



BOSTON COLLEGE

**CENTER FOR CORPORATE CITIZENSHIP**

CARROLL SCHOOL OF MANAGEMENT

# Combating Bias in Grantmaking

Webinar

November 9, 2022

# Logistics and Administration

## News & Events

- **Upcoming Events and Resources:**
  - Member Meetup: Taking a Stand on Social Issues
    - November 10 at 2pm ET
  - December Webinar: Year in Review
    - December 14 at 12pm ET
  - International Corporate Citizenship Conference
    - Registration is open!
    - April 30 – May 2 in Minneapolis, MN
  - **Course:** Advancing Inclusion and Diversity Through Strategic Corporate Citizenship

### To ask questions

Enter a question in the panel at the bottom of the screen

### We will record today's webinar

It will be captioned and archived on our website at [ccc.bc.edu/webinars](http://ccc.bc.edu/webinars)

### We want your feedback!

Please respond to the survey in the follow up email.

# Panelists



**RANDY CHOY**  
Vice President, Community Giving  
and Nonprofit Partnerships,  
Umpqua Bank



**SABRINA THORNTON**  
Creativity & Innovation  
Program Officer,  
T. Rowe Price Foundation

# Key Terms

**Bias** is a prejudice in favor of or against one thing, person, or group compared with another, usually in a way that's considered to be unfair.

- Biases may be held by an individual, group, or institution and can have negative or positive consequences.

Two types of biases – **explicit (or conscious) bias**, and **implicit (or unconscious) bias**.

- **Explicit** biases encompasses beliefs, attitudes and actions that an individual consciously recognizes and uses to impact their decision making
- **Implicit** biases are social stereotypes about certain groups of people that an individual holds outside their own conscious awareness, often against their own conscious values, that nevertheless affect their decisions, actions, and attitudes in favor of or against certain groups.



# T. ROWE PRICE FOUNDATION

Sabrina Thornton, Program Officer

# The T. Rowe Price Foundation

## Our Purpose:

The Foundation's mission is to pursue the **long-term success of the communities** in which T. Rowe Price's associates live and work. The Foundation offers **direct grants, a generous matching gift program, and robust capacity-building programs** for grantees and partners. The Foundation is one of the largest corporate philanthropies in Baltimore and Maryland.

## Our Approach:

The Foundation champions trust-based philanthropy principles and partners with our communities to measure impact. We recognize that meaningful, lasting change cannot happen overnight, and we remain deeply committed to the long-term success of our grantees and partners in our community.

## Our Areas of Giving

### Youth Empowerment:

- Developing school leadership, capacity and instruction
- Advancing student achievement of grade level reading
- Supporting learning, personal development, and post-secondary success through varied programs

### Creativity and Innovation:

- Advancing artistic and creative disciplines including visual art and history, music, and performing arts
- Addressing community challenges by enhancing community assets and building connections
- Supporting youth and families through artistic expression

### Financial Well-Being:

- Innovating local approaches to economic and community development
- Advancing comprehensive approaches to hunger, poverty, and homeless alleviation
- Empowering individuals and communities to reach financial success

### Other Areas of Interest to Associates and Clients:

- Public Safety, STEM, Racial Justice and LBGTQ+ causes

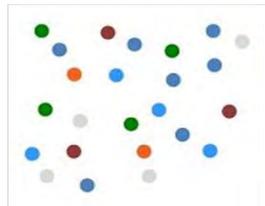
# The Evolution of TRP's Philanthropy

The Foundation Trustees, in partnership with TRP's Management Committee, strategically shifted its approach to philanthropy.

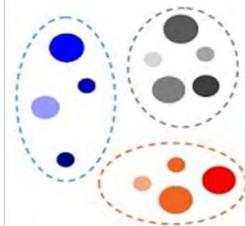


2015

From local unrest, developing a new approach to using TRP's philanthropy to engage community



“Confetti Funding”

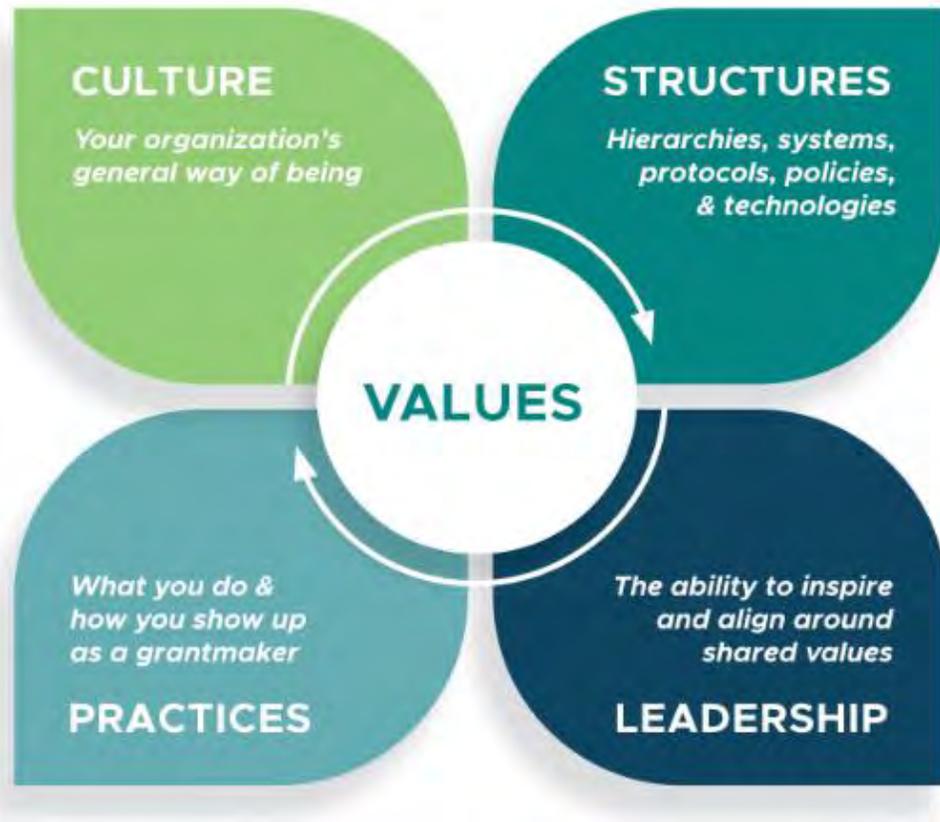


Impact Grants &  
Multi-Year General Operating

HOW

- Trust-Based Philanthropy
- C-Score Self-Reflection Tool
- Streamlining and Simplifying Grantmaking Process
  - Feedback Loops

# Trust-Based Philanthropy



**Give Multi-Year, Unrestricted Funding**

**Do the Homework**

**Simplify & Streamline Paperwork**

**Be Transparent & Responsive**

**Solicit & Act on Feedback**

**Offer Support Beyond the Check**

# Streamlining and Simplifying Grantmaking Process

**The Foundation focuses on developing systems and processes to enable greater learning, reflection, and strategy development.**

## PROCESS

- **Grants management system (Salesforce.org)**
  - Reporting capabilities
  - Touchpoint tracking
- **Grant Application**
  - Fewer proposal questions
  - Reporting qualitative & quantitative outcomes
  - Uploading existing proposal
  - Outcomes defined by applicant

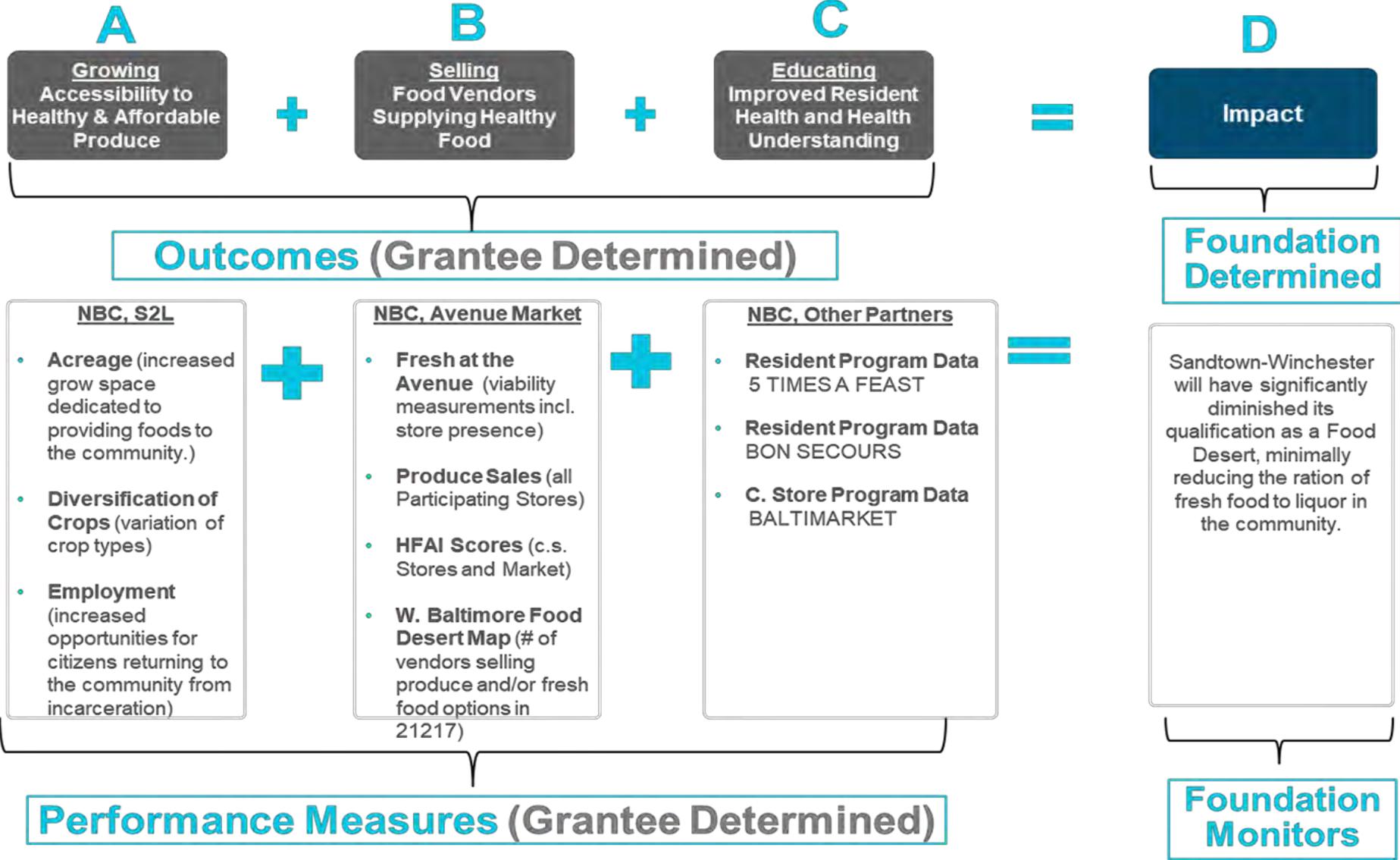
## REFLECTION

- **Application**
  - Revisit each year
  - Offer support to applicants
- **C-Score**
- **Reporting**
  - Simple narrative
  - Outcomes
  - Budget
  - Conversation

## FEEDBACK

- **Evaluations**
  - Center for Effective Philanthropy
  - Grantee Survey
  - Capacity Building Survey

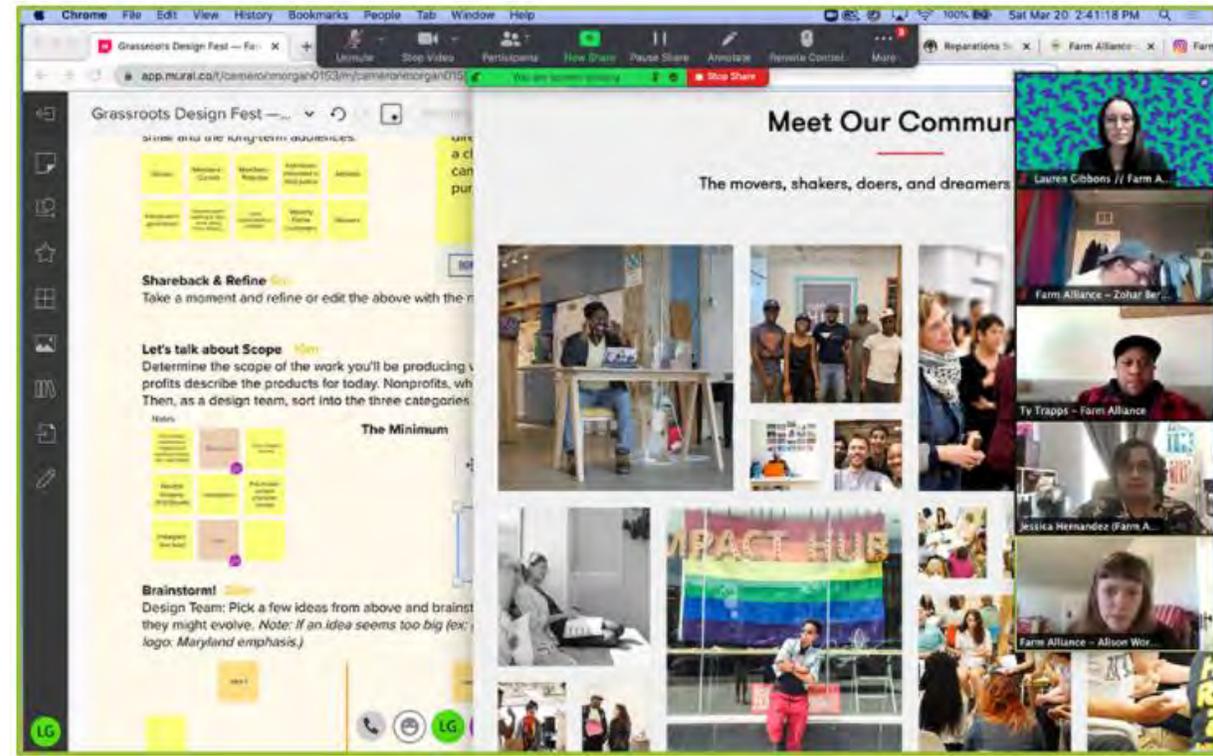
# No Boundaries Coalition: West Baltimore Food Desert



# Capacity Building Program

## 2021 Participation

- 165 Grantees (692 Participants)
- 42 Former Grantees (110 Participants)
- 181 Non-Grantees (433 Participants)
- 18 TRP Associate Nonprofit Board Members
- **1,302 TOTAL Participants**
- **394 TOTAL Unique Organizations**
- **23 Events Offered**

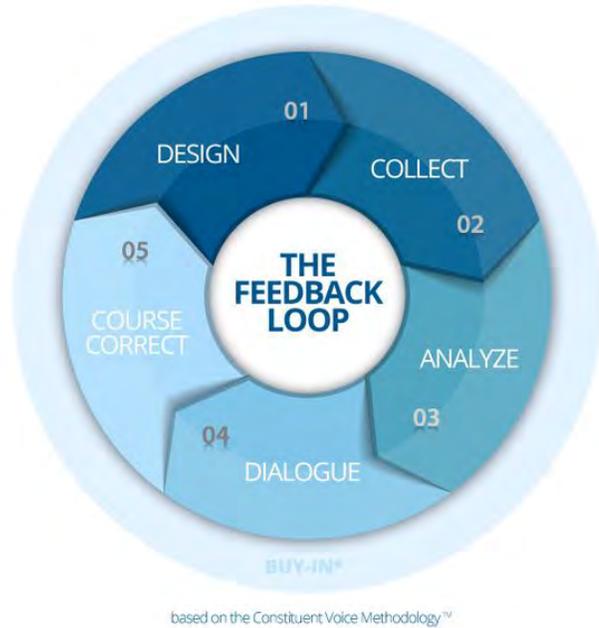


Design team asks discovery questions with the client – Farm Alliance of Baltimore

|                                  |  |
|----------------------------------|--|
| Assessments and Actionable Data  | A range of tools that utilize organizational data, coupled with supportive, one-on-one information sessions, to peel back the curtain on capacity challenges and allow an organization to create a path forward. |
| Peer-Learning Cohorts            | Carefully curated and facilitated leadership growth opportunities in areas such as governance, executive leadership, finance, and sustainability.  |
| Specialized Technical Assistance | Pro Bono and other professional support, often resulting in concrete deliverables, templates, and toolkits that an organization can utilize for increased organizational capacity.                               |
| Learning and Skill Development   | Ranging from large-scale symposiums to webinar series, these are opportunities for participants to take a deep dive into capacity areas with local and national subject matter experts.                          |



# Feedback Labs Methodology

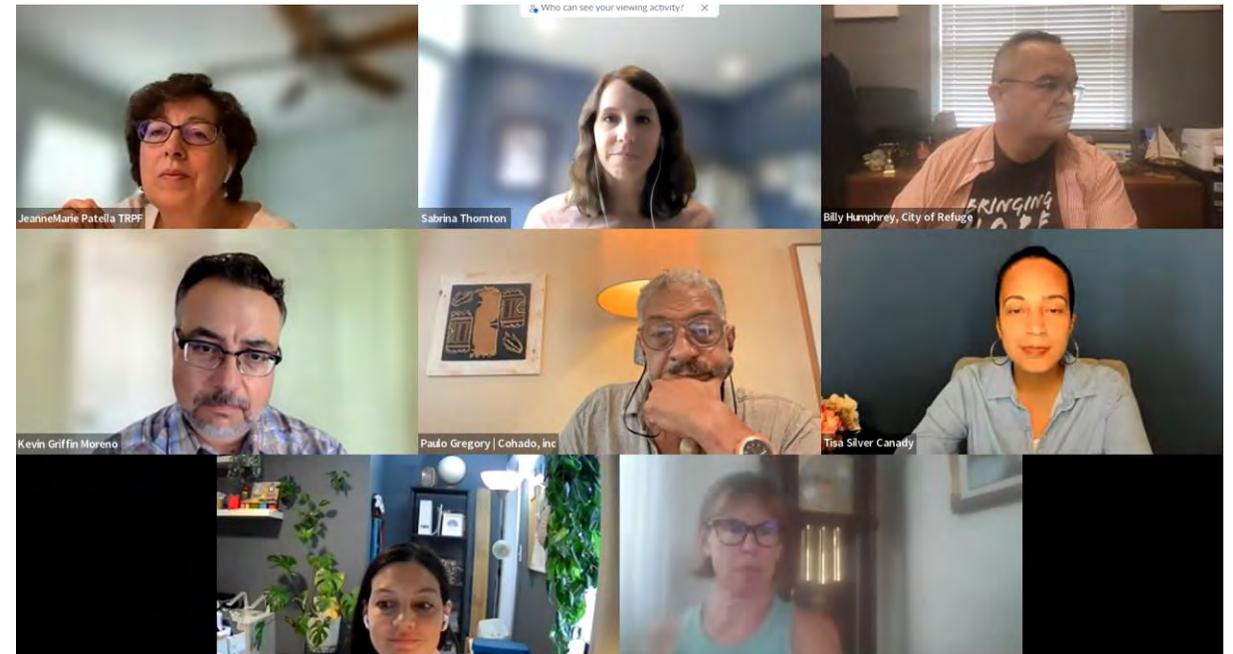


- Involve the people whom you seek to serve
- Create more in-depth opportunities for qualitative feedback
- Analyze with new eyes



# Representative Council

- Open Call for Interest
- Quarterly Meetings
- Diverse representation from organizations of all sizes and sectors, with individuals at leadership and program level.





THANK YOU

T. Rowe Price Foundation



**UMPQUA BANK** Charitable Foundation

# **Combatting Bias in Grantmaking**

*Boston College Center for Corporate Citizenship*

*November 9, 2022*



# Overview

The Umpqua Bank Charitable Foundation is a key driver of the broader Corporate Responsibility strategy for Umpqua Bank. Through the foundation and its actions, we:

- Advance our mission to create positive impact for our communities through our charitable contributions
- Add valuable points of connection to our communities, aiding our reputation with community members and associates
- Guide our investments so that they reinforce and align to the overall business strategy



UMPQUA BANK'S

# Strategic Vision for Corporate Responsibility

## OUR VISION

Umpqua Bank is a proactive partner in building stronger, more resilient, and inclusive economies in the communities we serve.



# Grantmaking Overview

Since 2014, the Umpqua Bank Charitable Foundation has granted nearly \$16 million to hundreds of nonprofit organizations in the bank's footprint of California, Idaho, Nevada, Oregon, and Washington

\$15,671,209

Social Impact  
Grants  
\$4.7 million

Community &  
Power Partners  
\$9.4 million

Associate  
Giving Match  
\$1.5 million



# Key Partnerships

Each of these organizations received between \$100,000 to \$1,000,000 through social impact grants since 2014.

## Vibrant Business Ecosystems



## Economic Empowerment & Housing Stability



## Workforce Development & Educational Attainment



# Thank You!

A recording of today's webinar will be available for members to access on the CCC website: [www.ccc.bc.edu](http://www.ccc.bc.edu)

