



The
Philanthropic
Initiative

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State Street Foundation

Racial Equity and Social Justice Study of Grantee Partners

Overview & Methodology

Winter 2021

Background and Methodology

- In the fall of 2020, The Philanthropic Initiative (TPI) assessed State Street Foundation's current grantee portfolio in Boston and Quincy, Massachusetts, to better understand the efforts of grantee partners to advance racial equity and social justice. The focus of the study was our headquarters communities where most of the Foundation's annual grantmaking occurs.
- Utilizing an online survey, TPI collected data from organizations about:
 - Their work funded by State Street Foundation;
 - Racial demographics of those served by grantee partners;
 - Racial demographics of each grantee's board, senior leaders, and staff; and
 - Input on current and potential racial equity and social justice initiatives more broadly.
- After testing the survey instrument with a small group of grantees, TPI disseminated the survey to a total of 91 State Street Foundation grantee partners. These organizations represent State Street Foundation's 2019 and 2020 budget years. Of this group, 86 (95%) responded.
- TPI's analysis of survey responses is based on information provided in November 2020 and assumes the accuracy of information self-reported by grantees.

Executive Summary and Key Themes

TPI's analysis focused on racial demographics of grantee leaders and of populations served; whether grantees explicitly incorporate racial equity into their mission or goals; and capacity needs to advance racial equity and social justice. Key findings include:

- Leadership:
 - Among the CEOs and EDs of State Street Foundation grantee partners, the majority (63%) identify as white, 15% identify as Black or African American, and 8% identify as Hispanic or Latinx (as of November 2020).
 - Of grantees led by a white CEO or ED, over one third have a documented succession plan in place which could allow for greater diversity in future leadership.
- Populations served:
 - The majority (85%) of those served by grantee partners identify as BIPOC¹. Of this BIPOC population, 44% identify as Black or African American and 34% identify as Hispanic or Latinx.

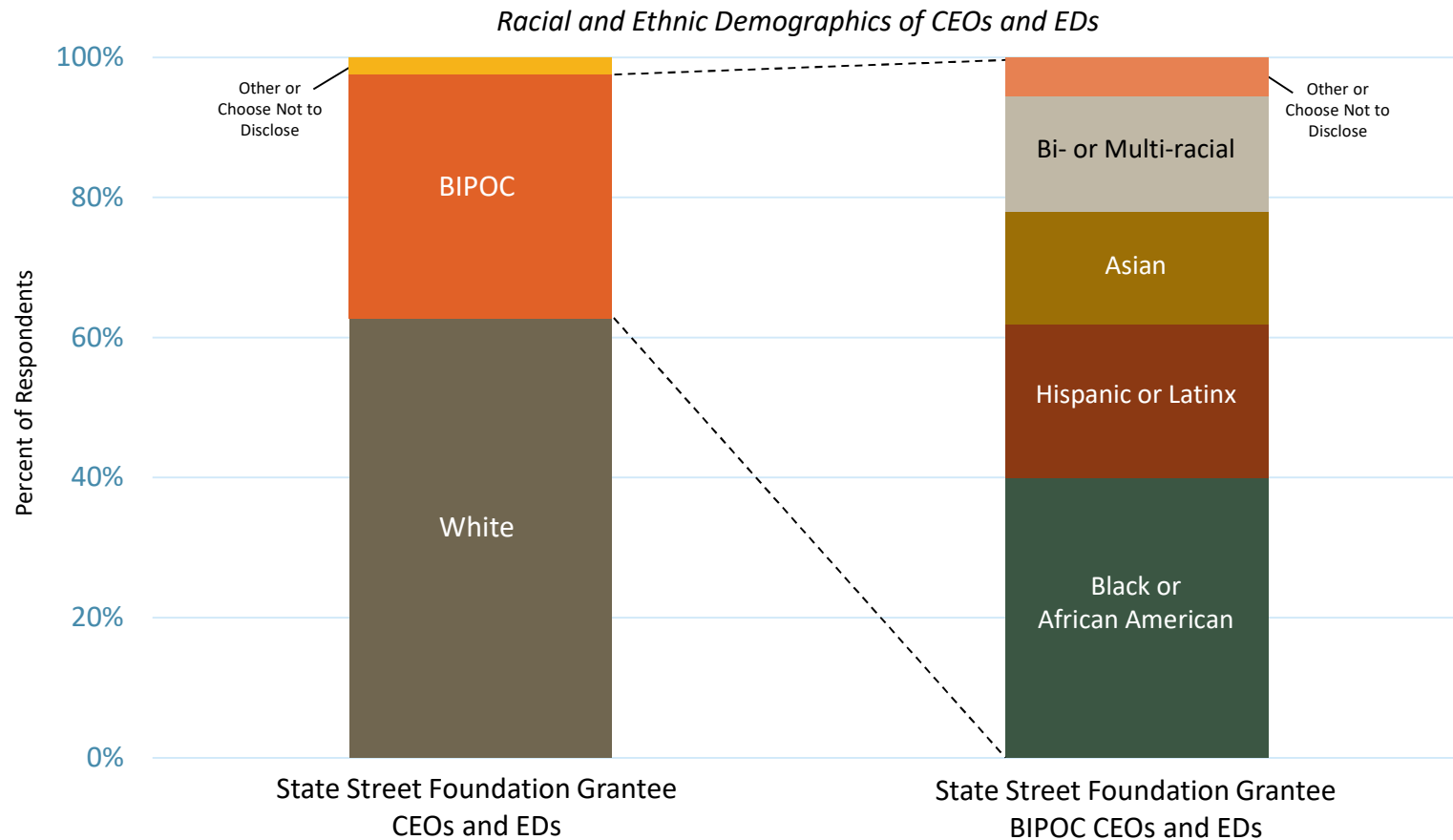
1: BIPOC is defined as Black, Indigenous, and People of Color

Executive Summary and Key Themes *(continued)*

- Explicit focus on racial equity and social justice:
 - Most State Street Foundation grantees (87%) explicitly incorporate racial equity into their organization's mission, theory of change, or programmatic/strategic goals.
- Capacity needs:
 - The two most pressing capacity needs to advance racial equity and social justice are leadership (e.g., governance, strategic planning, organizational culture), cited by 30% of grantees, and marketing and fundraising, cited by 26%.

CEOs and EDs – Racial and Ethnic Demographics¹

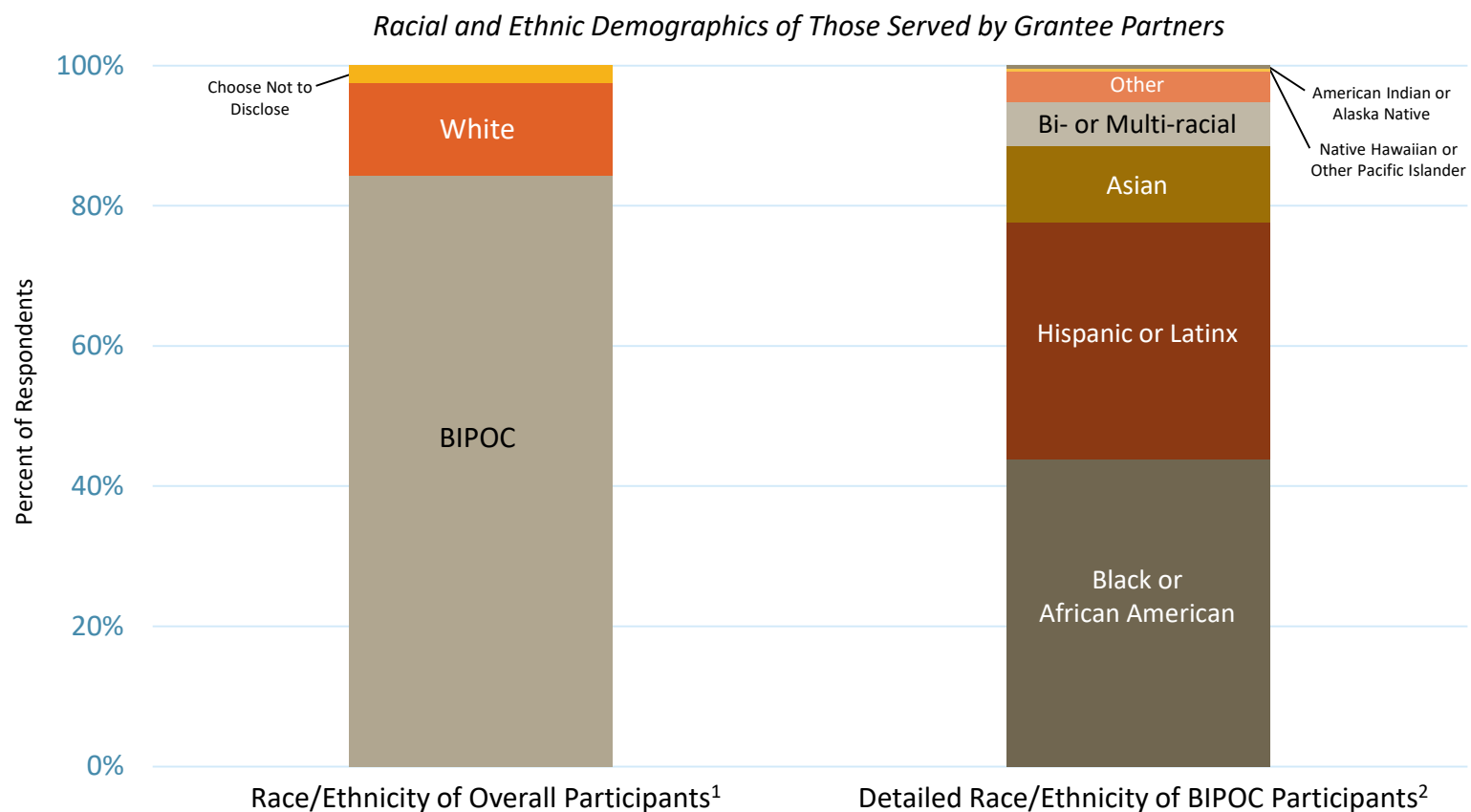
Among the CEOs and EDs of State Street Foundation grantee partners, the majority (63%) identify as white. Looking specifically at the 35% of CEOs/EDs who identify as BIPOC, 41% identify as Black or African American, 22% identify as Hispanic or Latinx, and the remainder identify as Asian, Multiracial, or Other.



1: "CEOs and EDs" refers to CEOs, EDs, presidents, and principals.

Population Served – Racial and Ethnic Demographics

On average, 85% of those served by State Street Foundation grantees identify as BIPOC. Of this BIPOC population, 44% identify as Black or African American and 34% identify as Hispanic or Latinx.



1: N = 82 (Four grantees either did not have reporting systems to collect this information or chose not to answer this question.)

2: N = 81 (Of the 82 grantees who reported BIPOC participation, one grantee was unable to provide further information about race/ethnicity.)

Racial Equity Incorporation into Mission or Goals

Most State Street Foundation grantees (87%) explicitly incorporate racial equity into their organization's mission, theory of change, or programmatic/strategic goals.

Is racial equity explicitly incorporated into your organization's mission, theory of change, or programmatic/strategic goals?

