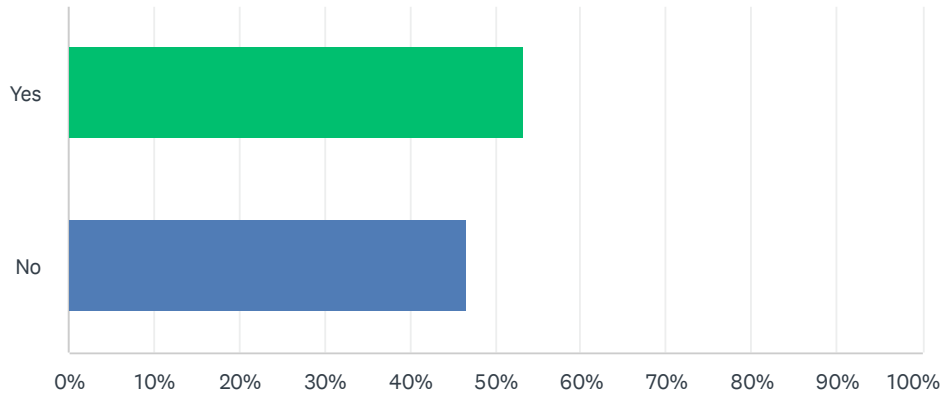


Q1 Have you attended these ECF Racial Equity Learning Sessions in the past?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	53.33%	8
No	46.67%	7
TOTAL		15

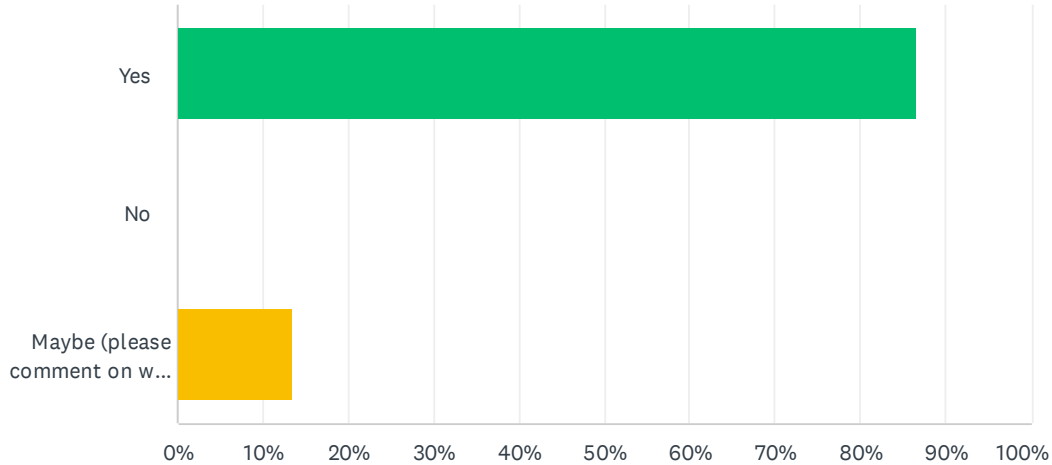
Q2 If yes, what did you like most about them?

Answered: 8 Skipped: 7

#	RESPONSES	DATE
1	Conversations were authentic and courageous.	3/21/2023 10:50 PM
2	I'm thinking the timing may not have worked for me previously, because I did not attend but I am interested in participating moving forward.	3/21/2023 5:10 PM
3	Honest peer conversation about the complexity of responding to racial inequity from our places of privilege.	3/21/2023 12:16 PM
4	Learning about best practices	3/21/2023 11:26 AM
5	Understanding more about peers' change efforts in their own foundations and contexts	3/21/2023 10:04 AM
6	Keeping up to date on EDI issues.	3/21/2023 10:00 AM
7	I appreciated the opportunity to learn from other funders about their work, and to be in a space of mutual accountability about our commitment to racial equity.	3/16/2023 3:32 PM
8	peer sharing, brave conversation about being in different places as our institutions, and across peers	3/16/2023 12:52 PM

Q3 Are you interested in continuing to participate in these Racial Equity Learning Sessions?

Answered: 15 Skipped: 0

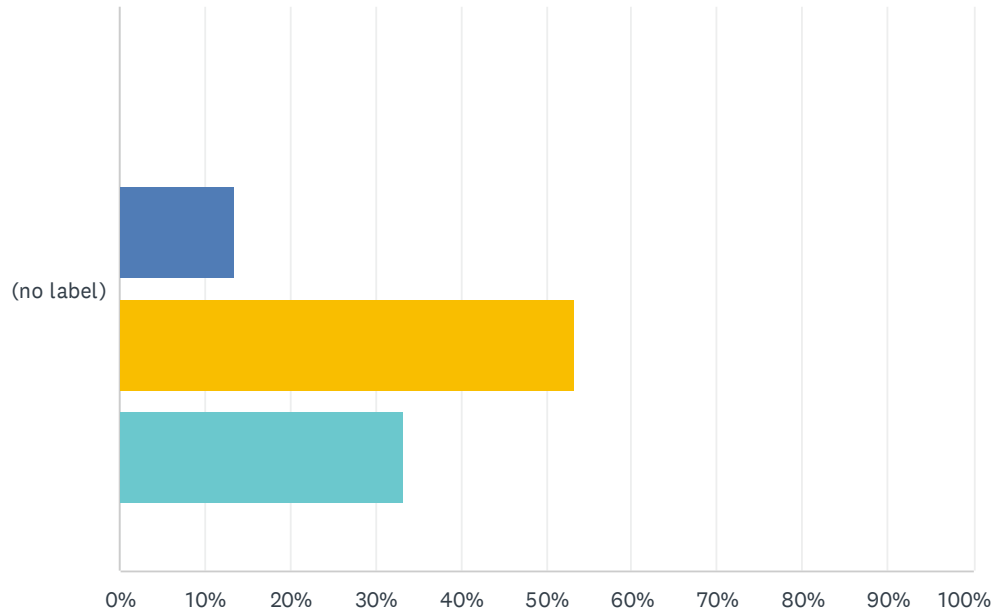


ANSWER CHOICES	RESPONSES
Yes	86.67% 13
No	0.00% 0
Maybe (please comment on what would inform your decision)	13.33% 2
TOTAL	15

#	MAYBE (PLEASE COMMENT ON WHAT WOULD INFORM YOUR DECISION)	DATE
1	If truly new information is made available. I feel to some extent that the Leadership Team at ECF is doing this as it is the politically correct thing to do, and not that this is the only way that people can learn about EDI.	3/21/2023 10:00 AM
2	Yes, but my schedule has been really difficult this year.	3/16/2023 12:52 PM

Q4 Individual: Using the scale from 1-4 below, please select a number that best represents how much work you have personally done on racial equity.

Answered: 15 Skipped: 0

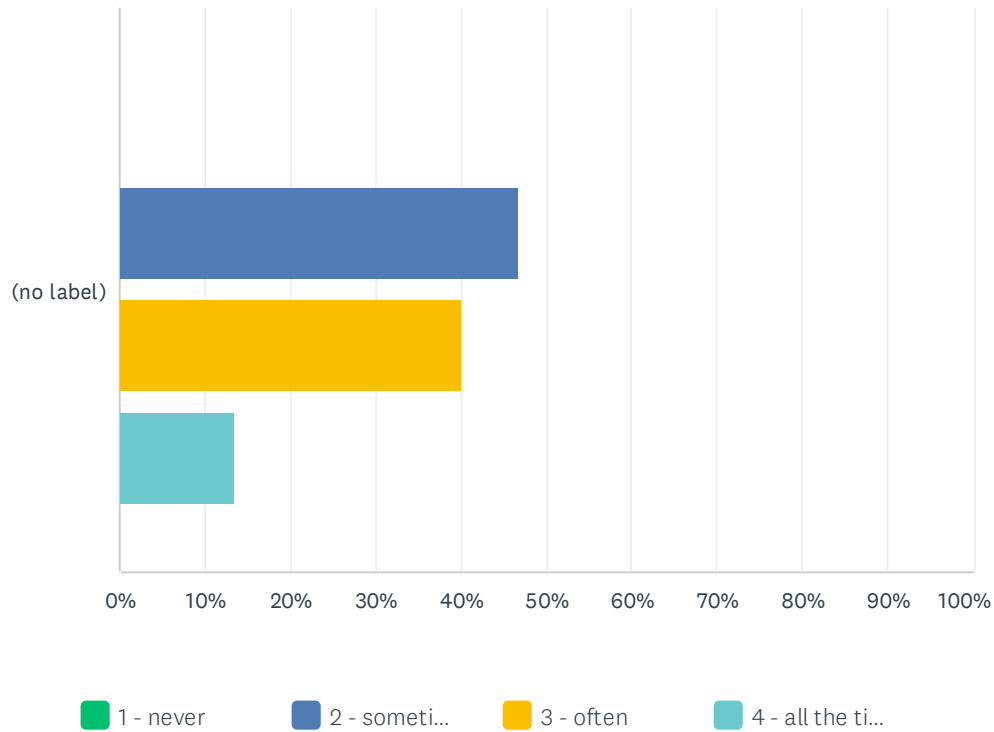


■ 1 - never
 ■ 2 - someti...
 ■ 3 - often
 ■ 4 - all the ti...

	1 - NEVER	2 - SOMETIMES	3 - OFTEN	4 - ALL THE TIME	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	13.33%	53.33%	33.33%	15	3.20
	0	2	8	5		

Q5 Organizational: Using the scale from 1-4 below, please select a number that best represents how much work your organization has done to engage on racial equity.

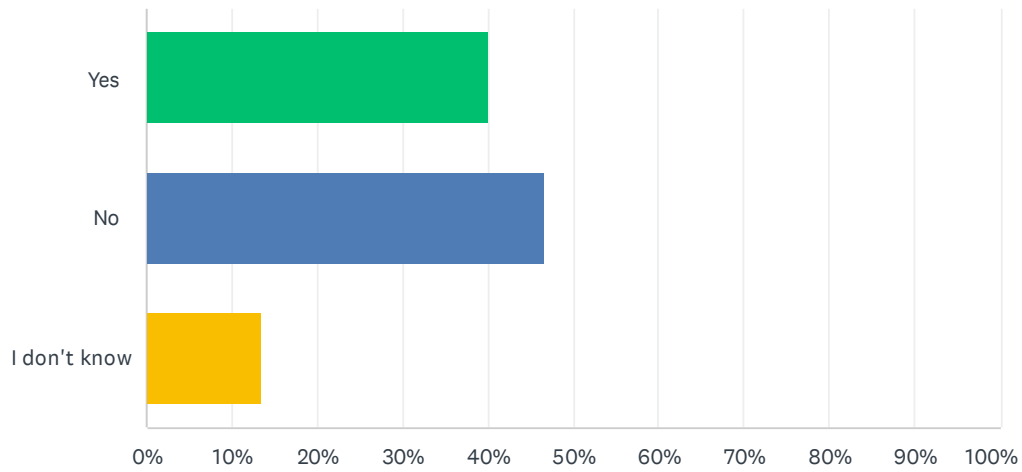
Answered: 15 Skipped: 0



	1 - NEVER	2 - SOMETIMES	3 - OFTEN	4 - ALL THE TIME	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	46.67%	40.00%	13.33%	15	2.67
	0	7	6	2		

Q6 Has your foundation made a public statement on racial equity?

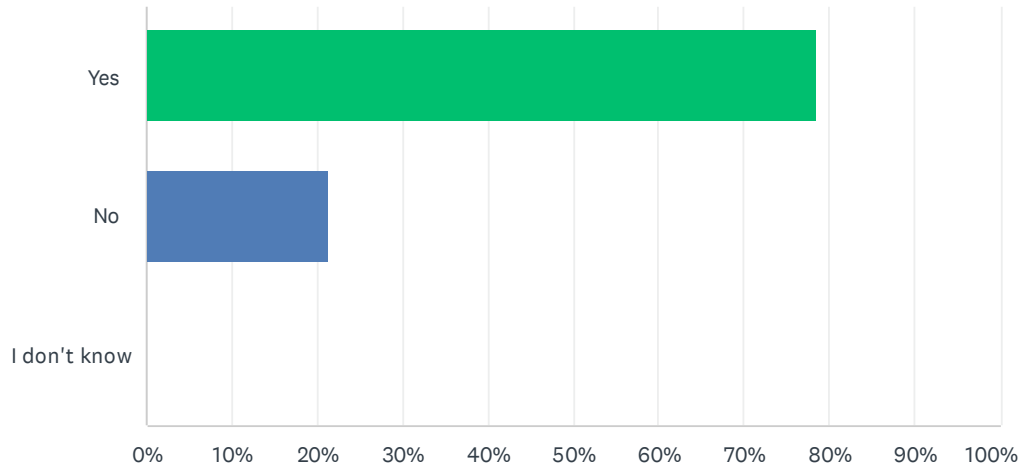
Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.00%	6
No	46.67%	7
I don't know	13.33%	2
TOTAL		15

Q7 Has your foundation made a financial commitment towards racial equity?

Answered: 14 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	78.57%	11
No	21.43%	3
I don't know	0.00%	0
TOTAL		14

Q8 At the end of the three planned Racial Equity Learning Sessions, what do you hope would have changed for you? (E.g., new awakenings or new/deeper awareness?) What is it that you are looking for?

Answered: 13 Skipped: 2

#	RESPONSES	DATE
1	practical tools that I can bring back to grantmaking practice and org practice, and new areas of learning for myself	3/27/2023 2:21 PM
2	I hope to gain a deeper level of understanding of how to integrate racial equity in multiple dimensions of my organization.	3/21/2023 10:50 PM
3	Concrete resources and tools on how to best apply a racial equity lens in our ECE grantmaking.	3/21/2023 5:10 PM
4	Have a solid "elevator speech" for the connection between early childhood and racial equity.	3/21/2023 12:16 PM
5	Continued personal work along with ideas for our agency as we are in the midst of an equity initiative	3/21/2023 11:26 AM
6	Clearer understanding of how other foundations are operationalizing commitments to racial equity internally and in their grantmaking, from which we can pull inspiration	3/21/2023 10:04 AM
7	New knowledge about past history which informs current disposition of people about racial matters. Also, being able, a bit, to put myself in the shoes of someone who has experienced racial discrimination.	3/21/2023 10:00 AM
8	A clear path with priorities. We have universal momentum but are struggling with competing priorities.	3/16/2023 9:01 PM
9	I'd like to achieve deeper awareness of my implicit bias, as well as have tools for addressing bias. I'd also like feedback on how my processes and systems might be perpetuating inequity.	3/16/2023 5:49 PM
10	I'd like to have a better understanding of how other funders are moving in this space.	3/16/2023 3:32 PM
11	Tactical ideas for how to move our organization and/or its grantmaking forward in the area of racial equity Ways we can move our president/leadership along	3/16/2023 1:08 PM
12	closer connections with BAECF members across difference; greater insights about racialized experiences in our field; and new practices to bring into my own work and relationships	3/16/2023 12:52 PM
13	I'd like to see opportunities to collaborate with other funders on racial equity in early childhood. Where can we be a stronger voice together?	3/16/2023 12:18 PM

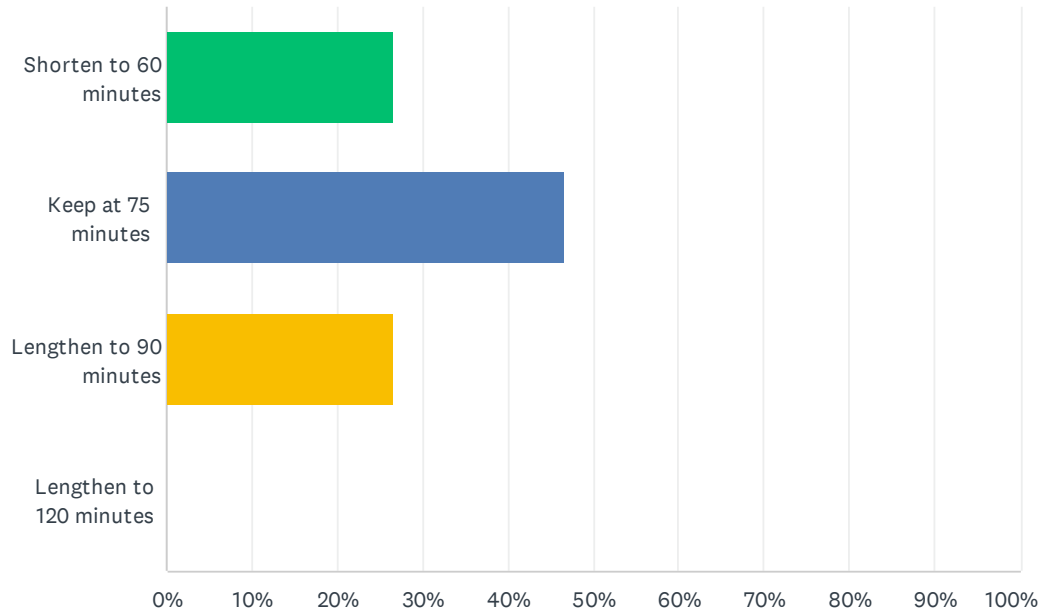
Q9 We know you may be learning about racial equity in other places (e.g., at your organization, in other funder networks, etc.). How might ECF's sessions be helpful to you and complement what you're learning elsewhere?

Answered: 12 Skipped: 3

#	RESPONSES	DATE
1	These sessions will focus on grant making and funder dilemmas.	3/21/2023 10:50 PM
2	The specific focus on ECE would compliment by work and hopefully help me think about how I may also apply a similar lens to other areas of my work.	3/21/2023 5:10 PM
3	Focus on the pathway from equity work to child outcomes/early childhood.	3/21/2023 12:16 PM
4	There is so much to learn and I will be able to share what I learn in the ECF sessions with our team	3/21/2023 11:26 AM
5	Identifying any measures or indicators of progress relevant to early childhood grantmaking that peers are using to inform or advance their racial equity agendas; those sector specifics can be useful both for early childhood and as inspiration for other program work	3/21/2023 10:04 AM
6	Providing access to speakers/information not generally available.	3/21/2023 10:00 AM
7	Focus on our role as funders or program designers.	3/16/2023 9:01 PM
8	I don't think the work is ever "done." The more racial equity is in each space I'm in, the more it will help me. At my foundation, we're focused on preventing racial bias and exclusivity in our communications. We're collecting demographic data about grantees and creating diversity goals. We disaggregate child data to understand inequities. We mask names and higher ed institutions when screening applications for positions. We prioritize BIPOC vendors. I think more support in naming and addressing White Privilege in spaces would be complementary.	3/16/2023 5:49 PM
9	Our team has engaged in some formal trainings through northern california grantmakers - it would be helpful in this space to be exposed to new frameworks and concepts, but also to do more shared thinking about how we can advance racial equity within our own organizations.	3/16/2023 3:32 PM
10	Did a racial equity training at Northern California Grantmakers: https://ncg.org/events/foundations-racial-equity-series-2022	3/16/2023 1:08 PM
11	as much specificity to early childhood and the funder role within the field in California would make it most helpful for me. Also the group has highlited the importance of ece workforce reforms and bringing specific learning about the racialized roots of the formalized child care system in the US, the racial wage gaps for ece educations or color; and systems change might be good ties from the racial equity learning, to the other workgroups and priorities we identified.	3/16/2023 12:52 PM
12	My organization is carrying out a DEI initiative internally. Personally, I reflect on DEI often. I see these ECF sessions as opportunities to learn with other funders (a) grantmaking practices that center racial equity, and (b) racial equity approaches to the early childhood field.	3/16/2023 12:18 PM

Q10 The former format for these learning sessions was 75 minutes.
Please indicate your preference among the following options:

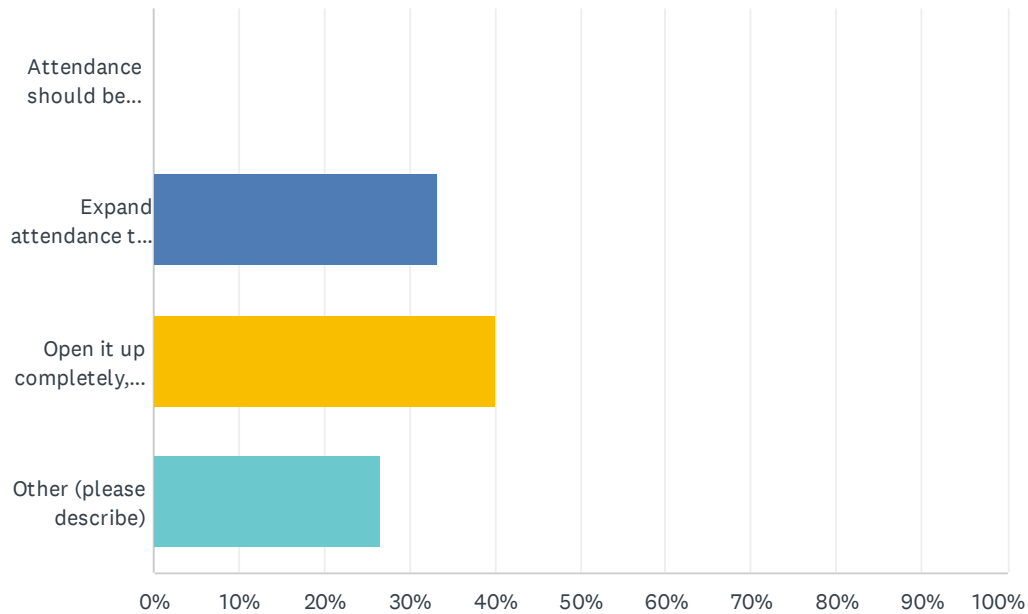
Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Shorten to 60 minutes	26.67%	4
Keep at 75 minutes	46.67%	7
Lengthen to 90 minutes	26.67%	4
Lengthen to 120 minutes	0.00%	0
TOTAL		15

Q11 Participation: We are working to strike a balance to serve the growing need and interest for foundation leaders to be able to engage in discussions and strategy on racial equity while still having an intimate, brave space for leaders to feel they can meaningfully share and learn with one another. Also, we are able to utilize breakout rooms to strike that balance as well if the numbers grow a little more. With this understanding, which of the following options would you like to see pursued?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES
Attendance should be limited to one member per foundation.	0.00% 0
Expand attendance to up to three (3) leaders per foundation.	33.33% 5
Open it up completely, with no cap.	40.00% 6
Other (please describe)	26.67% 4
TOTAL	15

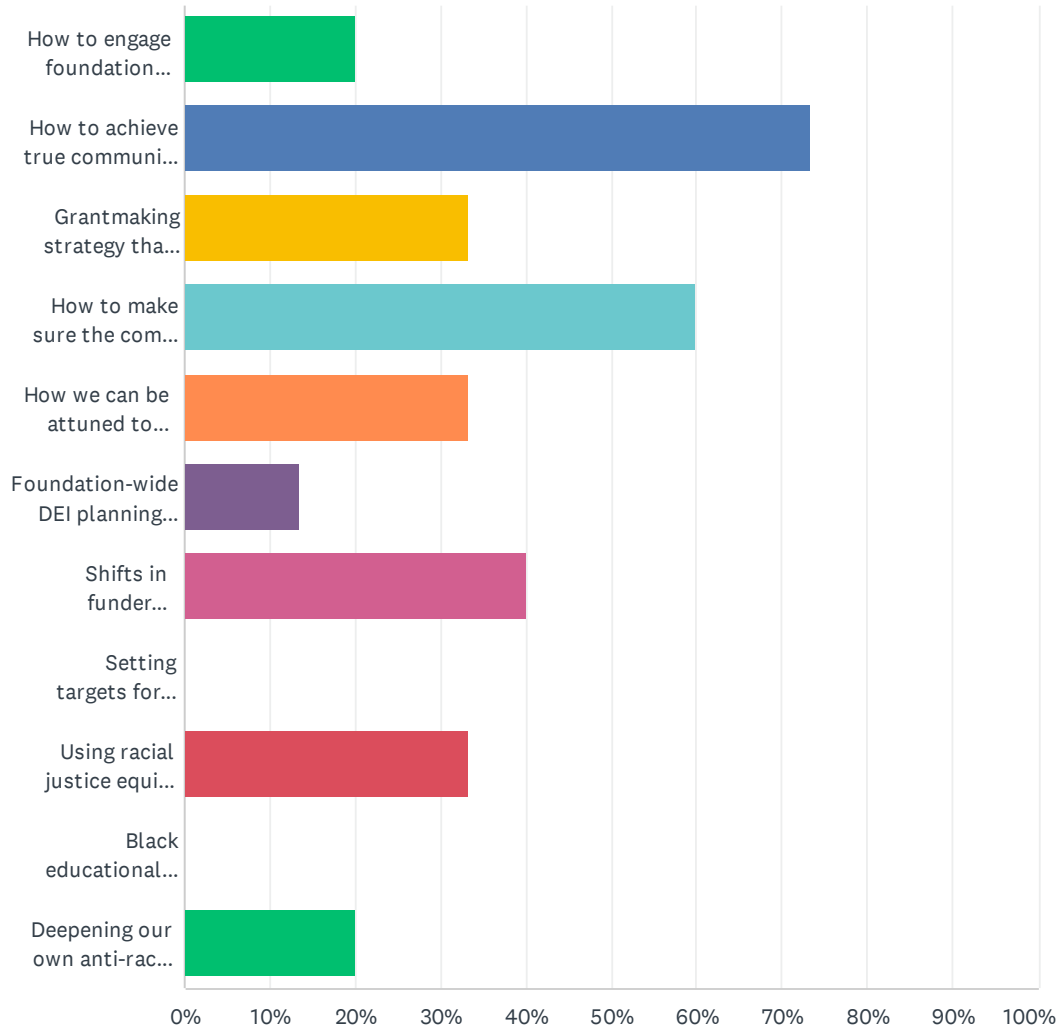
#	OTHER (PLEASE DESCRIBE)	DATE
1	I would look to the consultants to answer this question as they have the experience & knowledge about what would work best.	3/21/2023 11:29 AM
2	No preference; I am comfortable with my colleagues joining	3/21/2023 10:08 AM
3	Maybe limit to people working in the same department?	3/16/2023 5:52 PM
4	Our foundation team is big, limited to one would be a missed opportunity! And, I think inviting in everyone who wants to do deeper learning on racial equity is worthwhile, even if it takes	3/16/2023 12:58 PM

Bay Area Early Childhood Funders (ECF)

some adjusting of meeting design. Maybe we can be in consistent cohorts across breakouts?

Q12 Below is a list of potential learning session topics that the ECF Leadership Team and membership have identified in the recent past. Which of these topics are you MOST interested in? (Please select your TOP THREE.)

Answered: 15 Skipped: 0



Bay Area Early Childhood Funders (ECF)

ANSWER CHOICES	RESPONSES	
How to engage foundation boards on racial equity	20.00%	3
How to achieve true community input/feedback on grantmaking	73.33%	11
Grantmaking strategy that centers racial equity	33.33%	5
How to make sure the common process/steps in any grantmaking cycle take into account racial equity principles and practices	60.00%	9
How we can be attuned to racial equity in our capacity building work with grantees	33.33%	5
Foundation-wide DEI planning and strategy development	13.33%	2
Shifts in funder monitoring, evaluation, and learning approaches that center racial equity	40.00%	6
Setting targets for POC-owned and -operated vendors and capacity building consultants	0.00%	0
Using racial justice equity analysis	33.33%	5
Black educational experiences	0.00%	0
Deepening our own anti-racist journeys	20.00%	3
Total Respondents: 15		

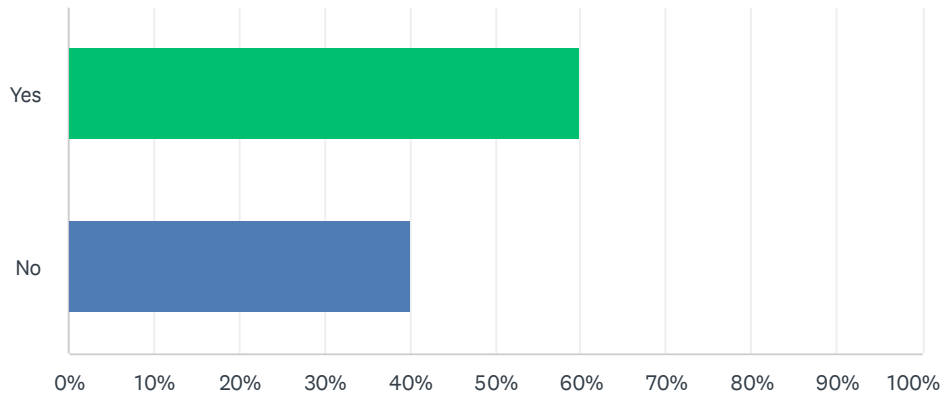
Q13 If you would like to suggest another topic you would be MOST interested in, please write it in here.

Answered: 1 Skipped: 14

#	RESPONSES	DATE
1	self accountability for learning and action over time; and outside the sessions.	3/16/2023 12:58 PM

Q14 As we gather information and get a clearer picture of needs and interests, would you be willing to join us for a brief 30-minute call to share a bit more of your thoughts and insights?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	60.00% 9
No	40.00% 6
TOTAL	15