

Commitment to Equity

When the PEAK Grantmaking board made the decision in 2016 to weave diversity, equity, and inclusion into PEAK Grantmaking's vision, mission, and strategic plan, it came from a place of wanting to make an active contribution, as a profession, to advance equity in philanthropy. We embedded this work in our definition of what makes an expert in grants management, continued to elevate the importance of demographic data collection, and asked our members to help us better understand the diversity of the grant's management profession.

Since that time, our understanding has grown about how structural racism—and other “isms” that divide us—are rooted in policies and practices that advantage some people and disadvantage others. Philanthropic policies and practices aren't immune, and we are now diving deep to explore and understand disparities caused by grantmaking practice and identify opportunities to make grantmaking more equitable. We know that many of our member organizations are grappling with what “equity” means to them, and our goal is to be as supportive as possible across the spectrum of the diversity, equity, and inclusion goals that our members are embracing.

Grants management, the home of philanthropy's policies and practices, must play a significant role in implementing practices that advance equity in every grantmaking organization. Grants managers, those who lead the process of how grants are made, are in a unique position to identify disparities and suggest more equitable practices. Grants managers serve as a key link between data on the people, nonprofits, and geography their organization serve and their organization's strategies and priorities. Grants managers also can be strong internal champions for building diversity, equity, and inclusion across their own organizations.

The PEAK Grantmaking board is crafting a formal statement on our commitment to diversity, equity, and inclusion. Staff is committed to building our organization's culture and personal competencies to embrace it. We look forward to sharing more about this work as it develops.