

FAQ on Demographic Information

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

We require organizations applying for Health Foundation funding to provide demographic information (race/ethnicity, gender identity, sexual orientation, and disability) for their board, leadership, and staff, similar to the demographics section of the [GuideStar Profile](#). Demographic information can be submitted through our Online Grant Portal- please see the Portal Instructions document provided.

Why are you requesting demographic information?

Demographic information helps us to ensure that our grant funds support diverse organizations that reflect the identities, perspectives and experiences of the communities they serve, including organizations led and staffed by Black and Brown people and people from other historically underrepresented and oppressed groups.

We recognize that organizations are in different places on the journey to become not only more diverse, but more fully antiracist and anti-oppressive, and that equity demands active commitment and accountability. The Health Foundation will be collecting and sharing similar demographic information for our organization. We invite you to learn more about our own [equity journey](#).

How will the information be used?

Demographic representation is part of the holistic way in which we look at equity, and one of many factors considered in proposal review and grant award decisions. 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 obtain certain demographic information from internal records and/or survey their staff and board. Reported information should be based on how people voluntarily or publicly self-identify, with the option to decline. We understand some of this information may be particularly sensitive for some persons and cultural groups. We trust your judgment on when and how it is appropriate to ask, and recognize that some of this information may not be available for every board and staff member. In these cases please count individuals as "Decline to State" or "Unknown".

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](#)