

LOGISTICS

Who is MacArthur working with to administer this survey?

We have contracted with the [Urban Institute](#) to build the survey tool, collect the data, and help us analyze the results. The Urban Institute is a nonprofit research organization that provides data and evidence to help advance mobility and equity.

Are the responses anonymous?

The identity of your organization and the information you provide in this survey will be shared with MacArthur Staff and its Evaluation Learning Partners¹. In any public materials we produce using data collected through this survey, responses will not be reported individually or by name. Your answers will be combined with those of other survey respondents and results will be reported in the aggregate so that individual organizations cannot be identified.

How will data security be maintained?

MacArthur adheres to strict data security standards, both for its own data and any data collected by vendors we contract with. For example, data will not be shared via email or portable media. It will be housed on the Foundation's secure database.

Will we be able to preview the questions prior to beginning the survey?

Yes, the survey is available in a [printable format](#) so you may review the questions before inputting data. The survey will be open from May 3—June 3, 2022 allowing time for your organization to work through the printable version and then input the data.

Can I save information and return to the survey?

Yes, you can save your survey response and return to it later to review before officially submitting.

How much time will the survey take to complete?

We anticipate that it will take approximately 30 minutes to input the data and complete the survey questions once you have the data, which may take some additional time for an organization to gather. If your organization already reports your demographic data through GuideStar, your website, or your annual report, you can also submit your information in those formats.

¹ Evaluation and Learning Partner (ELP) is a team of external evaluators who facilitates learning and data-informed decision making by collecting and synthesizing information from a diversity of perspectives, using myriad methods, and drawing upon a range of sources. The information from ELPs help to challenge our assumptions; provide evidence to understand whether our resources are being deployed effectively; and strengthen relationships with grantees and other partners. They are contractually obligated to treat all data as confidential.

When will the survey open? What is the deadline for completing the survey?

The survey launches at 11:00 a.m. Central Time on May 3, 2022 and closes at 5:00 p.m. Central Time on June 3, 2022.

PURPOSE

What is the purpose of collecting demographic data about MacArthur's grantees and investees?

Diversity, Equity, and Inclusion (DEI) is one of [MacArthur's values](#). We believe that the best, most impactful work results from organizations with staff who represent a variety of backgrounds and experiences and that center the voices of people who know and understand the communities we seek to serve.

We recognize we have work to do to achieve this ideal, among our Staff and the organizations we choose to support. Many of the traditional practices in philanthropy, including some of our organizational, grantmaking, and investment practices, have helped maintain inequities in the United States and around the world.

In the years ahead, we want to change our practices and processes to treat all organizations fairly and better support diversity in our grantmaking and impact investments. The demographic data we are collecting will allow us to be accountable for making progress in the years ahead.

As we improve how we work, we hope to influence other foundations to pursue similar goals.

How will my organization's demographic data be used by MacArthur?

We will use the demographic data we collect to better understand the organizations we work with and the grants and impact investments we fund. We will use this data to understand the diversity of individual organizations as well as the diversity of our grantees and impact investees in the aggregate.

We will not make individual organizations' data public. Our public report on demographic data will continue to use only aggregate data.

Will my organization's responses to this survey impact MacArthur's decisions about future grants or investments?

Demographic data will be one input, among many, in our decision making. In addition to collecting demographic data to understand an organization's approach to diversity, we also collect a range of information from prospective grantees and investees, including financial and strategy documents, lists of board members, and evaluation plans. All of this will continue to inform our decision making, with no single piece of information being determinative.

Our goal is to—over time—fund a more diverse set of organizations. In some cases, this may require supporting grantee and impact investee organizations in their efforts to become more diverse and inclusive. In other cases, this may require working with new organizations.

Why does this survey only focus on U.S.-based organizations and U.S.-based staff?

We recognize that the demographic categories and language used in the U.S. are not necessarily relevant in other places, and similarly, there are demographic categories that are salient in India and Nigeria, where MacArthur maintains offices, and other countries where grantees work, that are not as meaningful in the U.S. context. We are working with our India and Nigeria-based Staff to plan for demographic data collection in a manner that is both useful and respectful of the diversity of categories around the world.

WHAT DATA WILL BE COLLECTED, AND HOW?

What data are you requesting?

We are collecting data on sex and gender, race and ethnicity, LGBTQIA+ communities, and disability status using data categories aligned with the standards set by our philanthropic peers, affinity groups, and research of best practices. We are asking grantees and investees to provide this information on their board members, the head(s) of their organization, senior management, and all other staff.

Can we opt out of the survey?

Your organization is not required to participate, but we encourage you to. If you would like to opt out of the survey, you can respond “no” within the survey and then you will no longer receive additional emails seeking your participation. In addition, you can skip entire sections if you want to provide data only for some demographic categories.

How did MacArthur determine the categories used in the survey?

The categories are the same ones we used in previous MacArthur demographic surveys and are based on reviews of data standards, including those used by other funders. The language within each category is based on our philanthropic peers’, our research of best practices, the advice of researchers from the Urban Institute, and feedback from nonprofit organizations that piloted the survey. We also organized our categories to align with GuideStar’s to reduce the effort of responding and more easily blend data collected from this survey with information that may already exist on GuideStar profiles.

Why does the data collection only focus on the categories listed in the survey? What about other categories or other underrepresented groups?

We recognize that there are other aspects of identity and diversity that are important. It is not our intention to make invisible the full range of identities. We determined in 2019 when we launched MacArthur’s first demographic survey that this was an appropriate level of detail and a feasible set of questions for grantees and investees to answer.

What if my organization does not collect this data from our staff or board members?

If your organization does not currently collect data on sex and gender, race and ethnicity, LGBTQIA+ communities, and disability status, but is interested in responding to those parts of the survey, we

recommend voluntary, self-reported data collection as a best practice. When in doubt, we ask that you not guess about your staff and board's demographics. We would rather receive incomplete data than potentially incorrect data.

What data formats will MacArthur accept?

We will accept data in four formats:

- Completion of this [survey](#).
- Your GuideStar profile with demographic information updated within the last two years on board members, head(s) of organization, senior management, and all other staff. **Note:** you can save your response, update your public GuideStar profile, return to the survey, indicate your preference to import GuideStar data, and we will import the data directly from GuideStar for our records.
- A link to your organization's website with demographic information updated within the last two years on board members, head(s) of organization, senior management, and all other staff.
- A PDF of an annual report or other internal/external documentation with demographic information updated within the last two years on board members, head(s) of organization, senior management, and all other staff.

Note: If you choose to provide information via a website link or PDF report, your organization's data will not be included in our report of results. However, having your information in these formats is still valuable to MacArthur because it can be used as a reference internally. These formats are also a way for organizations to share demographic information that does not align with the categories and choices in this survey.

What if my organization collects this data in a different format?

If you collect data on sex and gender, race and ethnicity, LGBTQIA+ communities, and disability status, but use different descriptors or words, we ask that you try to map your categories to those on this survey. You also have the option of uploading a PDF document or a webpage link of your data.

My organization has a complex board structure. What governing body should I report on?

You should report on the governing body with direct policy making authority over the program or project MacArthur funds. Within the [survey](#) there is additional guidance for universities, investees, and governmental entities.

WHAT'S NEXT?

If we want to begin collecting demographic data from our staff and board and pursue changes to our Diversity, Equity, and Inclusion (DEI) practices, what tools and resources will MacArthur provide to assist us towards adopting similar practices?

We can share what we have learned from our process, and we will continue to support sector-wide DEI efforts through MacArthur's Philanthropy portfolio. Some of our programs also support organizational capacity building.

Will the results of the demographic survey be public?

Yes, we will publish a report of the aggregated data on our website, and we will share it with all organizations invited to take the survey. It will be similar in format to our [2020 demographic report](#). We will not make individual organizations' data public.

How frequently will MacArthur collect this data?

In the future, we plan to collect this data during our grant/investment application process. Once collected, we will consider the data current for two years.

MORE INFORMATION

View more information about the survey on our [resource page](#).

You may also contact us directly with any questions at survey@macfound.org

We will be hosting a [live webinar](#) for grantees and investees to take your questions on May 19 from 10:30 – 11:30 Central time. We will record it and post it on our survey resource page.