

Overview

To ensure equity in our grantmaking, understand how our grantees are representative of the diverse communities in our region, and support equity and diversity efforts in the field, the Health Foundation requests demographic information from organizations applying for funding. Please complete the attached form, OR confirm or add updated demographic information through your GuideStar Profile. For more information please see the following FAQ.

FAQ on Demographic Data

What information are you requesting and how do I provide it?

We ask organizations applying for Health Foundation funding to provide demographic information (race/ethnicity, gender identity, sexual orientation, and disability) of their board, leadership, and staff, by completing the attached form. To facilitate common reporting, the requested information is closely based on the voluntary demographics section of the GuideStar Profile, which was developed in partnership with organizations like Equity in the Center working to advance equity in the social sector. If you already report, or will be reporting, up-to-date demographic information through GuideStar, you **DO NOT** need to complete the Health Foundation form. See below for more information on reporting through GuideStar.

Why are you requesting demographic information?

Equity is our core organizational value and lies at the heart of our mission. To ensure that our grantmaking is racially and otherwise socially inclusive and equitable, we need to understand the demographic characteristics and identities of organizations, people and communities supported or impacted by our grants. The Health Foundation will be collecting and sharing similar demographic information for our organization.

How will the information be used?

The data collected will be used to help us understand how our grantees are representative of the diverse communities in our region, and to support equity and diversity efforts in the field. The information provided may be shared publicly only as part of aggregated data on the combined pool of Health Foundation applicants and grantees. The Health Foundation will take the utmost measures to ensure confidentiality and security of the information provided.

How can I obtain this information and what if I don't have all of it?

Many organizations regularly compile certain demographic information from internal records, as well as survey or ask staff. Individually self-reported information is preferable wherever possible and reported information should be based on how people publicly self-identify. Individuals should always have the option to decline to state how they identify. If this applies please count these individuals in the corresponding rows of the form. We also recognize that some of this information may not be available for every board and staff member. Please count these individuals as "Unknown" in the respective rows. If uncertain, it is better to report as Unknown rather than guess.

Where can I find more information on collecting demographic information?

Please see resources listed below:

[How to Collect and Share Demographic Data](#)

[Respectful Collection of Demographic Data](#)

[Gender Identity and Sexual Orientation Terminology \(p. 4\)](#)

[Pew Research Center- Asking About Race](#)
[Disability Language Style Guide](#)

Where can I find more information on reporting demographics through GuideStar?

Please see the links below for more information about how the GuideStar demographics section was developed and revised, and how to complete it.

[GuideStar Demographics Section](#)

[How-To Guide for Completing the GuideStar Demographics Section](#)