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# Ford Foundation 2024 Grantee Perception Report - Public

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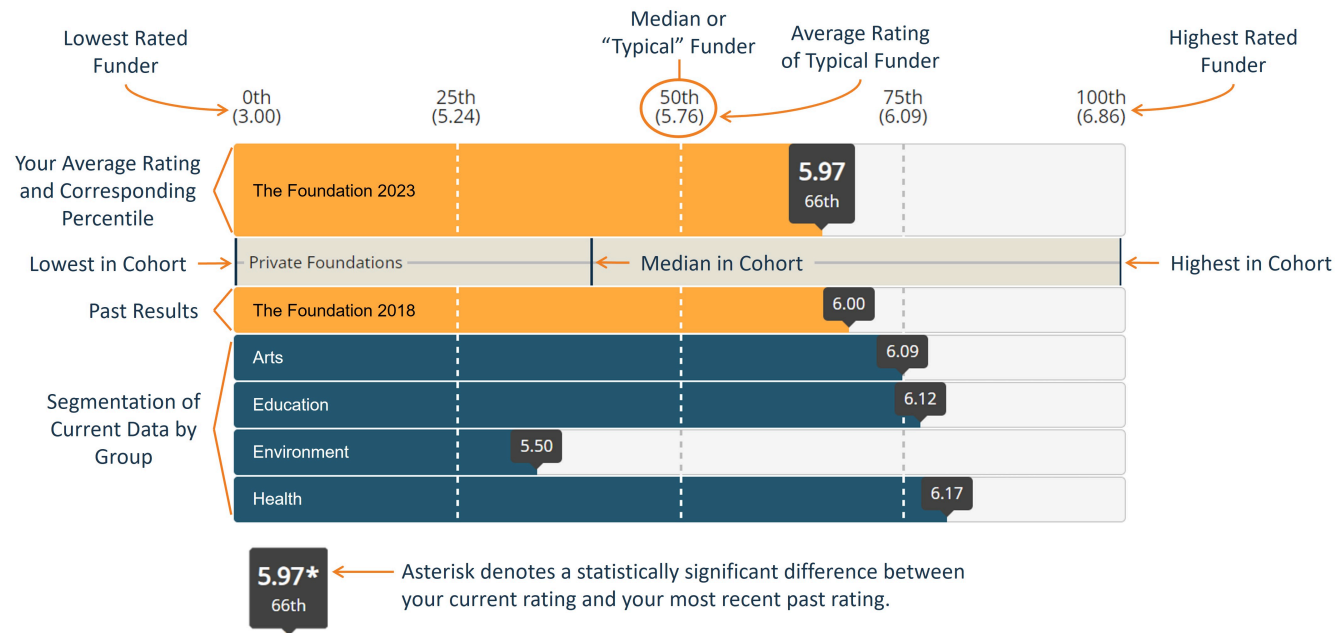
The online version of this report can be accessed at [cep.surveymresults.org](https://cep.surveymresults.org)

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# Survey Information

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 seven responses.

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Ford 2024	September and October 2024	3491	1881	54%
Ford 2022	September and October 2022	2705	1587	59%
Ford 2020	September and October 2020	2687	1467	55%
Ford 2017	May and June 2017	2693	1550	58%
Ford 2014	October and November 2014	2938	1631	56%
Ford 2012	May and June 2012	3244	1939	60%
Ford 2008	September and October 2008	3385	2025	60%

Throughout this report, Ford Foundation's survey results are compared to CEP's broader dataset of more than 60,000 grantee responses from over 350 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/>.

## Customized Cohort

Ford selected a set of 13 funders to create a smaller comparison group that more closely resembles Ford in scale and scope.

### Custom Cohort

Bill & Melinda Gates Foundation
Carnegie Corporation of New York
Ford Foundation
Gordon and Betty Moore Foundation
John D. and Catherine T. MacArthur Foundation
John S. and James L. Knight Foundation

Custom Cohort

Margaret A. Cargill Philanthropies

Robert Wood Johnson Foundation

The David and Lucile Packard Foundation

The Kresge Foundation

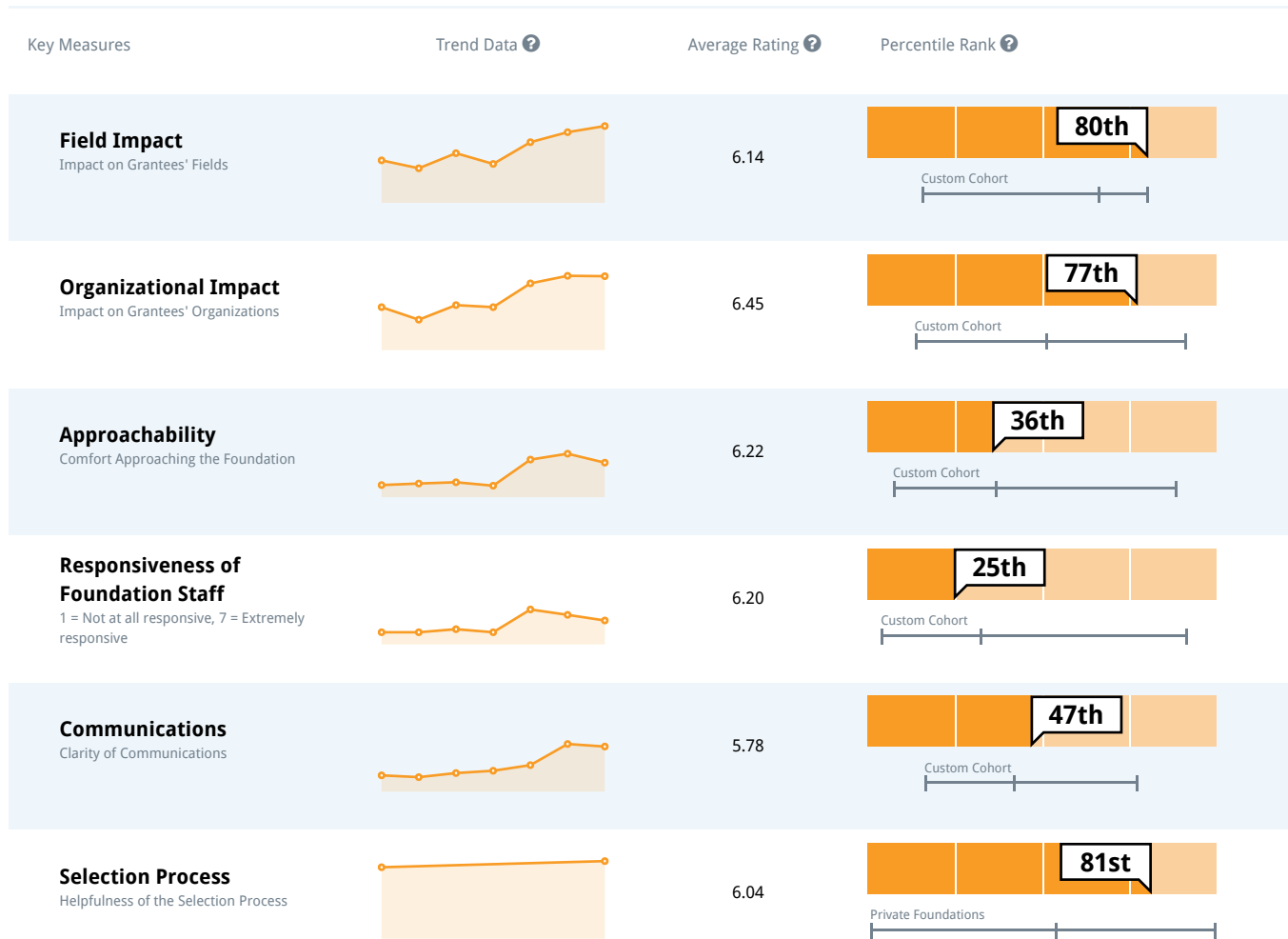
The Rockefeller Foundation

The William and Flora Hewlett Foundation

W.K. Kellogg Foundation

# Key Ratings Summary

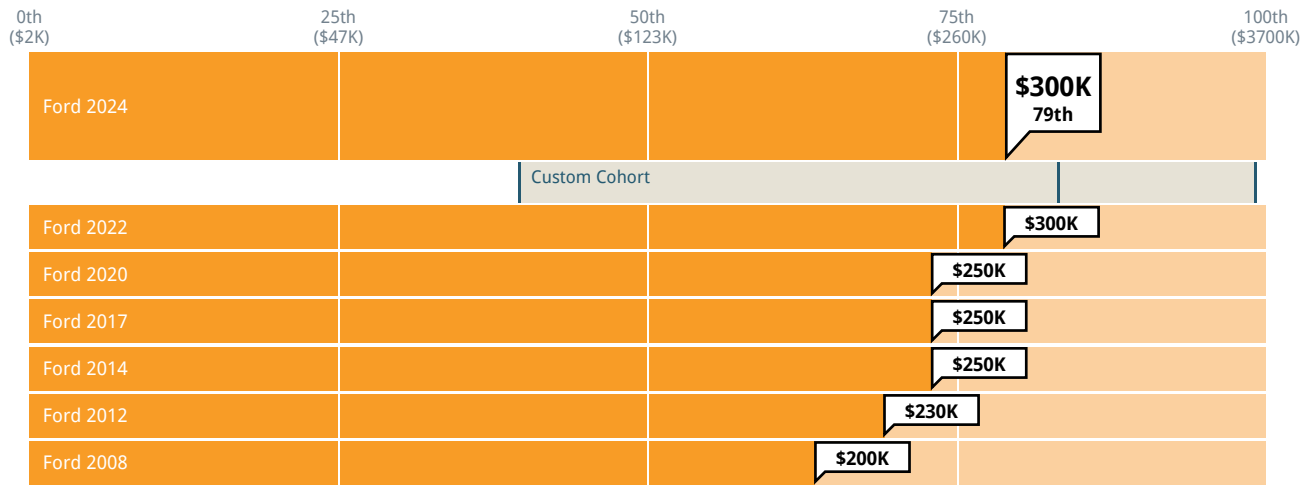
The following chart highlights a selection of Ford Foundation's key results. Each of these data points corresponds to an individual survey measure that is displayed with additional detail in the subsequent pages of this report.



# 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.

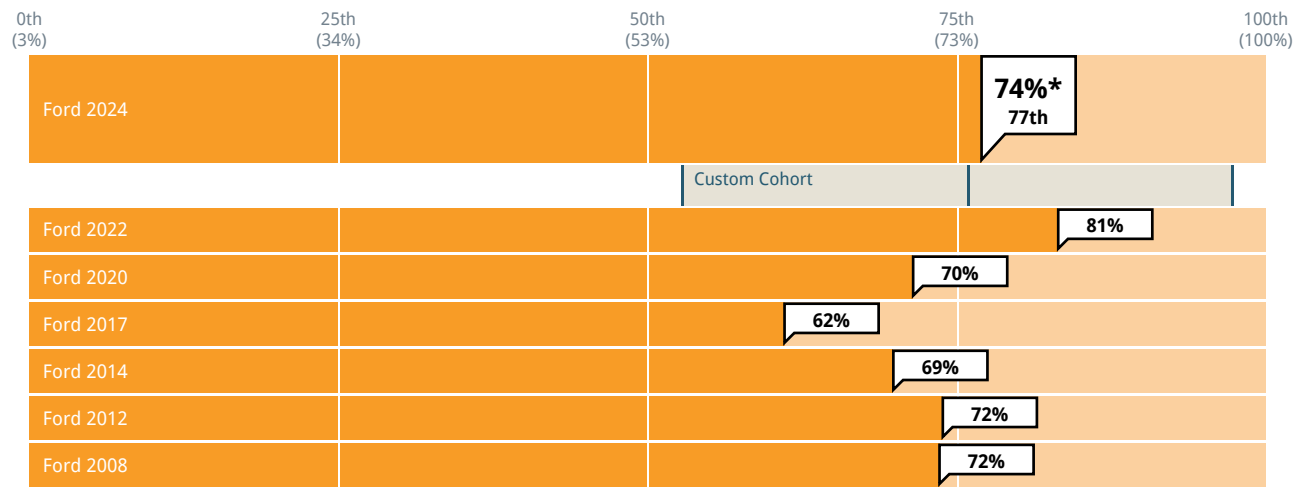
## Median Grant Size



Cohort: Custom Cohort    Past results: on    Subgroup: None

## Proportion of Multi-year Grants

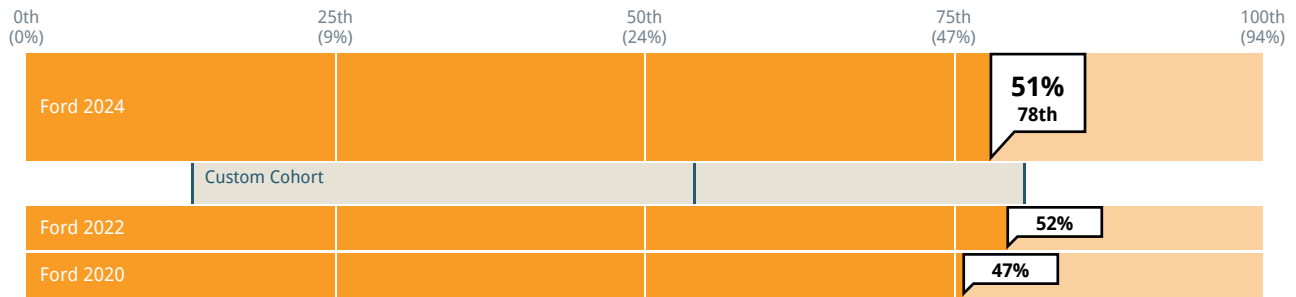
Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort    Past results: on    Subgroup: None

## Proportion of Unrestricted Funding

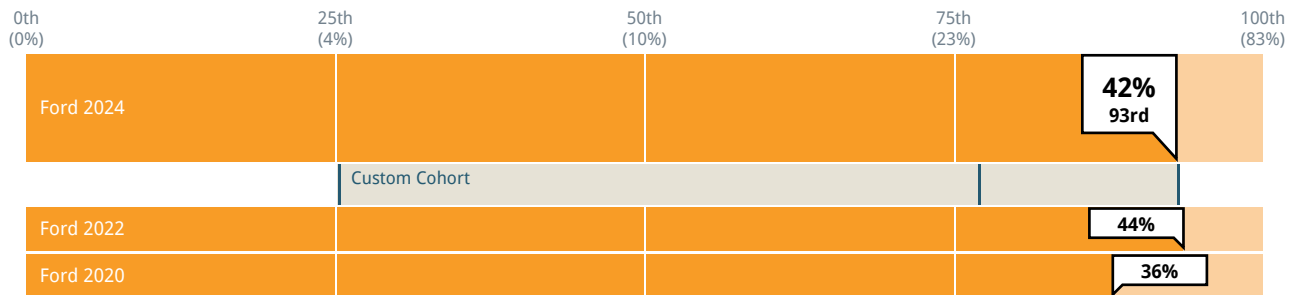
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g., general operating, core support)'



Cohort: Custom Cohort Past results: on Subgroup: None

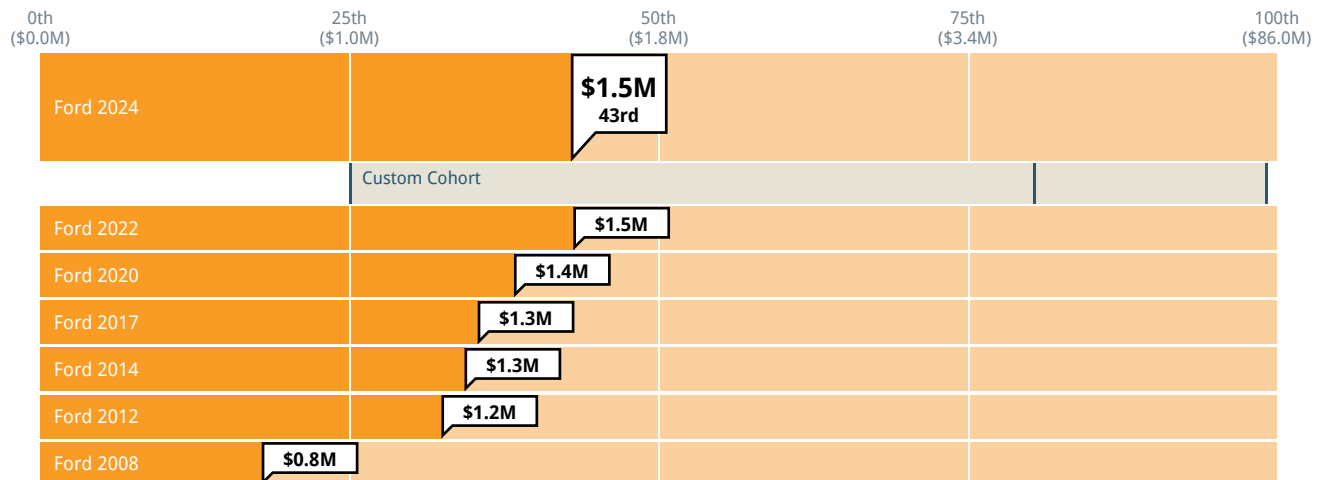
## Proportion of Multi-year Unrestricted Grants

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



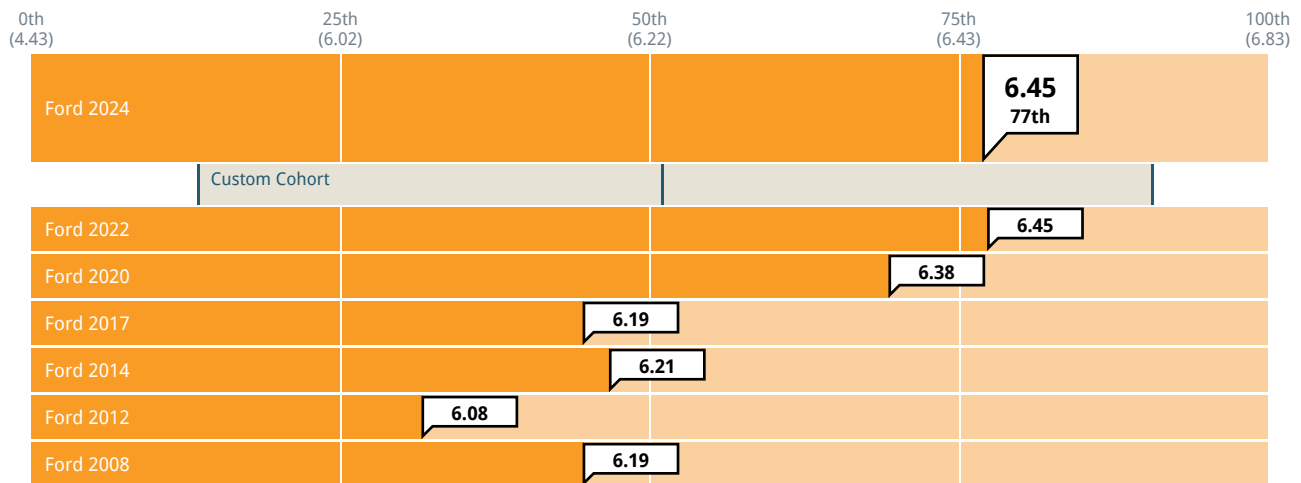
Selected Cohort: Custom Cohort	
Grant History	
Percentage of first-time grants	
Ford 2024	29%
Ford 2022	26%
Ford 2020	21%
Ford 2017	19%
Ford 2014	19%
Ford 2012	19%
Average Funder	30%
Custom Cohort	32%

Selected Cohort: Custom Cohort			
Program Staff Load			
	Dollars awarded per program full-time employee	Applications per program full-time employee	Active grants per program full-time employee
Ford 2024	\$3.5M	11	27
Ford 2022	\$5M	N/A	32
Ford 2020	\$3.1M	8	25
Ford 2017	\$2.8M	11	20
Ford 2014	\$4.9M	14	31
Ford 2012	\$3.8M	13	31
Median Funder	\$2.8M	21	30
Custom Cohort	\$4.7M	10	22

## Overall Impact

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

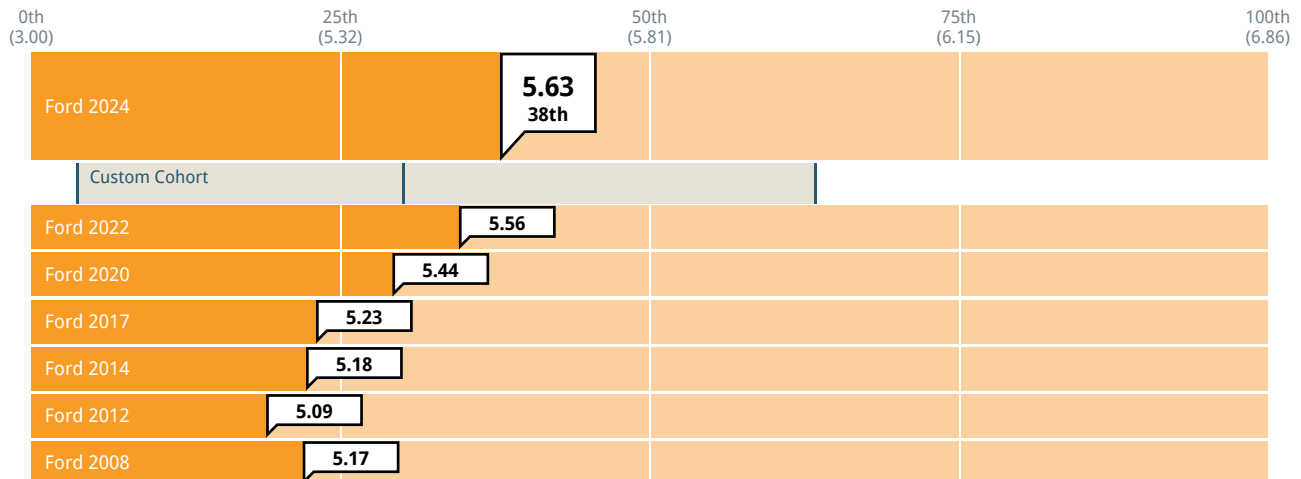
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

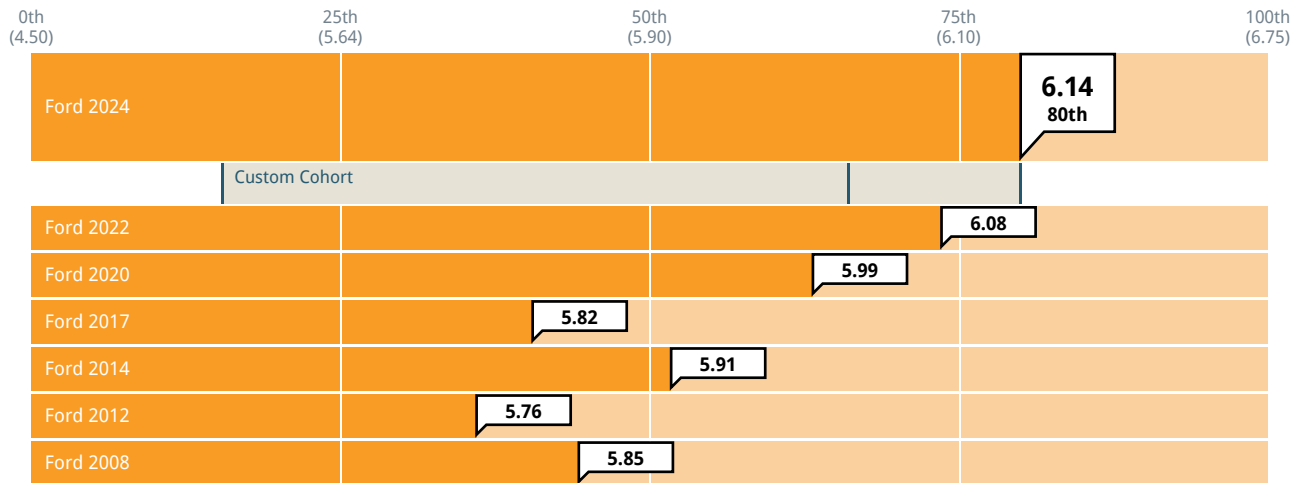
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

1 = No impact    7 = Significant positive impact

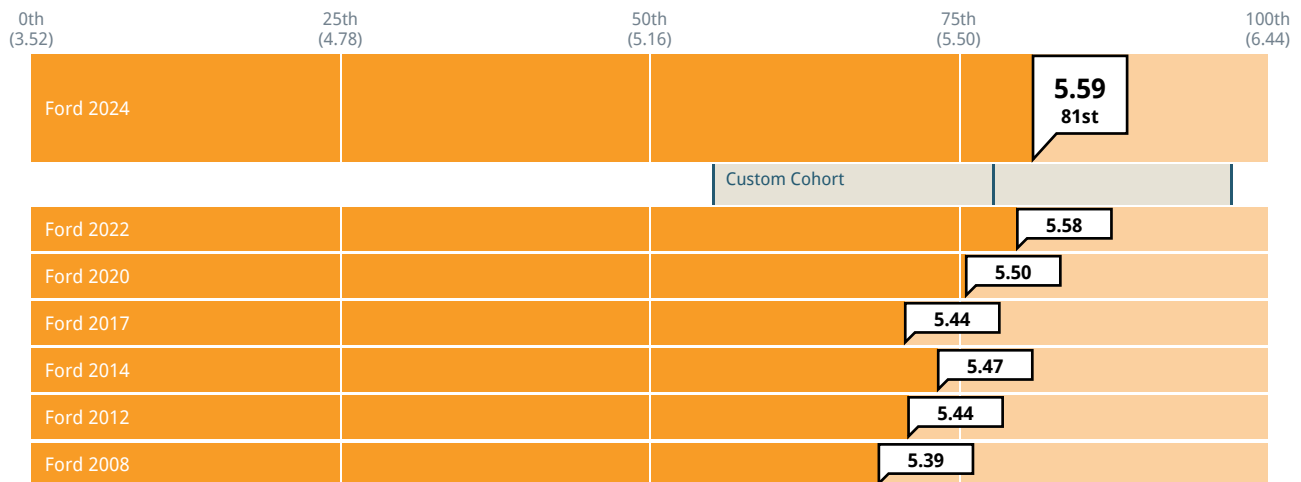


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Advancing Knowledge and Public Policy

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

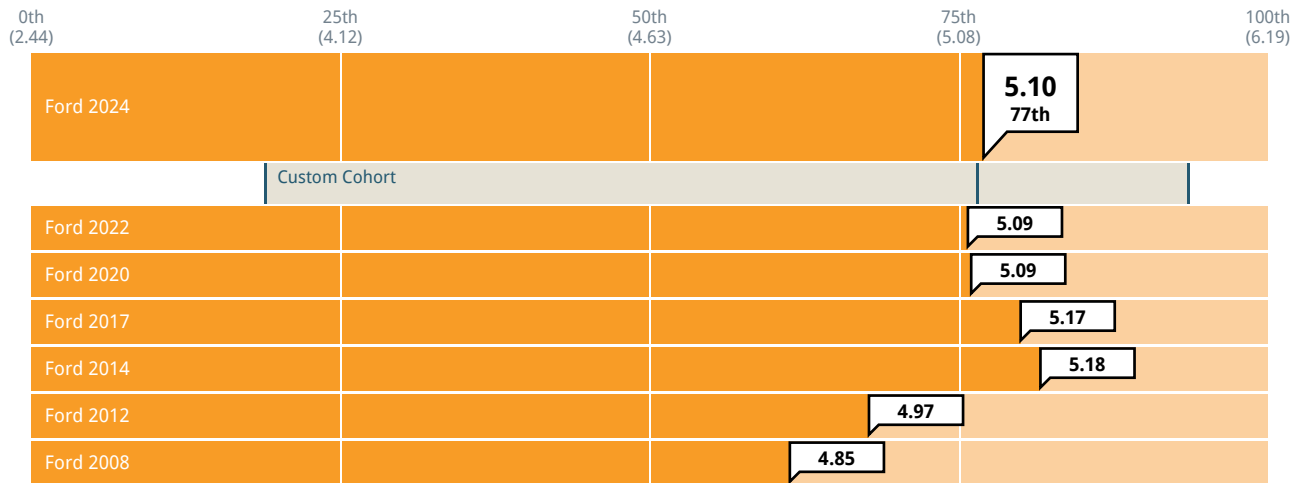
1 = Not at all    7 = Leads the field to new thinking and practice



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

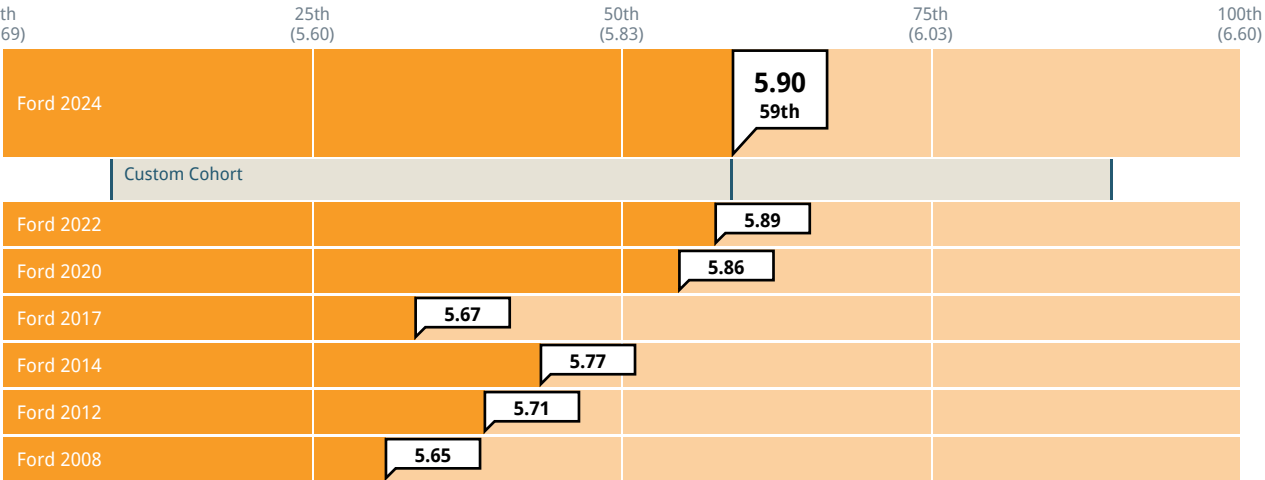


Cohort: Custom Cohort    Past results: on    Subgroup: None

Overall Understanding

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

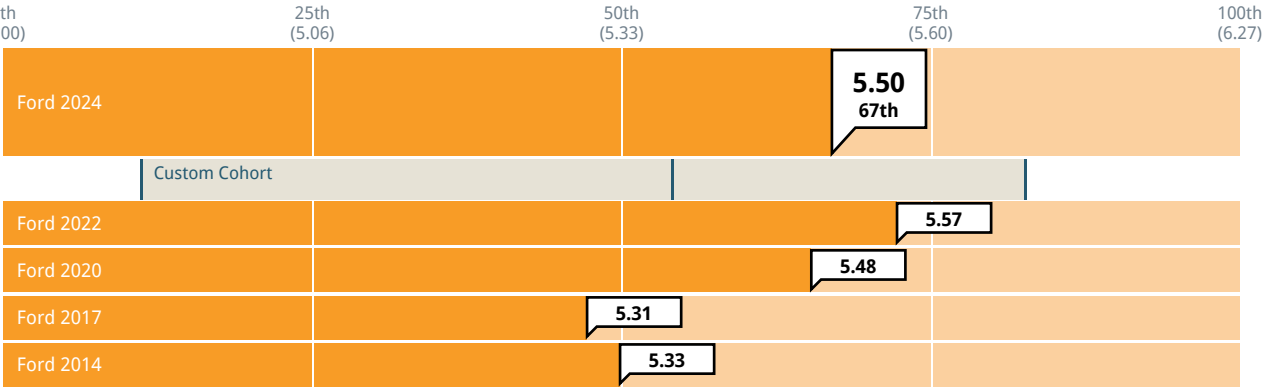
1 = Limited understanding    7 = Thorough understanding



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

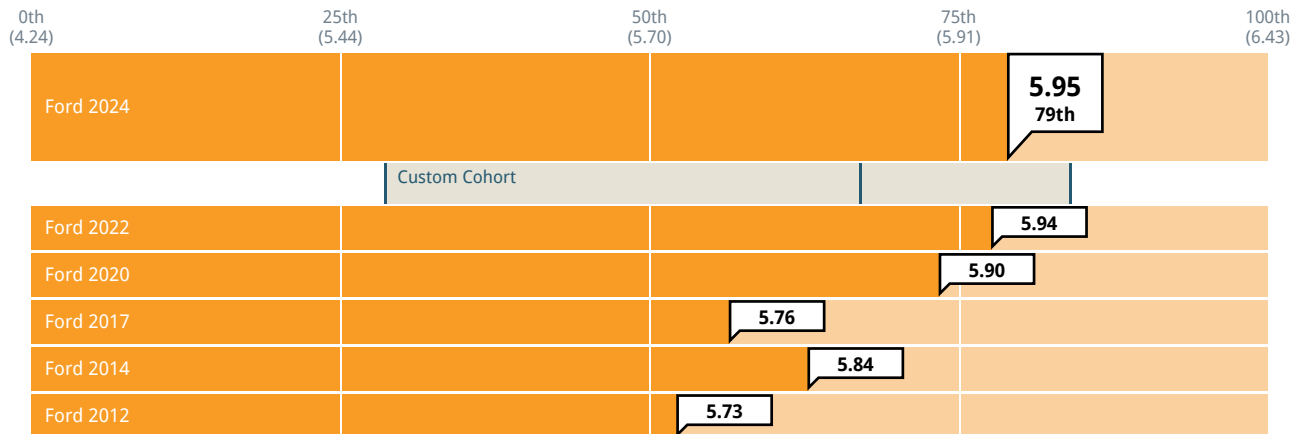
1 = Not at all aware    7 = Extremely aware



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

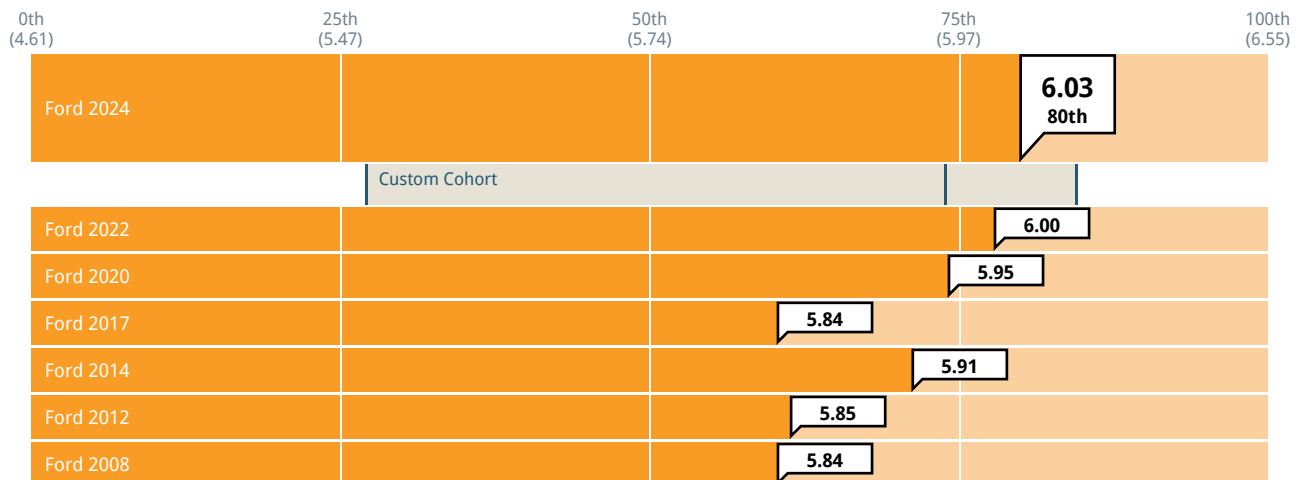
1 = Limited understanding    7 = Thorough understanding



Cohort: Custom Cohort    Past results: on    Subgroup: None

## 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

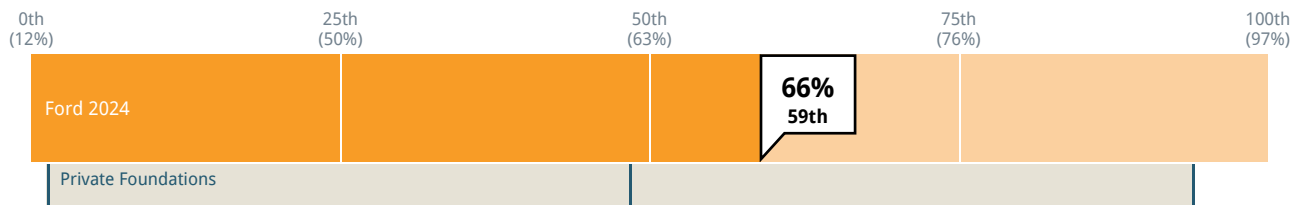


Cohort: Custom Cohort    Past results: on    Subgroup: None

## Assistance Beyond the Grant

### Proportion of Grantees Receiving Assistance Beyond the Grant

Proportion of grantees who indicate receiving at least one form of assistance beyond the grant



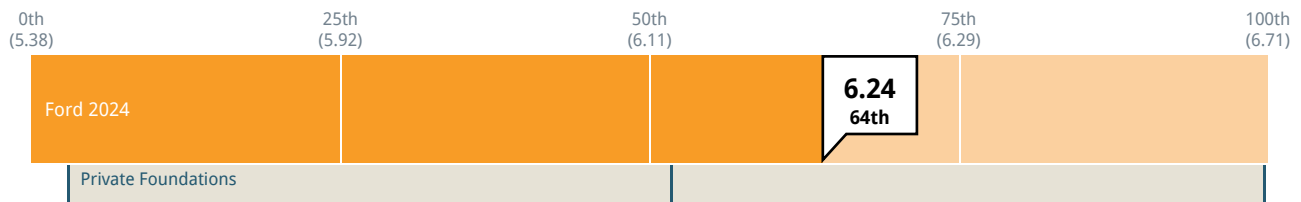
Cohort: Private Foundations Past results: on Subgroup: None

**Note:** The following questions were asked only of grantees who indicated receiving at least one form of assistance beyond the grant in the previous question.

Please rate the extent to which you agree with the following statements about the assistance beyond the grant you received from the Foundation.

### The support I received met an important need for my organization and/or program

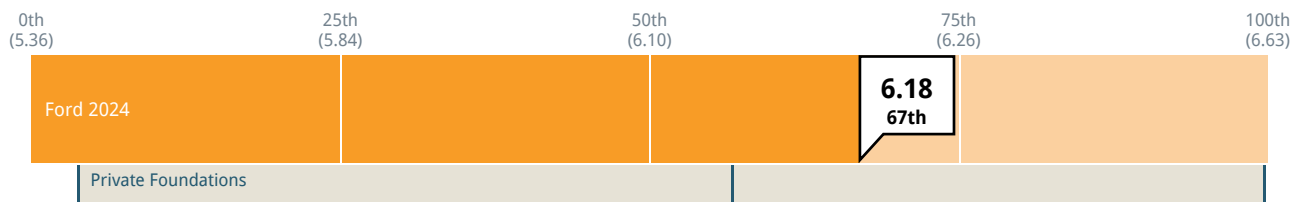
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: None

### The support I received strengthened my organization and/or program

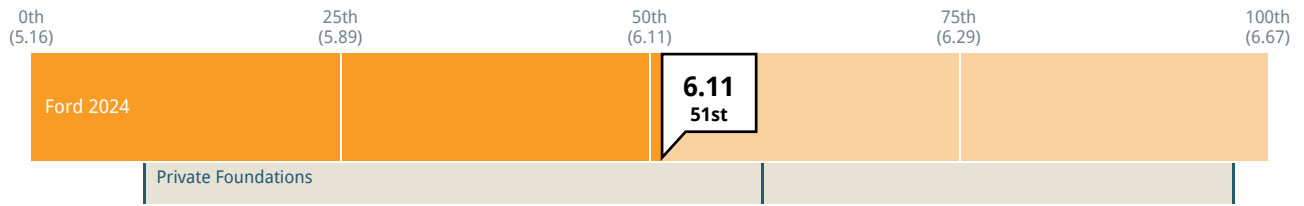
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: None

## The Foundation's assistance beyond the grant was a worthwhile use of the time required of us

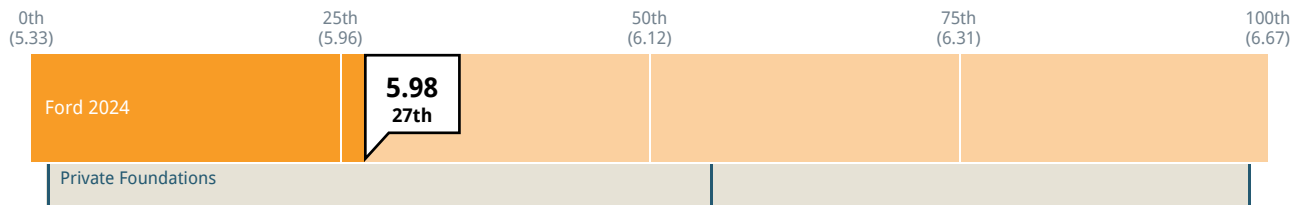
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Private Foundations    Past results: on    Subgroup: None

## I felt the Foundation would be open to feedback about the assistance beyond the grant it provided

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



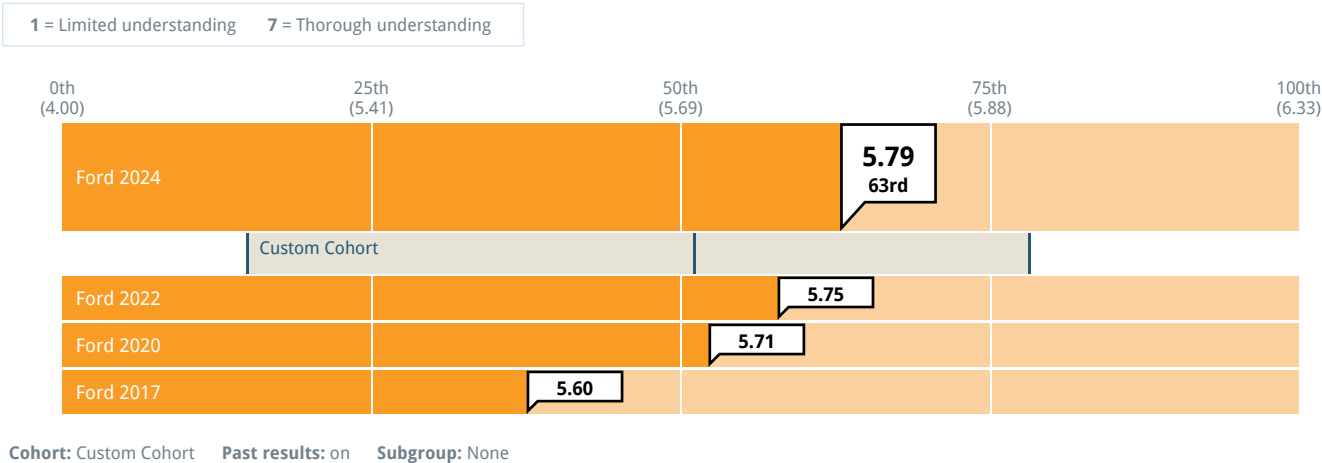
Cohort: Private Foundations    Past results: on    Subgroup: None



# People and Communities Served

In the following question, 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.

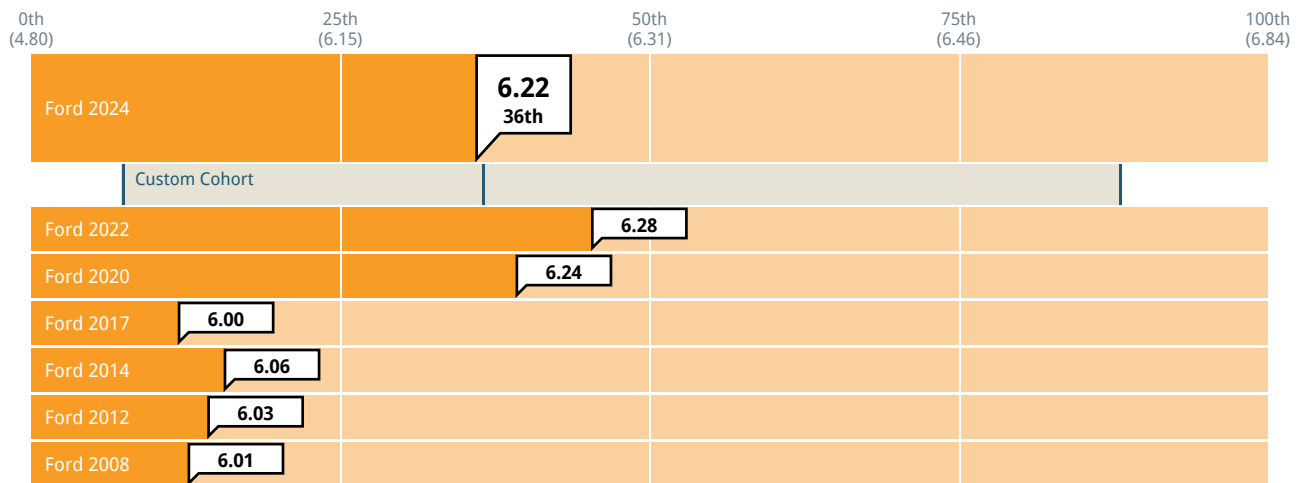
## How well does the Foundation understand the needs of the people and communities that you serve?



## Funder-Grantee Relationships

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

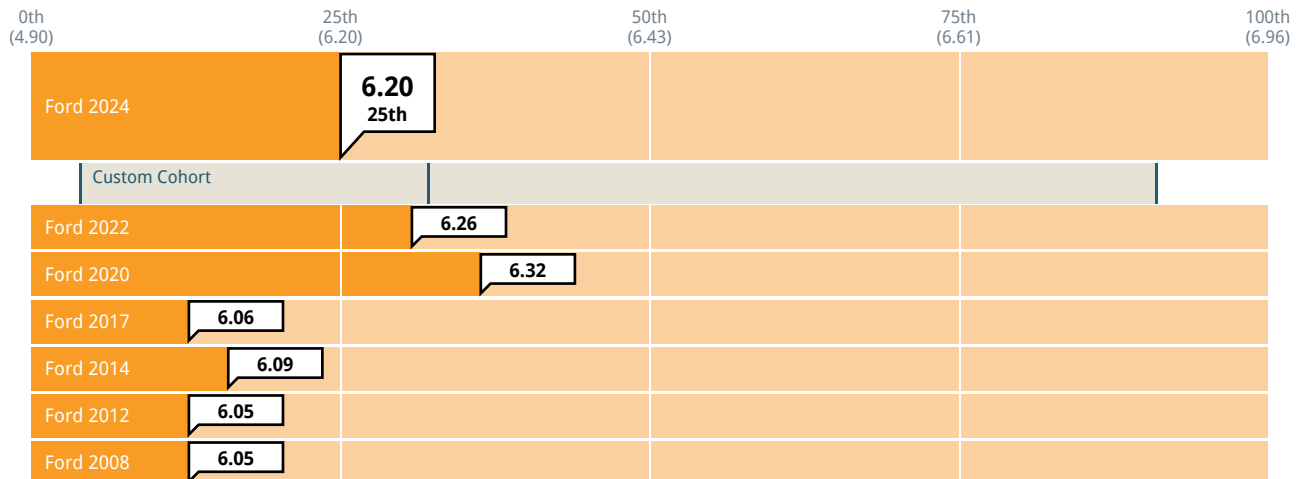
1 = Not at all comfortable    7 = Extremely comfortable



Cohort: Custom Cohort    Past results: on    Subgroup: None

### Overall, how responsive was Foundation staff?

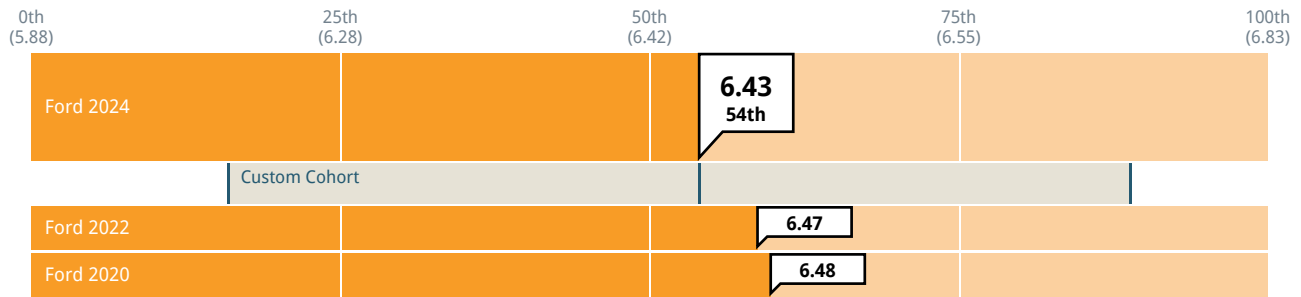
1 = Not at all responsive    7 = Extremely responsive



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

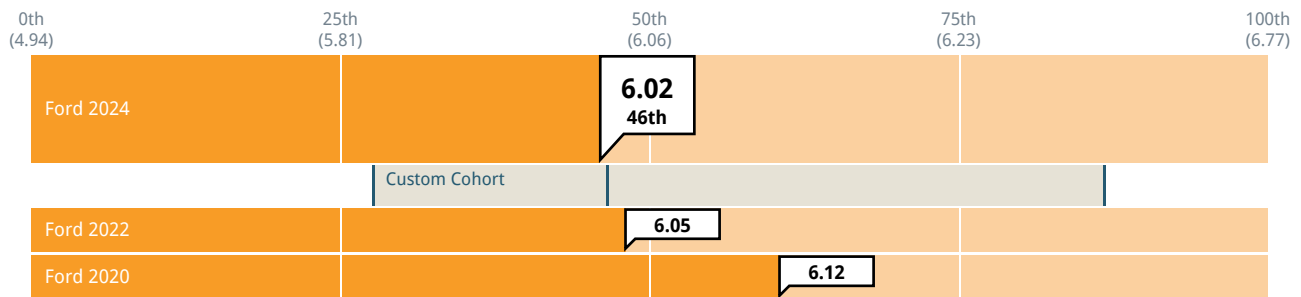
1 = Not at all    4 = Somewhat    7 = To a great extent



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?

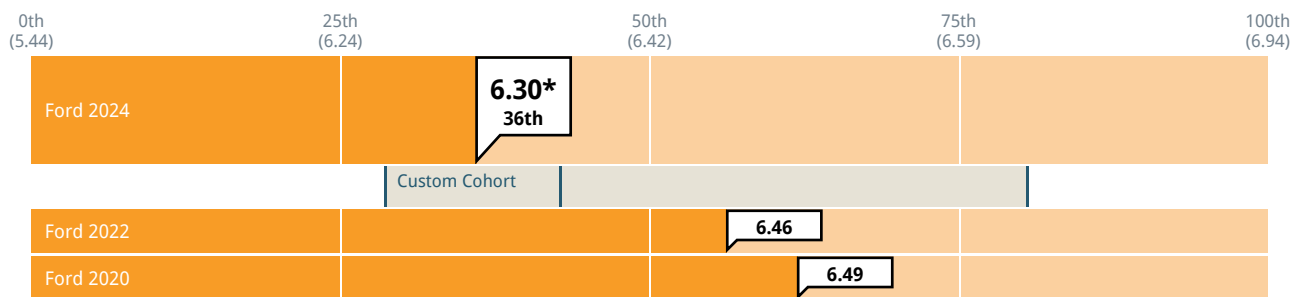
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

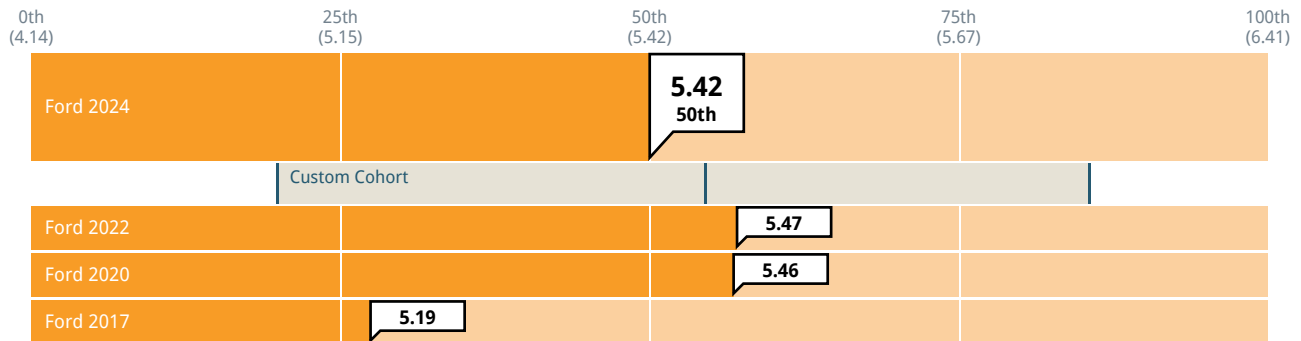
1 = Not at all    4 = Somewhat    7 = To a great extent



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

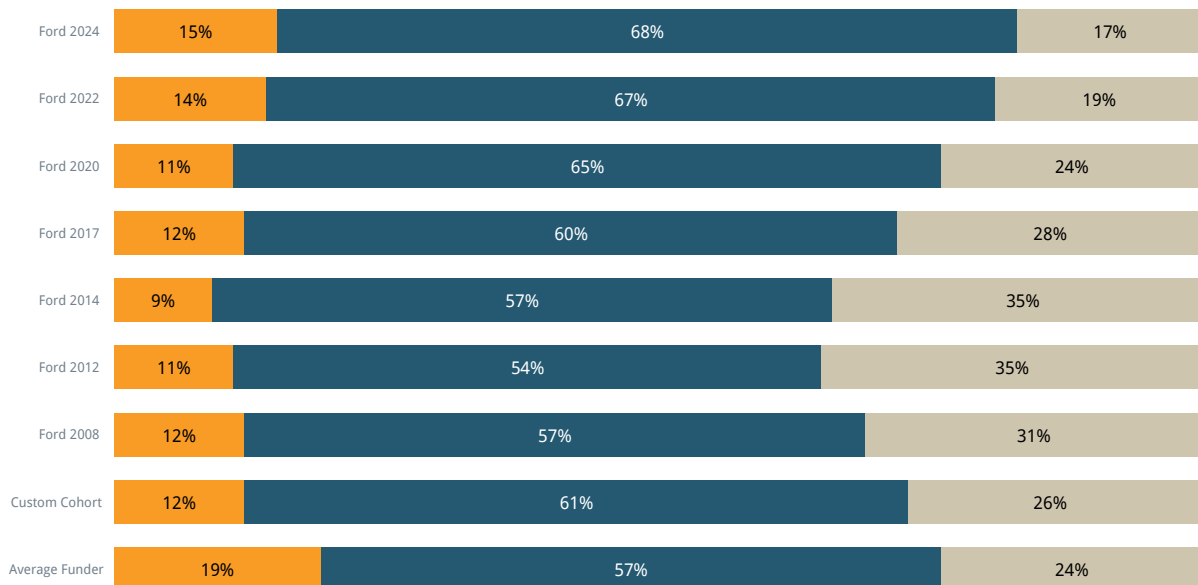


Cohort: Custom Cohort Past results: on Subgroup: None

## Interaction Patterns

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

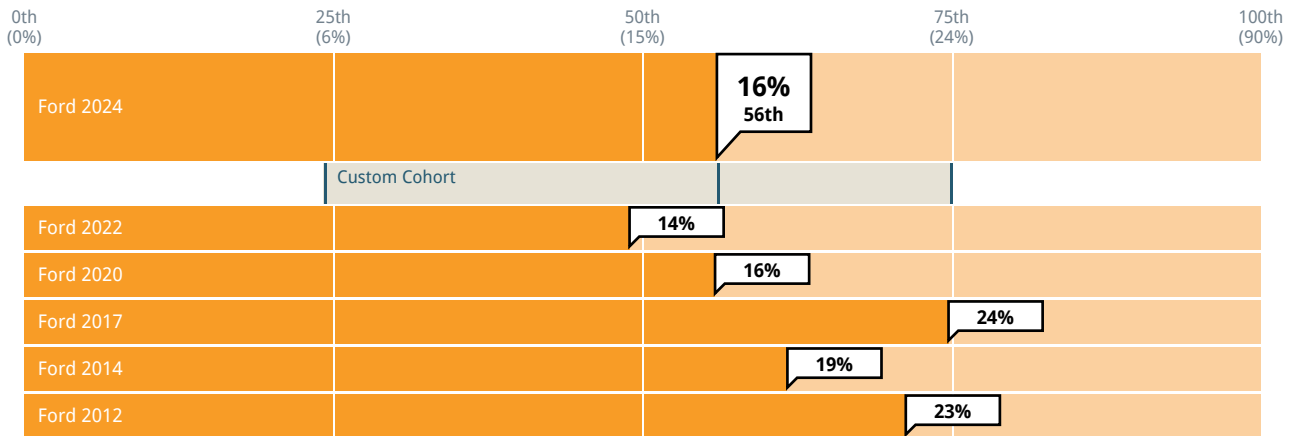
Yearly or less often Once every few months Monthly or more often



Cohort: Custom Cohort Past results: on

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

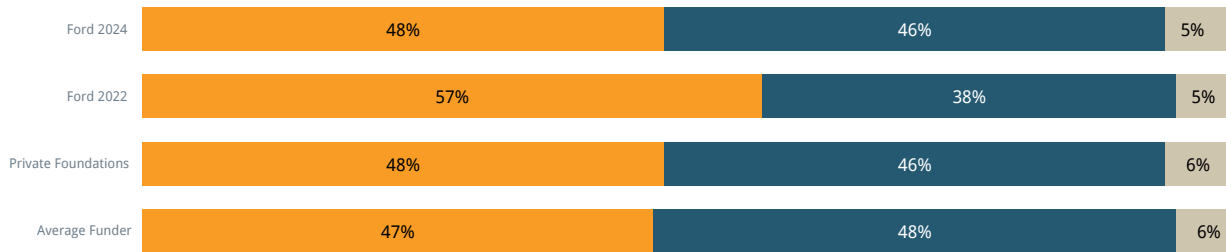
Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: None

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

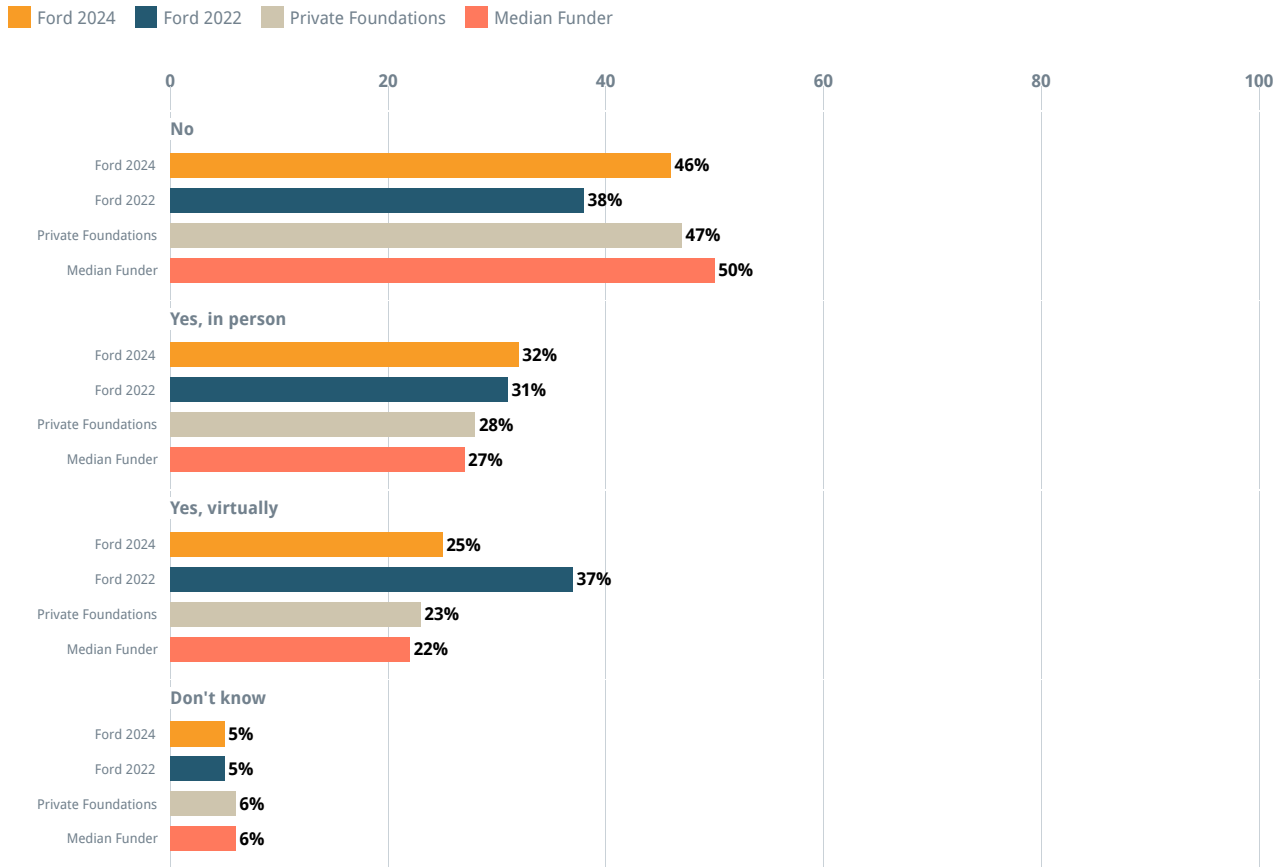
Yes, in person and/or virtual No Don't know



Cohort: Private Foundations 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?

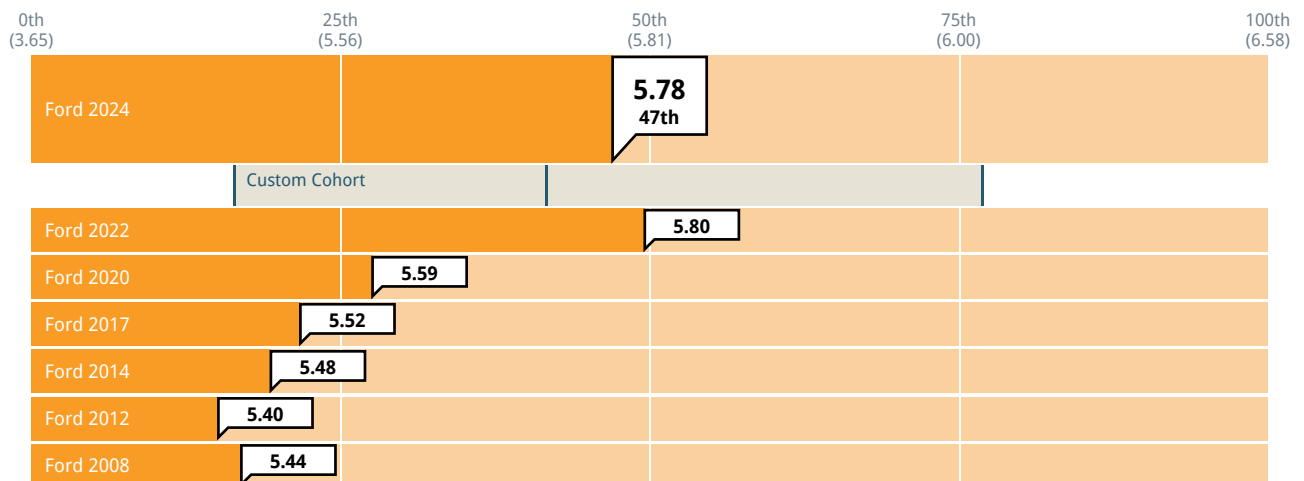


Cohort: Private Foundations Past results: on

## Communication

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

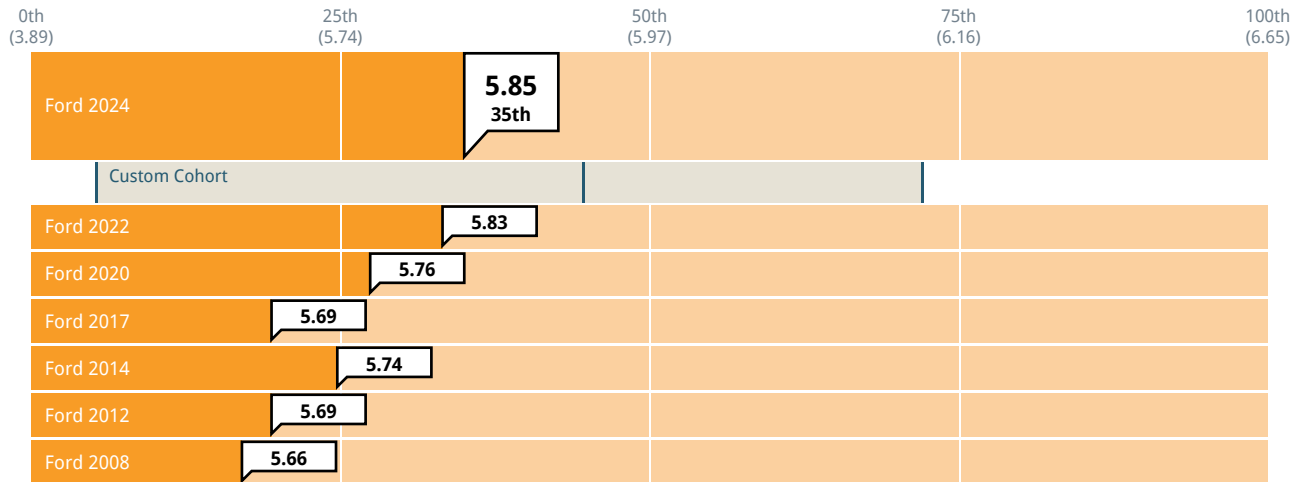
1 = Not at all clearly 7 = Extremely clearly



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?**

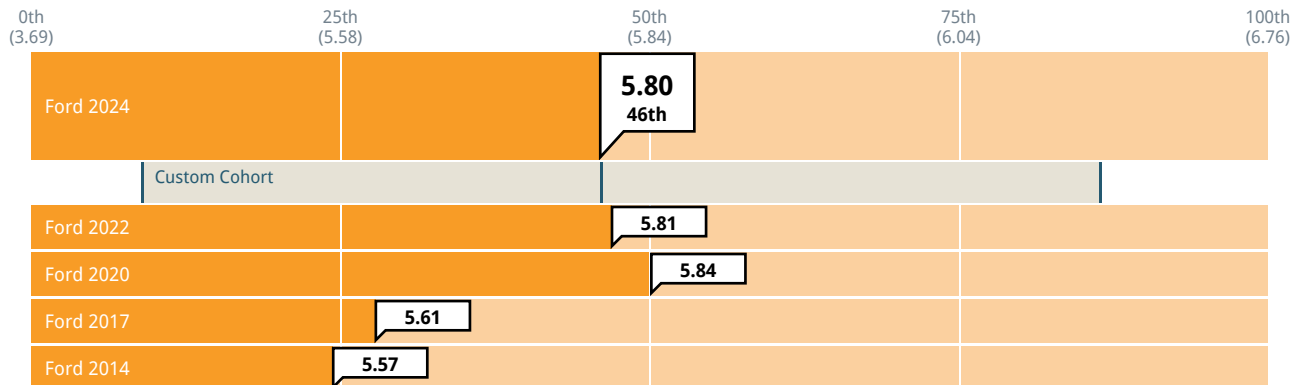
1 = Not at all consistent    7 = Completely consistent



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

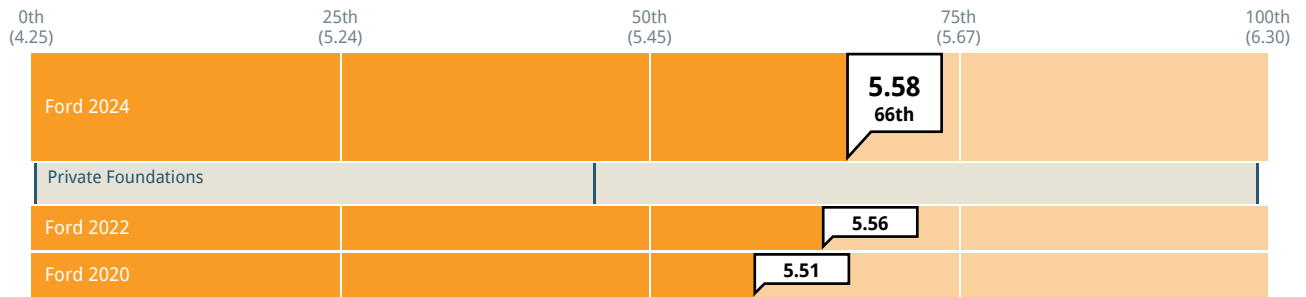
1 = Not at all transparent    7 = Extremely transparent



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



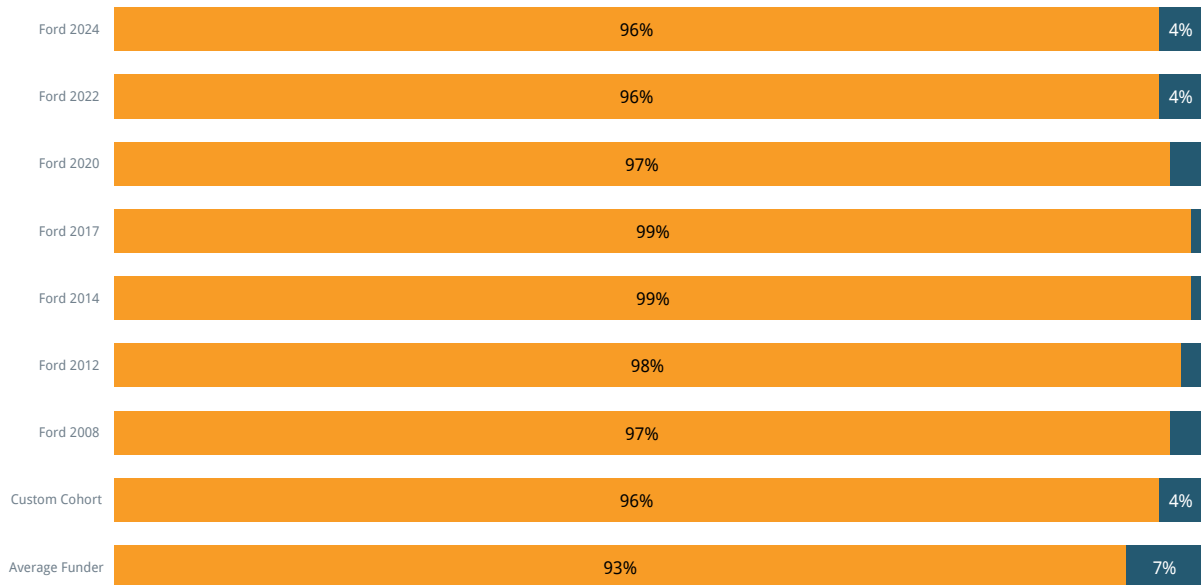
Cohort: Private Foundations    Past results: on    Subgroup: None



# Grant Processes

## Did you submit a proposal to the Foundation for this grant?

Submitted a proposal Did not submit a proposal

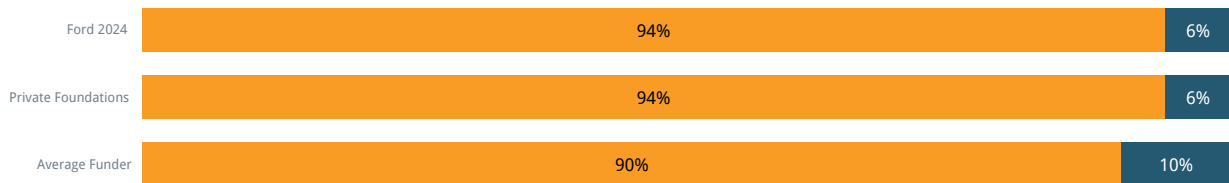


Cohort: Custom Cohort Past results: on

The following question was only asked of grantees that indicated submitting a proposal for their grant. This question was recently added to the grantee survey and depicts comparative data from fewer than 75 funders in the dataset.

## Did you have contact with a Foundation staff member via phone, email, or in-person/video before you applied?

Yes No



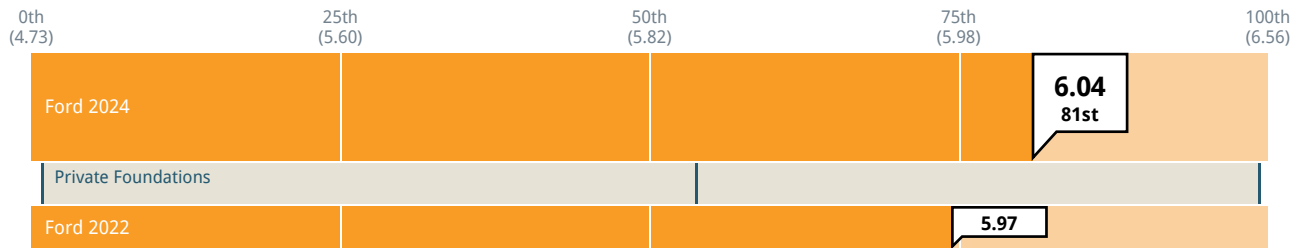
Cohort: Private Foundations Past results: on

# Selection Process

**Note:** CEP modified the following question in 2022 and determined, through recent analysis, that responses were not comparable to those provided prior to 2022. CEP has removed data from prior to 2022 from this question's comparative dataset. As a result, percentile rankings relative to CEP's comparative dataset may look different in this report than they did in your previous report.

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

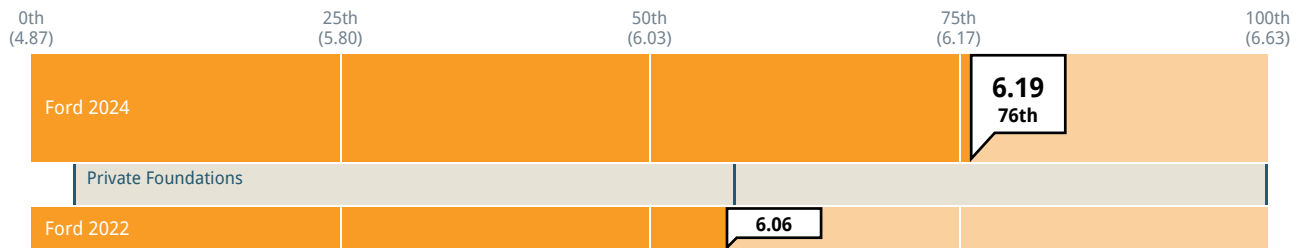
1 = Not at all    7 = To a great extent



Cohort: Private Foundations    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?

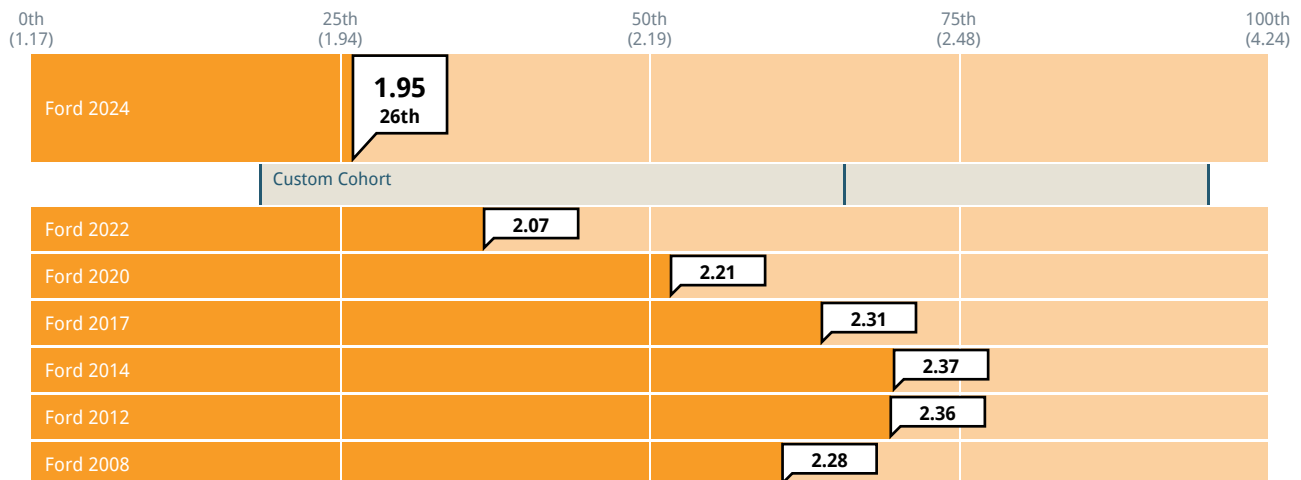
1 = Not at all    7 = To a great extent



Cohort: Private Foundations    Past results: on    Subgroup: None

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

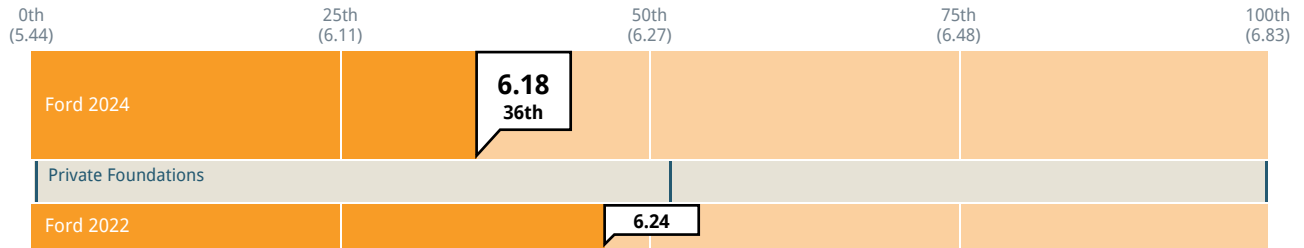
1 = No pressure    7 = Significant pressure



Cohort: Custom Cohort    Past results: on    Subgroup: None

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

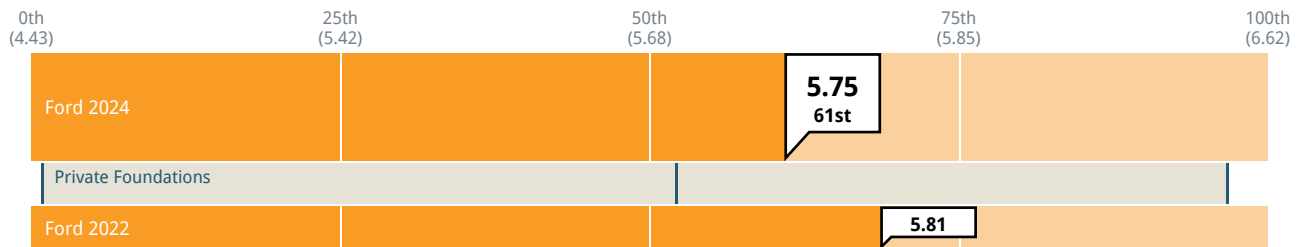
1 = Not at all    7 = To a great extent



Cohort: Private Foundations    Past results: on    Subgroup: None

## 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?

1 = Not at all    7 = To a great extent



Cohort: Private Foundations    Past results: on    Subgroup: None

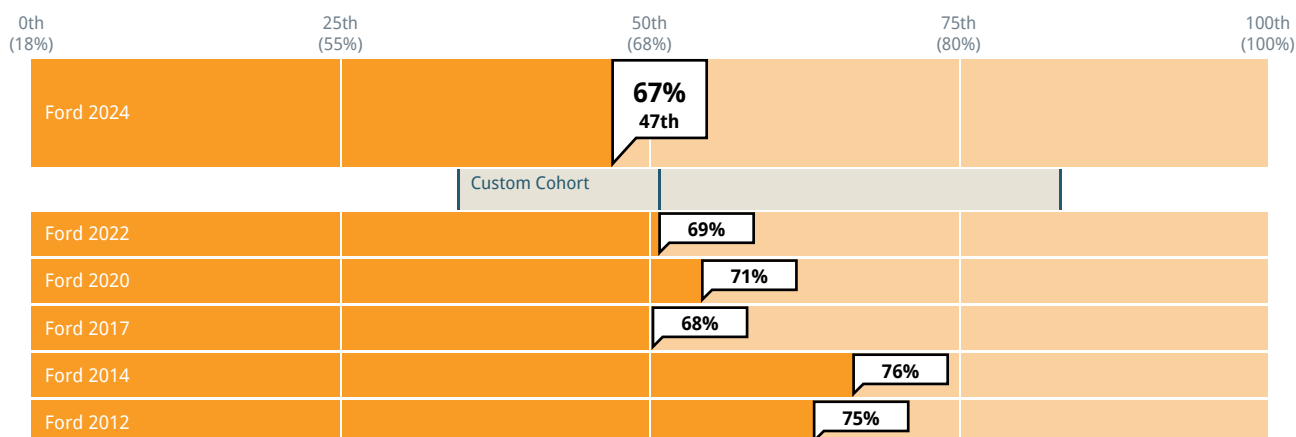
## Reporting Process Participation

### Definition of Reporting

- "Reporting" - the Foundation's standard oversight, monitoring, and grant reporting.

**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?**

Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: None

**Have you participated in a reporting process related to your grant from the Foundation?**

Yes, we have participated in a reporting process No, we have not participated in a reporting process



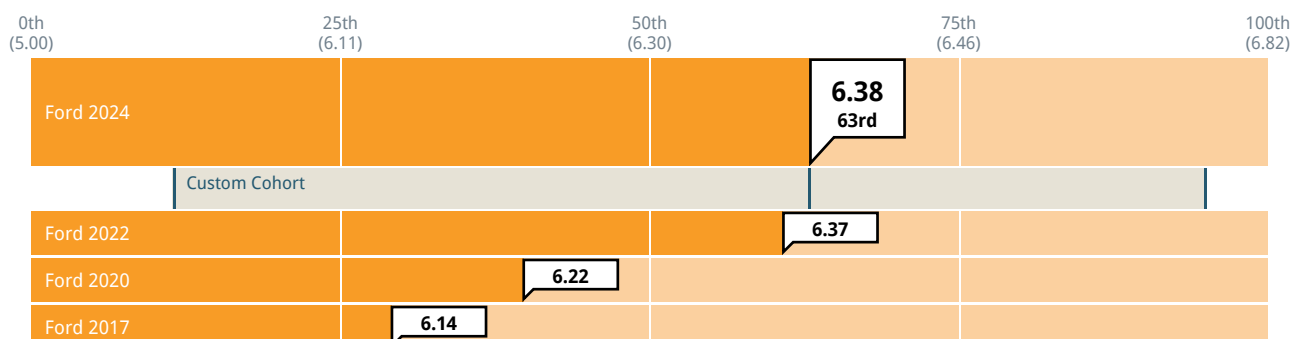
Cohort: None Past results: on

## Reporting Process

The following questions were only asked of grantees that indicated having participated in a reporting process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

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

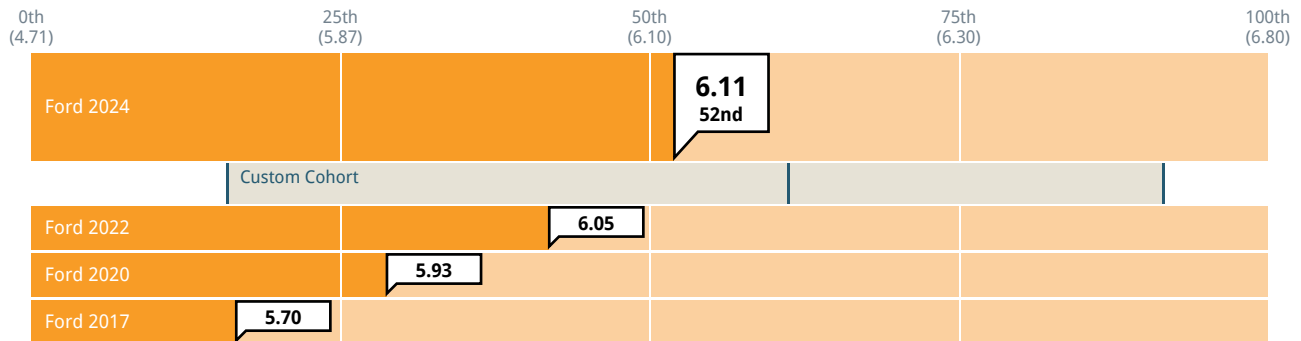
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: None

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

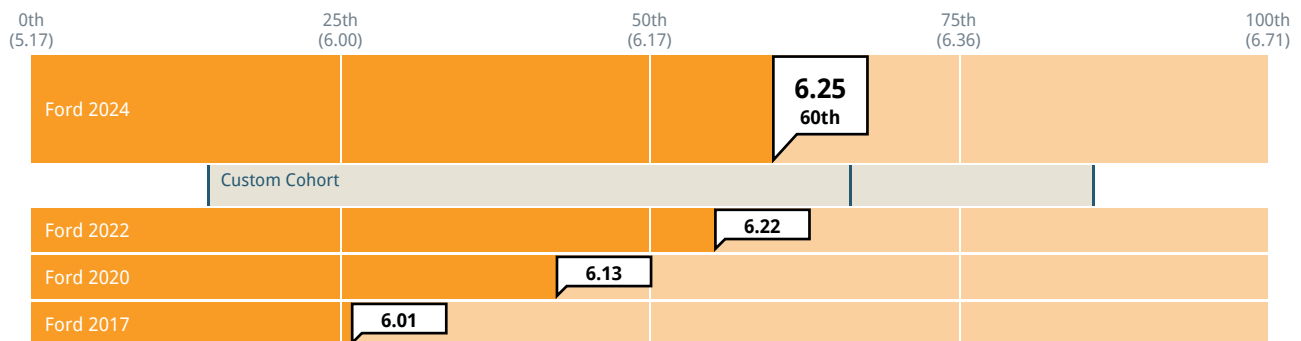
1 = Not at all    7 = To a great extent



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?

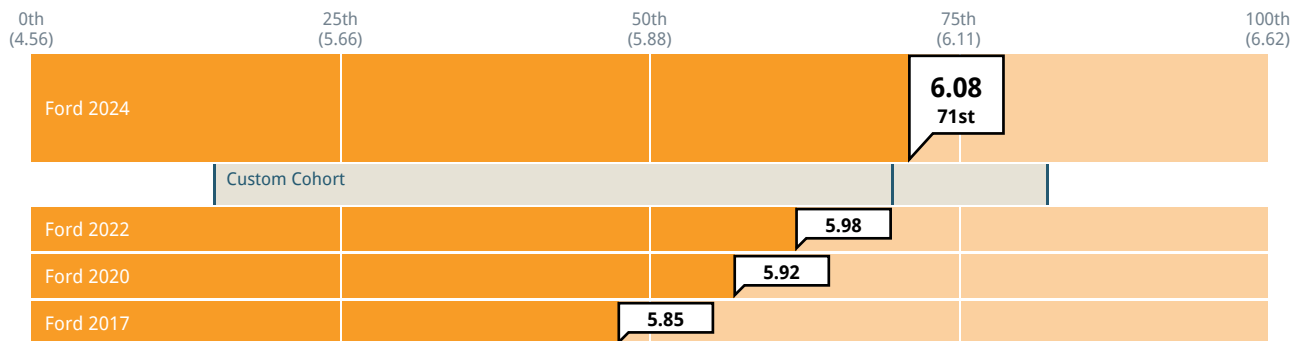
1 = Not at all    7 = To a great extent



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?

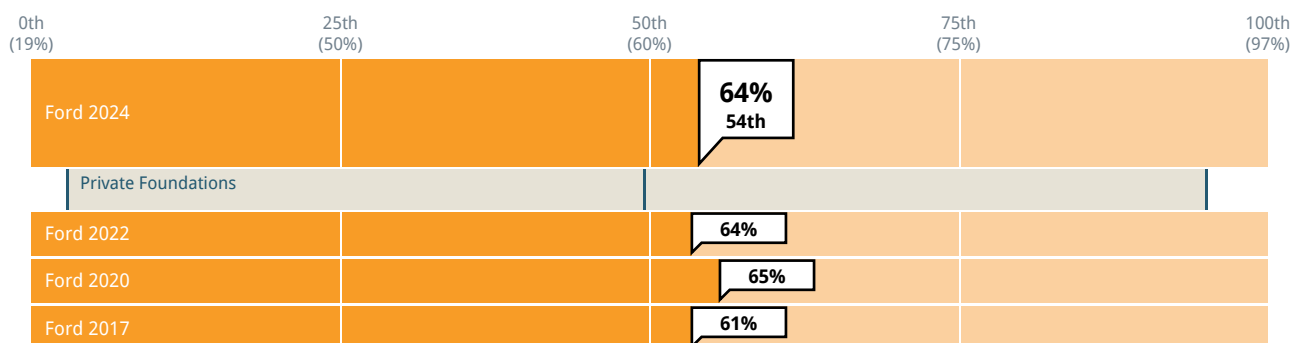
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: None

## At any point have you had a substantive discussion with the Foundation about the report(s) you or your colleagues submitted as part of the reporting process?

Proportion of grantees responding 'Yes'



Cohort: Private Foundations Past results: on Subgroup: None

## Evaluations

Evaluations at Ford Foundation are conducted once every 4-5 years at a portfolio level by an external consulting firm. They are intended to look at strategy-level results and do not look at individual grantee progress.

## Are you familiar with the evaluation conducted by the Ford Foundation?

Yes No



Cohort: None Past results: on

The following question was only asked of grantees who indicated they are familiar with the evaluation at Ford Foundation.

## To what extent was the evaluation helpful for your work?

1 = Not at all helpful 7 = Extremely helpful

Ford 2024

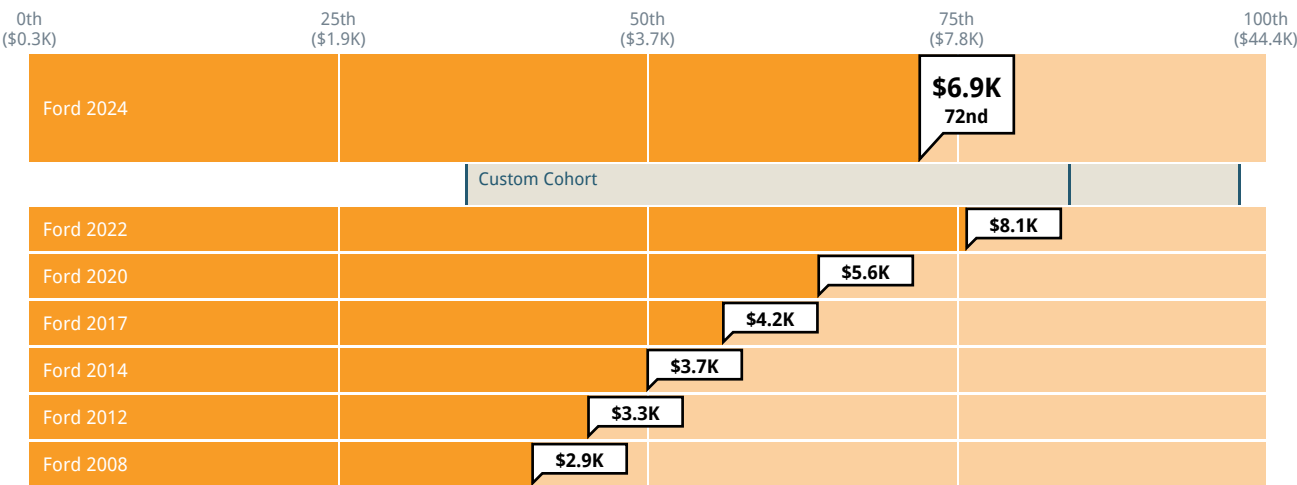


Cohort: None Past results: on

Dollar Return and Time Spent on Processes

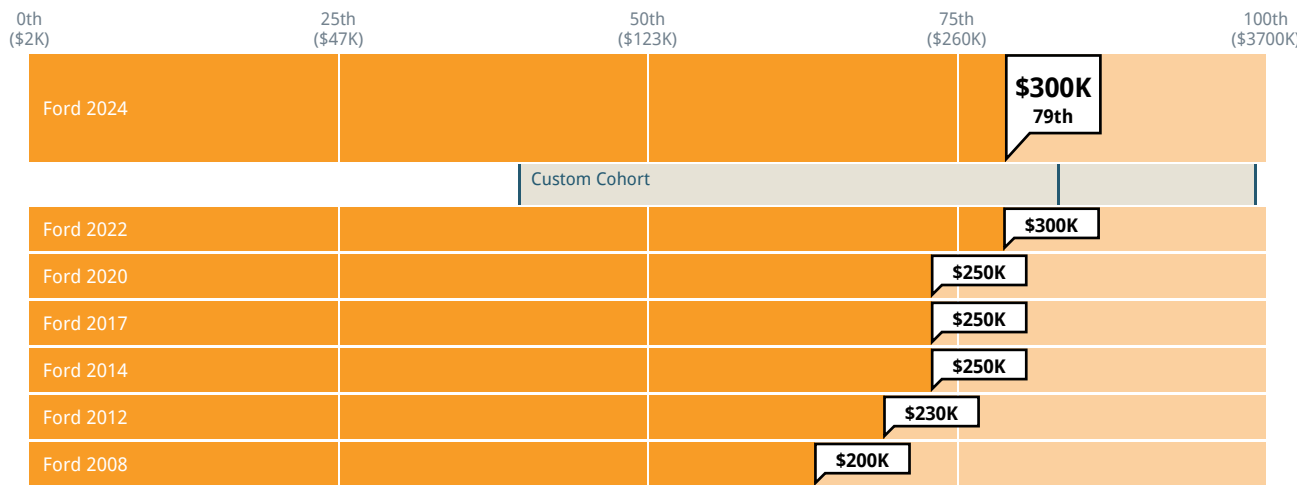
Dollar Return: Median grant dollars awarded per process hour required

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



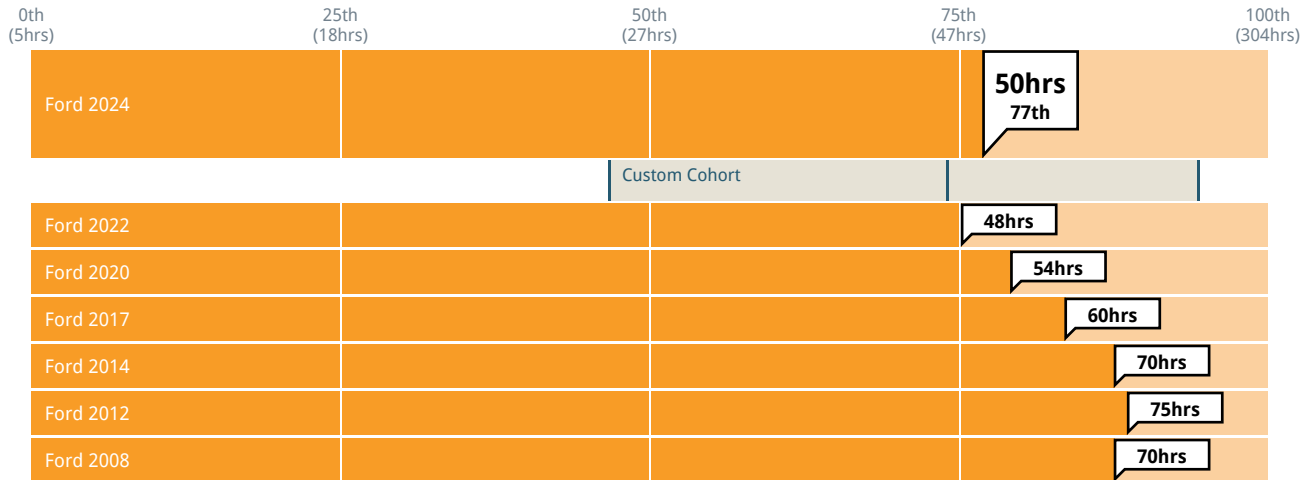
Cohort: Custom Cohort    Past results: on    Subgroup: None

Median Grant Size



Cohort: Custom Cohort    Past results: on    Subgroup: None

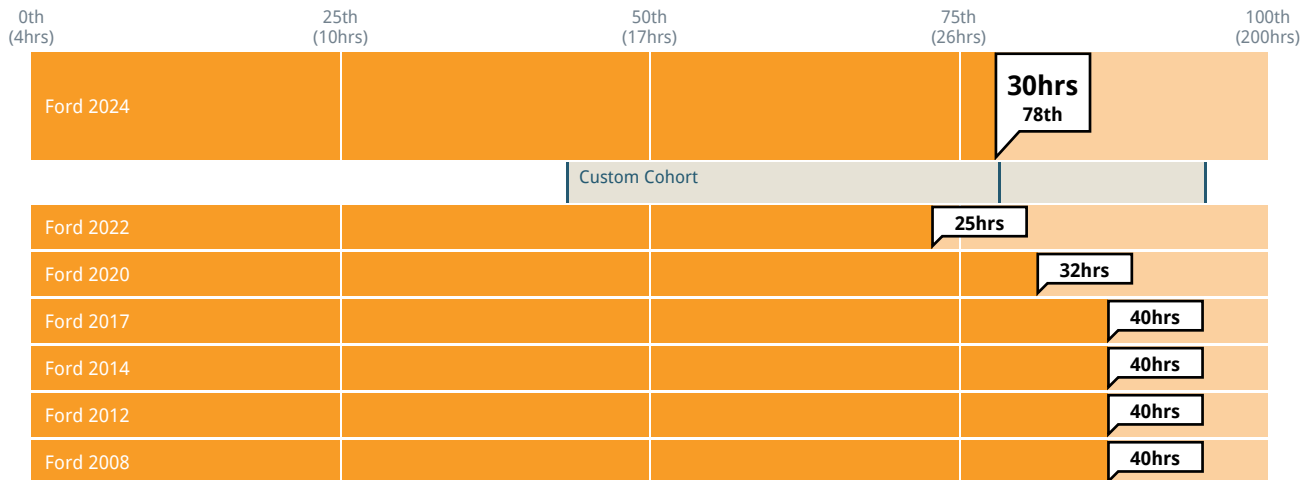
## Median hours spent by grantees on funder requirements over grant lifetime



Cohort: Custom Cohort Past results: on Subgroup: None

## Time Spent on Selection Process

### Median Hours Spent on Proposal and Selection Process



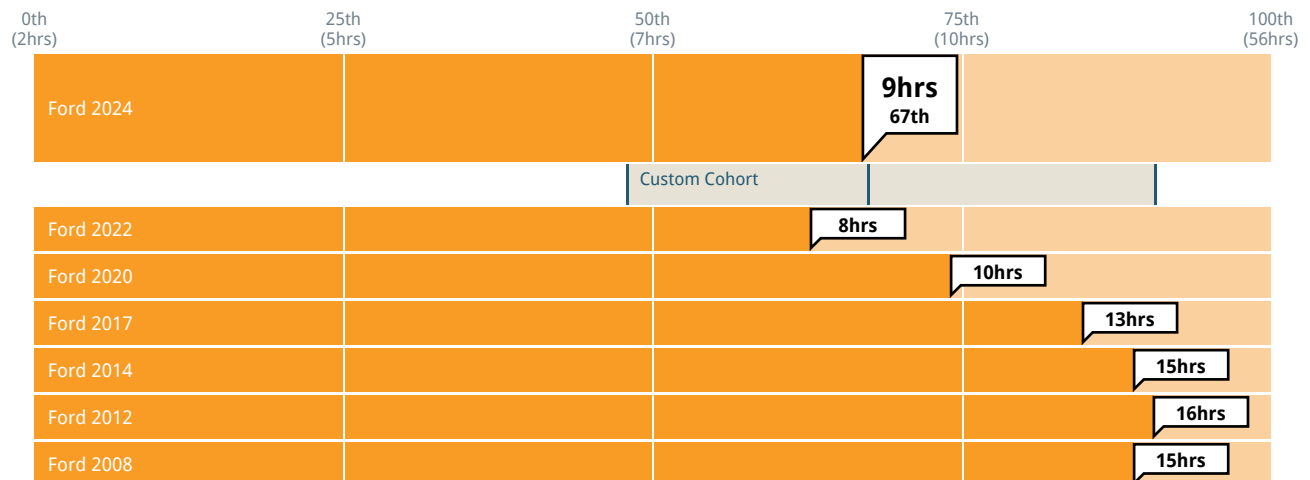
Cohort: Custom Cohort Past results: on Subgroup: None



Selected Cohort: Custom Cohort								
Time Spent On Proposal and Selection Process								
	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
Ford 2024	16%	18%	16%	8%	15%	14%	9%	5%
Ford 2022	15%	20%	16%	9%	13%	15%	8%	4%
Ford 2020	13%	15%	16%	8%	16%	17%	9%	7%
Ford 2017	8%	14%	17%	10%	17%	17%	12%	5%
Ford 2014	6%	14%	15%	10%	16%	20%	13%	6%
Ford 2012	5%	11%	15%	10%	17%	22%	14%	8%
Ford 2008	6%	13%	15%	9%	16%	20%	15%	6%
Average Funder	27%	22%	16%	6%	10%	10%	5%	3%
Custom Cohort	15%	17%	16%	8%	14%	15%	10%	5%

## 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)							
	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
Ford 2024	51%	20%	10%	4%	4%	6%	6%
Ford 2022	55%	20%	10%	4%	3%	5%	3%
Ford 2020	44%	23%	12%	5%	5%	6%	5%
Ford 2017	36%	24%	15%	6%	6%	8%	6%
Ford 2014	31%	25%	15%	5%	6%	10%	7%
Ford 2012	30%	23%	17%	7%	4%	11%	9%
Ford 2008	32%	26%	13%	6%	6%	10%	9%
Average Funder	58%	18%	9%	3%	3%	4%	4%
Custom Cohort	49%	21%	12%	4%	4%	6%	5%

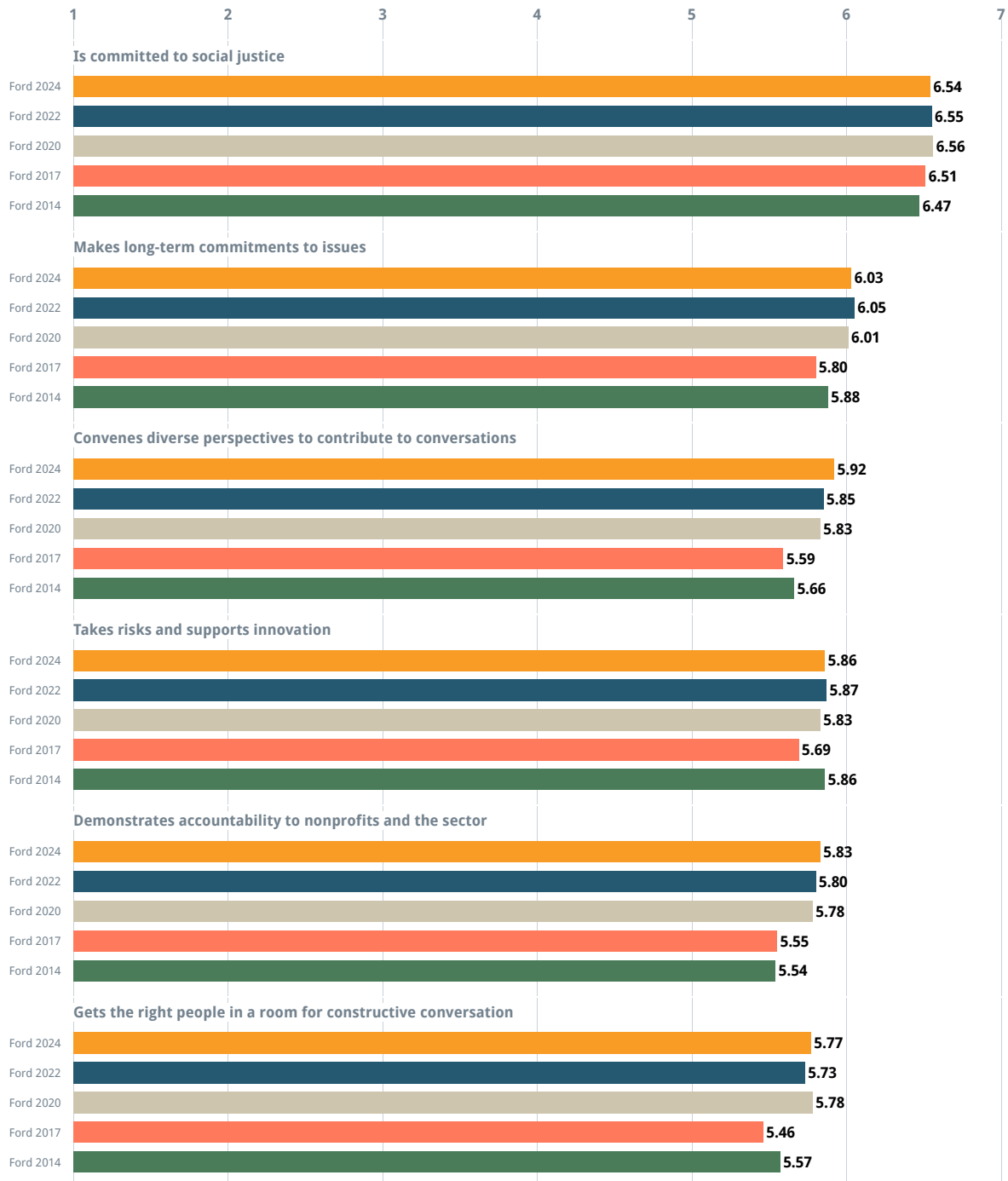
## Ford-Specific Questions

"Please indicate how strongly you associate the Ford Foundation with each of the following characteristics."

## Association of Ford with Different Characteristics - Overall

1 = Do not associate with Ford    7 = Strongly associate with Ford

Ford 2024   Ford 2022   Ford 2020   Ford 2017   Ford 2014

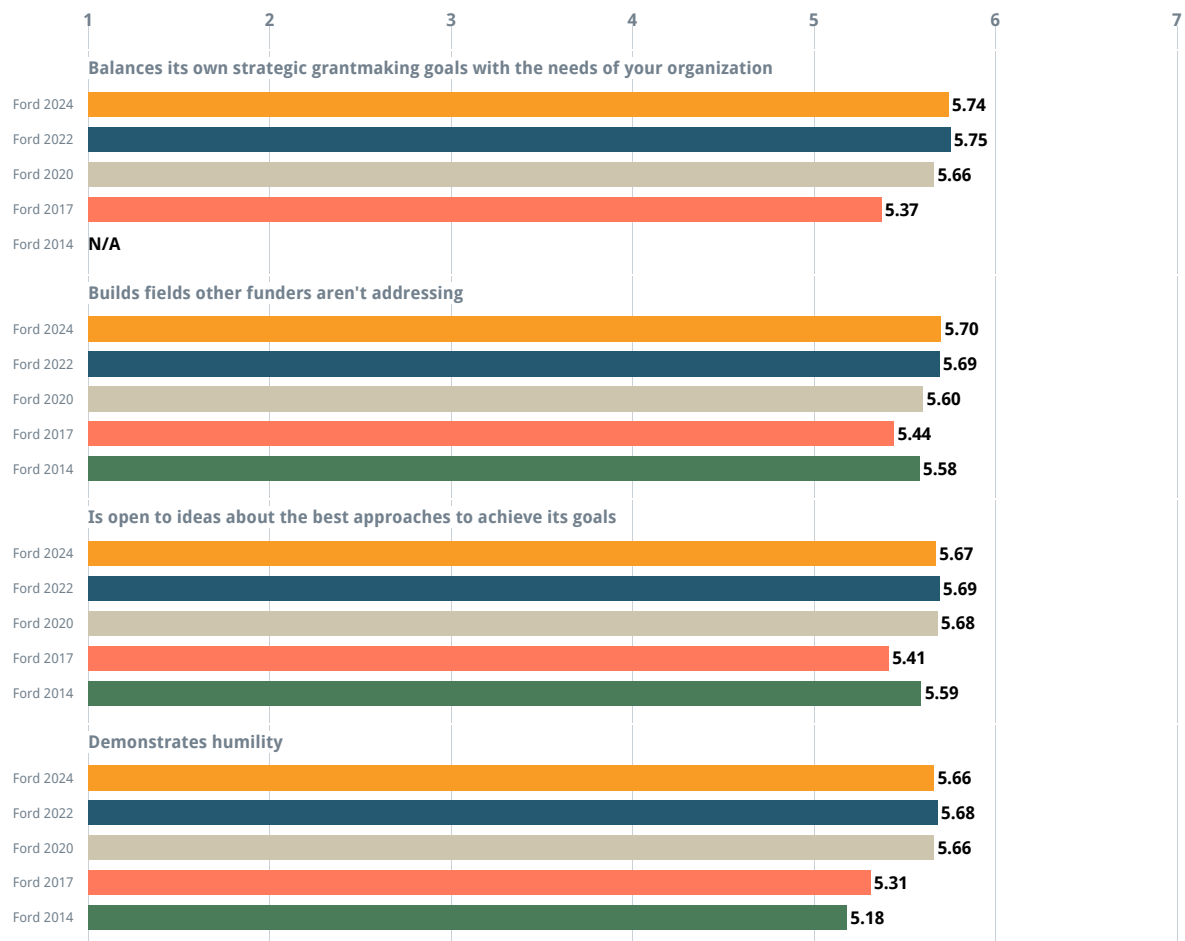


Cohort: None    Past results: on

## Association of Ford with Different Characteristics - Overall (cont.)

1 = Do not associate with Ford    7 = Strongly associate with Ford

Ford 2024   Ford 2022   Ford 2020   Ford 2017   Ford 2014



Cohort: None    Past results: on

## BUILD

**Note:** The question below about BUILD grants was asked only of those grantees designated as BUILD grant recipients in the Foundation's grants list provided to CEP. The findings here represent 207 responses from those grantees.

(In 2017 this question was asked only of grantees that *only* received a BUILD grant.)

In 2020, 2022, and 2024, more than half of BUILD grantees are also part of other offices and programs at Ford, and their responses are included in both this BUILD specific question and the results for those other programs or offices.

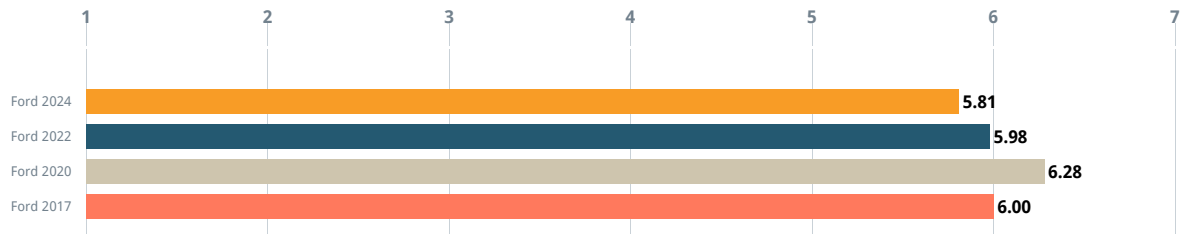
Due to the limited size of this population as compared to the Foundation overall, subgroup data is not displayed for this question about BUILD.

**Overall, how well coordinated was the Foundation's BUILD team with your other Ford Foundation contacts/program staff?**

## Coordination Between BUILD Team and Other Staff - Overall

1 = Not at all coordinated 7 = Extremely well-coordinated

Ford 2024 Ford 2022 Ford 2020 Ford 2017



Cohort: None Past results: on

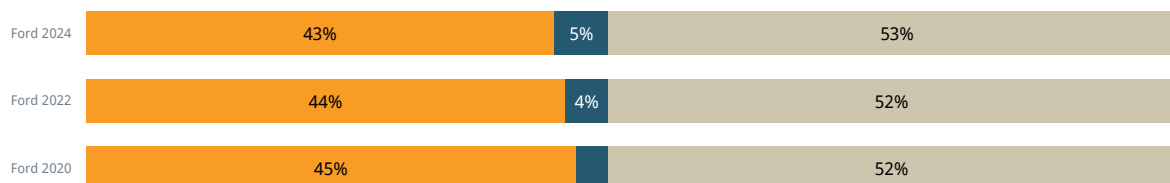
## Strategy

Selected Cohort: None

To what extent are you aware of how your work fits into the larger strategic goals of the program that funds you?	Ford 2024	Ford 2022	Ford 2020
I am aware of the strategic goals of the program, and I see how my organization fits into them.	71%	73%	76%
I am aware of the strategic goals of the program, but I am not fully clear how my organization fits into it.	12%	12%	11%
I am not aware of the strategic goals of the program, but I know why my organization received funding.	16%	15%	13%
I am not aware of the strategic goals of the program, and I don't know why my organization received funding.	1%	1%	1%

## To what extent were you given the opportunity to provide input into the Foundation's strategy for the program from which you receive funding?

I was given an opportunity to provide input, and did provide input. I was given an opportunity to provide input, but did not choose to do so. I was not given an opportunity to provide input.



Cohort: None Past results: on

## Full Cost

## Earlier in the survey, you indicated that your grant was restricted. Was this grant a project support grant?

■ Yes
 ■ No
 ■ Don't Know



Cohort: None    Past results: on

The following questions were asked only of grantees that received project support grant.

These next few questions ask about the extent to which your grant covered the full costs of the associated program/project.

- Direct costs are the costs to execute the project itself.
- Indirect costs are the organizational costs associated with executing the project but not directly used in the project (e.g., a proportional share of rent, a proportional share of finance staff salary).
- Indirect cost rate is a percentage applied to direct costs in budgeting to estimate indirect costs.
- If your program is supported by multiple funders, think about the proportion of costs that this grant represents within the total funding received from all funders.

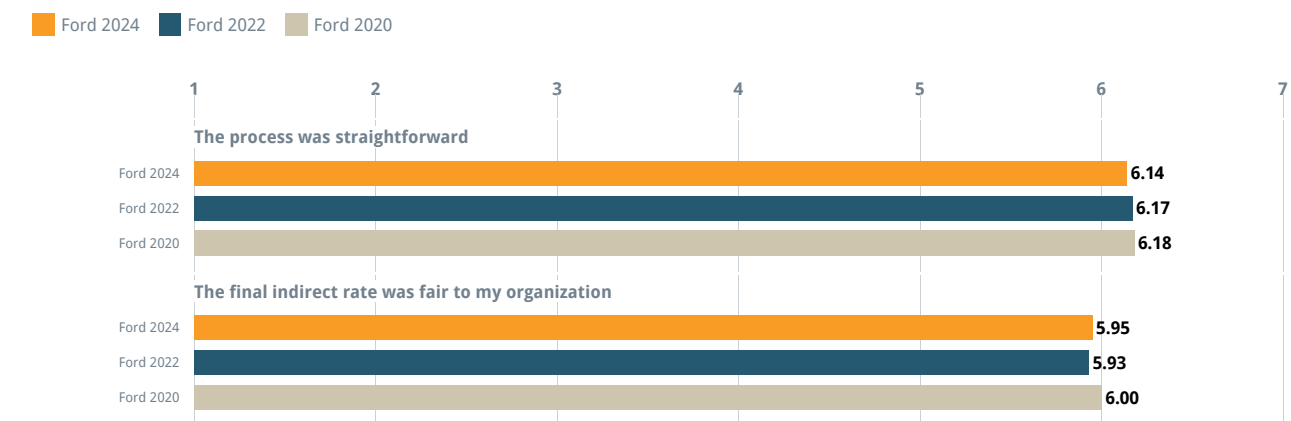
Note that as of January 1st, 2023, the Ford Foundation has committed to pay a **minimum** indirect cost rate (IDC) of 25% for eligible project support grants. For more information about this policy, see [here](#).

Selected Cohort: None			
To what extent did the grant cover the full costs of the work it was meant to fund (or the costs of its share of work in a multi-funder project)? If your program is supported by multiple funders, think about the proportion of costs that this grant represents within the total funding received from all funders.	Ford 2024	Ford 2022	Ford 2020
The grant covered its direct and indirect costs plus extra that allows the organization to thrive over the long term (e.g., additions to reserves, assets, working capital, etc.).	13%	16%	14%
The grant covered direct and indirect costs, but no more.	43%	44%	42%
The grant covered the direct costs of the work, but not all indirect costs.	29%	28%	26%
This grant did not cover even the direct costs of the work.	9%	7%	8%
Not Applicable : This multi-funder project was ultimately not fully funded, so a question of what costs this grant covered is not applicable.	6%	5%	5%

Selected Cohort: None			
Which best describes the process used to set an indirect cost rate for this project?	Ford 2024	Ford 2022	Ford 2020
We provided an indirect rate, which the Foundation accepted	32%	31%	31%
The Foundation provided an indirect rate, without opportunity for discussion	14%	12%	13%
We settled on an indirect rate in discussion with Foundation staff	17%	23%	25%
In determining grant amount, we did not specifically address indirect costs	24%	21%	20%
I don't know	13%	14%	12%

#### How strongly do you agree or disagree with the following statements about how indirect and direct costs were set?

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



Cohort: None    Past results: on



## Grantees' Written Comments

In the Foundation's Grantee Perception Report survey, CEP asks three 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?"

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.

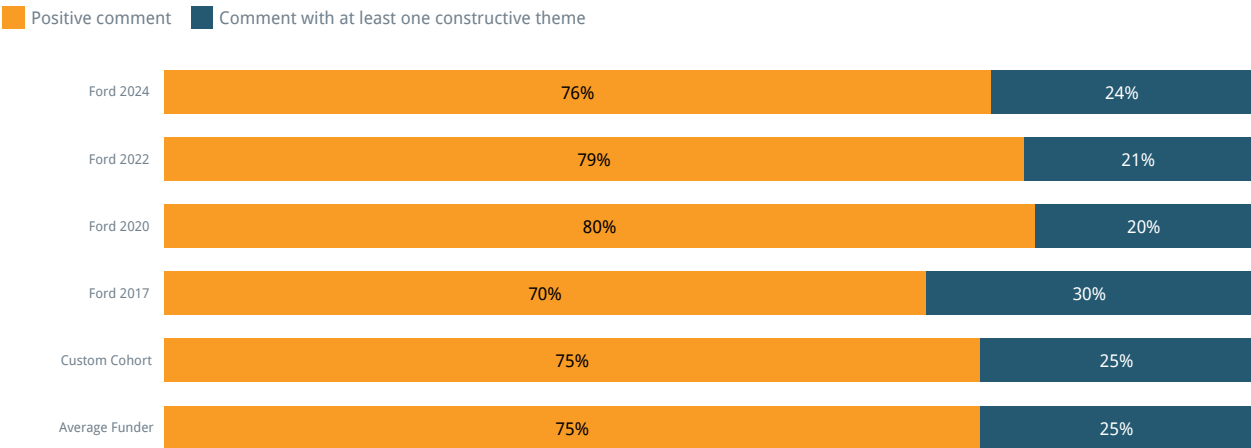
The following pages outline the results of CEP's analyses.

## 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 1881 grantees that responded to the survey provided 516 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	24%
Grantmaking Characteristics	21%
Impact on Grantees' Fields	13%
Interactions with Grantees	11%

Topic of Suggestion	Proportion
Grant Processes	10%
Communications	8%
Ford's Internal Dynamics and Structure	6%
Ford Foundation Strategy	4%
Understanding of Grantees' Fields or Organizations	2%

## Selected Suggestions

Grantees were asked to provide any suggestions for how Ford could improve. The 1881 grantees that responded to the survey provided a total of 516 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

CEP coded a representative sample of grantee suggestions: one-third of all suggestions, representing at least one-third of all Program Areas & Offices and a representative proportion of all languages. 458 comments were coded and provided a total of 516 distinct suggestions.

### Non-Monetary Assistance (24% N=123)

- Convene and Facilitate Collaboration Among Grantees (N = 61)
  - "Continue promoting partner meetings in order to strengthen advocacy networks on public policies for social inclusion."
  - "Facilitating more dialogues between grantees and other organizations supported by the Foundation, enabling them to build stronger relationships and explore opportunities for collaboration, both within and beyond the scope of the projects funded by the Foundation."
  - "We would like to have the opportunity to learn more and share information with other grantees or other funders with whom the Foundation has partnerships in order to support actions in the same field of work."
  - "Build a grantee network/event where grantees can share resources and enhance collaboration, facilitate communication channels such as online networks and regular updates to learn more about other grantee's work and increase the overall impact."
  - "It may be able to use this power more effectively in private settings to build needed alliances between organizations that are aligned in mission yet compete for funding."
  - "Connected funded organizations to build community and collaboration."
  - "The only suggestion I would think of is to connect grantees who work on similar issues in different regions in the world to exchange expertise and coordinate their work."
- Capacity Building (N = 25)
  - "Create an online platform that allows identifying opportunities for organizational strengthening facilitated by the Ford Foundation itself and/or by allies and partners of the Foundation."
  - "I would recommend offering more tailored capacity-building support. This could include specific training sessions or workshops based on grantees' needs, such as fundraising strategies, impact measurement, or navigating local regulatory landscapes. Personalized support like this could greatly enhance the effectiveness of grantees' efforts."
  - "Continuing to support capacity-building/transformational giving, and influencing other foundations with that level of resourcing to do the same. To be able to plan long-term, build toward a vision, and have the capacity to work with partners on coalition strategy, etc., we need the ability to grow staff and invest in resources, which is hard to do without steady, committed funding."
- Connections to Other Funders (N = 18)
  - "Helping to leverage their role as a leader in philanthropy to expose us to new funders would be enormously helpful."
  - "We are always grateful when funders - especially those who have supported our work for several years, believing in our mission - can connect us with other like-minded funders."
  - "Help connect grantees with other funders."
  - "The one thing we would add is serving as a champion for its grantees. We work in a historically underfunded community. Any support the Foundation can provide in making introductions to other potential funders and in raising the visibility of its grantees can help us have greater impact."
- Publicly Share Grantees' Work (N = 5)
  - "It can also increase the visibility of successful projects on its platforms, this would help attract new collaborations and generate greater impact."
- Technical Assistance (N = 4)
  - "More investment in training and technical support would also help to maximize the impact of the supported organizations."
- Awareness of Opportunities for Non-Monetary Assistance (N = 2)
  - "Provide more clarity on the various supports that the Foundation offers to their grantees, for example organizational capacity building and fundraising."
- Other Non-Monetary Support (N = 8)
  - "Providing ideas on how to measure the impact of our programs."
- Mental Health and Wellbeing Supports for Grantees (N = 3)
  - "Facilitate Wellness Retreats for GBV focused NGOs to address burnout and promote healthy work balance."

### Grantmaking Characteristics (21% N=108)

- Longer Grants (N = 29)
  - "To maximize its impact as a donor, it would be ideal to fund our longer-term initiatives. This allows us to plan and execute projects more effectively."
  - "Consider extending the period of financing to allow for long-term planning, which is crucial for the sustainability and growth of organizations, especially those that work with systemic change."

- "We consider it important to foresee longer-term donations for the sustainability and continuity of the processes."
- "Help same organizations for a longer period of time to see them grow (10 years.. 20 years)"
- More Unrestricted Funding (N = 20)
  - "More core funding."
  - "Provide institutional grants to support institutional strengthening of the grantees."
  - "The organization should first have the interest to invest to strengthen the Organization's capacity and capability to deliver its mandate. Issues of key staff salaries, office running cost, transport to enable us travel to the field and have a constant interaction with locals to gather evidence for our policy advocacy work should be prioritized in every project."
  - "More increased core funding as opposed to project funding will support organizational growth and implementation of activities."
- Continued Funding (N = 17)
  - "I would have liked to hear more about how to secure follow-up funding to continue with this work."
  - "Ford should increase transparency around grant renewal processes by providing clear timelines and criteria upfront, which would help grantees plan more effectively."
  - "More clarity about renewals and grant amounts, and how they are calculated or decided."
- Multi-Year Unrestricted Funding (N = 17)
  - "As conditions for [our work] continue to be more challenging and institutions have to be increasingly adaptive and responsive in real time, it would be useful to make available general operating and ongoing support."
  - "We recommend the foundation apply BUILD's long-term focus on infrastructure building to all their funding practices, and provide multi-year general support grants to allow for long-term planning and investments."
  - "Continue large unrestricted grants that support organizations across multiple years."
- Larger Grants (N = 14)
  - "More funding."
  - "To increase the amount of the grant so that it can be used for more activities and benefit to a broader group of beneficiaries."
  - "If possible, consider funding the grantee activities up to 30% of their annual actual budgets."
  - "Increased amount of funding that can be allocated as an endowment fund."
- Flexibility of Funding (N = 7)
  - "There should be more flexible supports to align with the changing conditions both in communities and nationally."
  - "Increased flexibility in the use of funds: Grant recipients are allowed to adjust their funding plans within a certain range to accommodate unforeseen changes in the course of research."
- Other Grantmaking Suggestions (N = 4)

#### Impact on Grantees' Fields (13% N=69)

- Suggestions for Fields the Foundation Should Fund (N = 32)
  - "Although it supports coalition building, I believe it could make a greater effort to support transnational coalitions given that it is a global organization. Civil society needs more articulation."
  - "Consider investment in projects to advance affordable housing and community center improvement projects in areas most impacted by inequity."
  - "When I think about the field of Racial Equity, however, I think that the Ford Foundation should develop strategies to support small organizations and collectives of young Black women and men in more remote regions, which are more vulnerable to accessing resources in the field in which we are working."
  - "I hope the Foundation continues to fund artists working at every stage of their careers including those in the middle (neither emerging nor in the very established/elite)."
  - "I think just understanding that feminist work is underfunded including women rights work and advocacy. Understanding and considering the changing trajectories of the current funding system and continue working with grantees to ensure that movements are not dying buy continue to engage and address issues of importance"
- Ford's Influence on the Field of Philanthropy and Other Funders (N = 16)
  - "Expanding initiatives, bringing more funders into the country, convincing more people about the importance of donating and about the third sector as a de facto sector of the economy and society."
  - "We think that Ford could be pushing a strategy outside of typical philanthropy - when our movement is hamstrung by structures, we trust that they could better educate their funding peers to be more abundant and more trust based."
  - "The Foundation need to work on areas of collaborating with other donor communities (like minded) operating within the region to leverage the efforts and bring bigger impacts to the community it serves."
- Fund Different Types of Organizations (N = 12)
  - "In general, a substantial part of the Foundation's resources goes to large and already a established organizations. These organizations are important for Brazil, but they are complex, slow and lack specific actions. I think that the resources invested in smaller, more specific organizations have the ability to make a positive impact on the bigger picture."
  - "Carving a path for those who do not necessarily have access to non-profit status or fiscal intermediary in order to apply for funding."
  - "More outreach to more grassroot organisations that are affected directly by certain issues, instead of funding much bigger organisations that sometimes fail to reach and create the intended impact within the affected communities."
- Act as a Bridge for Other Organizations to Connect (N = 2)
  - "Develop more cooperation and partnership with the broader global social movement actors."
- Other Suggestions for Impact on Grantees' Fields (N = 7)
  - "The Foundation can explore funding specific activities based on the beneficiary's strategic plan."

#### Interactions with Grantees (11% N=57)

- More Substantive and Frequent Interactions (N = 40)
  - "A more continuous dialogue between the funder and the beneficiaries, in a group or network, would strengthen the partnership, as such allowing for better alignment of expectations and needs."
  - "Enhance communication with grant recipients: Communicate regularly with grant recipients to understand their needs and challenges in order to better support their work."
  - "More frequent, detailed and sincere dialogue. Our work would tremendously benefit from the experience, clearer assessments and insights of the

- Foundation's highly qualified team."
  - "Regular meetings to discuss projects would be useful."
  - "More opportunities for collaboration, partnership, co-presenting and other strategy-level conversations would help us build more aligned and fruitful partnerships."
  - "Program officer in regular contact with grantees and more transparent, early and often."
  - "More consistent communication and sharing of idea's and challenges. Annually is not really enough."
- Greater Responsiveness from Staff (N = 6)
  - "Please respond to requests from grantees for meetings."
  - "Better and more timely responsiveness."
- More Site Visits (N = 4)
  - "More site visit to partners to fully understand the work they do, to enable the foundation provide the necessary support."
- Staff Turnover (N = 3)
  - "I understand the reason for the 8-year limit on PO positions, however, these transitions can be a little confusing and anxiety-producing for grantees."
- Other Suggestions Related to Interactions with Grantees (N = 4)

#### Grant Processes (10% N=53)

- Suggestions for the Reporting Processes (N = 10)
  - "A far less complex financial reporting system."
  - "Streamlined Reporting Requirements: Simplifying the reporting process, especially for smaller organizations with limited staff, could help grantees focus more on mission-driven work rather than administrative tasks. A more flexible, outcomes-based reporting system could also encourage innovation."
  - "Some funders have scaled back narrative reporting and allowed even more flexibility in manner of providing reports (such as orally), which is always recommended and very helpful for small nonprofits."
  - "We appreciated that Ford made written reporting for the general ops grants optional. This acknowledges the many hours that groups like ours spend putting these reports together. It would be nice to extend this policy to other types of grants."
- Minimize Delays and Clarify Expectations Related to Timelines (N = 9)
  - "Create a planning calendar that considers completion dates for current projects and possible new project starts. This will help prevent disruption to initiatives and allow for good continuity of processes."
  - "Faster in providing information on whether or not a proposal is accepted."
- Provide More Feedback to Grantees (N = 8)
  - "More feedback - positive and negative - on proposals (even accepted ones) and reports would also be received with gratitude."
  - "Feedback Mechanisms: Implementing structured feedback for applicants, both successful and unsuccessful, would provide valuable insights into the decision-making process. This transparency can help organizations refine future proposals and strengthen their initiatives."
- Suggestions for the Selection Process (N = 5)
  - "Change the application process to be simpler and less burdensome for applicants from marginalized communities with limited capacity."
- Flux Portal (N = 4)
  - "The interface system used by the Foundation, called FLUX, is very frustrating. Now we're getting used to it, but in the beginning it was difficult."
- Greater Transparency Throughout the Process (N = 4)
  - "More transparency about how institutions can apply for grants including which types of institutions are not eligible."
- Streamline Processes (N = 4)
  - "Continuing to adapt the application and reporting processes to include more verbal reporting and to be as streamlined as possible for trusted, longtime grantees."
- Lessen Pressure felt by Grantees (N = 2)
  - "Change the application process so marginalized applicants don't have to change themselves get support but rather the Foundation changes its expectations of the the people they profess to serve."
- More Flexibility in Processes (N = 2)
  - "Give greater flexibility around targets and deliverables."
- Suggestions for Monitoring and Evaluation (N = 2)
  - "Strengthen project monitoring and evaluation: Establish an effective project monitoring and evaluation mechanism to ensure the effective use of funding funds, and adjust funding strategies according to the evaluation results."
- Other (N = 3)

#### Communications (8% N=42)

- Clear Communication of the Foundation's Goals and Strategies (N = 14)
  - "I wish I had been more informed about the Foundation's broader efforts and strategic priorities from the start. I feel like that high level understanding might have been helpful to our relationship with them as a funder."
  - "I think more information about Foundation goals within the sector."
  - "There are times when it felt that as a grantee, we were working to understand the changing directions of the Foundation. We sometimes felt a step behind."
- Greater Understanding of Grantees' Fit within Ford (N = 11)
  - "Orientation programme for grantees to gain a comprehensive understanding of the Foundation soon after being selected for a grant. This could be residential spread over several days wherein grantees could clearly understand how their work fits into the mission of the Foundation."
  - "I understand the way in which our work fits into the strategy of the teams supporting our work but not as much on how it fits under the overall Ford strategy."
- Greater Transparency from the Foundation (N = 9)
  - "Clarity regarding how our relationship and status as a grantee may evolve and how we can ensure it evolves in a positive way - i.e. maintaining and growing our grant."
  - "More transparency in what's next. It seems as if constantly there are new shifts in direction and strategies which puts our organization, as I'm sure others too, at risk of not knowing if funding will continue or why or until when. It has often taken us by surprise."
- Other Requests for Improved Communications (N = 8)
  - "Reach out to grantees to request them to apply to specific grant opportunities that they may not be aware of."

- "Sharing more information on the shifting funding landscape."

#### **Ford's Internal Dynamics and Structure (6% N=30)**

- Structure and Silos Between Ford Offices and Teams (N = 16)
  - "The Foundation's organizational structure sometimes makes it difficult to understand the priorities and channels of communication between responsible program officers at the country, regional and global levels."
  - "I think there should be more clarity about how and what each division funds. We are in the media space and several divisions have an interest in media but it's not clear how they integrate it."
  - "It would be helpful to better understand how the different divisions and regions at Ford collaborate and what the cross-foundation opportunities are for additional funding."
- Capacity of Ford Staff (N = 9)
  - "Having more staff so that we can have more frequent feedback or follow-up."
  - "That the responsible officials have a little more time, both for the formulation phase of the proposals (donations), as well as for their follow-up."
- Ford Staff or Staff Training (N = 5)
  - "Foundation staff who evaluate proposals should be knowledgeable on the subject matter, and be open to new, and revolutionary approaches to persistent social issues"
  - "There is a need for the to focus on good governance and accountability of concerns that have been raised."

#### **Ford Foundation Strategy (4% N=22)**

- Listen to Grantees to Inform Strategy (N = 11)
  - "Having more broad based conversations/ interactions with former and potential grantees about the changing and dynamic landscape they operate in to help shape strategy."
- Strategy Related to Regional Areas or Offices (N = 4)
  - "The area where I feel Ford could be even stronger is in looking for more links between their domestic work and their international work. The divisions shouldn't be as stark, and the foundation could look for more ways to encourage overlap."
- Trust in Grantees (N = 3)
  - "Trust the grantees a bit more."
- Other Strategy Suggestions (N = 4)

#### **Understanding of Grantees' Fields or Organizations (2% N=12)**

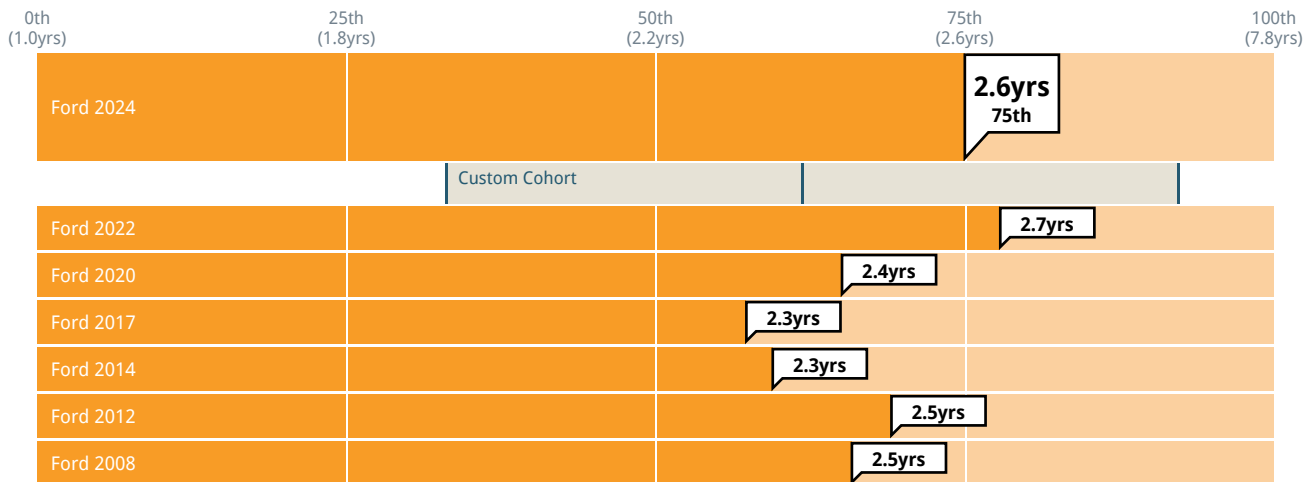
- Understanding of Grantees' Organizations (N = 7)
  - "While we believe that Ford understands very well the value of our work in the region that our grants from Ford are focused, we feel the Foundation does not always understand the extent and pertinence of our work in other geographic areas to the Foundation's mission."
- Understanding of Grantees' Fields (N = 5)
  - "I think that it is important to bring the Foundation and its grantees closer together in order to understand the challenges in the field and to come up with potential solutions."

## 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
	Average grant length
Ford 2024	2.6 years
Ford 2022	2.7 years
Ford 2020	2.4 years
Ford 2017	2.3 years
Ford 2014	2.3 years
Ford 2012	2.5 years
Ford 2008	2.5 years
Median Funder	2.2 years
Custom Cohort	2.4 years

Selected Cohort: Custom Cohort					
Length of Grant Awarded					
	0 - 1.99 years	2 - 2.99 years	3 - 3.99 years	4 - 4.99 years	5 - 50 years
Ford 2024	26%	37%	17%	7%	13%
Ford 2022	19%	41%	20%	9%	12%
Ford 2020	30%	40%	14%	6%	10%
Ford 2017	38%	38%	12%	3%	8%
Ford 2014	31%	45%	15%	3%	5%
Ford 2012	28%	44%	16%	5%	8%
Ford 2008	28%	42%	18%	3%	9%
Average Funder	47%	23%	19%	3%	8%
Custom Cohort	28%	34%	27%	4%	7%

Selected Cohort: Custom Cohort					
Proportion of Unrestricted Funding	Ford 2024	Ford 2022	Ford 2020	Average Funder	Custom Cohort
No, this funding was not restricted to a specific use (e.g., general operating, core support)	51%	52%	47%	29%	27%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	49%	48%	53%	71%	73%

# Grant Size

Selected Cohort: Custom Cohort	
Grant Amount Awarded	
Median grant size	
Ford 2024	\$300K
Ford 2022	\$300K
Ford 2020	\$250K
Ford 2017	\$250K
Ford 2014	\$250K
Ford 2012	\$230K
Ford 2008	\$200K
Median Funder	\$123.4K
Custom Cohort	\$354.5K

Selected Cohort: Custom Cohort									
Grant Amount Awarded									
	Less than \$10K	\$10K - \$24K	\$25K - \$49K	\$50K - \$99K	\$100K - \$149K	\$150K - \$299K	\$300K - \$499K	\$500K - \$999K	\$1MM and above
Ford 2024	3%	1%	2%	7%	9%	25%	19%	14%	20%
Ford 2022	2%	0%	1%	3%	7%	28%	22%	14%	23%
Ford 2020	3%	1%	1%	5%	10%	34%	17%	9%	19%
Ford 2017	4%	1%	2%	6%	12%	33%	20%	11%	12%
Ford 2014	4%	1%	2%	6%	10%	34%	21%	15%	8%
Ford 2012	2%	1%	3%	8%	12%	32%	19%	14%	9%
Ford 2008	1%	2%	3%	11%	15%	34%	17%	10%	8%
Average Funder	8%	10%	12%	15%	10%	17%	10%	9%	10%
Custom Cohort	1%	2%	4%	8%	7%	17%	16%	19%	27%



Selected Cohort: Custom Cohort	
Median Percent of Budget Funded by Grant (Annualized)	
Size of grant relative to size of grantee budget	
Ford 2024	11%
Ford 2022	12%
Ford 2020	12%
Ford 2017	12%
Ford 2014	11%
Ford 2012	11%
Ford 2008	15%
Median Funder	4%
Custom Cohort	5%

## 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	
Median Budget	
Ford 2024	\$1.5M
Ford 2022	\$1.5M
Ford 2020	\$1.4M
Ford 2017	\$1.3M
Ford 2014	\$1.2M
Ford 2012	\$1.2M
Ford 2008	\$0.8M
Median Funder	\$1.8M
Custom Cohort	\$4M

Selected Cohort: Custom Cohort						
Operating Budget of Grantee Organization						
	<\$100K	\$100K - \$499K	\$500K - \$999K	\$1MM - \$4.9MM	\$5MM - \$24MM	>=\$25MM
Ford 2024	7%	20%	14%	34%	17%	10%
Ford 2022	6%	20%	14%	34%	17%	10%
Ford 2020	7%	20%	13%	33%	17%	10%
Ford 2017	7%	20%	15%	30%	17%	10%
Ford 2014	9%	20%	14%	31%	16%	10%
Ford 2012	7%	21%	15%	32%	14%	11%
Ford 2008	9%	29%	16%	27%	11%	7%
Average Funder	8%	17%	13%	30%	19%	13%
Custom Cohort	3%	11%	9%	30%	24%	23%

## Funding Relationship

Selected Cohort: Custom Cohort	
Funding Status	
Percent of grantees currently receiving funding from the Foundation	
Ford 2024	81%
Ford 2022	84%
Ford 2020	82%
Ford 2017	74%
Ford 2014	80%
Ford 2012	75%
Ford 2008	74%
Median Funder	82%
Custom Cohort	81%

Selected Cohort: Custom Cohort			
Pattern of Grantees' Funding Relationship with the Foundation			
	First grant received from the Foundation	Consistent funding in the past	Inconsistent funding in the past
Ford 2024	29%	52%	19%
Ford 2022	26%	55%	19%
Ford 2020	21%	57%	22%
Ford 2017	19%	60%	22%
Ford 2014	19%	59%	22%
Ford 2012	19%	57%	24%
Average Funder	30%	53%	18%
Custom Cohort	32%	48%	20%

### Funder Characteristics

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

Selected Cohort: Custom Cohort		
Financial Information		
	Total assets	Total giving
Ford 2024	\$16000M	\$610M
Ford 2022	\$20038M	\$908.6M
Ford 2020	\$13081.2M	\$534.5M
Ford 2017	\$12243M	\$512M
Ford 2014	\$12260M	\$560.3M
Ford 2012	\$10498.9M	\$427.6M
Median Funder	\$319.9M	\$20.8M
Custom Cohort	\$8207.1M	\$330.5M

Selected Cohort: Custom Cohort		
Funder Staffing		
	Total staff (FTEs)	Percent of staff who are program staff
Ford 2024	421	42%
Ford 2022	414	43%
Ford 2020	422	41%
Ford 2017	440	42%
Ford 2014	383	30%
Ford 2012	368	30%
Median Funder	19	45%
Custom Cohort	134	41%

Selected Cohort: Custom Cohort		
Grantmaking Processes		
	Proportion of grants that are invitation-only	Proportion of grantmaking dollars that are invitation-only
Ford 2024	98%	99%
Ford 2020	99%	99%
Ford 2017	100%	100%
Ford 2014	98%	98%
Ford 2012	98%	98%
Median Funder	60%	75%
Custom Cohort	98%	99%

## Methodology, Analysis, and Respondent Demographics

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Ford 2024	September and October 2024	3491	1881	54%
Ford 2022	September and October 2022	2705	1587	59%
Ford 2020	September and October 2020	2687	1467	55%
Ford 2017	May and June 2017	2693	1550	58%
Ford 2014	October and November 2014	2938	1631	56%
Ford 2012	May and June 2012	3244	1939	60%
Ford 2008	September and October 2008	3385	2025	60%

Survey Year	Year of Active Grants
Ford 2024	2023
Ford 2022	2021
Ford 2020	2019
Ford 2017	2016
Ford 2014	2013
Ford 2008	2007

## Standard Comparative Cohorts

CEP 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	34	Funders with median grant size of \$20K or less
Large Grant Providers	126	Funders with median grant size of \$200K or more
High Touch Funders	33	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Proactive Grantmakers	121	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	110	Funders that make at most 10% of grants by invitation only
Intermediary Funders	25	Funders that primarily regrant philanthropic dollars

## Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than \$5 Million	57	Funders with annual giving of less than \$5 million
Funders Giving \$50 Million or More	96	Funders with annual giving of \$50 million or more

## Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	181	All private foundations in the GPR dataset
Family Foundations	93	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	31	All health conversion foundations in the GPR dataset
Corporate Foundations	26	All corporate foundations in the GPR dataset

## Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	45	Funders that are primarily based outside the United States
Recently Established Foundations	63	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	146	Funders who surveyed grantees during COVID-19 (2020 - 2022)
European Funders	27	Funders that are headquartered in Europe

## Respondent Demographics

Respondents in the United States are asked questions related to their gender identity, transgender identity, racial/ethnic identity, identity as a person of color, disability identity, and identity as a member of the LGBTQ+ community.

International survey respondents are asked to opt-in to responding to all demographic questions. International survey respondents are asked questions related to their gender identity, transgender identity, identity as a member of a racial or ethnic minority in their country, disability identity, and identity as a member of the LGBTQ+ community.

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 7 respondents.

All demographic survey questions are optional.

## Differences in Ratings by Respondent Demographics

It is CEP's standard practice to analyze responses for differences by the following demographics characteristics:

### Person of Color Identity (US Only)

- Ratings from grantees who identify as a [person of color](#) (N=397) are significantly *higher* than grantees who identify as not a person of color (N=500) for the following measures:
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
- Ratings from grantees who identify as a [person of color](#) (N=397) are significantly *lower* than grantees who identify as not a person of color for the following

measures:

- Advancement of knowledge in the field
- Understanding of the needs of the people and communities served
- Is committed to social justice
- Convenes diverse perspectives to contribute to conversations

#### Respondent Gender Identity

- Ratings from respondents who identify exclusively as "woman" (N=1148) are significantly *lower* than respondents who identify exclusively as "man" for the following measures:
  - Understanding of the needs of the people and communities served
  - The extent to which the funder demonstrates candor about the its perspectives on grantees' work
  - The extent to which the funder is open to ideas from grantees
  - Clarity of the funder's communication of its goals and strategy
  - Funder's transparency
  - Grantees' understanding of how their funded work fits into the funder's broader efforts
  - Clarity and transparency of the selection process requirements and timelines
  - Clarity and transparency of the proposal criteria
  - The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
  - Demonstrates accountability to nonprofits and the sector
  - Demonstrates humility
  - Is open to ideas about the best approaches to achieve its goals
  - Balances its own strategic grantmaking goals with the needs of your organization
  - Overall, how well coordinated was the Foundation's BUILD team with your other Ford Foundation contacts/program staff?
  - To what extent was the evaluation helpful for your work?

#### Transgender Identity

- Ratings from respondents who identify as transgender (N=15) are significantly *higher* than respondents who do not identify as transgender for the following measures:
  - Impact on grantee organizations
- Ratings from respondents who identify as transgender (N=15) are significantly *lower* than respondents who do not identify as transgender for the following measures:
  - Impact on grantees' local communities
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - Takes risks and supports innovation

#### LGBTQ+ Identity

- Ratings from respondents who identify as LGBTQ+ (N=261) are significantly *lower* than respondents who do not identify as LGBTQ+ for the following measures:
  - Impact on grantees' local communities
  - Advancement of knowledge in the field
  - Understanding of contextual factors affecting grantees' work
  - Understanding of grantees' fields
  - Understanding of the needs of the people and communities served
  - Grantee comfort approaching the funder if a problem arises
  - The extent to which the funder is open to ideas from grantees
  - Clarity of the funder's communication of its goals and strategy
  - Funder's transparency
  - Grantees' understanding of how their funded work fits into the funder's broader efforts
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - Clarity and transparency of the selection process requirements and timelines
  - Clarity and transparency of the proposal criteria
  - The extent to which the reporting process is relevant, with questions and measures pertinent to the work funded by the grant
  - The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
  - Is committed to social justice
  - Demonstrates accountability to nonprofits and the sector
  - Gets the right people in a room for constructive conversation
  - Demonstrates humility
  - Is open to ideas about the best approaches to achieve its goals
  - Makes long-term commitments to issues
  - Balances its own strategic grantmaking goals with the needs of your organization
  - To what extent was the evaluation helpful for your work?

#### Disability Status

- Ratings from respondents who have a disability (N=182) are significantly *lower* than respondents who do not have a disability for the following measures:
  - Impact on grantees' local communities
  - Grantee comfort approaching the funder if a problem arises
  - The extent to which the funder demonstrates candor about the its perspectives on grantees' work
  - The extent to which the funder exhibits compassion for those affected by grantees' work
  - Clarity of the funder's communication of its goals and strategy

- Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
- Clarity and transparency of the proposal criteria
- The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
- Is committed to social justice
- Demonstrates accountability to nonprofits and the sector
- Gets the right people in a room for constructive conversation
- Demonstrates humility
- Is open to ideas about the best approaches to achieve its goals
- Balances its own strategic grantmaking goals with the needs of your organization
- The process was straightforward
- To what extent was the evaluation helpful for your work?

**Intersectional Identities (US Only):** There are no consistent, meaningful patterns of differences when grantee ratings are segmented by respondents' intersectional identities.

**International Respondents that are a member of a racial/ethnic minority:** There are no consistent, meaningful patterns of differences when international grantees' ratings are segmented by whether or not they identify as a member of a racial/ethnic minority in their country.

#### **Race and/or Ethnic Identity (US Only):**

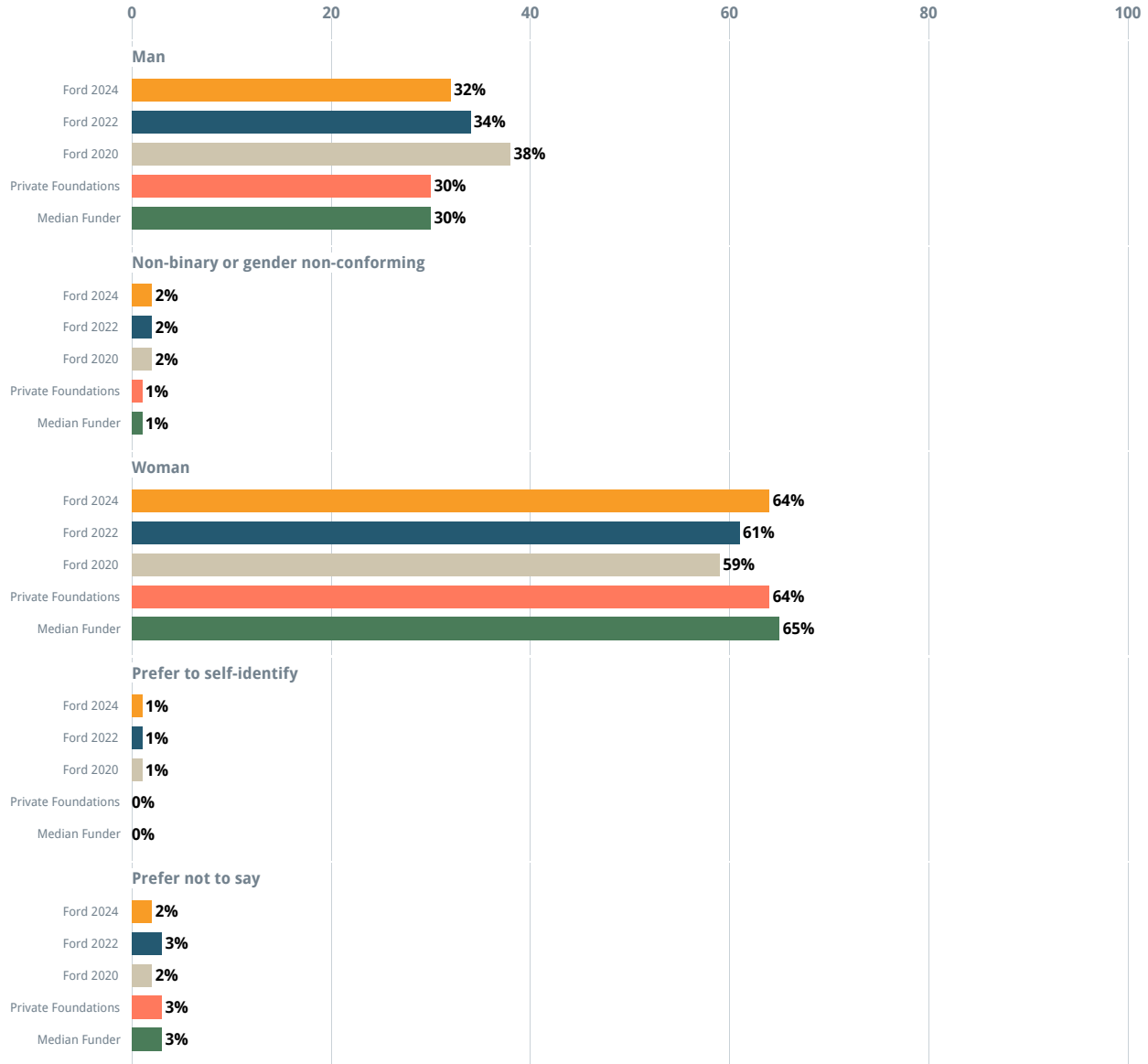
- Ratings from grantees who identify as American Indian, Alaska Native, or Indigenous (N=28) are significantly *higher* than other grantees for the following measures:
  - Impact on grantee organizations
  - Assistance beyond the grant was a worthwhile use of the time required of grantees
  - The extent to which the funder demonstrates trust in grantees' organizations' staff
  - Demonstrates humility
- Ratings from grantees who identify as American Indian, Alaska Native, or Indigenous (N=28) are significantly *lower* than other grantees for the following measures:
  - Understanding of the needs of the people and communities served
  - Grantees' understanding of how their funded work fits into the funder's broader efforts
  - Level of pressure to modify grantees' priorities to create a request that was likely to receive funding (1 = no pressure, 7 = significant pressure)
- Ratings from grantees who identify as African American or Black (N=169) are significantly *higher* than grantees who are not African American or Black for the following measures:
  - Grantees felt the funder would be open to feedback about the assistance beyond the grant it provided
  - The extent to which the funder is open to ideas from grantees
  - Funder's transparency
  - Grantees' understanding of how their funded work fits into the funder's broader efforts
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - Overall, how well coordinated was the Foundation's BUILD team with your other Ford Foundation contacts/program staff
- Ratings from grantees who identify as Latina, Latino, Latinx or Hispanic (N=152) are significantly *higher* than grantees who are not Latina, Latino, Latinx or Hispanic for the following measures:
  - Impact on grantees' local communities
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - The extent to which the reporting process is straightforward
  - Builds fields other funders aren't addressing
- Ratings from grantees who identify as Middle Eastern or North African (N=24) are significantly *higher* than grantees who are not Middle Eastern or North African for the following measures:
  - The extent to which the reporting process is straightforward
  - The extent to which the reporting process is relevant, with questions and measures pertinent to the work funded by the grant
- Ratings from grantees who identify as Middle Eastern or North African (N=24) are significantly *lower* than grantees who are not Middle Eastern or North African for the following measures:
  - Advancement of knowledge in the field
  - Effect on public policy in grantees' fields
- Ratings from grantees who identify as Multiracial and/or Multi-ethnic (N=72) are significantly *higher* than grantees who are not Multiracial and/or Multi-ethnic for the following measures:
  - The final indirect rate was fair to my organization
  - The process was straightforward
- Ratings from grantees who identify as Multiracial and/or Multi-ethnic (N=72) are significantly *lower* than grantees who are not Multiracial and/or Multi-ethnic for the following measures:
  - Impact on grantees' local communities
  - Impact on grantees' fields
  - Advancement of knowledge in the field
  - Effect on public policy in grantees' fields
  - Understanding of contextual factors affecting grantees' work
  - Understanding of grantees' fields
  - The extent to which the funder exhibits compassion for those affected by grantees' work
  - The extent to which the funder is open to ideas from grantees
  - Clarity of the funder's communication of its goals and strategy
  - Funder's transparency
  - Grantees' understanding of how their funded work fits into the funder's broader efforts
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - Clarity and transparency of the selection process requirements and timelines



- Clarity and transparency of the proposal criteria
- The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
- Is committed to social justice
- Makes long-term commitments to issues
- Race and/or ethnicity not included above
- Ratings from grantees whose race and/or ethnicity was not listed above (N=28) are significantly *higher* than other grantees for the following measures:
  - Grantee comfort approaching the funder if a problem arises
  - Responsiveness of funder staff
  - The extent to which the funder demonstrates trust in grantees' organizations' staff
  - There are too few respondents to analyze results by Pacific Islander or Native Hawaiian
- Ratings from grantees who identify as white (N=469) are significantly *higher* than grantees who are not white for the following measures:
  - Is committed to social justice
- Ratings from grantees who identify as white (N=469) are significantly *lower* than grantees who are not white for the following measures:
  - Helpfulness of the selection process to grantees in strengthening the efforts of the funded organization/program
  - The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
  - To what extent was the evaluation helpful for your work?
- There are no consistent, meaningful patterns of differences when grantee ratings are segmented by whether the respondent identifies as Asian or Asian American, and there are not enough responses to analyze differences based on respondents who identify as Pacific Islander or Native Hawaiian.

Please select the option that represents how you describe yourself:

Ford 2024 Ford 2022 Ford 2020 Private Foundations Median Funder

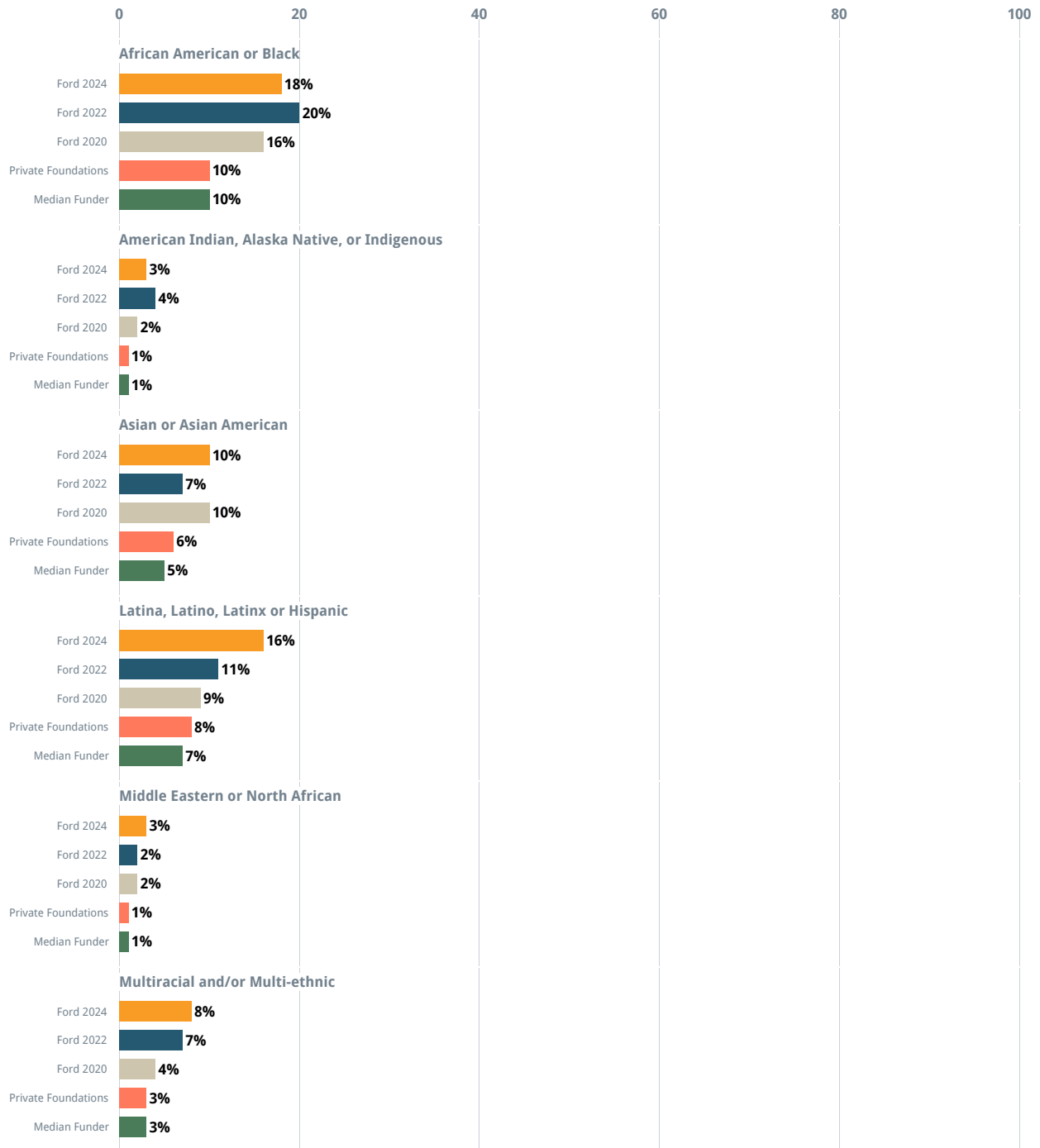


Cohort: Private Foundations Past results: on

Selected Cohort: None			
Are you transgender?	Ford 2024	Ford 2022	Average Funder
Yes	1%	1%	1%
No	97%	97%	96%
Prefer not to say	2%	3%	4%

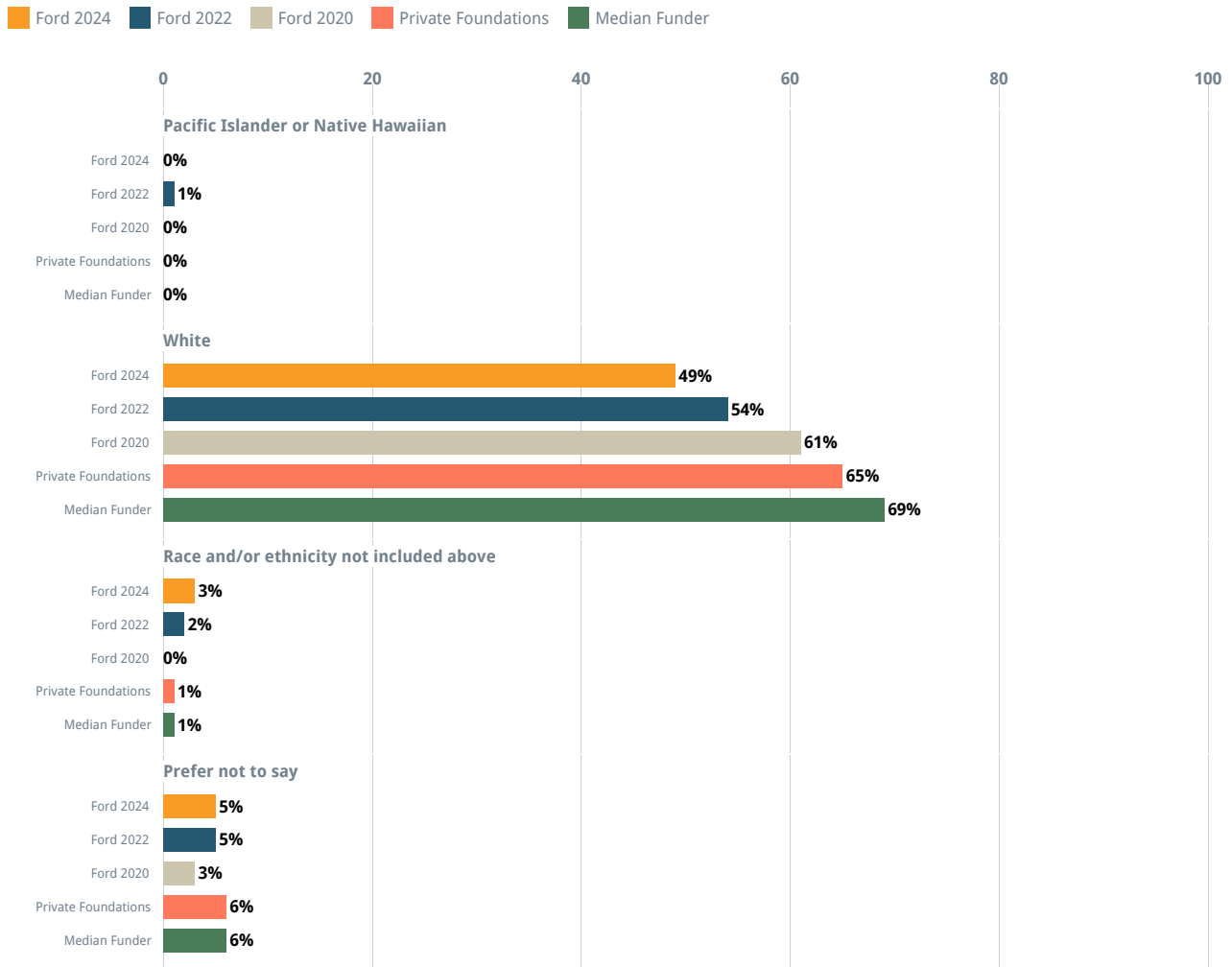
## How would you describe your race and/or ethnicity?

Ford 2024 Ford 2022 Ford 2020 Private Foundations Median Funder



Cohort: Private Foundations Past results: on

## How would you describe your race and/or ethnicity? (cont.)



Cohort: Private Foundations Past results: on

Selected Cohort: None				
Do you identify as a person of color?	Ford 2024	Ford 2022	Ford 2020	Average Funder
Yes	42%	42%	36%	26%
No	52%	53%	60%	68%
Prefer not to say	6%	5%	4%	6%

Selected Cohort: None		
Are you a member of a racial or ethnic minority in your country?	Ford 2024	Average Funder
Yes	22%	16%
No	74%	80%
Prefer not to say	4%	4%

Selected Cohort: None			
Do you have a disability?	Ford 2024	Ford 2022	Average Funder
Yes	10%	8%	7%
No	86%	88%	88%
Prefer not to say	4%	4%	5%

Selected Cohort: None			
Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Ford 2024	Ford 2022	Average Funder
Yes	15%	15%	11%
No	81%	81%	84%
Prefer not to say	5%	4%	6%

## Respondent Job Title

Selected Cohort: Custom Cohort						
Job Title of Respondents						
	Executive Director/CEO	Other Senior Team (i.e., reporting to Executive Director/CEO)	Project Director	Development Staff	Volunteer	Other
Ford 2024	50%	24%	11%	12%	0%	3%
Ford 2022	50%	23%	13%	11%	0%	3%
Ford 2020	50%	18%	12%	15%	0%	4%
Ford 2017	45%	17%	12%	18%	0%	8%
Ford 2014	47%	16%	13%	15%	0%	9%
Ford 2012	47%	14%	14%	13%	0%	11%
Ford 2008	53%	13%	13%	11%	0%	10%
Average Funder	47%	20%	11%	16%	1%	5%
Custom Cohort	36%	25%	20%	14%	0%	5%

## About CEP and Contact Information

The Center for Effective Philanthropy's mission is to provide 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.

CEP pursues this mission through several core activities:

**Assessment and Advisory Services:** Our [assessments](#) provide actionable insights on funders' work with and influence on key stakeholders through comparative benchmarking. Our assessments include the Grantee and Declined Applicant Perception Reports (GPR/APR), Donor Perception Report (DPR) for community foundations, and Staff Perception Report (SPR) for foundation staff. Our customized [advisory projects](#) offer data-driven services to help funders answer pressing questions about their work.

**CEP Learning Institute:** The [CEP Learning Institute](#) draws on CEP's rigorous research and decades of experience advising foundations to offer learning cohorts, trainings, and custom workshops for individuals and groups looking to improve philanthropic practice.

**Programming and External Relations:** CEP works to promote philanthropic effectiveness through resources such as our [website](#), [blog](#), [podcast](#), [newsletter](#), speaking engagements, social media, free webinars, and biennial national conferences.

**Research:** CEP's research provides data-based insights about effective foundation practices and trends in the philanthropic sector. All of CEP's research reports can be downloaded for free at our online [resource library](#).

**YouthTruth:** The [YouthTruth](#) initiative partners with schools, districts, states, educational organizations, and education funders to enhance learning for all young people through validated survey instruments for students, families, and staff, as well as tailored advisory services.

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