percentages for number of grants.

Of the \$907 million analyzed, over \$105 million or 11.6 percent were awarded to minority-led organizations. When the dollars invested in minority-led organizations by California foundations are analyzed by racial category, the distribution is as follows: African American 0.8 percent, Asian/Pacific Islander 1.5 percent, Latino 2.2 percent, Native American 0.5 percent, multi-cultural 6.8 percent and the general population 88.4 percent. Figure 4 presents these findings.

**Figure 4. California Independent Foundation Dollars Awarded by Race, 2005**



<sup>5</sup>See Appendix C for a complete breakdown of foundation dollars to each population group.

Again, the share of all dollars invested in minority-led organizations is lower than the share of all grants invested in minority-led organizations by the foundations studied. As Figure 4 demonstrates, only 11.6 percent of total dollars analyzed was awarded to minority-led nonprofits, compared to 17.7 percent of grants. Of the dollars awarded

to minority-led organizations, the largest percentage was given to multi-cultural organizations (6.8 percent), followed by dollars to Latino (2.2 percent), Asian/Pacific Islander (1.5 percent), African American (0.8 percent), and Native American (0.5 percent).

## COMPARISONS WITH PRIOR GREENLINING STUDIES

This report is Greenlining’s third study of foundation giving to minority-led nonprofit organizations from 2003 through 2005. The following chart compares the overall percentages of grants and dollars awarded to minority-led nonprofits from all three studies.

**Table 5. Comparison of Percentages, 2003-2005**

Category	2003 Findings	2004 Findings	2005 Findings
National - % of grants	3.0%	7.7%	12.0%
National - % of dollars	4.3%	14.7%	8.0%
California - % of grants	--	11.7%	17.7%
California - % of dollars	--	4.0%	11.6%

In the first report published in 2005 entitled, *Fairness in Philanthropy*, Greenlining only analyzed the giving patterns of national independent foundations and did not conduct a separate analysis for California. So we currently only have two years of data for the California foundations, as shown in Table 5.

As Table 5 demonstrates, the percentage of grants and dollars invested in minority-led nonprofits has increased over the years of the study, with one exception. The

*Again, the share of all dollars invested in minority-led organizations is lower than the share of all grants invested in minority-led organizations by the foundations studied.*

percentage of dollars awarded by the national foundations in the sample grew significantly from 2003 to 2004, but then decreased in 2005, but not below the 2003 levels. This dramatic change is primarily due to the fact that the Gates Foundation made a \$545 million grant to the United Negro College Fund in 2004. If this outlier grant is excluded from the 2004 analysis, the overall percentage of dollars to minority-led nonprofits in that year decreases significantly from 14.7 percent to 3.6 percent.

## Recommendations

Based on the findings presented in this study, Greenlining offers the following recommendations:

- Foundations should implement systems to track diversity information for grantee organizations.

Foundations should adopt tracking systems to gather data on the diversity of their grantees’ staff, board, and population served. Too few foundations currently request diversity data from grantees and even fewer make this data public.

- Foundation and nonprofit leaders should work together to create opportunities to bring foundation executives and staff together with minority-led nonprofits to discuss their communities’ and clients’ needs.

This dialogue can take the form of public community meetings, open board meetings, or through the creation of a community-based advisory committee.

- Future research should analyze the capacity and scope of minority-led nonprofits.

Minority-led organizations are highly diverse and have unique needs based on geography, population served, financial resources, and infrastructure. An analysis of these types of organizations and an evaluation of the capacity and scope would further inform the work of foundations committed to serving minority communities.



## APPENDIX A FOUNDATION STUDY SAMPLE

Ahmanson Foundation	CA	Kresge Foundation	MI
Annenberg Foundation	PA	Lilly Endowment	IN
The California Endowment	CA	John D. and Catherine T. MacArthur Foundation	IL
The California Wellness Foundation	CA	McKnight Foundation	MN
Carnegie Corporation of New York	NY	Andrew W. Mellon Foundation	NY
Annie E. Casey Foundation	MD	Richard King Mellon Foundation	PA
Duke Endowment	NC	Gordon and Betty Moore Foundation	CA
Ford Foundation	NY	Charles Stewart Mott Foundation	MI
Bill & Melinda Gates Foundation	WA	David and Lucile Packard Foundation	CA
William and Flora Hewlett Foundation	CA	Rockefeller Foundation	NY
James Irvine Foundation	CA	Starr Foundation	NY
Robert Wood Johnson Foundation	NJ	Wayne and Gladys Valley Foundation	CA
Ewing Marion Kauffman Foundation	MO	Harry and Jeanette Weinberg Foundation	MD
W.M. Keck Foundation	CA	Weingart Foundation	CA
W.K. Kellogg Foundation	MI	Robert W. Woodruff Foundation	GA
John S. and James L. Knight Foundation	FL		

## APPENDIX B SURVEY QUESTIONS\*

### Part I: Foundation Board of Directors Information

- Total number serving on board of directors
- Number of board members in each racial/ethnic category: African American, Asian American/Pacific Islander, Latino/Hispanic, Native American/American Indian, White, Other
- Number of board members in each gender: Male, Female

### Part II: Foundation Staff Information (Full-time staff only)

- Total FTE
- Number of staff in each racial/ethnic category: African American, Asian American/Pacific Islander, Latino/Hispanic, Native American/American Indian, White, Other
- Number of staff in each gender: Male, Female
- Gender composition of top five staff members by salary (# in each category): Male, Female
- Racial make-up of top five staff members by salary (# in each category): African American, Asian American/Pacific Islander, Latino/Hispanic, Native American/American Indian, White, Other

### Part III: Grant Making Information to Minority-led Organizations

- Total giving in FY2005 (domestic only)
- Total number of grants in FY2005 (domestic only)
- Number of grants awarded to minority-led organizations by race/ethnicity: African American, Asian American/Pacific Islander, Latino/Hispanic, Native American/American Indian, Multi-Ethnic

\*Due to the lack of response from surveyed foundations as well as publicly available data, only Part III was included in this report.

### Part IIIB: Grant Making Information by Population Served

- Number of grants awarded to serve the following groups by race/ethnicity: African American, Asian American/Pacific Islander, Latino/Hispanic, Native American/American Indian, Multi-Ethnic
- Please attach a list of grants awarded to minority-led organizations in FY2005, detailing name of grantee organization and grant amount.

### Part IV: Additional Diversity Information

- Does your foundation have a minority business contracting program?
- What percent of your business contracts go to minority-owned businesses?
- Does your foundation do periodic reviews of investments to ensure they are socially responsible?
- Does a minority-owned firm manage your investment portfolio?
- Are any of your fund managers people of color? If so, how many?



APPENDIX C  
PERCENTAGE OF GRANTS/DOLLARS BY POPULATION GROUP

Foundation	African American		Asian/Pacific Islander		Latino		Native American		Multi	
	% grants	% dollars	% grants	% dollars	% grants	% dollars	% grants	% dollars	% grants	% dollars
Ahmanson Foundation	1.2%	1.4%	1.2%	1.0%	1.2%	1.1%	0.2%	0.1%	3.9%	5.1%
Andrew Mellon Foundation	3.9%	4.8%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	1.5%	3.2%
Annenberg Foundation	1.3%	0.2%	0.9%	0.1%	1.3%	0.4%	0.0%	0.0%	4.8%	0.9%
Annie E. Casey Foundation	4.7%	2.2%	0.8%	0.6%	2.2%	1.0%	0.7%	0.1%	13.2%	9.1%
California Endowment	3.2%	3.2%	6.2%	4.3%	7.2%	5.7%	0.8%	0.6%	9.5%	12.5%
California Wellness Foundation	1.8%	1.6%	5.9%	4.8%	6.4%	6.6%	1.8%	1.2%	13.7%	14.0%
Carnegie Corporation	1.5%	0.5%	1.8%	0.9%	3.0%	2.0%	0.1%	0.0%	5.6%	2.4%
Duke Endowment	0.4%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%
Ford Foundation	5.4%	4.4%	5.4%	8.0%	3.9%	5.6%	2.3%	1.8%	18.6%	10.7%
Gates Foundation	2.1%	12.0%	0.7%	0.1%	2.4%	0.4%	1.4%	0.4%	4.1%	2.6%
Hewlett Foundation	0.4%	0.1%	1.0%	0.8%	2.1%	0.8%	0.4%	0.2%	10.7%	9.0%
Irvine Foundation	1.9%	0.8%	5.9%	2.8%	5.3%	3.1%	0.6%	0.6%	16.8%	13.2%
Kauffman Foundation	2.7%	6.1%	0.0%	0.0%	3.0%	1.0%	0.0%	0.0%	3.0%	2.5%
Keck Foundation	0.0%	0.0%	0.0%	0.0%	1.4%	1.6%	0.5%	0.2%	2.7%	1.6%
Kellogg Foundation	2.7%	3.4%	0.3%	0.1%	1.3%	0.9%	1.6%	1.2%	5.9%	2.3%
Knight Foundation	3.1%	3.2%	0.4%	0.1%	2.0%	0.7%	0.4%	0.0%	5.5%	4.8%
Kresge Foundation	1.5%	2.6%	0.6%	0.2%	0.6%	0.3%	0.0%	0.0%	1.2%	2.3%
Lilly Endowment	2.2%	0.7%	0.4%	0.0%	0.5%	2.8%	0.1%	0.3%	0.5%	0.4%
MacArthur Foundation	1.8%	0.5%	0.5%	0.0%	1.3%	1.2%	0.0%	0.0%	4.1%	1.7%
McKnight Foundation	2.9%	0.6%	2.9%	0.8%	1.7%	0.9%	1.2%	0.6%	5.4%	2.5%
Moore Foundation	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mott Foundation	3.7%	1.5%	0.6%	0.2%	1.2%	0.8%	1.2%	0.5%	6.4%	3.4%
Packard Foundation	0.5%	0.3%	0.7%	0.2%	2.7%	1.1%	0.2%	0.0%	4.6%	3.1%
Richard King Mellon Foundation	1.6%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.2%
Robert Wood Johnson Foundation	1.2%	1.3%	0.2%	0.0%	0.6%	0.1%	0.7%	0.8%	1.6%	0.6%
Rockefeller Foundation	3.0%	1.5%	1.5%	1.0%	3.5%	2.6%	0.5%	0.3%	12.6%	16.4%
Starr Foundation	1.8%	0.8%	0.9%	0.2%	0.5%	0.1%	0.0%	0.0%	4.2%	2.2%
Valley Foundation	0.0%	0.0%	1.1%	0.0%	1.1%	0.2%	0.0%	0.0%	6.6%	2.8%
Weinberg Foundation	1.8%	1.1%	3.0%	1.2%	0.0%	0.0%	0.0%	0.0%	4.0%	3.4%
Weingart Foundation	0.8%	0.6%	2.0%	1.1%	2.0%	3.9%	0.2%	0.1%	9.2%	11.6%
Woodruff Foundation	2.3%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	1.5%

## APPENDIX D FOUNDATION RESPONSE

Every foundation studied in this report was given a copy of Greenlining's preliminary findings and invited to respond to the data. These foundations were also invited to provide any mitigating circumstances that may have effected their giving to minority-led nonprofits. Many foundations responded that they could not provide any information on the accuracy of the data because they do not collect this information.

Visit us at: [www.greenlining.org](http://www.greenlining.org)



DESIGN: VANDY RITTER DESIGN, SAN FRANCISCO