



## Demographic Data Policy 3/29/19

### **Introduction: Our Commitment to Diversity**

The Trust engages a wide range of audiences in natural resources work. We do so for two reasons: 1) given the breadth of natural resource challenges, success will only occur if all communities are engaged and 2) healthy natural resources improve lives in various ways, so populations who are not engaged will be at a disadvantage. We further believe that organizations with missions focused on natural resource issues benefit from the engagement of a wider range of audiences.

We collect a variety of information from our applicant grantees, applicant contractors, and potential reviewers. These data are used and stored in slightly different ways.

### **Demographic Data submitted by Applicant Grantees and Applicant Contractors**

In our online application forms for grants and contracts, we ask for demographic information (gender identity, race/ethnicity identity) about individual applicants (the project lead) as well as about board and staff of the applicant organization. We also ask applicants to report about the Diversity, Equity, and Inclusion (DEI) activities of the organization. These data are not accessible to or provided to reviewers, are not viewed by staff in an individual format associated with the application, and are not considered in funding decisions. Individual responses are never attributed to an organization or applicant individual: The data are analyzed only in aggregate for a grant program after grant or contract decisions are made. For example, after grant or contract decisions are made for a particular grant round or procurement actions, a summary of the percent of applications submitted by various gender and ethnic/identities will be calculated and compared to the demographics of the geographic region served by the specific opportunity. Other similar questions will be addressed in a similar way.

Data remain confidential, and are stored in the Trust's application database.

We use the data to help us understand a) the aggregate trends in the fields we support, b) whether our grant-making and decision-making process is inclusive, and c) level of commitment to Diversity, Equity, and Inclusion (DEI) goals within organizations with missions that are benefitted by DEI. The Trust may use this information to focus resources to advance DEI within the natural resources community or to refine outreach strategies for Trust opportunities.

This approach is similar to that used by the Ford Foundation, National Institutes of Health, National Science Foundation, the Foundation Center, GuideStar, the Center of Effective Philanthropy, and the D5 Coalition on both process and recommended categories. We do not collect information on all identities (e.g., disability, age, etc.) that people can have for the same reason as the Ford Foundation: If we do not collect it ourselves and if we do not plan to use the data, we will not ask others to provide it to us.

### **Demographic Data submitted by Prospective Reviewers**

Demographic data (gender identity, ethnic/race identity, geography, fields of expertise, and other similar data) are requested of individuals who are asked to serve on Technical Review Committees (TRCs). These data are used by staff to ensure that each TRC is demographically diverse and matches as closely as possible the demographics of the geographic area served by the TRC. These data are retained by the Trust as part of the reviewer record, but are not shared outside the Trust.