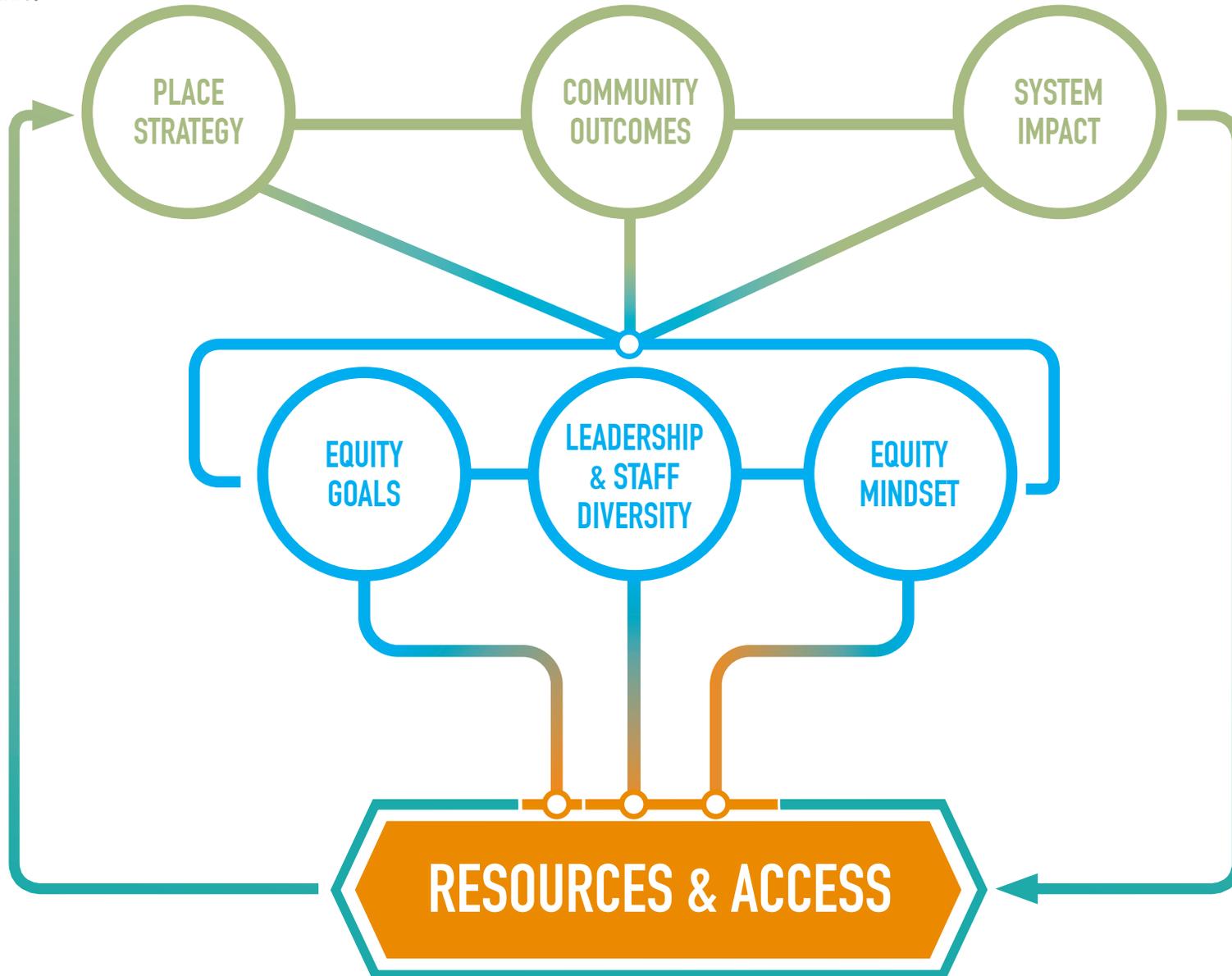


The Geraldine R.

DODGE EQUITY FRAMEWORK

*Assessing How Grantees
Embody the Value of Equity*

FOUNDATION



Welcome to the new Geraldine R. Dodge Foundation Equity Framework

Here at the Foundation, we envision **an equitable New Jersey through creative, engaged, and sustainable communities.**

Following the development of our strategic vision, we created new equity theories of change for our program areas – Arts, Education, Environment, and Informed Communities. Informed by research, evidence, and best practices in the field, we also developed **a way to better understand how grantees embody equity.** We believe greater equity benefits all of New Jersey.

Our new Equity Framework is designed to help **deepen conversations and track progress** within organizations. It serves as one decision-making aid in our grantmaking process and makes our approach more transparent to our partners.

The framework places a value on directing resources to organizations serving New Jersey's most under-resourced and under-represented nonprofits and communities. It is **grounded in recognizing the resources and access** that organizations have to make an impact with their work. This translates to more people of color in leadership and **more support for those with the greatest experience in working on equity.**

As a practical tool, the framework connects the dots between the attitudes and actions that are critical to achieving equity and change. Areas of focus include **internal elements, such as leadership and staff diversity, equity goals, and equity mindset. External elements include place strategy, community outcomes, and systems impact.** Together they all contribute to a **journey to increase equity.**

Foundation staff will use the framework to reflect with grantees on how well their work is achieving overall equity, and how well that work furthers the equity goals of the Foundation itself. **The framework is not a score sheet** but a way to inform conversations and steward progress. **It is dynamic** and we expect organizations will move along the continuum in their own unique ways.

We look forward to working with you for our shared vision of equity in New Jersey. **Together we can learn, grow, and improve our practices for a more equitable state.**

	Needs Work	Increasing Equity	Advancing Equity	PROGRESS NOTES
<p>1: Leadership & Staff Diversity</p> <p>MEASURES how an organization reflects its commitment to equity for under-resourced and under-represented communities through diverse board and staff leadership.</p> <p>VISION: The organization is led and staffed by people of color reflective of the communities in which it works.</p>	<p>Led by a board and staff which are</p> <p>< 15% people of color</p>	<p>Led by a multi-racial board and staff of</p> <p>< 30% people of color</p> <p>with goals to increase diversity over the next 2-3 years.</p>	<p>Led by 51% + people of color</p> <p>on board and staff with a significant number having experience with, or deeply understanding, under-represented and under-resourced communities.</p>	
<p>2: Equity Goals</p> <p>MEASURES how an organization's mission and goals are focused on serving the needs of people of color and under-represented and under-resourced communities and includes their voices in decision-making.</p> <p>VISION: The organization has a history of success and progress advancing equity, its brand identity and public narrative explicitly names people of color and under-represented and under-resourced communities, and it includes community voices in how programs are designed and delivered.</p>	<p>Founded to primarily serve white people and does not differentiate the interests and needs of people of color. Approaches and supports communities of color through a charity mindset and as lacking their own unique cultural resources.</p>	<p>Founded or has evolved to address issues which most face communities of color but has few examples of how its work has been developed by and with people of color.</p>	<p>Has significant history in addressing inequities and needs of communities of color as well as an analysis of how its work will improve the lives of people of color. Has been recognized for its success as a representative of community voices.</p>	
<p>3: Equity Mindset</p> <p>MEASURES how its commitment to learning and change at both individual and organizational levels effectively address historical, institutional, and structural inequities.</p> <p>VISION: The organization learns about issues of race, gender, and class and implements their learnings in their programming and organizational structure.</p>	<p>Speaks of being for all people and does not understand that ignoring or minimizing difference can actually perpetuate inequities and cause harm.</p>	<p>Directs a measurable amount of resources to diversity, inclusion, and equity exploration and learning and has articulated goals and desired outcomes.</p>	<p>Demonstrates that it is developing an analysis of the intersections of race, class, gender, and power relative to its mission, programming, and language.</p>	

	Needs Work	Increasing Equity	Advancing Equity	PROGRESS NOTES
<p>4: Place Strategy</p> <p>MEASURES how an organization employs location as a strategy for equity.</p> <p>VISION: The organization is headquartered in a location that is considered under-resourced, uses its location for greater impact on equity, and/or has a historical kinship to its place.</p>	<p>Located in an area with little to no population that would be considered under-represented and under-resourced and does not have a plan for how these communities could benefit from its work.</p>	<p>Headquarters may reside outside the under-represented communities they serve, but organization has deep and authentic connections to these communities. Intentionally responsive to the diversity of its surrounding community and explains how it is representative of that community.</p>	<p>Located in a predominantly people of color community and has as its purpose the creation of programming intended to serve and be accountable to this community. Board and staff have a relationship to this community.</p>	
<p>5: Community Outcomes</p> <p>MEASURES how an organization can demonstrate it is making a contribution to greater equity in New Jersey.</p> <p>VISION: The organization has made and can demonstrate progress toward increasing equity in New Jersey in addition to its own organizational development.</p>	<p>Has community equity outcomes it intends to reach in the community, but has not made any progress or discernible effort in achieving those outcomes.</p>	<p>Made progress toward achieving its community equity outcomes, but where it has not achieved its desired outcomes, it does not have an analysis as to why or how it will change its work in the future.</p>	<p>Made significant progress toward achieving its community equity outcomes, and where it has not achieved its desired outcomes, it has an analysis as to why and how it will change its work.</p>	
<p>6: Systems Impact</p> <p>MEASURES either the potential influence an organization has, relative to size and reach, to shift the systems in which it works to benefit and advance under-represented people and communities of color or the unique contributions of its work within its sector</p> <p>VISION: A white-led organization uses its influence and power to advance equity and change or offers a critical and/or public benefit or asset.</p>	<p>Focused primarily on interests and needs of white communities and is relatively small, so that even a change in programming and intention is likely to produce minimal benefits for people of color.</p>	<p>Focused on interests and needs of white communities and is doing systems-level work and its midsize gives it the potential to impact people of color and under-served and under-represented populations.</p>	<p>Focused on interests and needs of white people and communities and is at a large scale where a change in the organization's capacity to engage people of color and work through an equity mindset would greatly and positively impact people of color and under-served and under-represented populations.</p>	
<p>7: Resources & Access</p> <p>MEASURES the organization's relative privilege and capacity to access financial resources due to lack of connections and other structural barriers and cannot absorb a change in funding</p> <p>VISION: The organization historically has not had access to Dodge or philanthropic support and now is given the opportunity to grow.</p>	<p>The organization has benefited from a long history of Dodge support. Meets some criteria of racial equity and its size or its last grant size indicates a loss of funding would not have a significant impact on the organization.</p>	<p>Meets some criteria of racial equity and its size and the size of its last grant indicates a loss of funding would have a noticeable impact.</p>	<p>Meets much of the racial equity criteria but are unstable financially due to under-funding over the years.</p>	

The Geraldine R. Dodge Foundation's Commitment to Equity

For 45 years, the Geraldine R. Dodge Foundation has nurtured leaders, ideas, and institutions that use creative problem-solving to promote a sustainable future. The Foundation's focus has been New Jersey, carrying out its work in program areas that have adapted over time in response to social, economic, and cultural changes.

We have made a commitment to investing a majority of our resources to support under-resourced and under-represented communities in our home state. One of the findings in our strategic planning work was that people of color are disproportionately under-represented in the leadership of our grantee portfolio and under-resourced in the state in terms of income, housing, employment, educational success, and environment and climate change vulnerability.

Inspired by the growing trend in philanthropy of "Nothing About Us Without Us," we have increased our investment in the idea that those most affected by and experienced in working on a problem are the best at creating solutions.

While we are proud of the progress we have made, we also know we have much work to do ourselves and offer this work to the field as a colleague working to improve its own practice. Dodge staff have also developed an internal framework to hold ourselves accountable for advancing this work.

Through tools like the framework, conversation, and the sharing of information and best practices, the Foundation is committed to making the equity vision a reality. In support of everyone working to make New Jersey a creative, engaged, sustainable state, we embark on this journey together.

EQUITY

For Dodge, equity means aligning our resources to address historical, institutional, and structural impediments so that New Jerseyans of all races and communities have what is needed to realize a quality life. The Foundation supports achieving equity in its many different forms, including but not limited to income, race, gender, disability, and neighborhood. This phase of our work places an emphasis on people and communities of color, and yet equity requires the inclusion of all people and organizations. Therefore, our strategies and processes will include and benefit all of New Jersey and will change and evolve over time.



The Foundation was supported by Hillombo LLC and Dragonfly Partners in its strategic planning and in the specific development of this framework and our internal self-assessment tool. They helped us see the process of selection of grantee partners as its own way of helping make New Jersey more equitable. Social Impact Studios provided communications support and helped bring to life this framework through visual storytelling.