



The  
2020  
Diversity  
Among  
Philanthropic  
Professionals  
Report

**RECOMMENDATIONS**

**CHANGE**  
PHILANTHROPY

# Recommendations

**For grantmakers wishing to further diversify their staff, we offer the following recommendations:**



**Examine your motivations and commitment to a diverse organization** — and be honest about the existing culture of your organization and what might need to change.



**Explicitly commit to diversity, equity, and inclusion values and efforts** — and work to embed them into the DNA of your organization.



**Engage in an ongoing process** of auditing and adjusting your own diversity and inclusion policies and practices.



**Adjust your human resources policies to support a diverse workforce**, such as ensuring that your benefits package provides adequate leave time, supportive of a diverse range of family configurations, and makes appropriate accommodations for people with differing abilities.



**Align your institution's non-discrimination policies with current best practices**, making sure to explicitly include protections based on ability, age, gender expression and identity, immigration status, race and ethnicity, religion, sex, and sexual orientation.



**Advance learning opportunities for your staff and board to continually improve on diversity, equity, and inclusion** and create a culture where ongoing learning around cultural competency is both encouraged and expected.



**Engage in specific outreach to communities of color, LGBTQ communities, people with disabilities, and other underrepresented communities in your recruitment** for staff roles, board positions, and committee opportunities.



**Adopt retention strategies to assure that a diverse range of employees feel supported and affirmed** in bringing their full selves to work.