



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

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.



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 LGBTQ+ causes

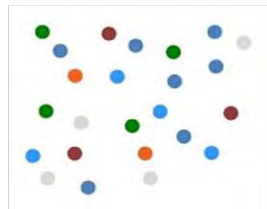
The Evolution of TRP's Philanthropy

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

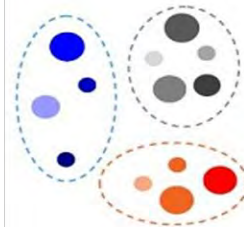


2015

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



“Confetti Funding”

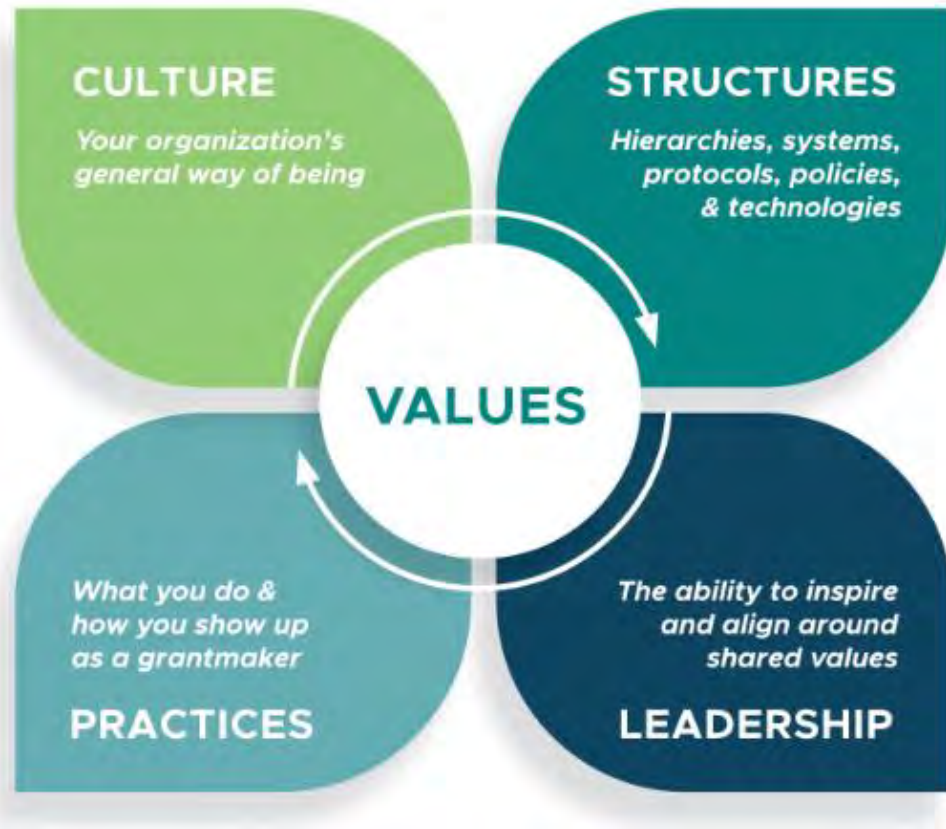


Impact Grants &
Multi-Year General Operating

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

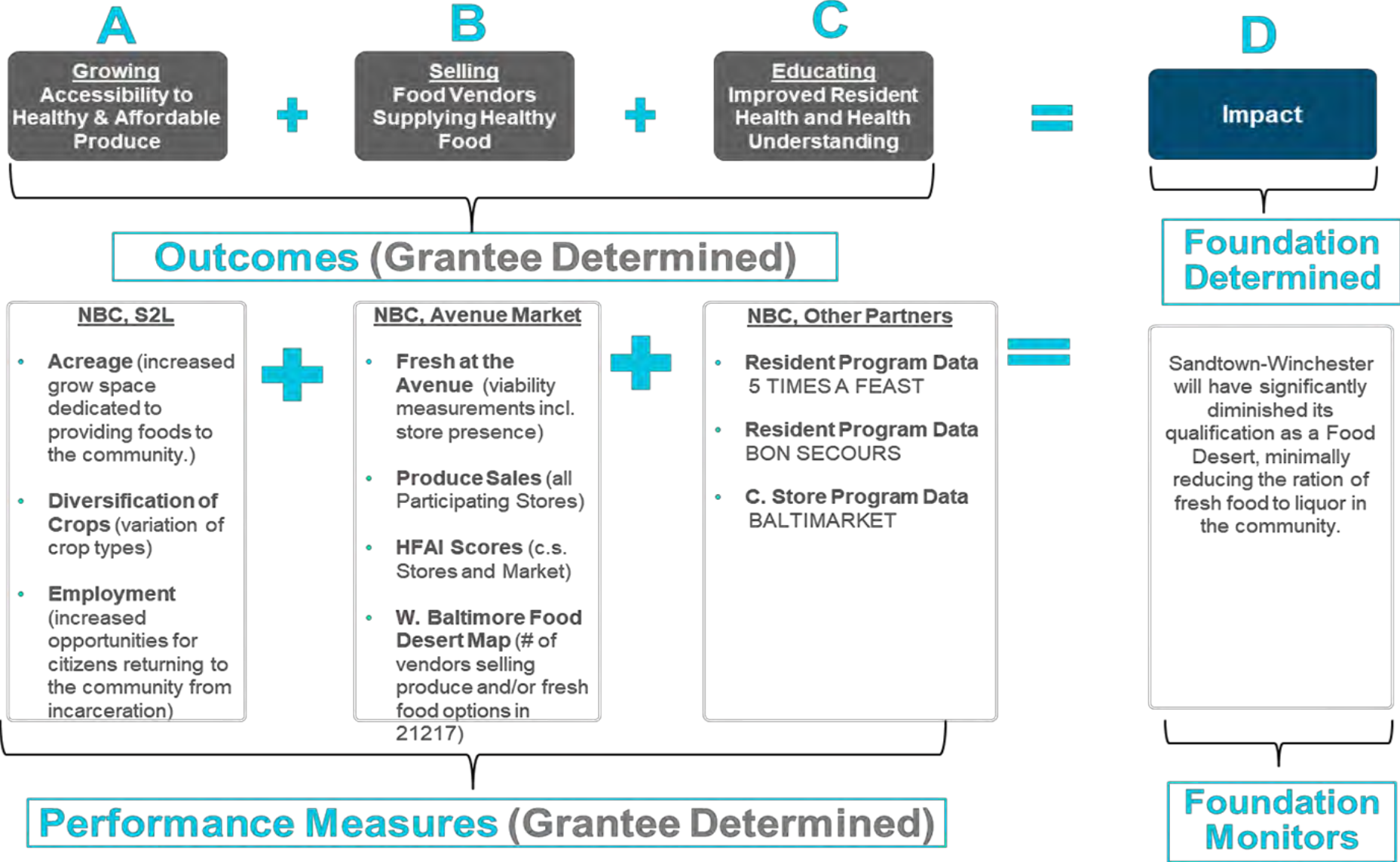
REFLECTION

- **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

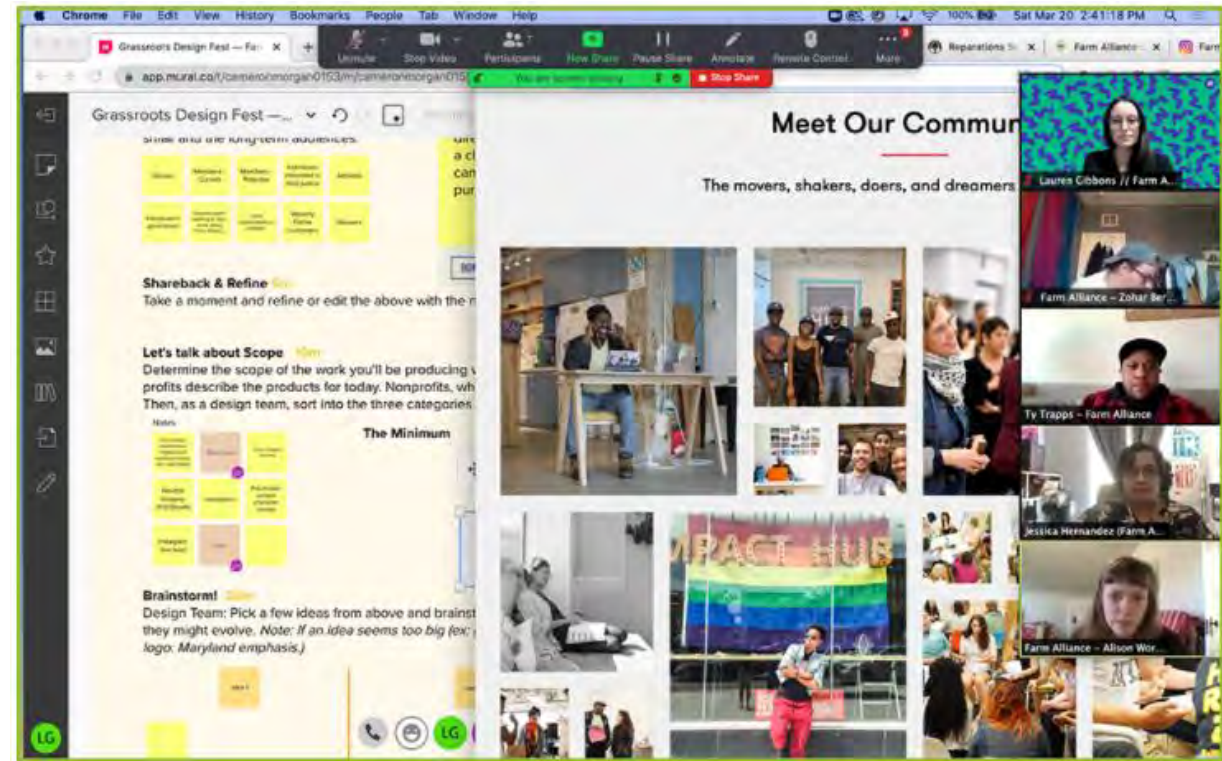
No Boundaries Coalition: West Baltimore Food Desert



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**

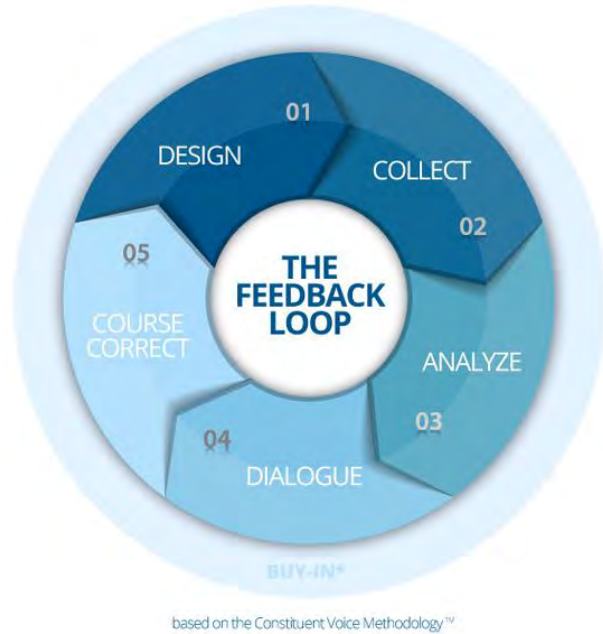


Design team asks discovery questions with the client – Farm Alliance of Baltimore

| | |
|----------------------------------|--|
| 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

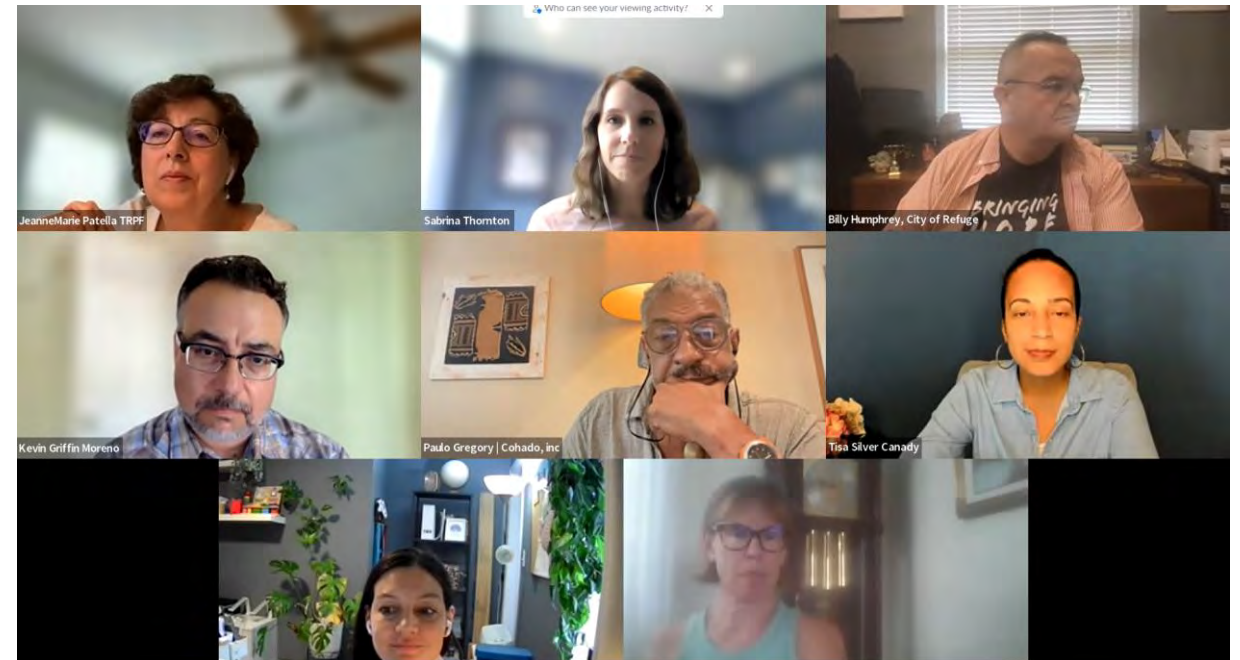


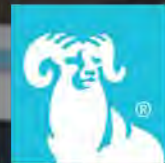
- Involve the people whom you seek to serve
- Create more in-depth opportunities for qualitative feedback
- Analyze with new eyes



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

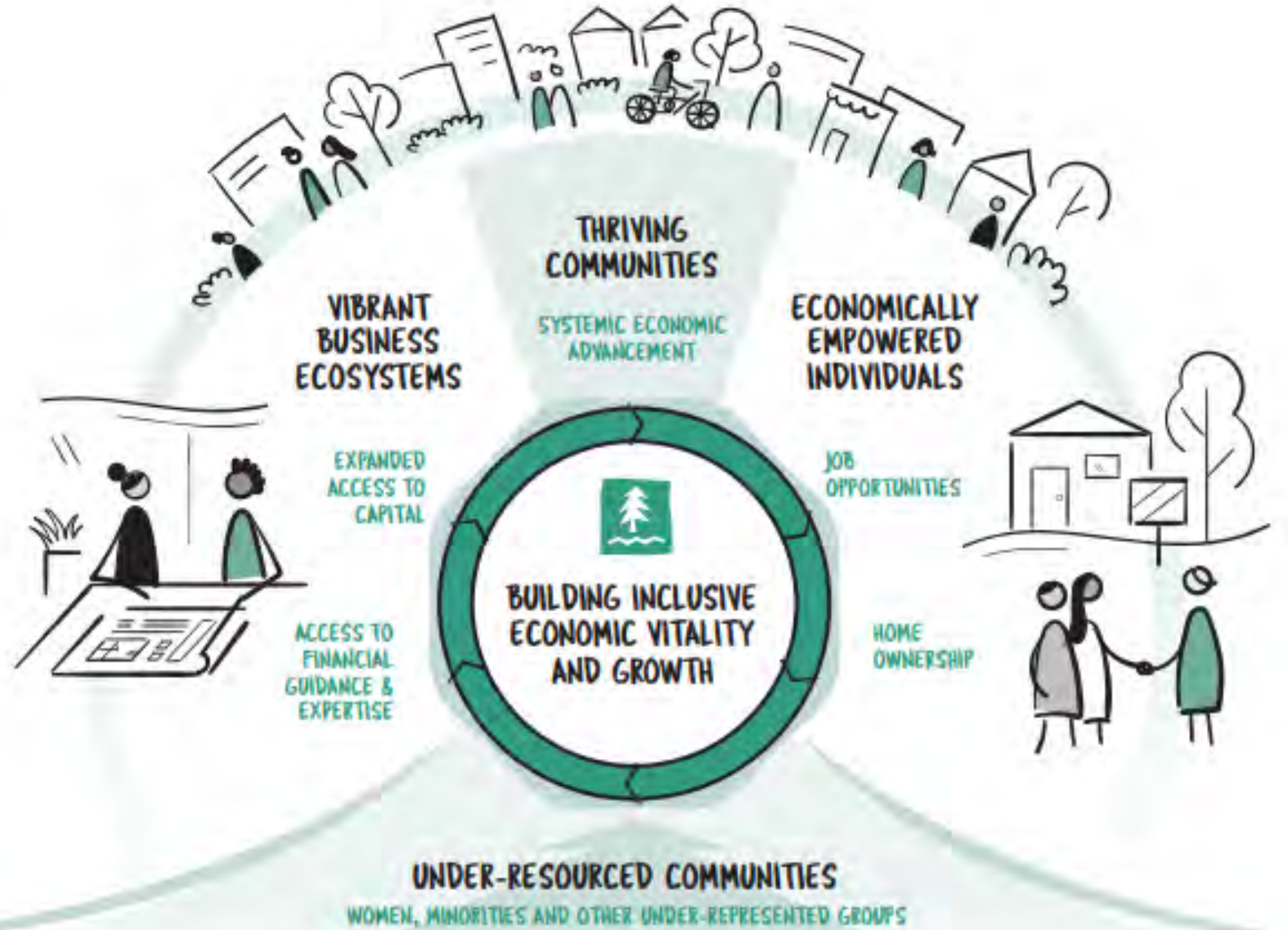


UMPQUA BANK'S

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

