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# Skyline Foundation 2023 Grantee Perception Report

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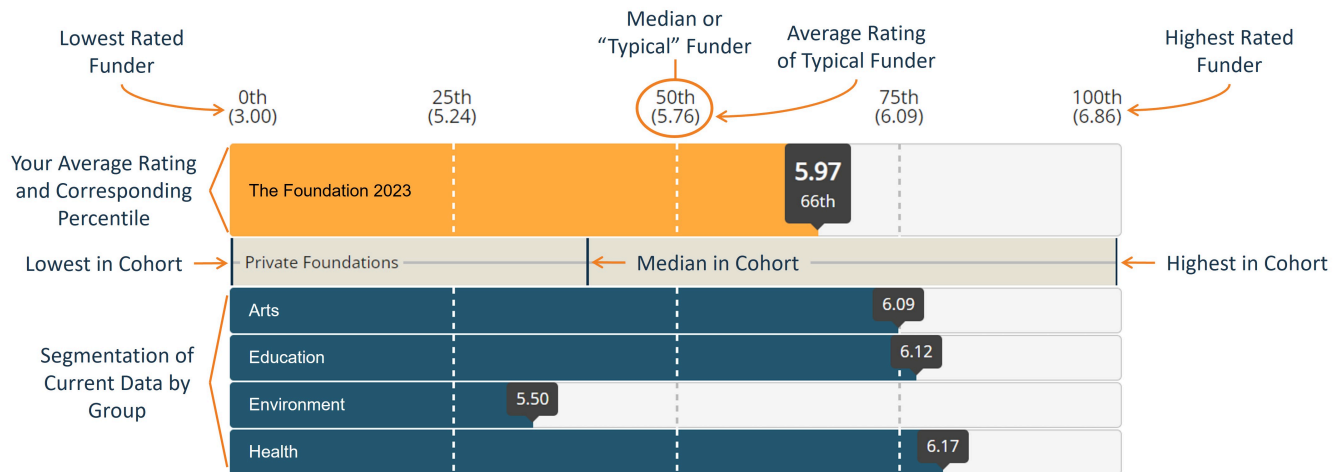
The online version of this report can be accessed at [cep.surveymresults.org](https://cep.surveymresults.org)

|   |           |
|---|-----------|
| <b>Interpreting Your Charts.....</b>                                    | <b>1</b>  |
| <b>Key Ratings Summary .....</b>  | <b>2</b>  |
| <b>Survey Population .....</b>  | <b>3</b>  |
| <b>Subgroup Methodology and Differences .....</b>                       | <b>4</b>  |
| <b>Comparative Cohorts .....</b>  | <b>5</b>  |
| <b>Grantmaking Characteristics.....</b>                                 | <b>7</b>  |
| <b>Impact on and Understanding of Grantees' Fields.....</b>             | <b>9</b>  |
| <b>Advancing Knowledge and Public Policy.....</b>                       | <b>9</b>  |
| <b>Impact on and Understanding of Grantees' Local Communities .....</b> | <b>11</b> |
| <b>Impact on and Understanding of Grantees' Organizations.....</b>      | <b>12</b> |
| <b>Grantee Challenges.....</b>  | <b>12</b> |
| <b>Non-Monetary Assistance .....</b>                                    | <b>12</b> |
| <b>Funder-Grantee Relationships.....</b>                                | <b>15</b> |
| <b>Interaction Patterns .....</b>                                       | <b>16</b> |
| <b>Communication.....</b>   | <b>18</b> |
| <b>Contextual Understanding.....</b>                                    | <b>20</b> |
| <b>Diversity, Equity, and Inclusion .....</b>                           | <b>21</b> |
| <b>Grant Processes .....</b>  | <b>23</b> |
| <b>Selection Process .....</b>  | <b>23</b> |
| <b>Reporting and Evaluation Process .....</b>                           | <b>24</b> |
| <b>Dollar Return and Time Spent on Processes.....</b>                   | <b>27</b> |
| <b>Time Spent on Selection Process .....</b>                            | <b>27</b> |
| <b>Time Spent on Reporting and Evaluation Process .....</b>             | <b>28</b> |
| <b>Customized Questions .....</b>                                       | <b>31</b> |
| <b>Strategic Approach.....</b>  | <b>31</b> |
| <b>Leadership Demographics .....</b>                                    | <b>31</b> |

|  |           |
|--|-----------|
| <b>Grantees' Written Comments .....</b>                            | <b>33</b> |
| <b>Quality of Processes, Interactions and Communications .....</b> | <b>33</b> |
| <b>Suggestion Topics.....</b>                                      | <b>33</b> |
| <b>Suggestions .....</b>   | <b>33</b> |
| <b>Respondents and Communities Served .....</b>                    | <b>35</b> |
| <b>Respondent Demographics .....</b>                               | <b>36</b> |
| <b>Respondent Job Title.....</b>                                   | <b>40</b> |
| <b>Contextual Data .....</b>                                       | <b>41</b> |
| <b>Grantee Characteristics.....</b>                                | <b>44</b> |
| <b>Funder Characteristics .....</b>                                | <b>47</b> |
| <b>Additional Survey Information .....</b>                         | <b>49</b> |
| <b>About CEP and Contact Information.....</b>                      | <b>51</b> |

## Interpreting Your Charts

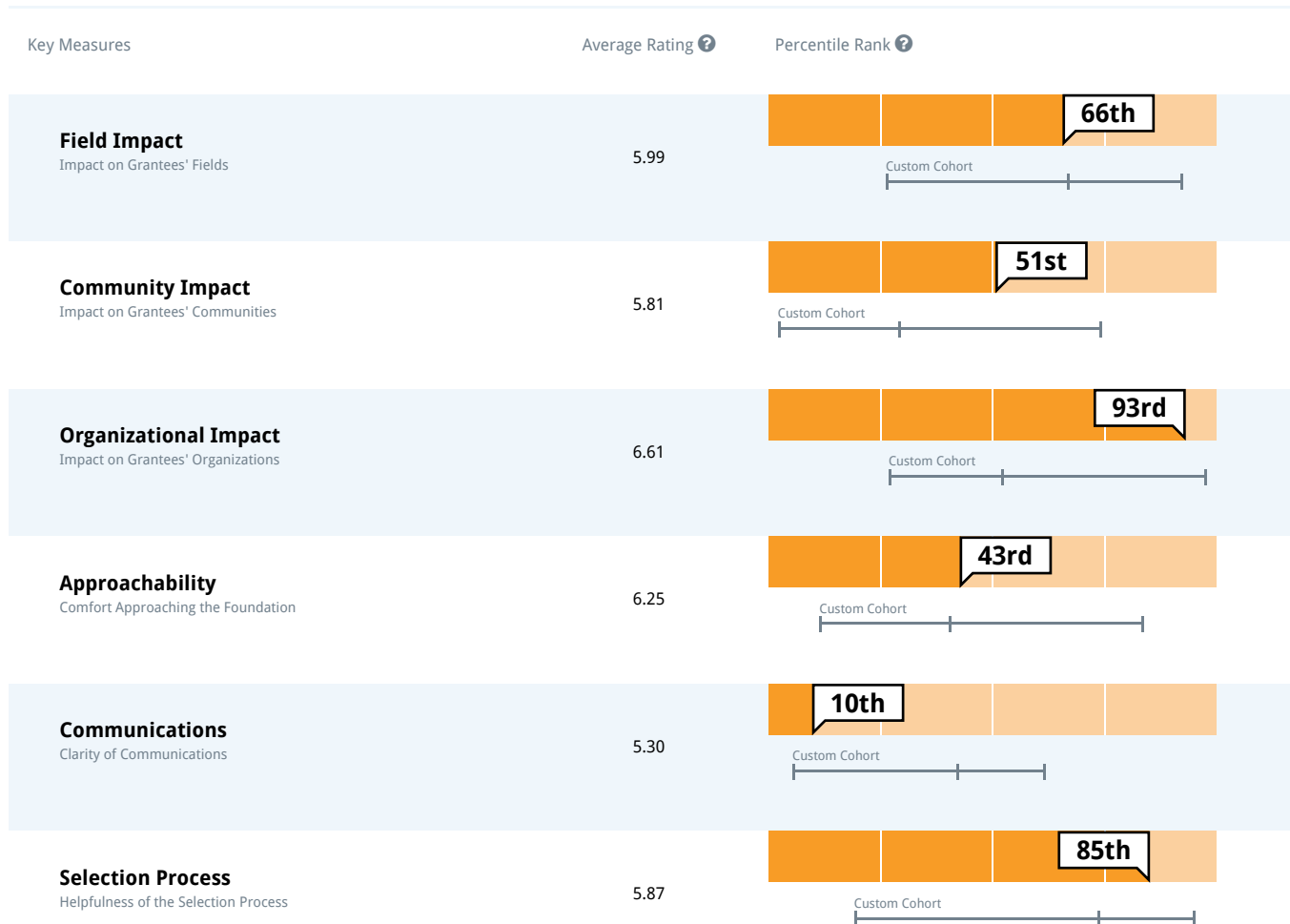
Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.



Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than ten responses.

## Key Ratings Summary

The following chart highlights a selection of Skyline Foundation's key results. Each of these data points corresponds to an individual survey measure that is displayed with additional detail in the subsequent pages of this report.



## Survey Population

| Survey       | Survey Fielded             | Survey Population | Number of Responses Received | Survey Response Rate |
|--------------|----------------------------|-------------------|------------------------------|----------------------|
| Skyline 2023 | September and October 2023 | 120               | 87                           | 72%                  |

| Survey Year  | Year of Active Grants |
|--------------|-----------------------|
| Skyline 2023 | 2022-2023             |

Throughout this report, Skyline Foundation's survey results are compared to CEP's broader dataset of more than 50,000 grantee responses from over 300 funders built up over more than a decade of grantee surveys. A list of some funders who have recently participated in the GPR can be found at <https://cep.org/gpr-participants/>.

In order to protect the confidentiality of respondents results are not shown when CEP received fewer than ten responses to a specific question.

### Subgroups

In addition to showing Skyline Foundation's overall ratings, this report shows ratings segmented by Program Area. The online version of this report also shows ratings segmented by Years of Funding, Geographic Focus, BIPOC Identity of Leadership of Organization, Respondent Gender, Respondent Person of Color Identity (for U.S.-based grantees), and Respondents' Intersectional Identities (for U.S.-based grantees). More information about the methodology of these subgroups are detailed on the following page.

| Program Area    | Number of Responses |
|-----------------|---------------------|
| Climate         | 17                  |
| Education       | 26                  |
| Justice         | 29                  |
| Maternal Health | 12                  |

| Years of Funding      | Number of Responses |
|-----------------------|---------------------|
| One Year or Less      | 13                  |
| Between 1 and 5 Years | 55                  |
| 5 Years or More       | 19                  |

| Geographic Focus   | Number of Responses |
|--------------------|---------------------|
| Local and Regional | 17                  |
| State              | 16                  |
| National           | 44                  |
| International      | 10                  |

| BIPOC Identity of Leadership of Organization                        | Number of Responses |
|---|---------------------|
| At least 50% Board and Senior Leadership Team identify as BIPOC     | 20                  |
| Less than 50% of Board and Senior Leadership Team identify as BIPOC | 64                  |

| Respondent Gender     | Number of Responses |
|-----------------------|---------------------|
| Identifies as a Man   | 10                  |
| Identifies as a Woman | 69                  |

| Respondent Person of Color Identity (US Only) | Number of Responses |
|---|---------------------|
| Does not identify as a Person of Color        | 50                  |
| Identifies as a Person of Color               | 33                  |

| Respondents' Intersectional Identities (US Only) | Number of Responses |
|--|---------------------|
| Identifies as a Woman and Person of Color        | 31                  |
| Identifies as Woman and Not a Person of Color    | 38                  |

## Subgroup Methodology and Differences

The following page outlines the methodology used to determine the subgroups that are displayed in the report, along with any differences in grantee perceptions. Differences should be interpreted in the context of the Foundation's goals and strategy.

CEP conducts statistical analysis on groups of 10 or larger. Ratings described as "significantly" higher or lower reflect statistically significant differences at a P-value less than or equal to 0.1. Ratings described as "trending" higher or lower reflect a 0.3-point difference larger or smaller than the overall average rating.

## Subgroup Methodology

**Program Area:** Using the grantee list provided by the Foundation, CEP tagged grantees based on Program Area.

**Years of Funding:** Using the grantee list provided by the Foundation, CEP tagged grantees based on Years of Funding

**Geographic Focus:** Using the grantee list provided by the Foundation, CEP tagged grantees based on Geographic Focus.

**BIPOC Identity of Leadership of Organization:** Using data grantees provided in two customized, demographic survey questions, CEP tagged grantees based upon whether or not they selected "At least 50% of senior leadership identify as Black, Indigenous, or as a person of color" and "At least 50% of the Board of Directors or Trustees identify as Black, Indigenous, or as a person of color."

**Respondent Gender:** Using data grantees provided in the survey, CEP tagged grantees based on their gender identity. Those segmented as "Identifies as a Man" selected "Man" only, and those segmented as "Identifies as a Woman" selected "Woman" only.

**Respondents' Intersectional Identities (US Only):** Using data grantees provided in the survey, CEP tagged grantees based on their gender and Person of Color identity.

**Respondent Person of Color Identity (US Only):** Using data grantees provided in the survey, CEP tagged grantees based on their Person of Color identity.

## Subgroup Differences

**Program Area:** Ratings from "Climate" grantees trend *lower* on most measures across all themes in the survey.

**Years of Funding:** No group consistently rates higher or lower than others when grantees are segmented by years of funding.

**Geographic Focus:** Ratings from "International" grantees trend *higher* on a few measures related to relationships.

**BIPOC Identity of Leadership of Organization:** Ratings from grantees where "At least 50% Board and Senior Leadership Team identify as BIPOC" trend lower on many measures related to understanding and relationships.

**Respondent Gender:** No group consistently rates higher or lower than others when grantees are segmented by gender.

**Respondent Person of Color Identity (US Only):** No group consistently rates higher or lower than others when grantees are segmented by person of color identity.

**Respondents' Intersectional Identities (US Only):** No group consistently rates higher or lower than others when grantees are segmented by intersectional identity.

For more information, please see the ["Respondent Demographics"](#) section.

## Comparative Cohorts

### Customized Cohort

Skyline selected a set of 16 funders to create a smaller comparison group that more closely resembles Skyline in scale and scope.

#### Custom Cohort

|                                    |
|------------------------------------|
| Barr Foundation                    |
| Crankstart Foundation              |
| Evelyn and Walter Haas, Jr. Fund   |
| Ewing Marion Kauffman Foundation   |
| Heising-Simons Foundation          |
| Marguerite Casey Foundation        |
| Overdeck Family Foundation, Inc.   |
| Rockefeller Brothers Fund          |
| Skyline Foundation                 |
| Stupski Foundation                 |
| Surdna Foundation, Inc.            |
| The California Wellness Foundation |
| The Jim Joseph Foundation          |
| The Libra Foundation               |
| The Robertson Foundation           |
| The Wallace Foundation             |

### Standard Cohorts

CEP also included 18 standard cohorts to allow for comparisons to a variety of different types of funders.

### Strategy Cohorts

| Cohort Name            | Count | Description   |
|------------------------|-------|---|
| Small Grant Providers  | 36    | Funders with median grant size of \$20K or less   |
| Large Grant Providers  | 110   | Funders with median grant size of \$200K or more  |
| High Touch Funders     | 34    | Funders for which a majority of grantees report having contact with their primary contact monthly or more often |
| Proactive Grantmakers  | 106   | Funders that make at least 90% of grants by invitation only   |
| Responsive Grantmakers | 103   | Funders that make at most 10% of grants by invitation only  |
| Intermediary Funders   | 23    | Funders that primarily regrant philanthropic dollars  |
| International Funders  | 66    | Funders that fund outside of their own country  |
| European Funders       | 27    | Funders that are headquartered in Europe  |

### Annual Giving Cohorts

| Cohort Name                          | Count | Description   |
|--------------------------------------|-------|---|
| Funders Giving Less Than \$5 Million | 58    | Funders with annual giving of less than \$5 million |
| Funders Giving \$50 Million or More  | 88    | Funders with annual giving of \$50 million or more  |



## Foundation Type Cohorts

| Cohort Name                   | Count | Description  |
|-------------------------------|-------|--|
| Private Foundations           | 170   | All private foundations in the GPR dataset           |
| Family Foundations            | 85    | All family foundations in the GPR dataset            |
| Community Foundations         | 41    | All community foundations in the GPR dataset         |
| Health Conversion Foundations | 30    | All health conversion foundations in the GPR dataset |
| Corporate Foundations         | 25    | All corporate foundations in the GPR dataset         |

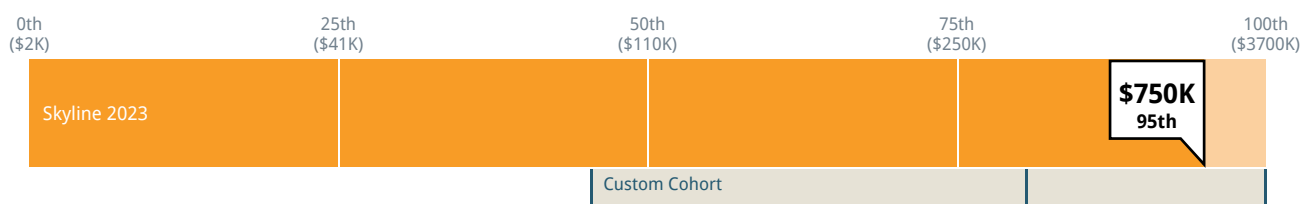
## Other Cohorts

| Cohort Name                       | Count | Description   |
|-----------------------------------|-------|---|
| Funders Outside the United States | 42    | Funders that are primarily based outside the United States  |
| Recently Established Foundations  | 52    | Funders that were established in 2000 or later              |
| Funders Surveyed During COVID-19  | 172   | Funders who surveyed grantees during COVID-19 (2020 - 2022) |

## Grantmaking Characteristics

Funders make different choices about the ways they organize themselves, structure their grants, and the types of grantees they support. The following charts and tables show some of these important characteristics. The information is based on self-reported data from funders and grantees, and further detail is available in the Contextual Data section of this report.

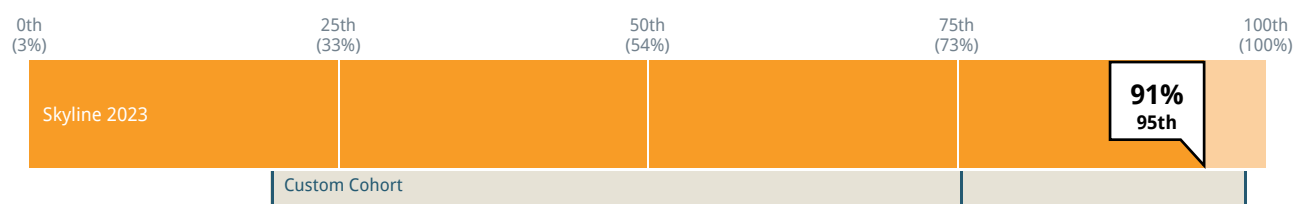
### Median Grant Size



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Proportion of Multi-year Grants

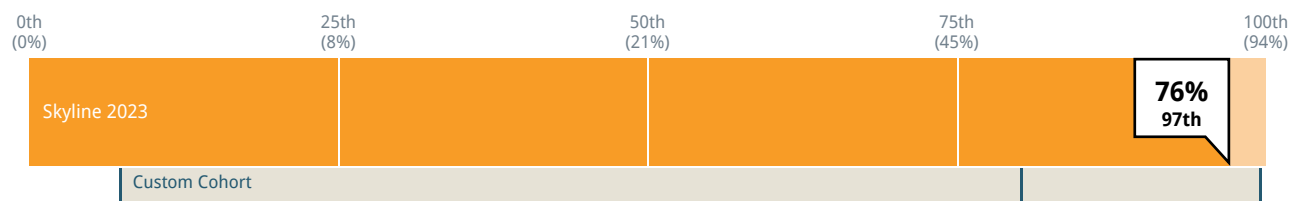
Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Proportion of Unrestricted Funding

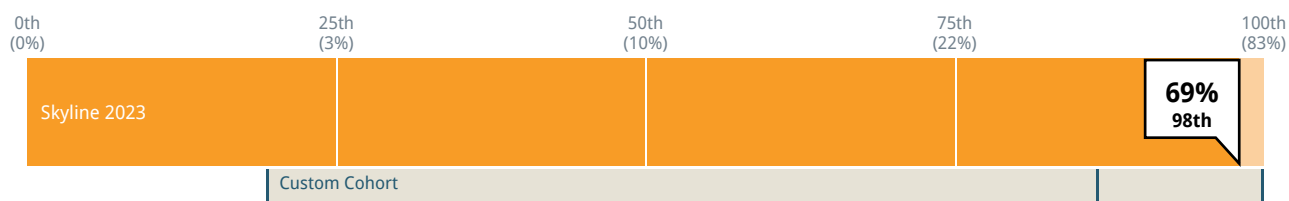
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g., general operating, core support)'



Cohort: Custom Cohort    Past results: on    Subgroup: None

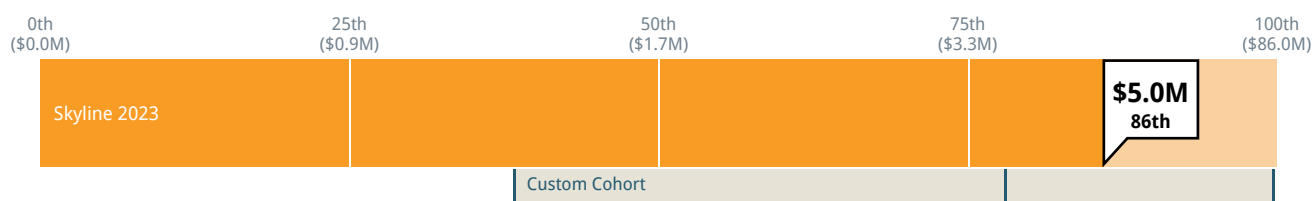
## Proportion of Multi-year Unrestricted Grants

Proportion of grantees that report receiving grants for two years or longer and who report receiving general operating support funding that was not restricted to a specific use.



Cohort: Custom Cohort    Past results: on    Subgroup: None

## Median Organizational Budget



Cohort: Custom Cohort    Past results: on    Subgroup: None

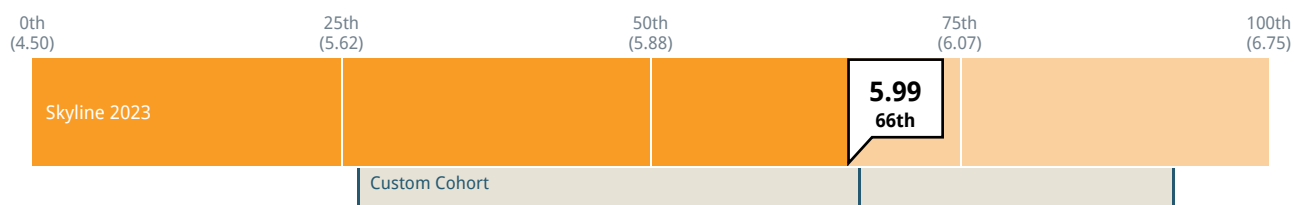
| Selected Cohort: Custom Cohort  |              |                |               |
|---------------------------------|--------------|----------------|---------------|
| Grant History                   | Skyline 2023 | Average Funder | Custom Cohort |
| Percentage of first-time grants | 53%          | 29%            | 31%           |

| Selected Cohort: Custom Cohort                 |              |               |               |
|--|--------------|---------------|---------------|
| Program Staff Load                             | Skyline 2023 | Median Funder | Custom Cohort |
| Dollars awarded per program full-time employee | \$18.7M      | \$2.7M        | \$4.3M        |
| Applications per program full-time employee    | 18           | 24            | 13            |
| Active grants per program full-time employee   | 37           | 31            | 28            |

## Impact on and Understanding of Grantees' Fields

Overall, how would you rate the Foundation's impact on your field?

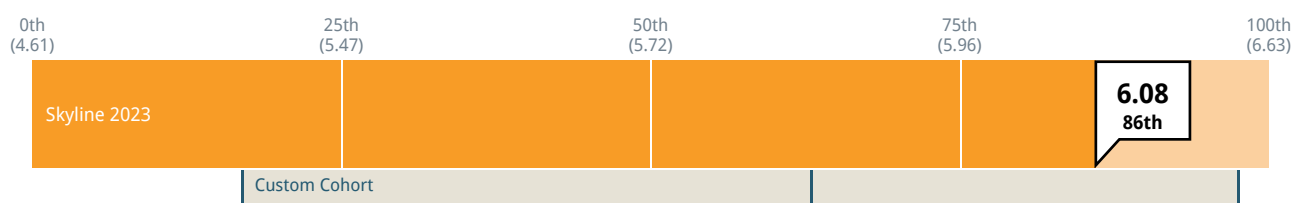
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: None

How well does the Foundation understand the field in which you work?

1 = Limited understanding of the field    7 = Regarded as an expert in the field

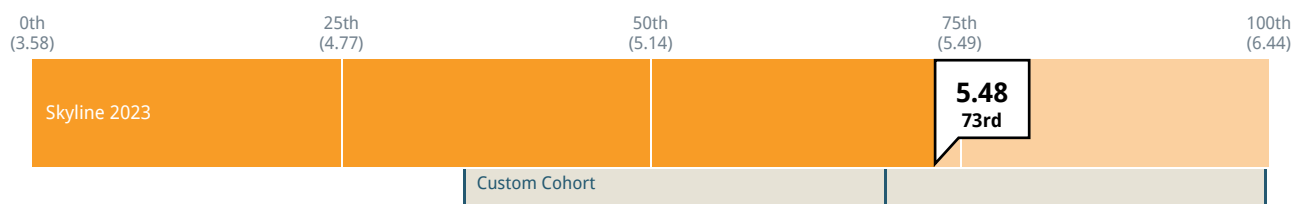


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Advancing Knowledge and Public Policy

To what extent has the Foundation advanced the state of knowledge in your field?

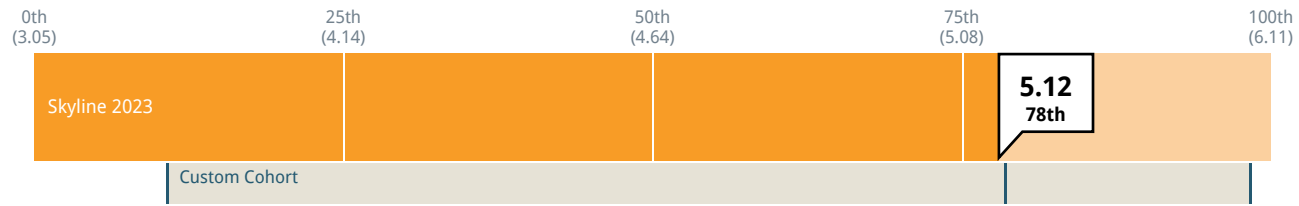
1 = Not at all    7 = Leads the field to new thinking and practice



Cohort: Custom Cohort    Past results: on    Subgroup: None

To what extent has the Foundation affected public policy in your field?

1 = Not at all    7 = Major influence on shaping public policy

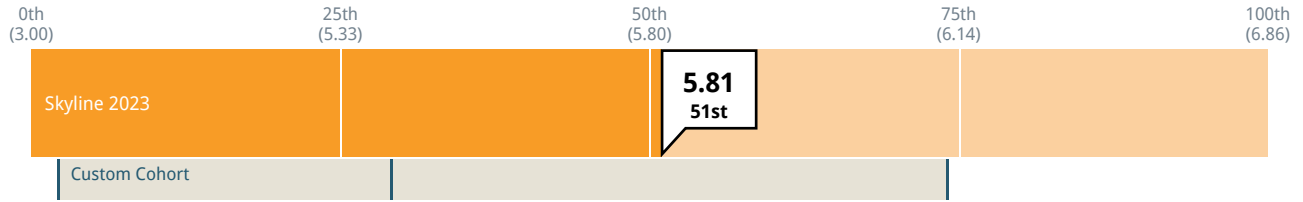


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Impact on and Understanding of Grantees' Local Communities

Overall, how would you rate the Foundation's impact on your local community?

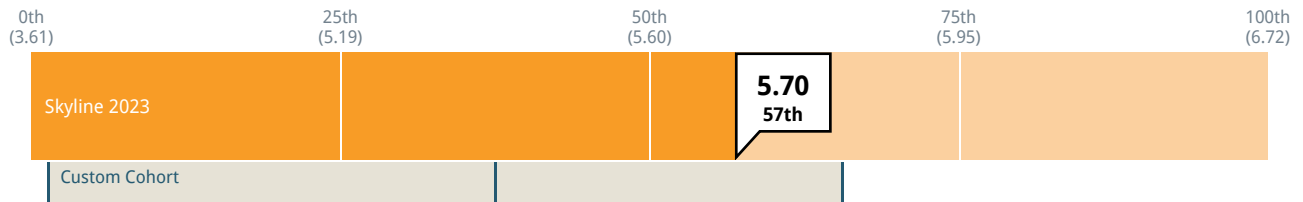
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: None

How well does the Foundation understand the local community in which you work?

1 = Limited understanding of the community    7 = Regarded as an expert in the community

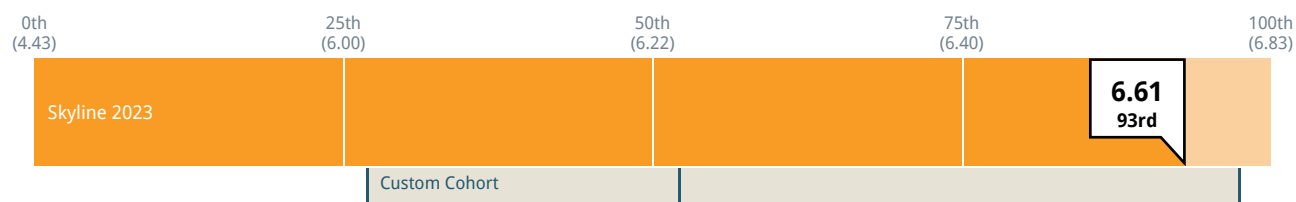


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Impact on and Understanding of Grantees' Organizations

Overall, how would you rate the Foundation's impact on your organization?

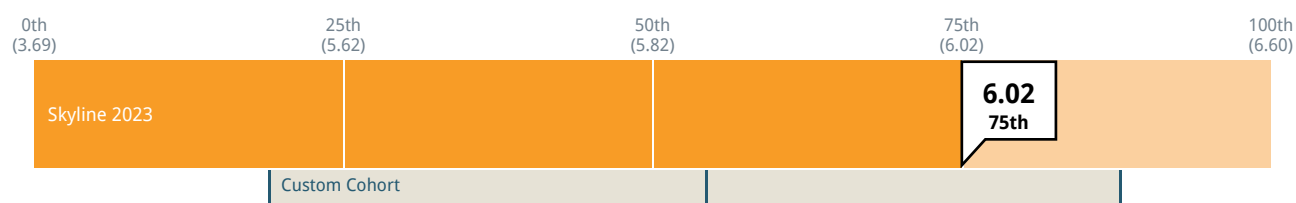
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: None

How well does the Foundation understand your organization's strategy and goals?

1 = Limited understanding    7 = Thorough understanding

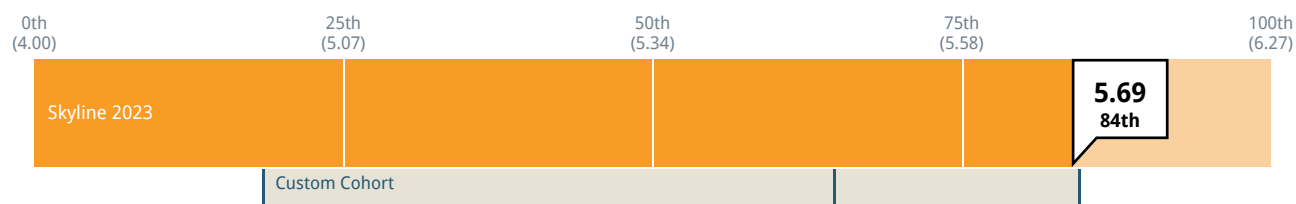


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Grantee Challenges

How aware is the Foundation of the challenges that your organization is facing?

1 = Not at all aware    7 = Extremely aware



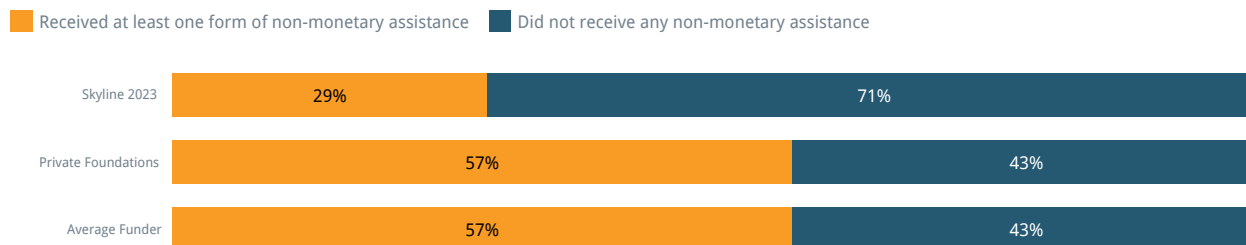
Cohort: Custom Cohort    Past results: on    Subgroup: None

## Non-Monetary Assistance

**Note:** Respondents could select all forms of non-monetary assistance they received in the survey. Therefore, the following chart provides a summary of the proportion of grantees who indicated that they received at least one form of non-monetary assistance.

The following questions were recently added to the grantee survey and depict comparative data from fewer than 60 funders in the dataset.

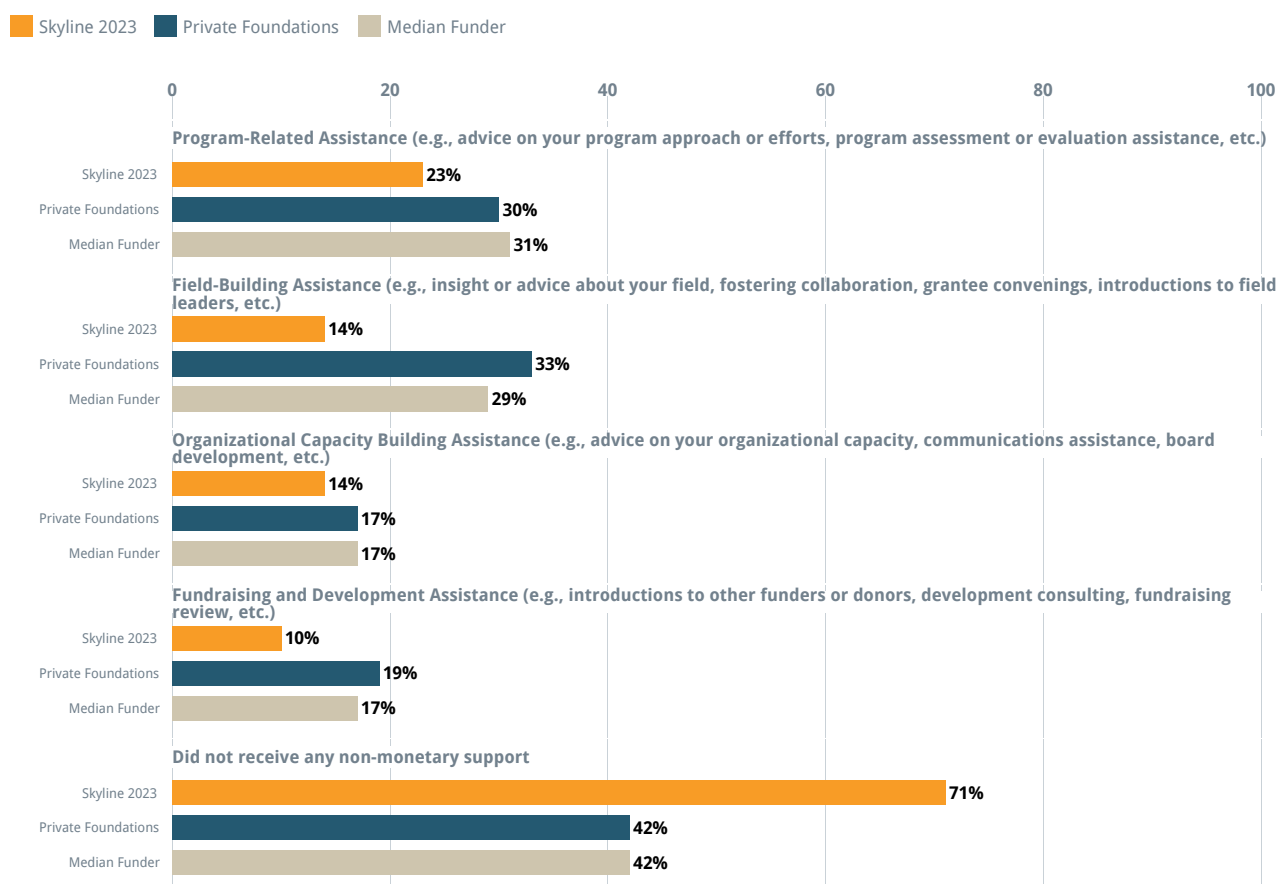
## Proportion of Grantees Receiving Non-Monetary Assistance



Cohort: Private Foundations Past results: on

In the survey, respondents were asked about the non-monetary assistance they received in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous non-monetary assistance question.

## Please indicate any types of non-monetary assistance that were a component of what you received from the Foundation (from staff or a third party paid for by the Foundation).



Cohort: Private Foundations Past results: on

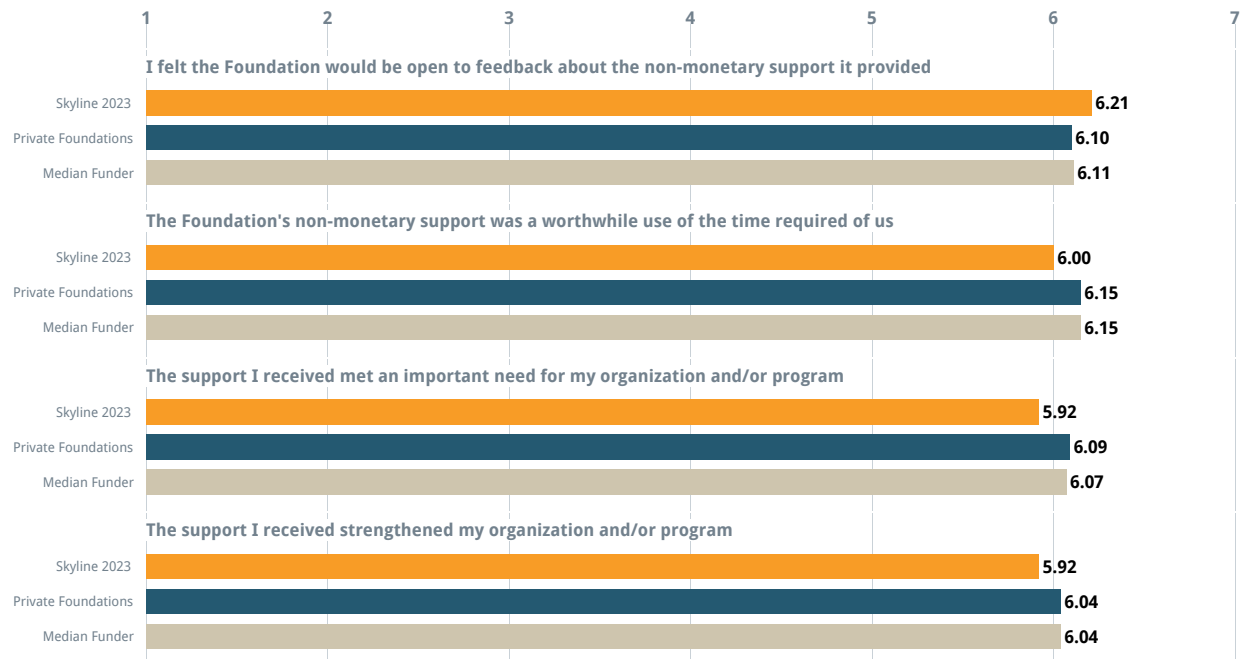
**Note:** The following question was asked only of grantees who indicated receiving at least one form of non-monetary assistance in the previous question.



Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Foundation:

1 = Not at all    7 = To a great extent

■ Skyline 2023   
 ■ Private Foundations   
 ■ Median Funder

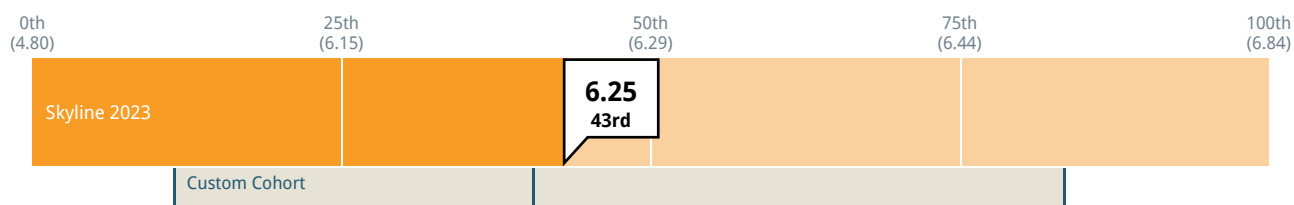


Cohort: Private Foundations    Past results: on

## Funder-Grantee Relationships

### How comfortable do you feel approaching the Foundation if a problem arises?

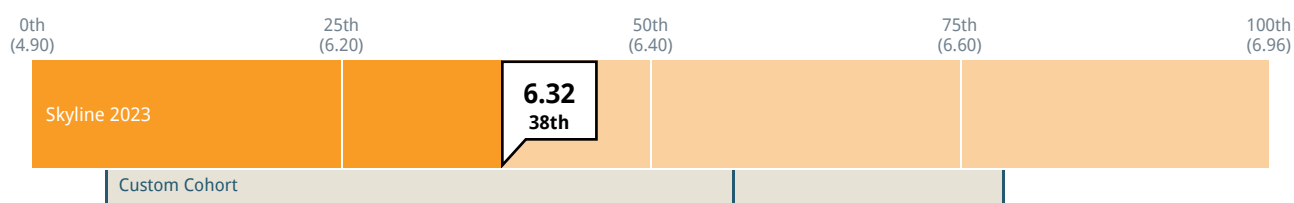
1 = Not at all comfortable    7 = Extremely comfortable



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Overall, how responsive was Foundation staff?

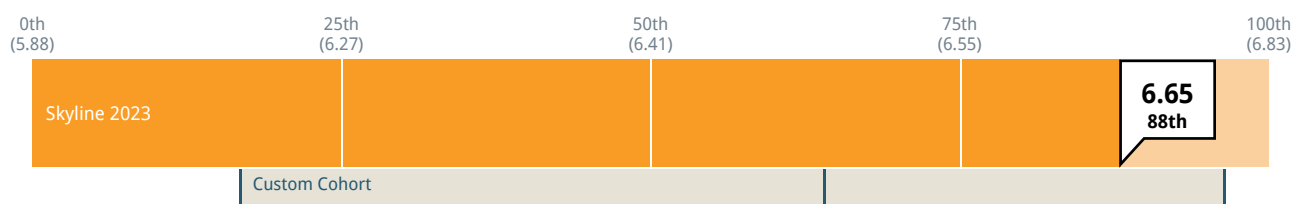
1 = Not at all responsive    7 = Extremely responsive



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent did the Foundation exhibit trust in your organization's staff during this grant?

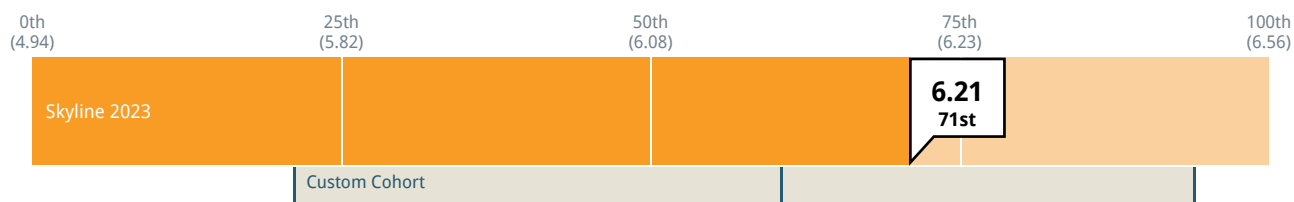
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent did the Foundation exhibit candor about the Foundation's perspectives on your work during this grant?

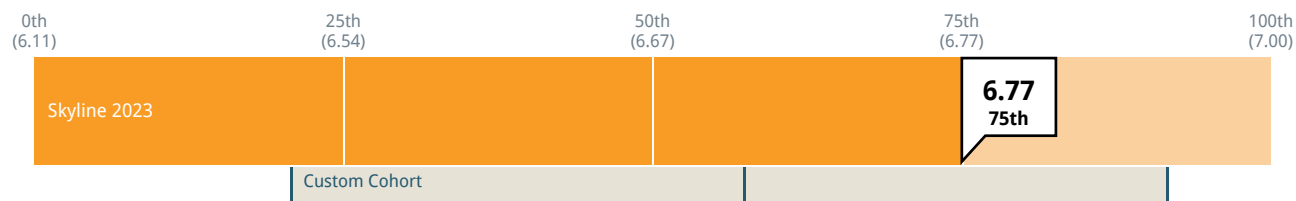
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent did the Foundation exhibit respectful interaction during this grant?

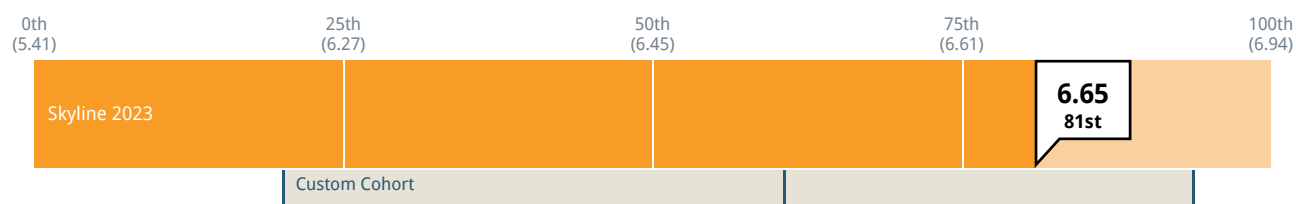
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent did the Foundation exhibit compassion for those affected by your work during this grant?

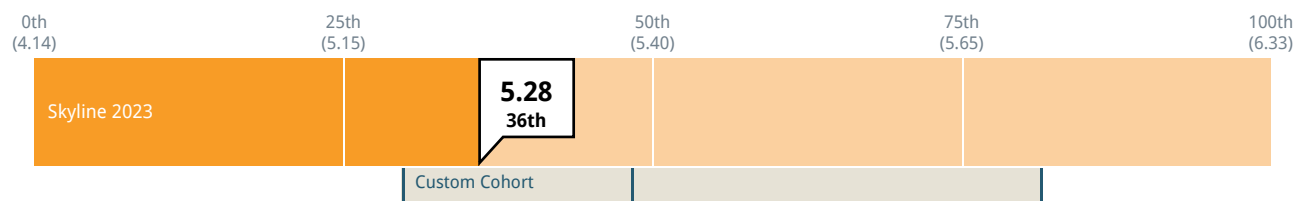
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent is the Foundation open to ideas from grantees about its strategy?

1 = Not at all    7 = To a great extent

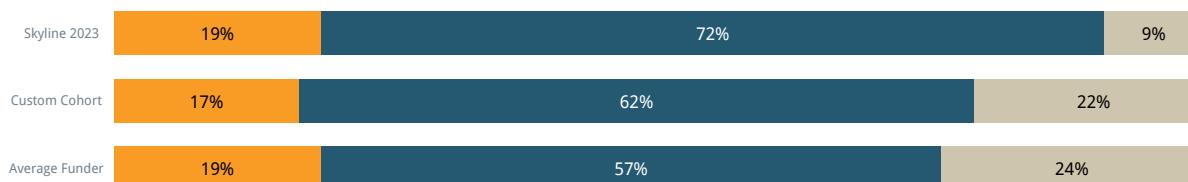


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Interaction Patterns

### How often do/did you have contact with your program officer during this grant?

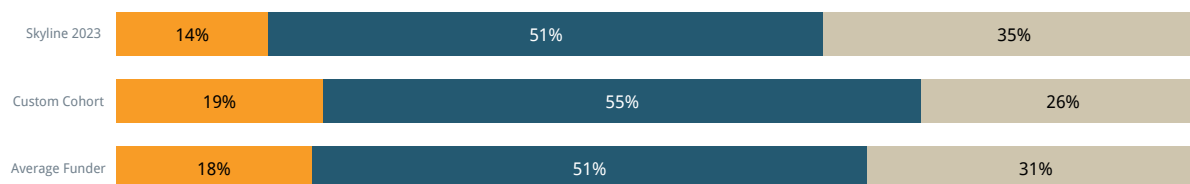
Yearly or less often    Once every few months    Monthly or more often



Cohort: Custom Cohort    Past results: on

### Who most frequently initiated the contact you had with your program officer during this grant?

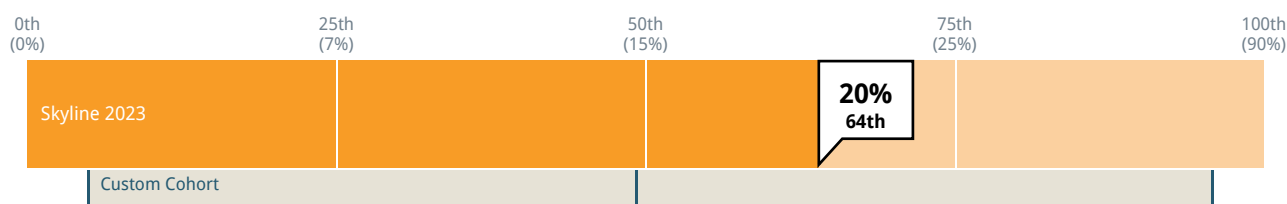
Program Officer Both of equal frequency Grantee



Cohort: Custom Cohort Past results: on

### Has your main contact at the Foundation changed in the past six months?

Proportion of grantees responding 'Yes'

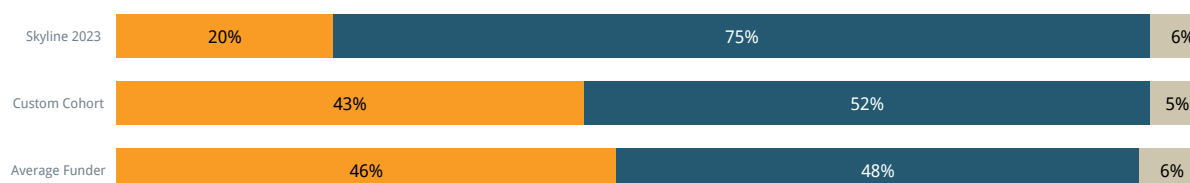


Cohort: Custom Cohort Past results: on Subgroup: None

Please note that CEP recently modified the following question. The prior question was: "At any point during this grant, including the selection process, did the Foundation staff visit your offices or programs?" The question anchors have not been modified.

### At any point during this grant, including the selection process, did Foundation staff conduct a site visit?

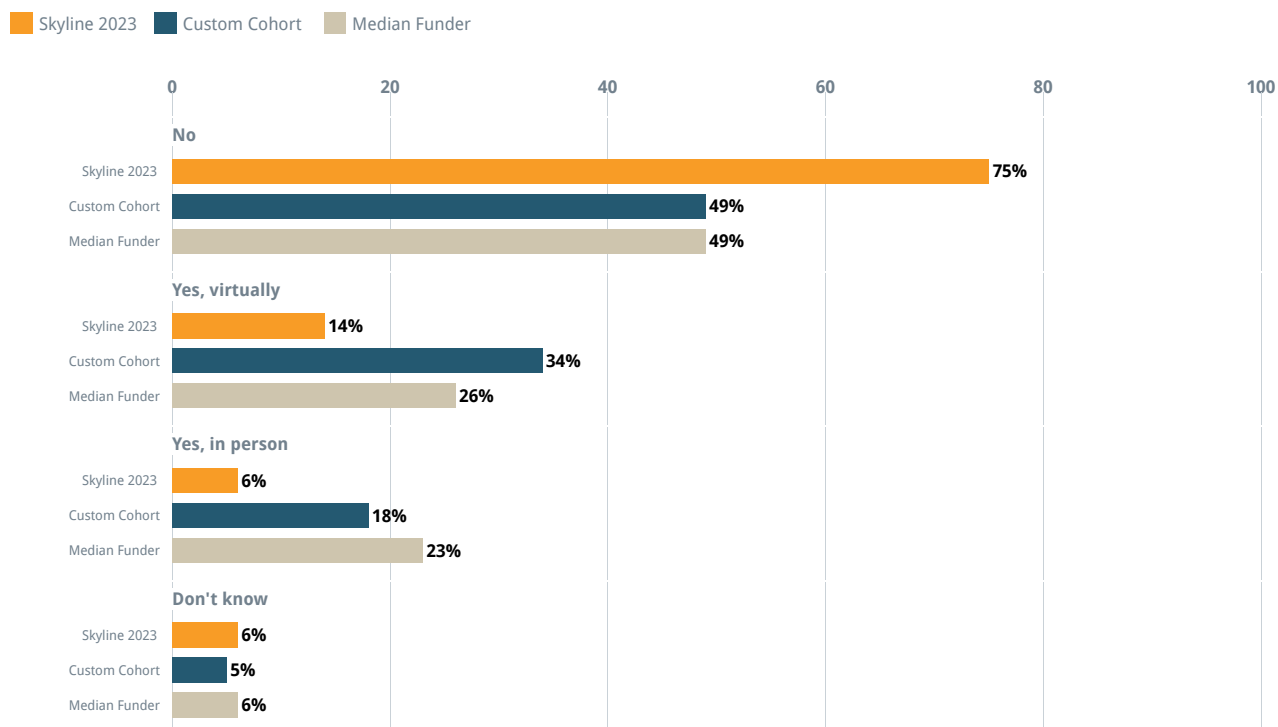
Yes, in person and/or virtual No Don't know



Cohort: Custom Cohort Past results: on

In the survey, respondents were asked the site visit question in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous site visit question.

## At any point during this grant, including the selection process, did Foundation staff conduct a site visit?

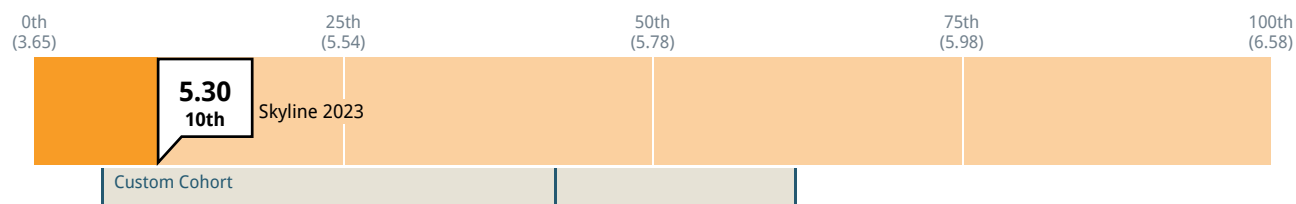


Cohort: Custom Cohort Past results: on

## Communication

### How clearly has the Foundation communicated its goals and strategy to you?

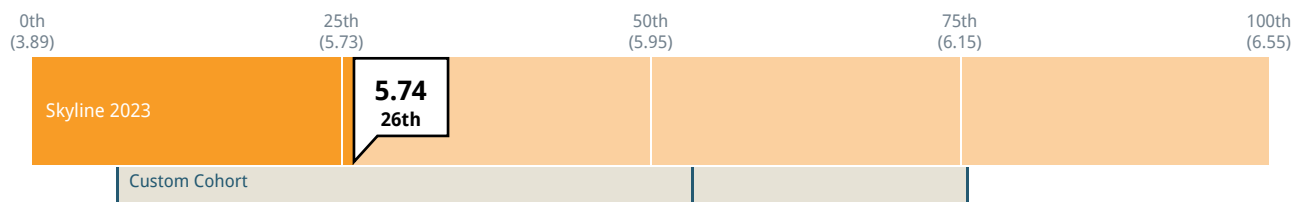
1 = Not at all clearly 7 = Extremely clearly



Cohort: Custom Cohort Past results: on Subgroup: None

### How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Foundation?

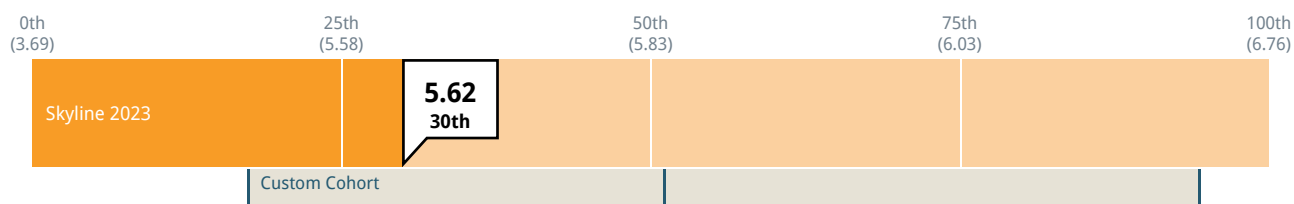
1 = Not at all consistent    7 = Completely consistent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Overall, how transparent is the Foundation with your organization?

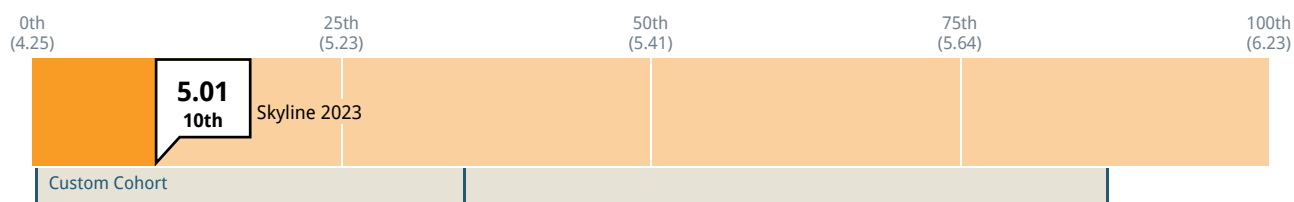
1 = Not at all transparent    7 = Extremely transparent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### How well do you understand the way in which the work funded by this grant fits into the Foundation's broader efforts?

1 = Limited understanding    7 = Thorough understanding

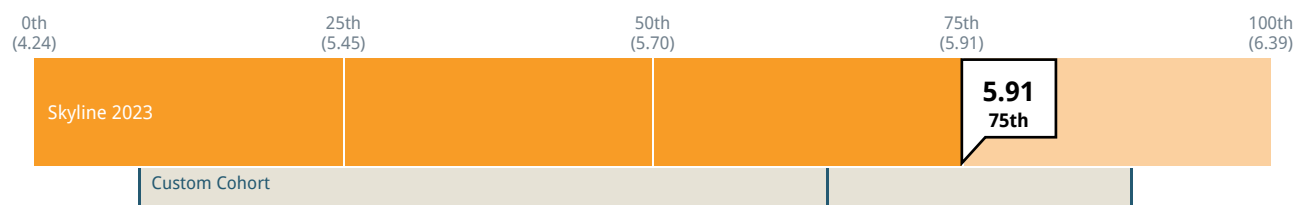


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Contextual Understanding

How well does the Foundation understand the social, cultural, or socioeconomic factors that affect your work?

1 = Limited understanding    7 = Thorough understanding

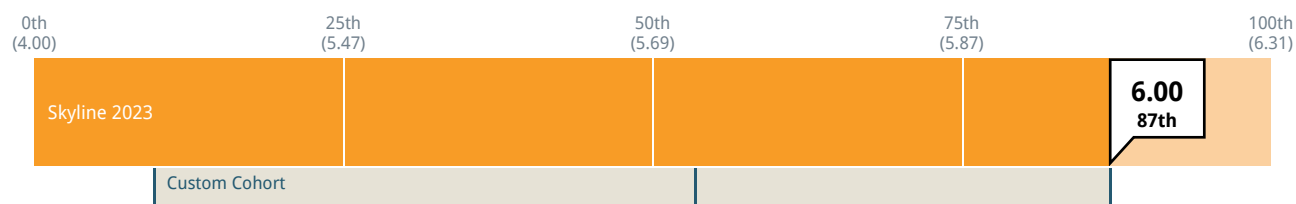


Cohort: Custom Cohort    Past results: on    Subgroup: None

In the following questions, we use the phrase “the people and communities that you serve” to refer to those your organization seeks to serve through the services and/or programs it provides.

How well does the Foundation understand the needs of the people and communities that you serve?

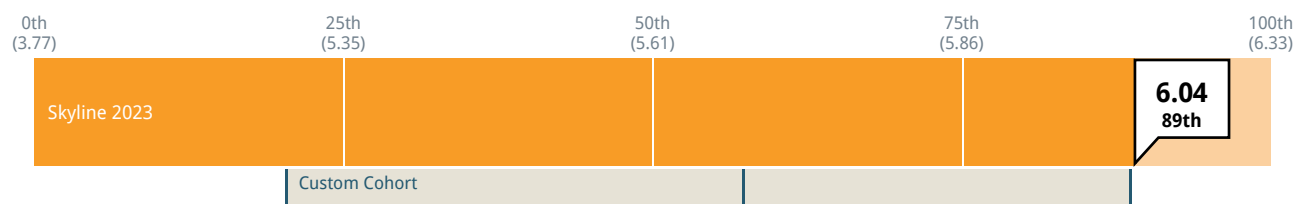
1 = Limited understanding    7 = Thorough understanding



Cohort: Custom Cohort    Past results: on    Subgroup: None

To what extent do the Foundation's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?

1 = Not at all    7 = To a great extent



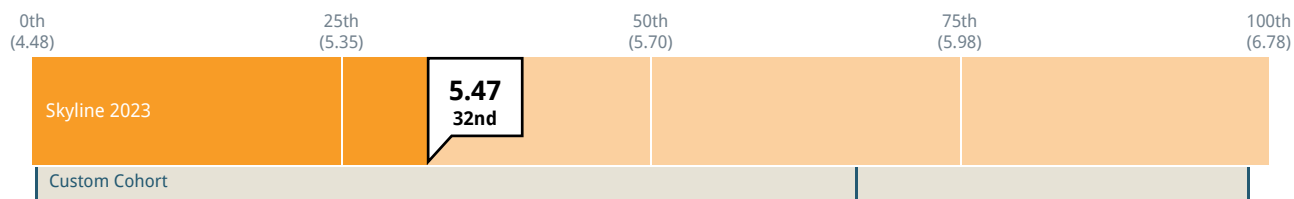
Cohort: Custom Cohort    Past results: on    Subgroup: None

## Diversity, Equity, and Inclusion

Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:

### The Foundation has clearly communicated what diversity, equity, and inclusion means for its work

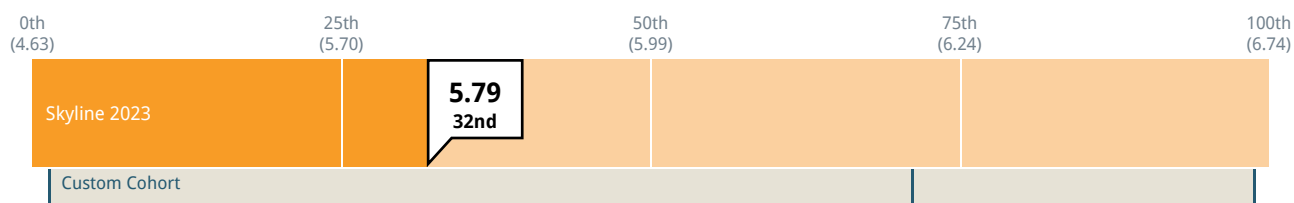
1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Overall, the Foundation demonstrates an explicit commitment to diversity, equity, and inclusion in its work

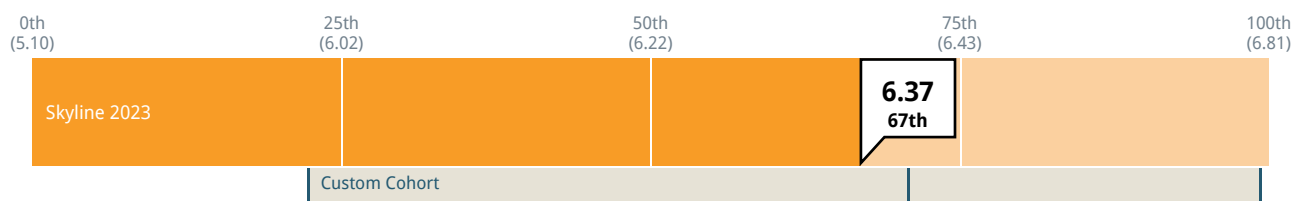
1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Overall, most staff I have interacted with at the Foundation embody a strong commitment to diversity, equity, and inclusion

1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree

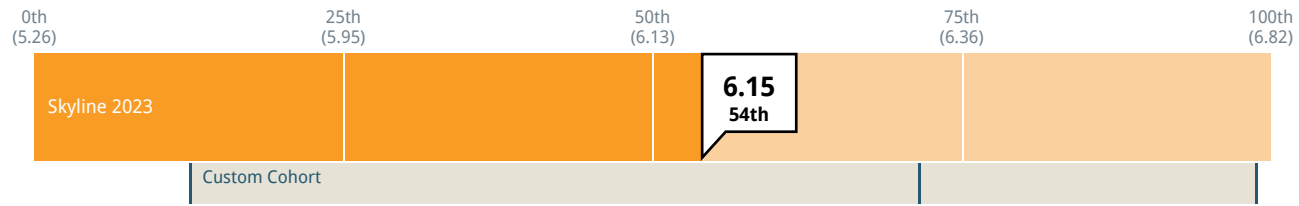


Cohort: Custom Cohort    Past results: on    Subgroup: None



I believe that the Foundation is committed to combatting racism

1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree

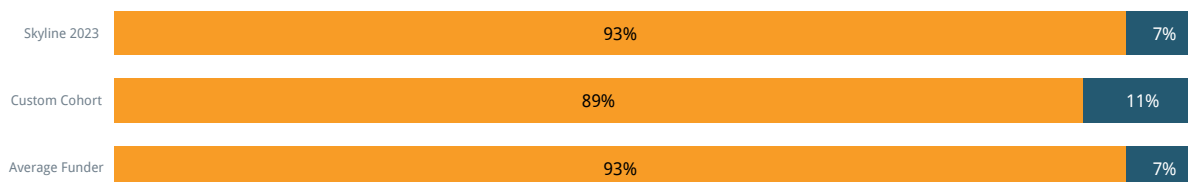


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Grant Processes

### Did you submit an application to the Foundation for this grant?

Submitted an application Did not submit an application



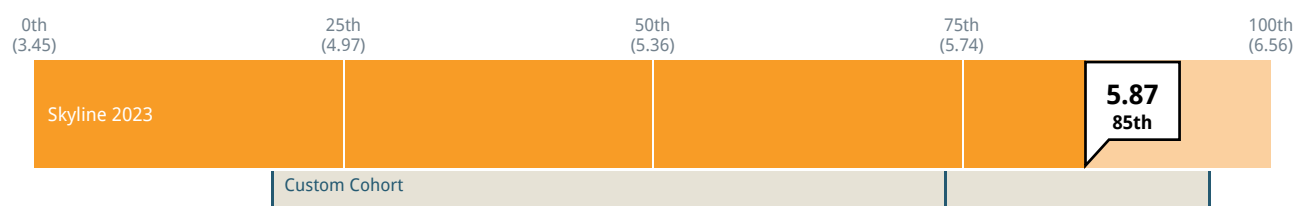
Cohort: Custom Cohort Past results: on

## Selection Process

Please note that CEP modified the following question in 2022. The prior question text was: "How helpful was participating in the Foundation's selection process in strengthening the organization/program funded by the grant?" The corresponding anchors were "not at all helpful" and "extremely helpful."

### To what extent was the Foundation's selection process a helpful opportunity to strengthen the efforts funded by the grant?

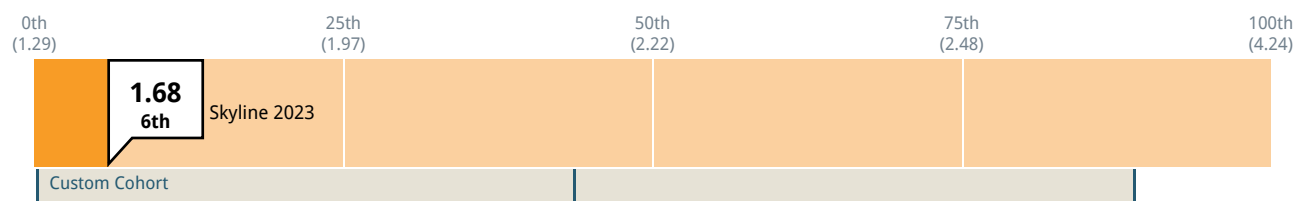
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: None

### As you developed your grant application, how much pressure did you feel to modify your organization's priorities in order to create a grant application that was likely to receive funding?

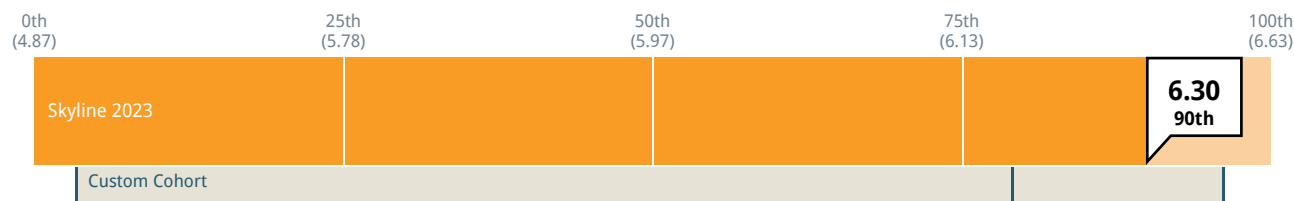
1 = No pressure 7 = Significant pressure



Cohort: Custom Cohort Past results: on Subgroup: None

### To what extent was the Foundation's selection process an appropriate level of effort given the amount of funding received?

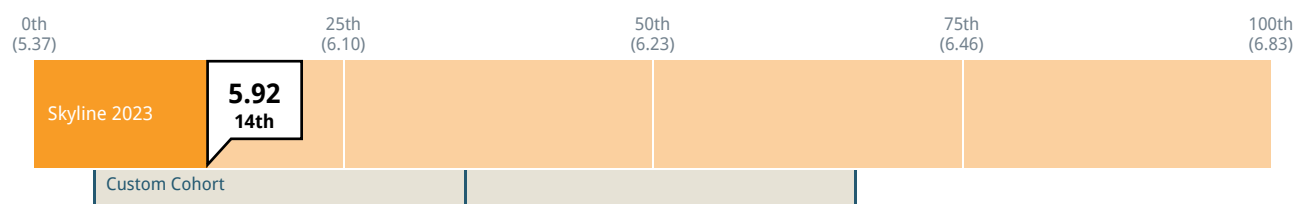
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent was the Foundation clear and transparent about the selection process requirements and timelines?

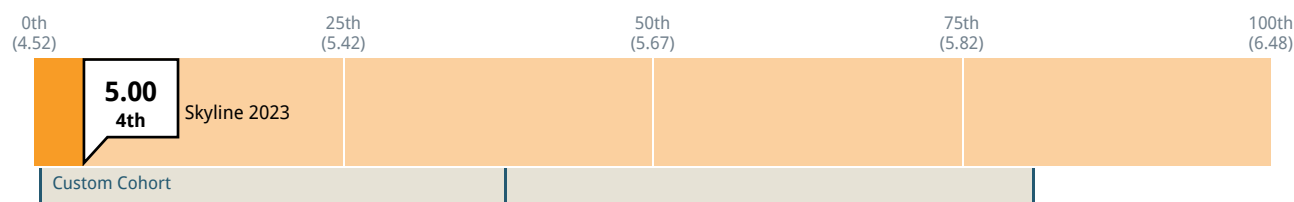
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent was the Foundation clear and transparent about the criteria the Foundation uses to decide whether an application would be funded or declined?

1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

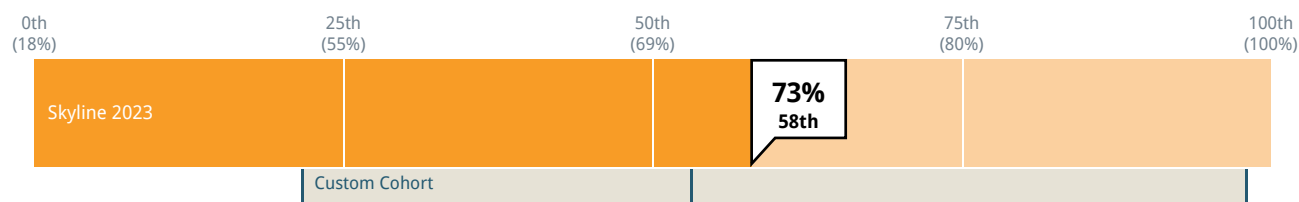
## Reporting and Evaluation Process

### Definition of Reporting and Evaluation

- "Reporting" - Skyline's standard oversight, monitoring, and grant reporting.
- "Evaluation" - formal activities *beyond reporting* undertaken by Skyline to assess or learn about a grant, a program, or Skyline's efforts.

## At any point during the application or the grant period, did the Foundation and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?

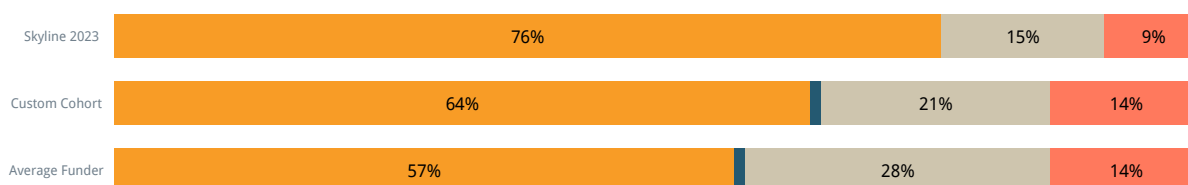
Proportion of grantees responding 'Yes'



Cohort: Custom Cohort    Past results: on    Subgroup: None

## Participation in Reporting and/or Evaluation Processes

■ Participated in a reporting process only   
 ■ Participated in an evaluation process only   
 ■ Participated in both a reporting and an evaluation process   
 ■ Participated in neither a reporting nor an evaluation process



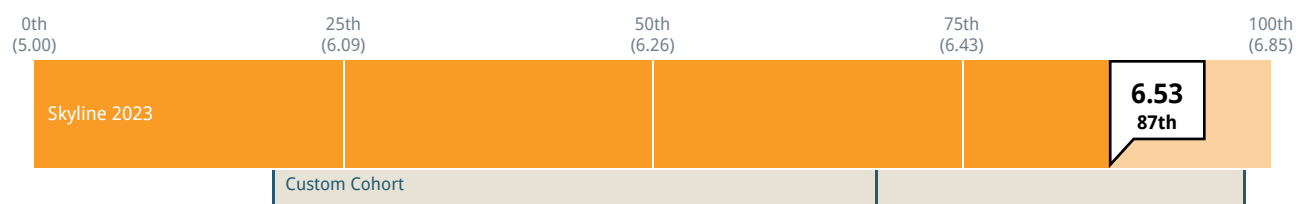
Cohort: Custom Cohort    Past results: on

The following questions were only asked of grantees that indicated having participated in a reporting process.

Note: grantees' evaluation ratings are not displayed in this report due to fewer than ten responses for evaluation-specific questions.

## To what extent was the Foundation's reporting process straightforward?

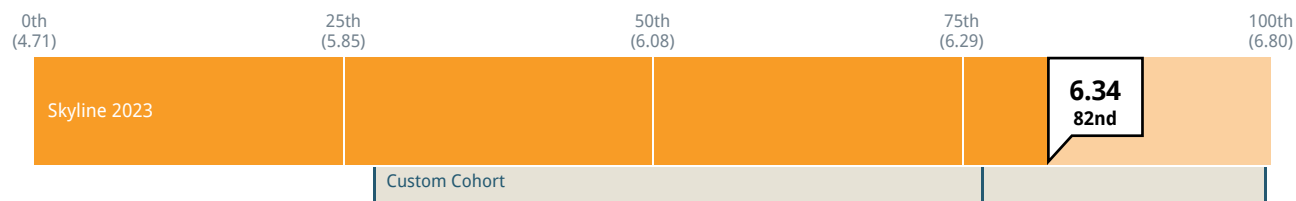
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent was the Foundation's reporting process adaptable, if necessary, to fit your circumstances?

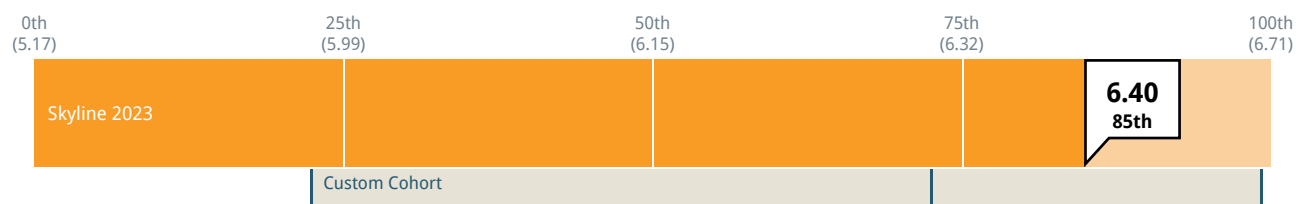
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent was the Foundation's reporting process relevant, with questions and measures pertinent to the work funded by this grant?

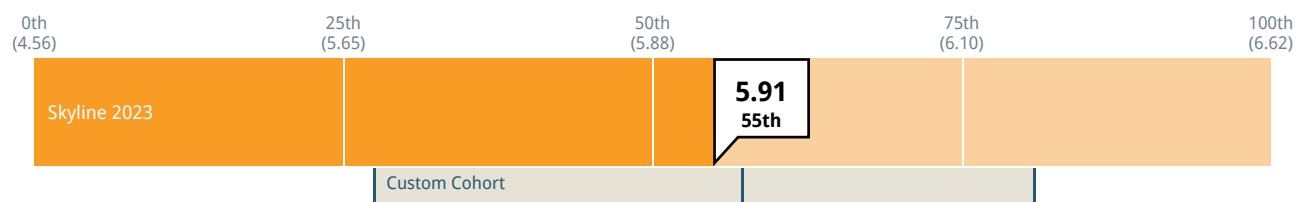
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

### To what extent was the Foundation's reporting process a helpful opportunity for you to reflect and learn?

1 = Not at all    7 = To a great extent

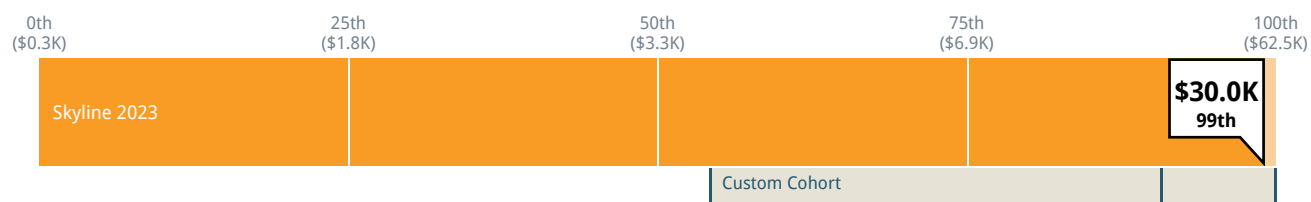


Cohort: Custom Cohort    Past results: on    Subgroup: None

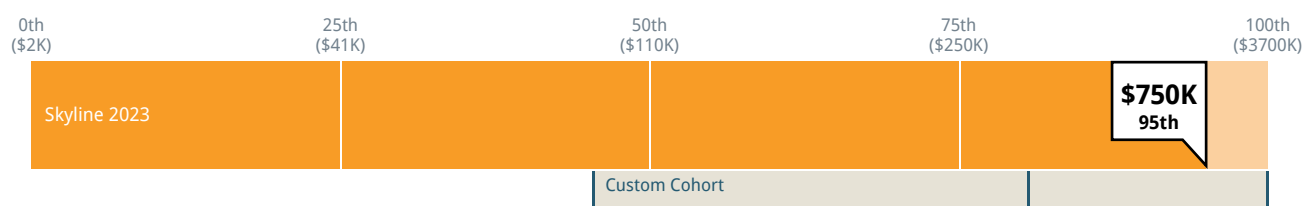
## Dollar Return and Time Spent on Processes

### Dollar Return: Median grant dollars awarded per process hour required

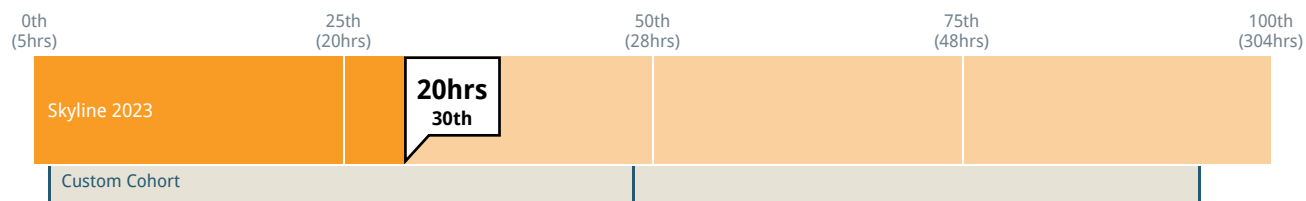
Includes total grant dollars awarded and total time necessary to fulfill the requirements over the lifetime of the grant



### Median Grant Size

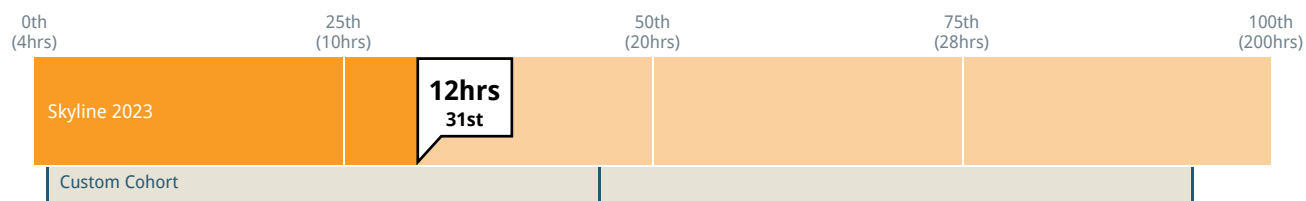


### Median hours spent by grantees on funder requirements over grant lifetime



## Time Spent on Selection Process

### Median Hours Spent on Application and Selection Process

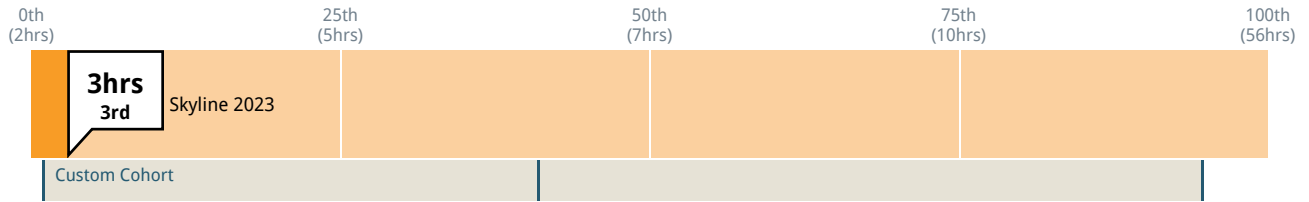


| Selected Cohort: Custom Cohort                  |              |                |               |
|---|--------------|----------------|---------------|
| Time Spent On Application and Selection Process | Skyline 2023 | Average Funder | Custom Cohort |
| 1 to 9 hours                                    | 30%          | 26%            | 26%           |
| 10 to 19 hours                                  | 35%          | 22%            | 25%           |
| 20 to 29 hours                                  | 17%          | 16%            | 17%           |
| 30 to 39 hours                                  | 4%           | 7%             | 6%            |
| 40 to 49 hours                                  | 11%          | 10%            | 9%            |
| 50 to 99 hours                                  | 1%           | 10%            | 11%           |
| 100 to 199 hours                                | 2%           | 5%             | 4%            |
| 200+ hours                                      | 0%           | 3%             | 2%            |
|   |              |                |               |

| Selected Subgroup: None                                       |  |
|---|--|
| Time Spent On Application and Selection Process (By Subgroup) |  |
| 1 to 9 hours  |  |
| 10 to 19 hours  |  |
| 20 to 29 hours  |  |
| 30 to 39 hours  |  |
| 40 to 49 hours  |  |
| 50 to 99 hours  |  |
| 100 to 199 hours  |  |
| 200+ hours  |  |
|   |  |

## Time Spent on Reporting and Evaluation Process

### Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year



Cohort: Custom Cohort   Past results: on   Subgroup: None

| Selected Cohort: Custom Cohort   |              |                |               |
|--|--------------|----------------|---------------|
| Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) | Skyline 2023 | Average Funder | Custom Cohort |
| 1 to 9 hours   | 84%          | 57%            | 61%           |
| 10 to 19 hours   | 9%           | 19%            | 17%           |
| 20 to 29 hours   | 5%           | 9%             | 11%           |
| 30 to 39 hours   | 1%           | 3%             | 3%            |
| 40 to 49 hours   | 0%           | 3%             | 3%            |
| 50 to 99 hours   | 0%           | 4%             | 4%            |
| 100+ hours   | 0%           | 4%             | 2%            |



|   |
|---|
| Selected Subgroup: None   |
| <b>Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) (By Subgroup)</b> |
| 1 to 9 hours  |
| 10 to 19 hours  |
| 20 to 29 hours  |
| 30 to 39 hours  |
| 40 to 49 hours  |
| 50 to 99 hours  |
| 100+ hours  |
|   |

## Customized Questions

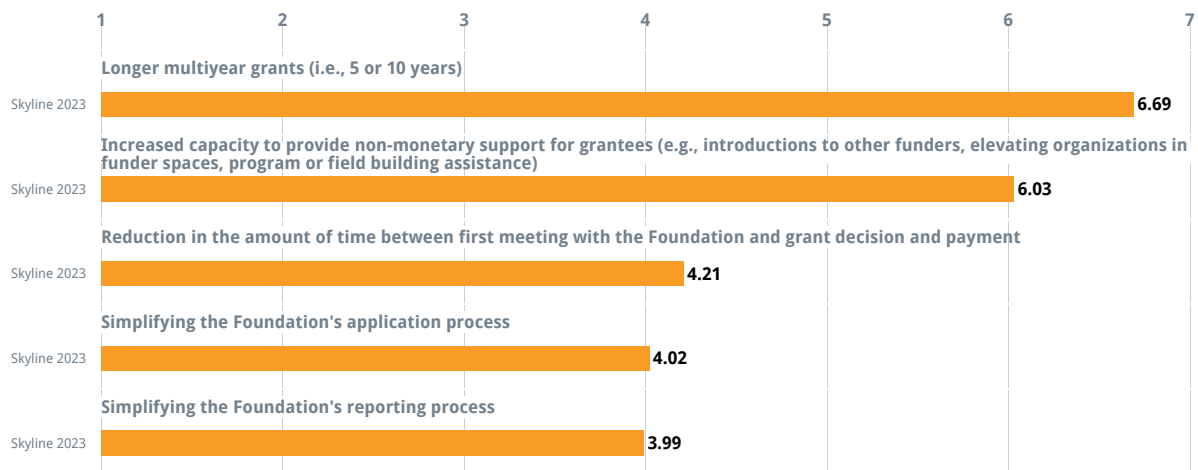
CEP included a series of Skyline Foundation-specific customized questions in the Foundation's grantee survey. The following pages outline grantees' responses to those questions.

## Strategic Approach

**If Skyline Foundation were to make the following changes, please rate the extent to which they would support your ability to advance your organization's mission:**

1 = Not at all    4 = Somewhat    7 = To a great extent

■ Skyline 2023

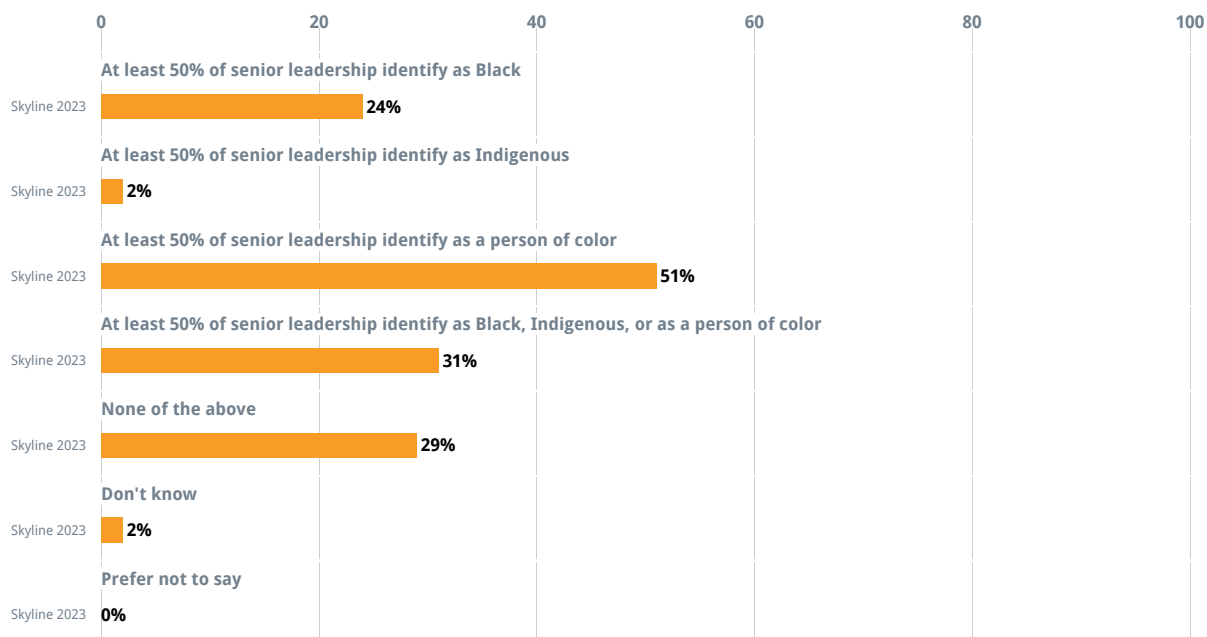


Cohort: None    Past results: on

## Leadership Demographics

Please select which of the following statements applies to your organization's senior leadership team. (Please check all that apply)

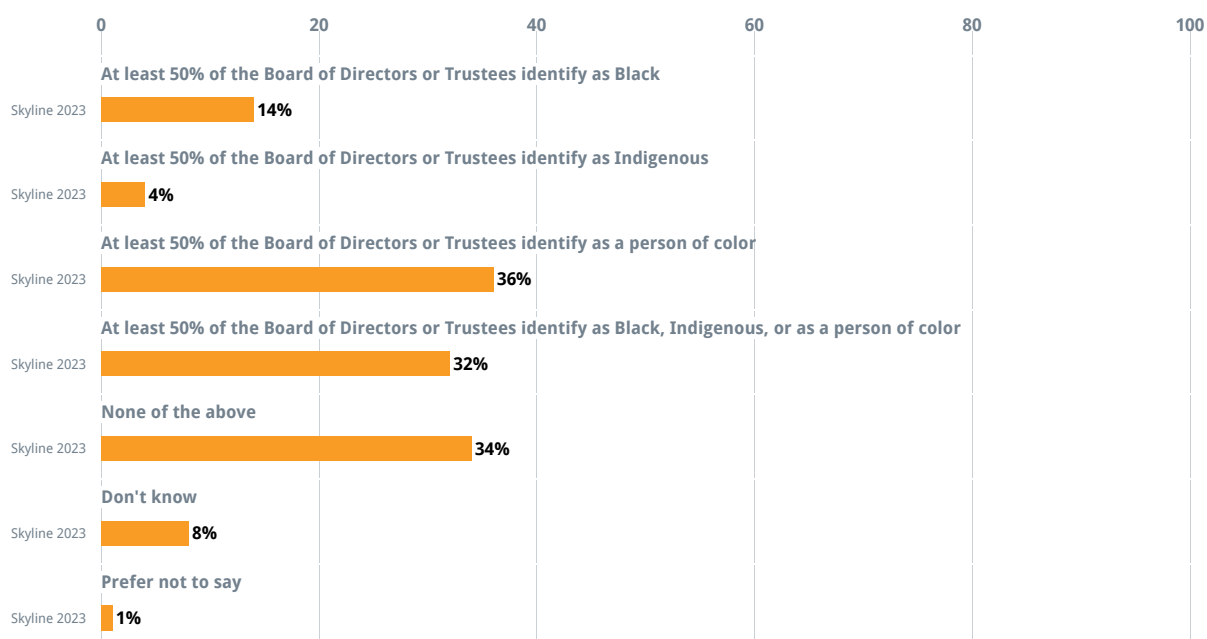
■ Skyline 2023



Cohort: None Past results: on

Please select which of the following statements applies to your organization's Board of Directors or Trustees. (Please check all that apply)

■ Skyline 2023



Cohort: None Past results: on

## Grantees' Written Comments

In the Foundation's Grantee Perception Report survey, CEP asks four written questions:

1. "Please comment on the quality of the Foundation's processes, interactions, and communications."
2. "Thinking beyond the grant you received, please comment on how the Foundation influences your field, community, or organization."
3. "What specific improvements would you suggest that would make the Foundation a better funder?"
4. "Based on your experiences with other funders, what practices would you recommend that Skyline Foundation consider adopting?"

To download the full set of grantee comments and suggestions, please refer to the Attachments in the ["Report Overview"](#) section of your report. Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

### CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducts comprehensive qualitative analysis on two of these questions in the GPR.

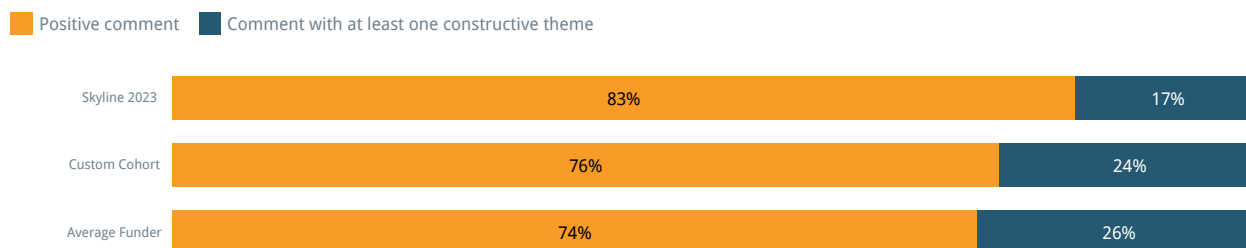
The following pages outline the results of CEP's analyses.

## Quality of Processes, Interactions and Communications

Grantees were asked to comment on the quality of the Foundation's processes, interactions, and communications. Their comments were then categorized by the nature of their content, specifically whether the content is positive, neutral or constructive.

For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

### Positivity of Comments about the Quality of the Foundation's Processes, Interactions, and Communications



Cohort: Custom Cohort    Past results: on

## Suggestion Topics

Grantees were asked to provide any suggestions for how the Foundation could improve. The 87 grantees that responded to the survey provided 37 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

### Proportion of Grantee Suggestions by Topic

| Topic of Suggestion                                    | Proportion |
|--|------------|
| Non-Monetary Assistance                                | 27%        |
| Communications   | 24%        |
| Grantmaking Characteristics                            | 19%        |
| Proposal, Selection, Reporting, and Evaluation Process | 19%        |
| Field Impact and Understanding                         | 5%         |
| Quality of Interactions                                | 5%         |

## Suggestions

Grantees were asked to provide any suggestions for how the Foundation could improve. The 87 grantees that responded to the survey provided a total of 37 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

#### **Non-Monetary Assistance (27% N=10)**

- Opportunities to Collaborate with and Learn from Other Grantees and Funders (N = 9)
  - "More opportunities for grantees to connect with and learn from each other."
  - "More opportunities for shared learning and spaces for us to engage in deeper strategy conversations."
  - "Make connections for our org to other funders, [and] help position our experts to speak in influential spaces (philanthropic conferences etc)."
- Inform Grantees about Available Non-Monetary Assistance (N = 1)
  - "It would be helpful if there were opportunities to apply for additional funding for capacity building / DEIB training to help professionally develop the staff who are leading the programs funded by the Foundation."

#### **Communications (24% N=9)**

- Increase Communications about Strategy, Goals, and Priorities (N = 7)
  - "Communication on a more regular basis would be helpful, particularly around strategy."
  - "More clarity on Skyline's funding goals, priorities and vision strategy for the year"
  - "I would love to know more about where our project and the few others I know of fit into the larger vision of the Foundation."
- Diversity, Equity, and Inclusion (N = 2)
  - "It would be helpful to learn more about Skyline's DEI frameworks and racial justice initiatives more explicitly and how that informs their grantmaking strategy and funding priorities."

#### **Grantmaking Characteristics (19% N=7)**

- Increase Grant Commitments (N = 4)
  - "Commit to funding the ecosystem of movement leaders from both large to grassroots groups."
  - "If the Foundation is committed enough to the work of its grantees to provide initial funding, it would be helpful if it were willing to support the work at the level needed for the program to thrive and grow."
  - "Increasing the level of funding will be helpful given the challenges of inflation."
- Increase Grant Duration (N = 3)
  - "Multi-year grants are helpful for us when planning into the future."

#### **Proposal, Selection, Reporting, and Evaluation Process (19% N=7)**

- Streamline Processes (N = 6)
  - "It would be great if [the grants management system] would have greater formatting capabilities. We also feel there is insufficient space for describing our accomplishments during the reporting period."
  - "Reduce written reporting requirements, especially for general support grants."
  - "It is difficult to fit an informative response in the limited space allowed."
- Discuss Results of Funded Work (N = 1)
  - "It would be helpful to receive high-level feedback/reflections so that we can improve our work but also strengthen our next grant application...."

#### **Field Impact and Understanding (5% N=2)**

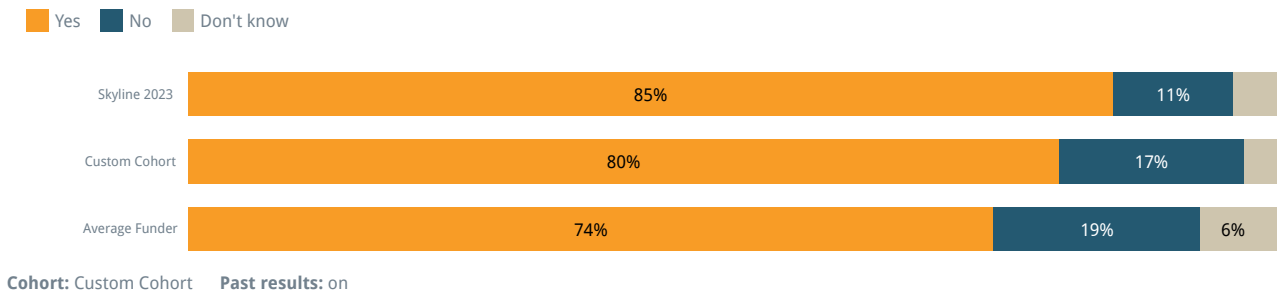
- Advance Knowledge through Advocacy Efforts (N = 2)
  - "Educate other funders who have yet to adopt your trust-based approach to philanthropic partnership."

#### **Quality of Interactions (5% N=2)**

- Increase Check-Ins and Level of Engagement (N = 2)
  - "More one on one engagement with grantees would allow for a more robust and honest exchange...."

Respondents and Communities Served

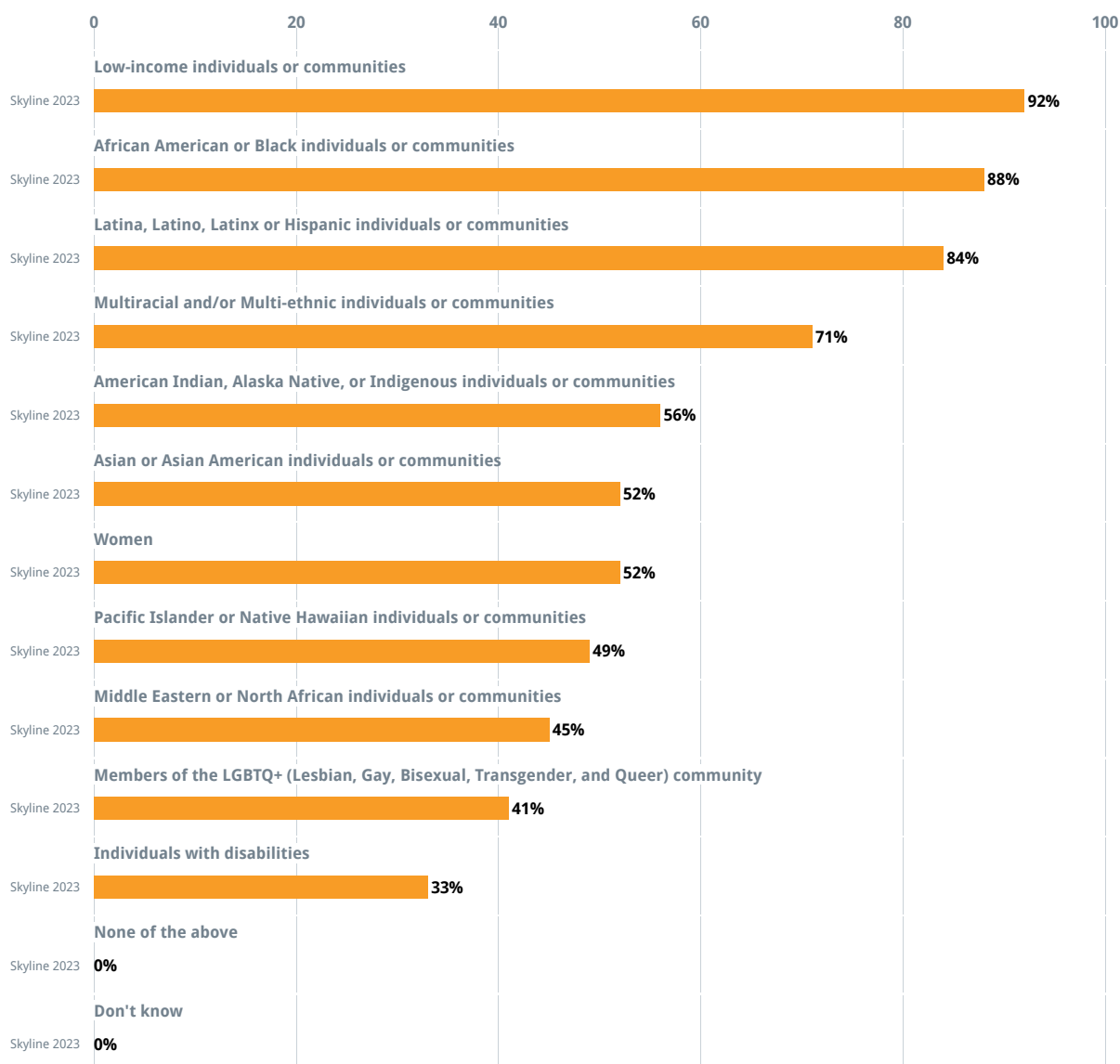
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?



The following question is asked only of U.S.-based grantees who answered "yes" to the question "Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?"

**Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant?**

■ Skyline 2023



Cohort: None Past results: on

## Respondent Demographics

Note: Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

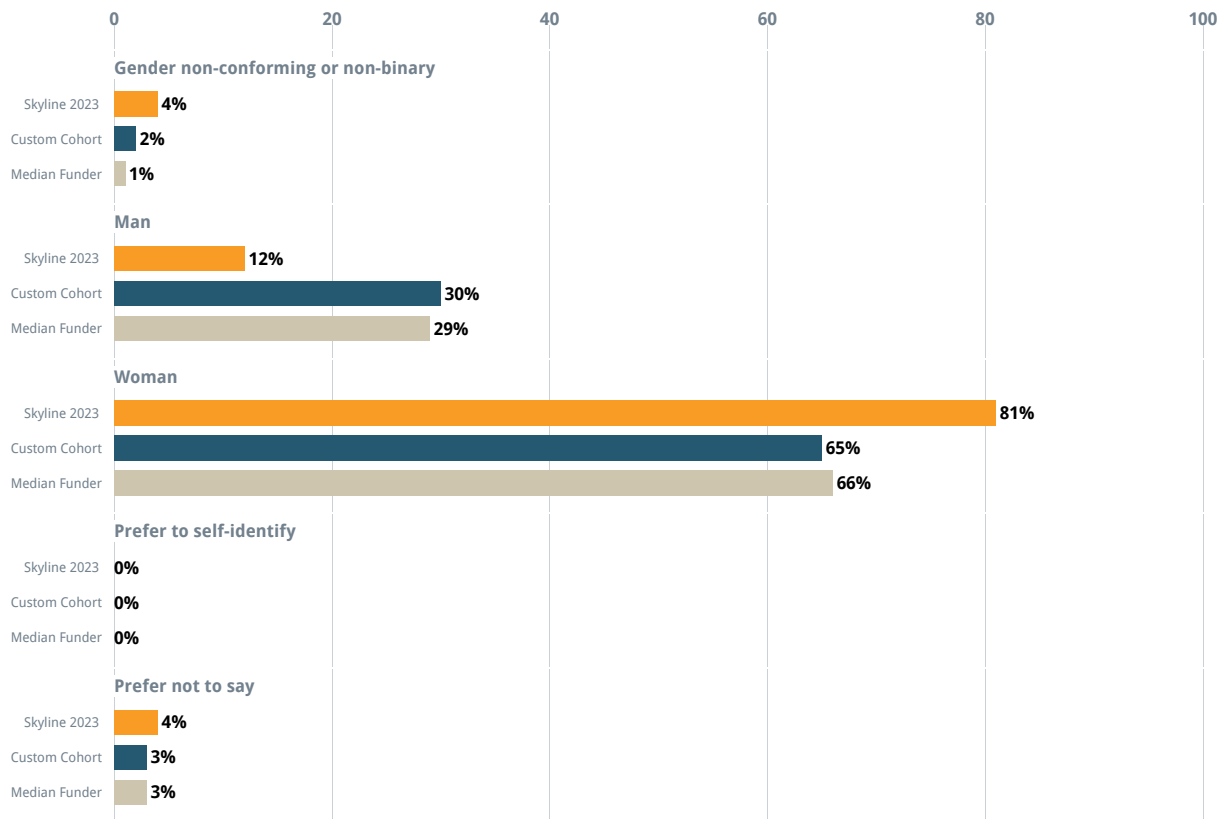
Survey language and response options for questions about race and ethnicity are guided by best practices shared by [National Institutes of Health](#), [Pew Research Center](#), [Psi Chi Journal of Psychological Research](#), and the [US Census Bureau](#).

Survey language and response options for questions about gender and LGBTQ+ identity are guided by best practices shared by [Funders For LGBTQ Issues](#), [HRC Foundation's Welcoming Schools](#), and the [Williams Institute of the University of California – Los Angeles School of Law](#).

Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," and "prefer not to say" - as long as that response option had at least 10 respondents.

Please select the option that represents how you describe yourself:

Skyline 2023 Custom Cohort Median Funder

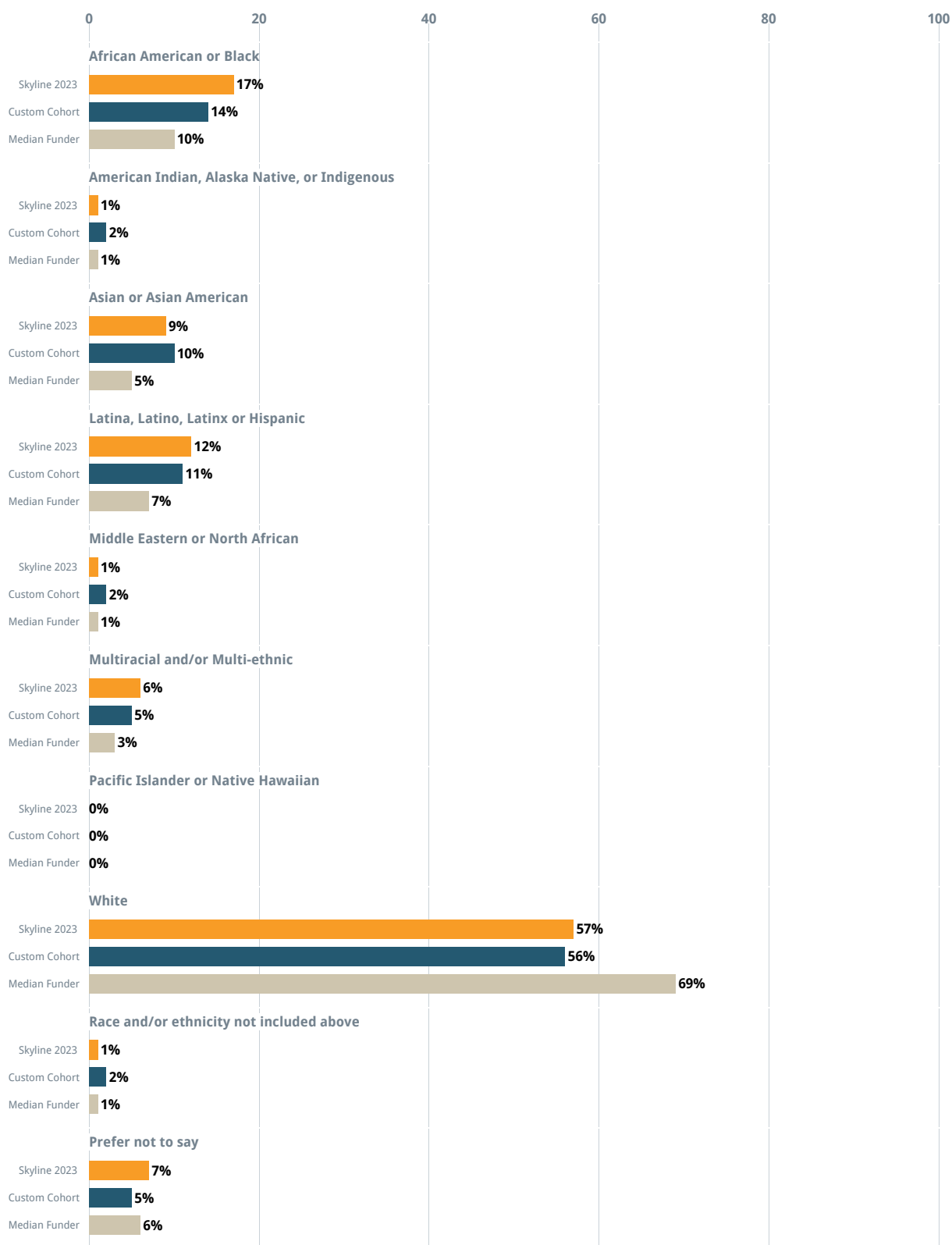


Cohort: Custom Cohort Past results: on



## How would you describe your race and/or ethnicity?

■ Skyline 2023
 ■ Custom Cohort
 ■ Median Funder



Cohort: Custom Cohort    Past results: on

| Selected Cohort: Custom Cohort        |              |                |               |
|---------------------------------------|--------------|----------------|---------------|
| Do you identify as a person of color? | Skyline 2023 | Average Funder | Custom Cohort |
| Yes                                   | 38%          | 25%            | 35%           |
| No                                    | 58%          | 69%            | 60%           |
| Prefer not to say                     | 3%           | 6%             | 5%            |
|                                       |              |                |               |

| Selected Cohort: Custom Cohort |              |                |               |
|--------------------------------|--------------|----------------|---------------|
| Are you transgender?           | Skyline 2023 | Average Funder | Custom Cohort |
| Yes                            | 1%           | 1%             | 1%            |
| No                             | 94%          | 96%            | 95%           |
| Prefer not to say              | 5%           | 4%             | 4%            |
|                                |              |                |               |

| Selected Cohort: Custom Cohort  |              |                |               |
|---|--------------|----------------|---------------|
| Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community? | Skyline 2023 | Average Funder | Custom Cohort |
| Yes   | 19%          | 11%            | 14%           |
| No  | 76%          | 84%            | 80%           |
| Prefer not to say   | 6%           | 5%             | 6%            |
|   |              |                |               |

| Selected Cohort: Custom Cohort |              |                |               |
|--------------------------------|--------------|----------------|---------------|
| Do you have a disability?      | Skyline 2023 | Average Funder | Custom Cohort |
| Yes                            | 10%          | 6%             | 7%            |
| No                             | 85%          | 89%            | 88%           |
| Prefer not to say              | 5%           | 5%             | 6%            |
|                                |              |                |               |

## Respondent Job Title

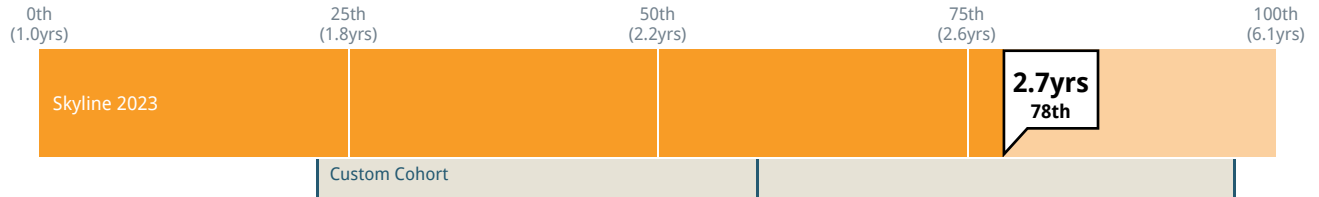
| Selected Cohort: Custom Cohort                                |              |                |               |
|---|--------------|----------------|---------------|
| Job Title of Respondents                                      | Skyline 2023 | Average Funder | Custom Cohort |
| Executive Director/CEO  | 33%          | 47%            | 43%           |
| Other Senior Team (i.e., reporting to Executive Director/CEO) | 21%          | 19%            | 20%           |
| Project Director  | 2%           | 11%            | 9%            |
| Development Staff   | 40%          | 16%            | 23%           |
| Volunteer   | 0%           | 1%             | 0%            |
| Other   | 5%           | 5%             | 4%            |
|   |              |                |               |

## Contextual Data

Please note that all information below is based on self-reported data from grantees.

## Grantmaking Characteristics

### Average Grant Length



Cohort: Custom Cohort    Past results: on    Subgroup: None

| Selected Cohort: Custom Cohort |              |               |               |
|--------------------------------|--------------|---------------|---------------|
| Length of Grant Awarded        | Skyline 2023 | Median Funder | Custom Cohort |
| Average grant length           | 2.7 years    | 2.2 years     | 2.3 years     |

| Selected Cohort: Custom Cohort |              |                |               |
|--------------------------------|--------------|----------------|---------------|
| Length of Grant Awarded        | Skyline 2023 | Average Funder | Custom Cohort |
| 0 - 1.99 years                 | 9%           | 47%            | 29%           |
| 2 - 2.99 years                 | 21%          | 22%            | 29%           |
| 3 - 3.99 years                 | 66%          | 19%            | 31%           |
| 4 - 4.99 years                 | 2%           | 3%             | 3%            |
| 5 - 50 years                   | 1%           | 8%             | 7%            |

| Selected Cohort: Custom Cohort   |              |                |               |
|--|--------------|----------------|---------------|
| Proportion of Unrestricted Funding   | Skyline 2023 | Average Funder | Custom Cohort |
| No, this funding was not restricted to a specific use (i.e., general operating, core support)                        | 76%          | 28%            | 47%           |
| Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.) | 24%          | 72%            | 53%           |
|  |              |                |               |

### Grantmaking Characteristics - By Subgroup

|  |  |
|--|--|
| Selected Subgroup: None                      |  |
| <b>Length of Grant Awarded (By Subgroup)</b> |  |
| Average grant length                         |  |
|  |  |

|  |  |
|--|--|
| Selected Subgroup: None                      |  |
| <b>Length of Grant Awarded (By Subgroup)</b> |  |
| 0 - 1.99 years                               |  |
| 2 - 2.99 years                               |  |
| 3 - 3.99 years                               |  |
| 4 - 4.99 years                               |  |
| 5 - 50 years                                 |  |
|  |  |

|  |  |
|--|--|
| Selected Subgroup: None  |  |
| <b>Proportion of Unrestricted Funding (By Subgroup)</b>  |  |
| No, this funding was not restricted to a specific use (i.e., general operating, core support)                        |  |
| Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.) |  |
|  |  |

## Grant Size

| Selected Cohort: Custom Cohort |              |               |               |
|--------------------------------|--------------|---------------|---------------|
| Grant Amount Awarded           | Skyline 2023 | Median Funder | Custom Cohort |
| Median grant size              | \$750K       | \$110.2K      | \$300K        |
|                                |              |               |               |

| Selected Cohort: Custom Cohort |              |                |               |
|--------------------------------|--------------|----------------|---------------|
| Grant Amount Awarded           | Skyline 2023 | Average Funder | Custom Cohort |
| Less than \$10K                | 1%           | 8%             | 1%            |
| \$10K - \$24K                  | 1%           | 11%            | 2%            |
| \$25K - \$49K                  | 1%           | 12%            | 3%            |
| \$50K - \$99K                  | 5%           | 15%            | 8%            |
| \$100K - \$149K                | 3%           | 10%            | 9%            |
| \$150K - \$299K                | 9%           | 17%            | 24%           |
| \$300K - \$499K                | 10%          | 10%            | 17%           |
| \$500K - \$999K                | 31%          | 9%             | 13%           |
| \$1MM and above                | 38%          | 10%            | 23%           |
|                                |              |                |               |

| Selected Cohort: Custom Cohort                        |              |               |               |
|---|--------------|---------------|---------------|
| Median Percent of Budget Funded by Grant (Annualized) | Skyline 2023 | Median Funder | Custom Cohort |
| Size of grant relative to size of grantee budget      | 5%           | 4%            | 5%            |
|   |              |               |               |

## Grant Size - By Subgroup

|   |
|---|
| Selected Subgroup: None                   |
| <b>Grant Amount Awarded (By Subgroup)</b> |
| Median grant size                         |
|   |

|   |
|---|
| Selected Subgroup: None                   |
| <b>Grant Amount Awarded (By Subgroup)</b> |
| Less than \$10K                           |
| \$10K - \$24K                             |
| \$25K - \$49K                             |
| \$50K - \$99K                             |
| \$100K - \$149K                           |
| \$150K - \$299K                           |
| \$300K - \$499K                           |
| \$500K - \$999K                           |
| \$1MM and above                           |
|   |

|  |
|--|
| Selected Subgroup: None  |
| <b>Median Percent of Budget Funded by Grant (Annualized) (By Subgroup)</b> |
| Size of grant relative to size of grantee budget                           |
|  |

## Grantee Characteristics

Please note that all information below is based on self-reported data from grantees.

| Selected Cohort: Custom Cohort           |              |               |               |
|--|--------------|---------------|---------------|
| Operating Budget of Grantee Organization | Skyline 2023 | Median Funder | Custom Cohort |
| Median Budget                            | \$5M         | \$1.7M        | \$3.8M        |
|  |              |               |               |

| Selected Cohort: Custom Cohort           |              |                |               |
|--|--------------|----------------|---------------|
| Operating Budget of Grantee Organization | Skyline 2023 | Average Funder | Custom Cohort |
| <\$100K                                  | 4%           | 8%             | 2%            |
| \$100K - \$499K                          | 6%           | 18%            | 8%            |
| \$500K - \$999K                          | 8%           | 13%            | 10%           |
| \$1MM - \$4.9MM                          | 28%          | 30%            | 34%           |
| \$5MM - \$24MM                           | 34%          | 19%            | 28%           |
| >=\$25MM                                 | 20%          | 12%            | 18%           |
|  |              |                |               |

### Grantee Characteristics - By Subgroup

| Selected Subgroup: None                                |  |
|--|--|
| Operating Budget of Grantee Organization (By Subgroup) |  |
| Median Budget  |  |
|  |  |



|   |
|---|
| Selected Subgroup: None                                       |
| <b>Operating Budget of Grantee Organization (By Subgroup)</b> |
| <\$100K   |
| \$100K - \$499K   |
| \$500K - \$999K   |
| \$1MM - \$4.9MM   |
| \$5MM - \$24MM  |
| >=\$25MM  |
|   |

### Funding Relationship

| Selected Cohort: Custom Cohort                                      |              |               |               |
|---|--------------|---------------|---------------|
| Funding Status  | Skyline 2023 | Median Funder | Custom Cohort |
| Percent of grantees currently receiving funding from the Foundation | 95%          | 82%           | 85%           |
|   |              |               |               |

|   |              |                |               |
|---|--------------|----------------|---------------|
| Selected Cohort: Custom Cohort                                |              |                |               |
| Pattern of Grantees' Funding Relationship with the Foundation | Skyline 2023 | Average Funder | Custom Cohort |
| First grant received from the Foundation                      | 53%          | 29%            | 31%           |
| Consistent funding in the past                                | 47%          | 53%            | 56%           |
| Inconsistent funding in the past                              | 0%           | 18%            | 14%           |
|   |              |                |               |

## Funding Relationship - by Subgroup

|   |
|---|
| Selected Subgroup: None   |
| <b>Funding Status (By Subgroup)</b>                                 |
| Percent of grantees currently receiving funding from the Foundation |
|   |

|  |
|--|
| Selected Subgroup: None  |
| <b>Pattern of Grantees' Funding Relationship with the Foundation (By Subgroup)</b> |
| First grant received from the Foundation   |
| Consistent funding in the past   |
| Inconsistent funding in the past   |
|  |

## Funder Characteristics

Please note that all information below is based on self-reported data from Skyline Foundation.

|                                |              |               |               |
|--------------------------------|--------------|---------------|---------------|
| Selected Cohort: Custom Cohort |              |               |               |
| Financial Information          | Skyline 2023 | Median Funder | Custom Cohort |
| Total assets                   | \$1000M      | \$290.4M      | \$1014.3M     |
| Total giving                   | \$70M        | \$20.3M       | \$55.8M       |
|                                |              |               |               |

|  |              |               |               |
|--|--------------|---------------|---------------|
| Selected Cohort: Custom Cohort         |              |               |               |
| Funder Staffing                        | Skyline 2023 | Median Funder | Custom Cohort |
| Total staff (FTEs)                     | 7            | 18            | 22            |
| Percent of staff who are program staff | 54%          | 44%           | 48%           |
|  |              |               |               |

| Selected Cohort: Custom Cohort                             |              |               |               |
|--|--------------|---------------|---------------|
| Grantmaking Processes                                      | Skyline 2023 | Median Funder | Custom Cohort |
| Proportion of grants that are invitation-only              | 100%         | 50%           | 100%          |
| Proportion of grantmaking dollars that are invitation-only | 100%         | 70%           | 100%          |
|  |              |               |               |

## Additional Survey Information

On many questions in the grantee survey, grantees are allowed to select “don’t know” or “not applicable” if they are not able to provide an alternative answer. In addition, some questions in the survey are only displayed to a select group of grantees for which that question is relevant based on a previous response.

As a result, there are some measures where only a subset of responses is included in the reported results. The table below shows the number of responses included on each of these measures. The total number of respondents to Skyline's grantee survey was 87.

| Question Text  | Number of Responses |
|--|---------------------|
| Overall, how would you rate the Foundation's impact on your field?   | 74                  |
| How well does the Foundation understand the field in which you work?   | 79                  |
| To what extent has the Foundation advanced the state of knowledge in your field?   | 50                  |
| To what extent has the Foundation affected public policy in your field?  | 43                  |
| Overall, how would you rate the Foundation's impact on your local community?   | 59                  |
| How well does the Foundation understand the local community in which you work?   | 57                  |
| How well does the Foundation understand your organization's strategy and goals?  | 81                  |
| Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Foundation:   |                     |
| The non-monetary support I received met an important need for my organization and/or program   | 24                  |
| The non-monetary support I received strengthened my organization and/or program  | 24                  |
| The Foundation's non-monetary support was a worthwhile use of the time required of us  | 24                  |
| I felt the Foundation would be open to feedback about the non-monetary support it provided   | 24                  |
| Who most frequently initiated the contact you had with your program officer during this grant?   | 84                  |
| Has your main contact at the Foundation changed in the past six months?  | 84                  |
| At any point during this grant, including the selection process, did Foundation staff conduct a site visit?  | 87                  |
| How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Foundation?  | 76                  |
| How well do you understand the way in which the work funded by this grant fits into the Foundation's broader efforts?  | 85                  |
| How well does the Foundation understand the social, cultural, or socioeconomic factors that affect your work?  | 86                  |
| How well does the Foundation understand the needs of the people and communities that you serve?  | 76                  |
| To what extent do the Foundation's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?  | 76                  |
| Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:  |                     |
| The Foundation has clearly communicated what diversity, equity, and inclusion means for its work   | 76                  |
| Overall, the Foundation demonstrates an explicit commitment to diversity, equity, and inclusion in its work  | 76                  |
| Overall, most staff I have interacted with at the Foundation embody a strong commitment to diversity, equity, and inclusion  | 79                  |
| I believe that the Foundation is committed to combatting racism  | 79                  |
| Did you submit a proposal to the Foundation for this grant?  | 86                  |
| To what extent was the Foundation's selection process a helpful opportunity to strengthen the efforts funded by the grant?   | 70                  |
| To what extent was the Foundation's selection process an appropriate level of effort given the amount of funding received?   | 79                  |
| To what extent was the Foundation clear and transparent about the selection process requirements and timelines?  | 83                  |
| To what extent was the Foundation clear and transparent about the criteria the Foundation uses to decide whether a proposal would be funded or declined?   | 71                  |
| Have you participated in a reporting or evaluation process?  | 86                  |
| At any point during the proposal or the grant period, did the Foundation and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant? | 73                  |
| To what extent was the Foundation's reporting process straightforward?   | 73                  |
| To what extent was the Foundation's reporting process adaptable, if necessary, to fit your circumstances?  | 73                  |

| Question Text  | Number of Responses |
|--|---------------------|
| To what extent was the Foundation's reporting process relevant, with questions and measures pertinent to the work funded by this grant?      | 78                  |
| To what extent was the Foundation's reporting process a helpful opportunity for you to reflect and learn?                                    | 78                  |
| To what extent did the evaluation incorporate your input in the design of the evaluation?  | 9                   |
| To what extent did the evaluation result in you making changes to the work that was evaluated?   | 9                   |
| Are you currently receiving funding from the Foundation?   | 85                  |
| Which of the following best describes the pattern of your organization's funding relationship with the Foundation?                           | 86                  |
| Primary Intended People and/or Communities   |                     |
| Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?   | 87                  |
| Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?            | 73                  |
| Custom Questions   |                     |
| Please select which of the following statements applies to your organization's senior leadership team. (Please check all that apply)         | 86                  |
| Please select which of the following statements applies to your organization's Board of Directors or Trustees. (Please check all that apply) | 85                  |

## About CEP and Contact Information

### Mission:

CEP provides data, feedback, programs, and insights to help individual and institutional donors improve their effectiveness. We do this work because we believe effective donors, working collaboratively and thoughtfully, can profoundly contribute to creating a better and more just world.

### Vision:

We seek a world in which pressing social needs are more effectively addressed.

We believe improved performance of philanthropic funders can have a profoundly positive impact on nonprofit organizations and the people and communities they serve.

Although our work is about measuring results, providing useful data, and improving performance, our ultimate goal is improving lives. We believe this can only be achieved through a powerful combination of dispassionate analysis and passionate commitment to creating a better society.

### About the GPR:

Since 2003, the Grantee Perception Report® (GPR) has provided funders with comparative, candid feedback based on grantee perceptions. The GPR is the only grantee survey process that provides comparative data, and is based on extensive research and analysis. Hundreds of funders of all types and sizes have commissioned the GPR, and tens of thousands of grantees have provided their perspectives to help funders improve their work. CEP has surveyed grantees in more than 150 countries and in 8 different languages.

The GPR's quantitative and qualitative data helps foundation leaders evaluate and understand their grantees' perceptions of their effectiveness, and how that compares to their philanthropic peers.

## Additional CEP Resources

### Assessment Tools

**Donor Perception Report (DPR):** The Donor Perception Report provides community foundations with comparative data on their donors' perceptions, preferences for engagement, and giving patterns. Based on research and guidance from a group of community foundation leaders, the DPR is the only survey process that provides comparative data for community foundations.

**Staff Perception Report (SPR):** The Staff Perception Report explores foundation staff members' perceptions of foundation effectiveness and job satisfaction on a comparative basis. The SPR is based on a survey specific to foundations that includes questions related to employees' impressions of their role in philanthropy, satisfaction with their jobs, their foundation's impact, and opportunities for foundation improvement.

**YouthTruth Student Survey:** YouthTruth supports school systems in gathering and acting on student and stakeholder feedback, helping schools, districts, and education funders think through the ins-and-outs of actionable insights to drive improvement. Learn more at [youthtruthsurvey.org](https://youthtruthsurvey.org).

### Advisory Services

CEP's data-driven, customized advising leverages CEP's knowledge and experience to help funders answer pressing questions about their work, address existing challenges, hear from valued constituents, and learn and share with peers. Learn more at [cep.org/advisoryservices](https://cep.org/advisoryservices).

### Research

CEP's research projects delve into issues that are central to funder effectiveness, examining common practice and challenging conventional wisdom. Our research is informed by rigorous quantitative and qualitative analysis of large-scale data sets, in-depth qualitative interviews with philanthropic leaders, as well as by profiles of high-performing organizations and staff.

CEP's resource library offers resources for grantmakers, individual donors, and more. Explore the full range of resources available in CEP's resource library at [cep.org/resources](https://cep.org/resources).

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