

# RACIAL EQUITY

## SURVEY SUMMARY & ANALYSIS



**COMMUNITY  
FOUNDATION**  
OF NORTHEAST IOWA

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Part of an organizational self-assessment, the survey gathered stakeholder data to identify strengths and opportunities for growth in the areas of diversity, equity, and inclusion.

Survey Conducted January 2021  
Results Released August 19, 2021

## Introduction

In the summer of 2020, CFNEIA's Racial Equity Task Force was established to create and lead the Foundation's diversity, equity, and inclusion efforts moving forward. The Task Force adopted Power Moves, a philanthropy assessment guide for equity and justice, created by the National Committee for Responsive Philanthropy, to help guide CFNEIA's efforts.

A first step of the process was an organizational self-assessment, which included gathering internal and external data to identify areas of strength and opportunities for growth. In January 2021, the Task Force emailed three external stakeholder groups to solicit their participation in completing an anonymous online survey. Stakeholder groups included nonprofit agencies that serve Black Hawk County, Cedar Valley community leaders, and representatives of Black Hawk County funds held with the Foundation.

### Participant Breakdown by External Stakeholder Group

	Number of People Contacted	Number of Responses	Response Rate
Nonprofit Agencies	108	53	49%
Community Leaders	59	16	27%
Fund Representatives	89	12	13%
<b>Total</b>	<b>256</b>	<b>81</b>	<b>32%</b>

### Participant Breakdown by Race (Self-Identified), Total Responses

	Number of Survey Participants	Percent of Representation
White	70	86.4%
Persons of Color	11	13.6%
<b>Total</b>	<b>81</b>	<b>100%</b>

*We are aware participation in this survey provided a small sample of our community. As we move deeper into racial equity work, intentional efforts will be made to increase the diversity and total number of voices in data gathering efforts.*

## Key Learnings

Through the study of the survey results, three key learning areas have been identified that will provide guidance and inform CFNEIA's action steps as it embeds a commitment to advance racial equity into the DNA of the organization:

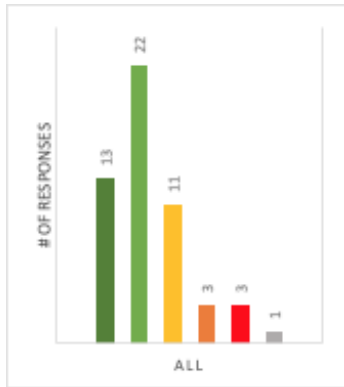
- 1. Strengthened Organizational Transparency**
- 2. Amplified Engagement With The Community**
- 3. Increased Support For Transformational Change**

# 1. Strengthened Organizational Transparency

CFNEIA must be even more transparent across all aspects of its work, including internal processes and program outcomes. Providing the community with clear, accessible information about practices and strategies, including hiring methods, board and volunteer recruitment efforts, grantmaking decision processes, and clarity around racial equity efforts, allows for public observation and input that leads to organizational growth and increased public trust. This level of openness must include increased communications efforts available to all stakeholder groups and the community at large.

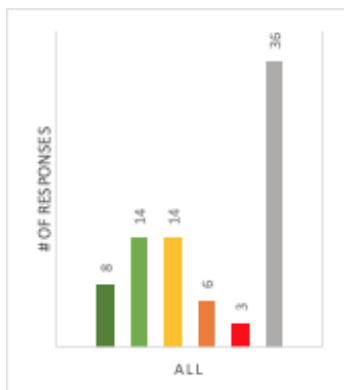
## Supporting Data Excerpts

**Survey Question 18L:** Indicate how well the Community Foundation is as an effective partner with your organization (nonprofit) at communication/transparency related to goals, strategies, processes, and decisions.



While receiving a majority 'Very Good' and 'Good' responses for this survey question, the remaining total responses were one indicator that more transparency is needed in multiple areas.

**Survey Question 4A:** Select the best response in regard to CFNEIA having a comprehensive approach to addressing racial inequity.



The Foundation's efforts were in the early stages when this survey was released, so these numbers were not surprising. However, it was one of several questions where responses with high 'Unknown' numbers led to an understanding that more clear and accessible communication is needed as part of transparency.

## Survey Participant Comment

*"As it appears, I am not aware of the strategies, policies, and practices currently followed to engage specific populations of our community. It appears the Community Foundation needs to share what they are doing in their communications. Most communications I read from the Community Foundation highlight donor designated funds and programs and initiatives funded. I am not aware of other work currently being done by the board or staff to benefit our diverse populations and the divide of racial equity."*

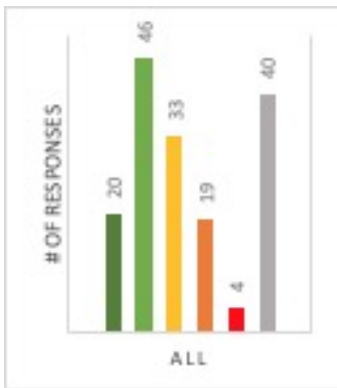
■ Very Good ■ Good ■ Fair ■ Poor ■ Very Poor ■ N/A / Unknown

## 2. Amplified Engagement With The Community

CFNEIA must increase engagement with the community by establishing a greater in-person presence in the community and strengthening its intentional efforts to bring more inclusive representation to positions of organizational influence and decision-making power. As a collaborative organization, CFNEIA staff and board members must join community conversations and place emphasis on learning more about issues of race, inequality, and barriers to opportunity through in-person interactions. The people representing the Foundation must also increasingly reflect the diverse region it serves. It is necessary for the Community Foundation to enhance its role as a convener, especially in the nonprofit space, to create opportunities where all voices are heard. Authentic community engagement creates a space where all people have access, influence, and the power to identify community needs and shape policies and practices to address systemic racism.

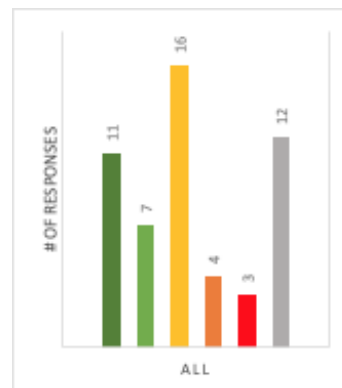
### Supporting Data Excerpts

**Survey Question 2G/2H (Combined):** Indicate how well the Community Foundation is representing the community on its board and staff.



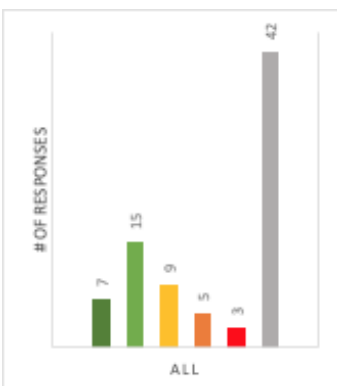
The need for more diverse representation on the CFNEIA staff and board rose to the top of Foundation learning in the responses seen here, as well as in voices throughout the comment sections of the survey. The number of responses in the 'Fair' or 'Poor' ranges for this question were some of the highest in the survey.

**Survey Question 18P:** Indicate how well the Community Foundation is as an effective partner with your organization (nonprofit) at convening agencies to work on a common issue.



Nonprofit organization participant responses in this data point show a need to enhance the current convener role CFNEIA has with this critical partner group.

**Survey Question 5B:** Select the best response in regard to how well CFNEIA invites marginalized communities into the Community Foundation's strategic discussions and decisions.



As defined by the Power Moves assessment guide, sharing power involves engaging priority communities and involving grant and community partners in discussion and decision-making. This question result showed increased access and transparency is needed in decision-making conversations.

### Survey Participant Comment

*"Foundation staff and board should actively seek volunteer roles in the organizations funded by CFNEIA. Continue to diversify board and staff to better reflect the make-up of the community. Organize and host social gatherings or meetings between not-for-profits that serve marginalized populations and donors who have donor advised funds to give funders the opportunity to learn firsthand about the needs of the community."*

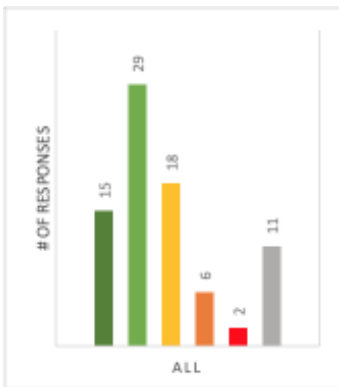
Very Good Good Fair Poor Very Poor N/A / Unknown

### 3. Increased Support For Transformational Change

CFNEIA must invest even more resources and use its influence to advance racial equity. The Community Foundation will use its financial resources and connections to be a leader in supporting organizations on the front lines taking action for racial equity. Providing nonprofits, specifically BIPOC led organizations, with grant funding that is more accessible, higher dollar, with fewer restrictions, along with additional supports including trainings, relevant topic resources, and more access to Foundation expertise, creates critical capacity building opportunities for more sustainable and transformational change. The Foundation must also use its platform as a respected community partner to amplify BIPOC and nonprofit voices leading racial equity conversations and action.

#### Supporting Data Excerpts

**Survey Question 2E:** Indicate how well the Community Foundation takes public stands on important issues facing the community.

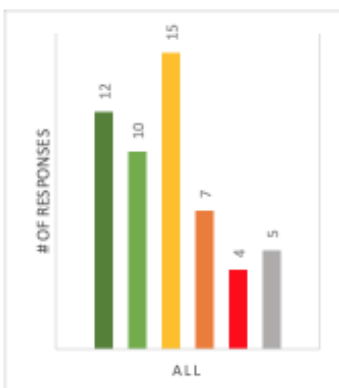


While a majority of the responses fell in the 'Good' and 'Fair' categories, our task force saw this as an area for growth. CFNEIA can better use its position and voice in the community to be an active ally by raising issues of equity publicly.

#### Survey Participant Comment

*"[CFNEIA] could be more vocal and visible in the community about addressing racial inequity. Use its grantmaking to make change happen but also be more than a funder. Influence and shape policy, programming, and behaviors by nonprofits, businesses, and government organizations."*

**Survey Question 18C:** Indicate how well the Community Foundation is as an effective partner with your organization (nonprofit) at providing grants for general operations/overhead.



Research shows grants supporting general operations are a key component to more equitable and transformative grantmaking. While CFNEIA does provide grants for nonprofit operations, the responses seen here show a need for clearer communications and ongoing research into strengthening grantmaking in this area.

Very Good Good Fair Poor Very Poor N/A / Unknown

## In Conclusion

The Community Foundation of Northeast Iowa understands that a commitment to becoming an anti-racist organization and community ally for racial equity is a commitment to action. These findings are influencing the development of CFNEIA's strategic plan which includes racial equity specific goals and takes steps to incorporate racial equity into every aspect of the Foundation's work.

### Survey Participant Comment

*"We have a tremendous amount of inequity in our community, none of which was caused by the Community Foundation. However, CFNEIA is an organization in the community in a unique position to be an agent of change and improvement, given its financial resources and lack of conflicting duties, thus I would hope it could become a leader in addressing inequity rather than a passive opposer of inequity."*

The Community Foundation extends its deep appreciation to those individuals who took time to complete this survey. We are grateful for you and for everyone across our region devoted to ending systemic racism and creating equitable communities.

### NOTES:

National Committee for Responsive Philanthropy Power Moves, <https://www.ncrp.org/initiatives/power-moves-philanthropy>

Full survey results can be found by [clicking here](#) or by request.



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