Combatting Bias in Grantmaking

Webinar

November 9, 2022
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

**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 a 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.

Source: Uncovering Unconscious Bias in Philanthropy, Peak Grantmaking
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.

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

HOW

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

“Confetti Funding”

Impact Grants & Multi-Year General Operating
Trust-Based Philanthropy

https://static1.squarespace.com/static/607452f8ad01dc4dd54fc41f/t/629e7f6e63704d64040cc554/1654554478550/6+Grantmaking+Practices+of+TBP_June+2022.pdf
# Streamlining and Simplifying Grantmaking Process

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

<table>
<thead>
<tr>
<th>PROCESS</th>
<th>REFLECTION</th>
<th>FEEDBACK</th>
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<tbody>
<tr>
<td>Grants management system <em>(Salesforce.org)</em></td>
<td>Application</td>
<td>Evaluations</td>
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<tr>
<td>Reporting capabilities</td>
<td>• Revisit each year</td>
<td>– Center for Effective Philanthropy</td>
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<tr>
<td>Touchpoint tracking</td>
<td>• Offer support to applicants</td>
<td>– Grantee Survey</td>
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<tr>
<td>Grant Application</td>
<td>C-Score</td>
<td>– Capacity Building Survey</td>
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<tr>
<td>Fewer proposal questions</td>
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<tr>
<td>Reporting qualitative &amp; quantitative outcomes</td>
<td>Reporting</td>
<td></td>
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<tr>
<td>Uploading existing proposal</td>
<td>• Simple narrative</td>
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<tr>
<td>Outcomes defined by applicant</td>
<td>• Outcomes</td>
<td></td>
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<tr>
<td></td>
<td>• Budget</td>
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<td>• Conversation</td>
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No Boundaries Coalition: West Baltimore Food Desert

A
Growing Accessibility to Healthy & Affordable Produce

B
Selling Food Vendors Supplying Healthy Food

C
Educating Improved Resident Health and Health Understanding

D
Impact

Outcomes (Grantee Determined)

NBC, S2L
- Acreage (increased grow space dedicated to providing foods to the community)
- Diversification of Crops (variation of crop types)
- Employment (increased opportunities for citizens returning to the community from incarceration)

NBC, Avenue Market
- Fresh at the Avenue (viability measurements incl. store presence)
- Produce Sales (all Participating Stores)
- HFAI Scores (c.s. Stores and Market)
- W. Baltimore Food Desert Map (# of vendors selling produce and/or fresh food options in 21217)

NBC, Other Partners
- Resident Program Data 5 TIMES A FEAST
- Resident Program Data BON SECOURS
- C. Store Program Data BALTIMARKET

Sandtown-Winchester will have significantly diminished its qualification as a Food Desert, minimally reducing the ration of fresh food to liquor in the community.

Performance Measures (Grantee Determined)

Foundation Monitors
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

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.

Assessments and Actionable Data

Carefully curated and facilitated leadership growth opportunities in areas such as governance, executive leadership, finance, and sustainability.

Peer-Learning Cohorts

Pro Bono and other professional support, often resulting in concrete deliverables, templates, and toolkits that an organization can utilize for increased organizational capacity.

Specialized Technical Assistance

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.

Learning and Skill Development

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

<table>
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<tr>
<th>Grant Type</th>
<th>Amount</th>
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<tr>
<td>Social Impact Grants</td>
<td>$4.7 million</td>
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<tr>
<td>Community &amp; Power Partners</td>
<td>$9.4 million</td>
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<tr>
<td>Associate Giving Match</td>
<td>$1.5 million</td>
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Total: $15,671,209
Each of these organizations received between $100,000 to $1,000,000 through social impact grants since 2014.
Thank You!

A recording of today’s webinar will be available for members to access on the CCC website: www.ccc.bc.edu