Walter and Elise Haas Fund 2022 Grantee Perception Report - For Publication

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CEP

THE CENTER FOR
EFFECTIVE PHILANTHROPY

Key Ratings Summary

The following chart highlights a selection of your 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.

Key Measures	Trend Data	Average Rating	Percentile Rank
Field Impact Impact on Grantees' Fields		5.93	63rd Custom Cohort
Community Impact Impact on Grantees' Communities		5.94	64th Custom Cohort
Organizational Impact Impact on Grantees' Organizations		6.22	54th Custom Cohort
Approachability Comfort Approaching the Foundation		6.12	27th Custom Cohort
Communications Clarity of Communications		5.72	47th Custom Cohort
Selection Process Helpfulness of the Selection Process		5.62	87th Custom Cohort

Interpreting Your Charts

Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.
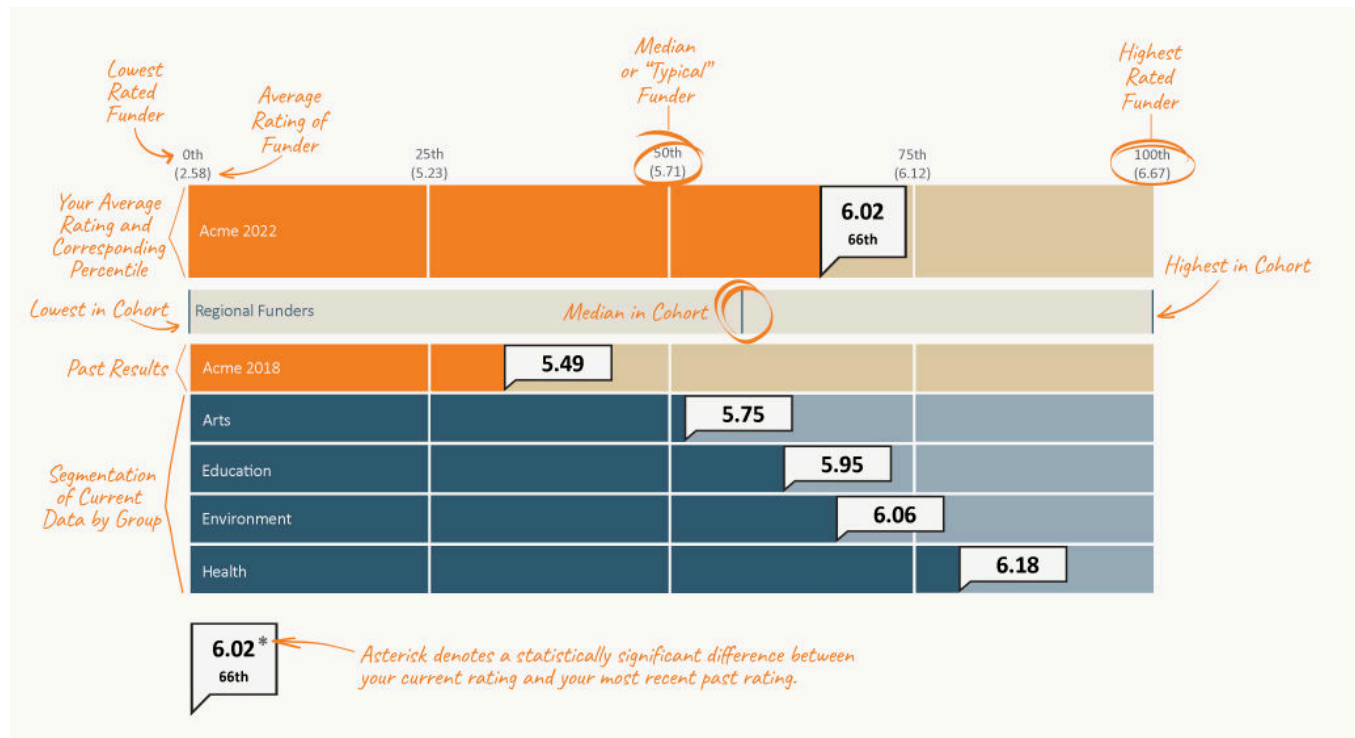
Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than ten responses.

Survey Population

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Haas Sr 2022	February and March 2022	329	206	63%
Haas Sr 2017	September and October 2017	353	222	63%

Survey Year	Year of Active Grants
Haas Sr 2022	2021
Haas Sr 2017	2016
Haas Sr 2012	2011
Haas Sr 2007	2006

Throughout this report, Walter and Elise Haas Fund's survey results are compared to CEP's broader dataset of more than 40,000 grantees built up over more than a decade of grantee surveys of more than 350 funders. The full list of participating funders 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.

Comparative Cohorts

Customized Cohort

Haas Sr selected a set of 14 funders to create a smaller comparison group that more closely resembles Haas Sr in scale and scope.

Custom Cohort
Evelyn and Walter Haas, Jr. Fund
Kenneth Rainin Foundation
May and Stanley Smith Charitable Trust
Pisces Foundation
Rogers Family Foundation
Sobrato Family Foundation
Stuart Foundation
Stupski Foundation
The Grove Foundation
The Jim Joseph Foundation
The Libra Foundation
Tipping Point Community
Walter and Elise Haas Fund
Y & H Soda Foundation

Standard Cohorts

CEP also included 19 standard cohorts to allow for comparisons to a variety of different types of funders.

Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	37	Funders with median grant size of $20K or less
Large Grant Providers	99	Funders with median grant size of $200K or more
High Touch Funders	38	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Intensive Non-Monetary Assistance Providers	36	Funders that provide at least 30% of grantees with comprehensive or field-focused assistance as defined by CEP
Proactive Grantmakers	103	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	99	Funders that make at most 10% of grants by invitation only
Intermediary Funders	36	Funders that primarily regrant philanthropic dollars
International Funders	62	Funders that fund outside of their own country
European Funders	28	Funders that are headquartered in Europe

Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than $5 Million	61	Funders with annual giving of less than $5 million
Funders Giving $50 Million or More	83	Funders with annual giving of $50 million or more

Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	163	All private foundations in the GPR dataset
Family Foundations	78	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	31	All health conversation foundations in the GPR dataset
Corporate Foundations	23	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	24	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	98	Funders who surveyed grantees during COVID-19 (GPR only)

Grantmaking Characteristics

Foundations 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

0th ($3K)	25th ($40K)	50th ($100K)	75th ($230K)	100th ($3300K)

Haas Sr 2022 — **$45K** 29th

Custom Cohort

Haas Sr 2017 — **$35K**
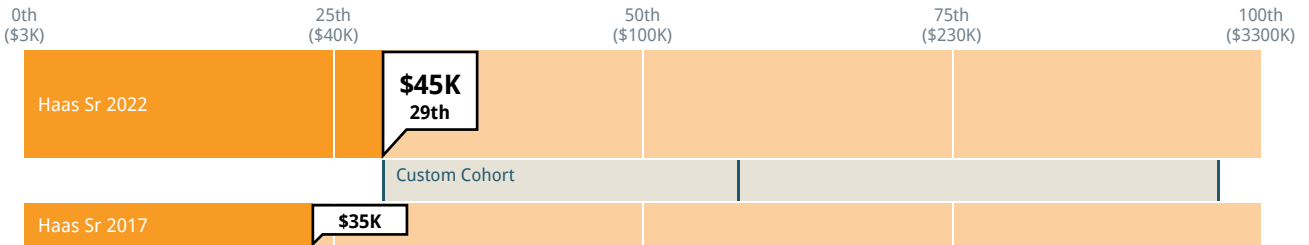
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Proportion of Multi-year Grants

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

0th (3%)	25th (32%)	50th (51%)	75th (72%)	100th (100%)

Haas Sr 2022 — **39%** 34th

Custom Cohort
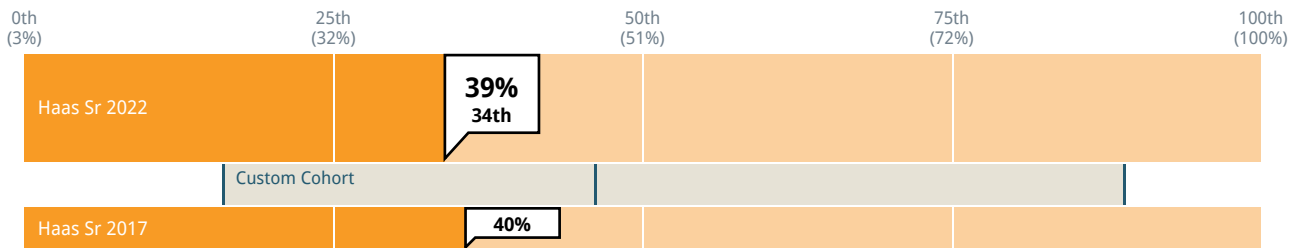
Haas Sr 2017 — **40%**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Median Organizational Budget

0th ($0.0M)	25th ($0.9M)	50th ($1.5M)	75th ($3.0M)	100th ($30.0M)

Haas Sr 2022 — **$2.2M** 65th

Custom Cohort
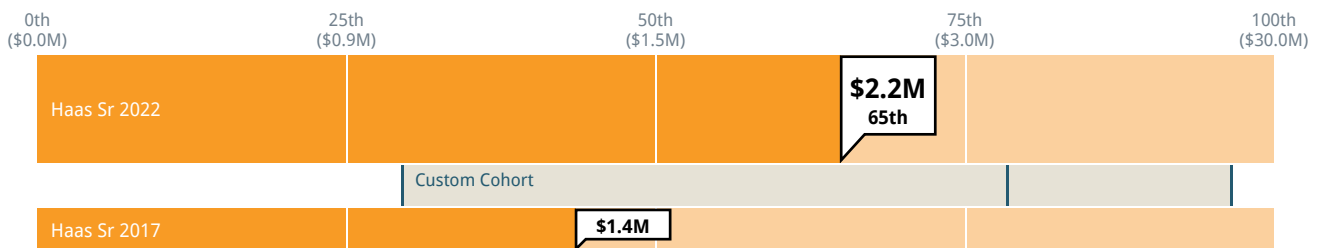
Haas Sr 2017 — **$1.4M**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Selected Cohort: Custom Cohort

Grant History	Haas Sr 2022	Haas Sr 2017	Average Funder	Custom Cohort
Percentage of first-time grants	20%	17%	29%	22%

Selected Cohort: Custom Cohort				
Program Staff Load	Haas Sr 2022	Haas Sr 2017	Median Funder	Custom Cohort
Dollars awarded per program full-time employee	$1.7M	$1.2M	$2.7M	$2.8M
Applications per program full-time employee	31	39	26	18
Active grants per program full-time employee	89	38	32	32

Proportion of Unrestricted Funding

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

0th (0%)	25th (7%)	50th (19%)	75th (40%)	100th (94%)

Haas Sr 2022

45% 79th

Family Foundations
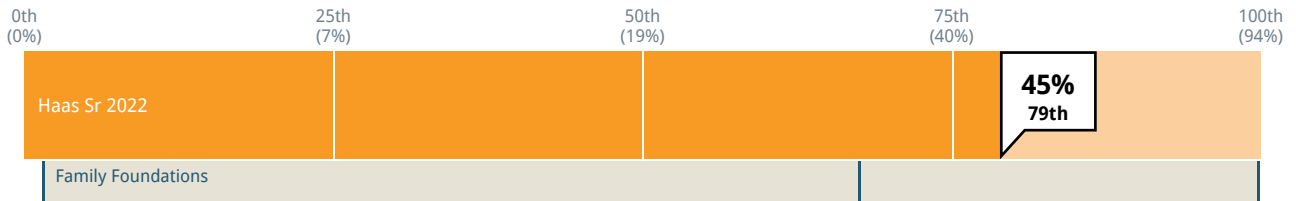
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

Proportion of grantees receiving 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.
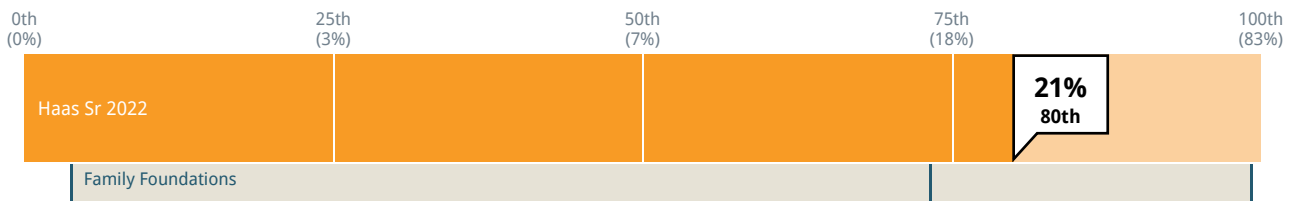
0th (0%)	25th (3%)	50th (7%)	75th (18%)	100th (83%)

Haas Sr 2022

21% 80th

Family Foundations

Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

Impact on and Understanding of Grantees' Fields

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

1 = No impact   **7** = Significant positive impact
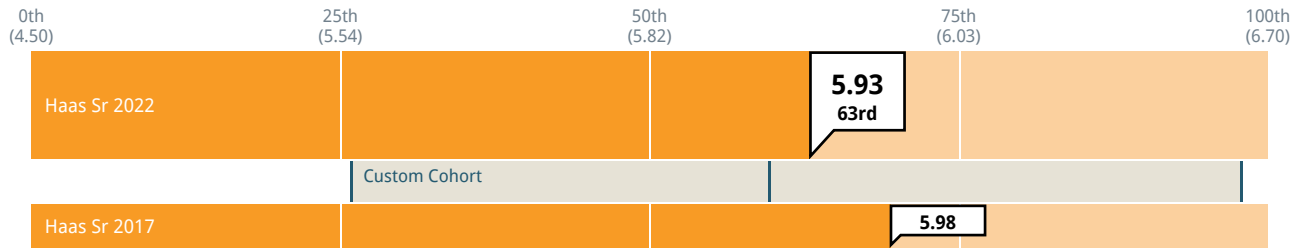
0th (4.50)	25th (5.54)	50th (5.82)	75th (6.03)	100th (6.70)

Haas Sr 2022 — **5.93** / **63rd**

Custom Cohort

Haas Sr 2017 — **5.98**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

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

0th (4.66)	25th (5.47)	50th (5.73)	75th (5.97)	100th (6.63)

Haas Sr 2022 — **5.79*** / **57th**

Custom Cohort

Haas Sr 2017 — **6.02**
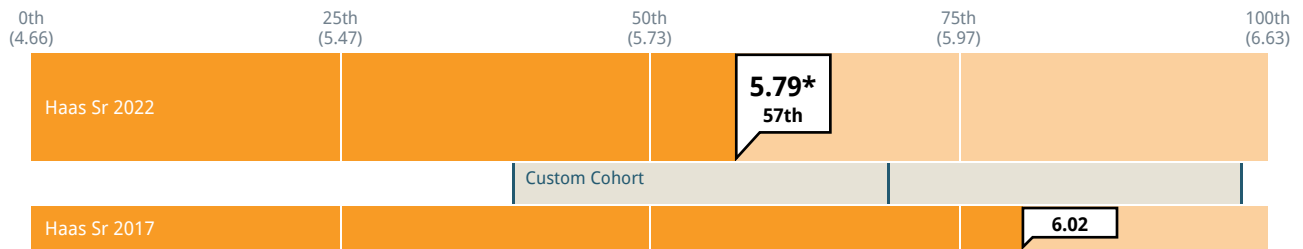
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Advancing Knowledge and Public Policy

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

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

	0th (3.58)	25th (4.76)	50th (5.14)	75th (5.49)	100th (6.44)

Haas Sr 2022: **4.96***, 34th

Custom Cohort

Haas Sr 2017: **5.56**
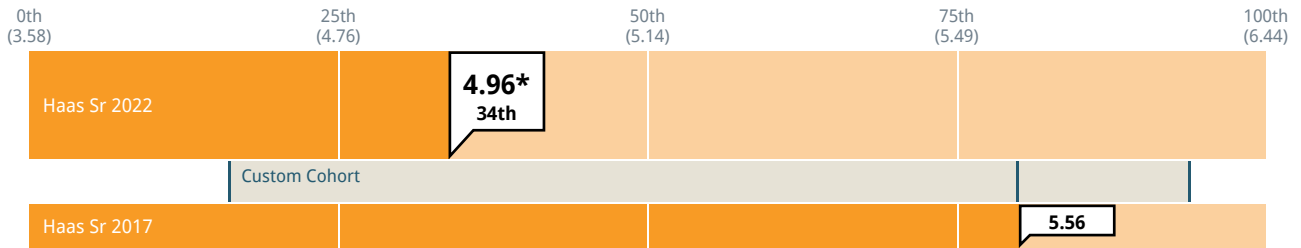
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Not at all   7 = Major influence on shaping public policy
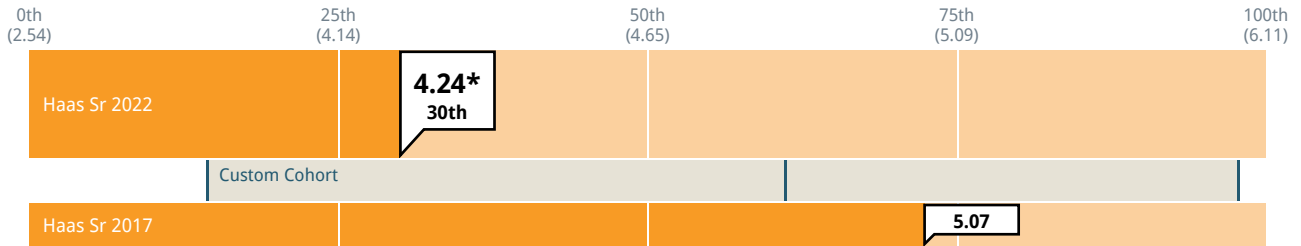
	0th (2.54)	25th (4.14)	50th (4.65)	75th (5.09)	100th (6.11)

Haas Sr 2022: **4.24***, 30th

Custom Cohort

Haas Sr 2017: **5.07**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Impact on and Understanding of Grantees' Local Communities

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

1 = No impact   **7** = Significant positive impact

0th (3.00)	25th (5.20)	50th (5.75)	75th (6.07)	100th (6.69)

Haas Sr 2022 — 5.94 / 64th

Custom Cohort

Haas Sr 2017 — 6.05

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Limited understanding of the community   **7** = Regarded as an expert in the community
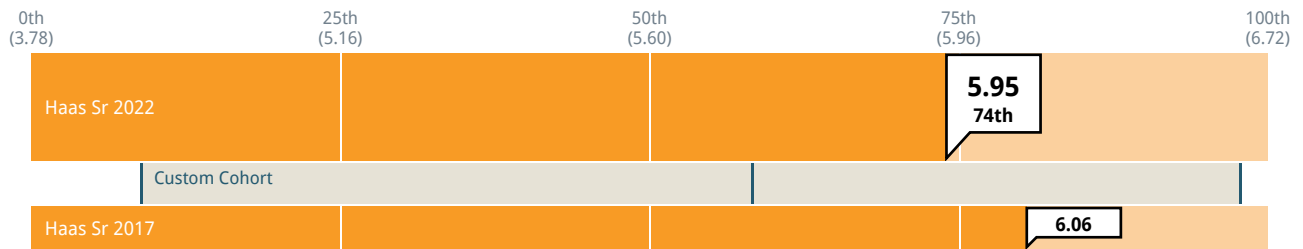
0th (3.78)	25th (5.16)	50th (5.60)	75th (5.96)	100th (6.72)

Haas Sr 2022 — 5.95 / 74th

Custom Cohort

Haas Sr 2017 — 6.06

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Impact on and Understanding of Grantees' Organizations

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

1 = No impact   **7** = Significant positive impact
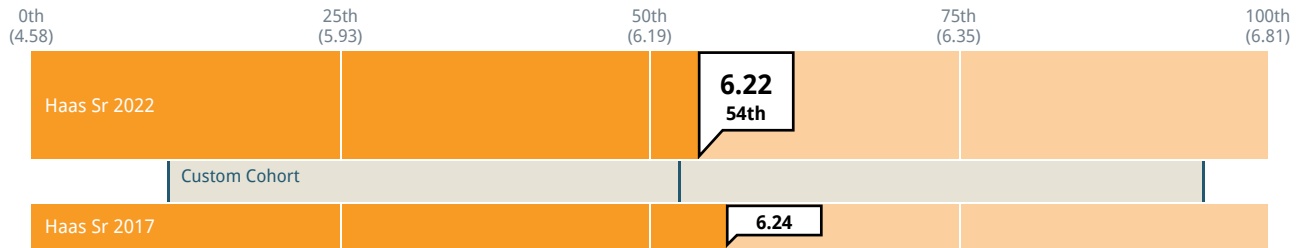
0th (4.58)	25th (5.93)	50th (6.19)	75th (6.35)	100th (6.81)

Haas Sr 2022 — **6.22** / **54th**

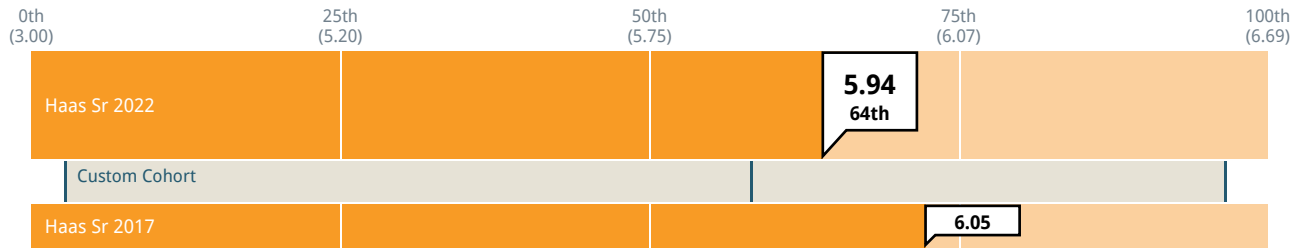Custom Cohort

Haas Sr 2017 — **6.24**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Limited understanding   **7** = Thorough understanding

0th (3.69)	25th (5.61)	50th (5.81)	75th (6.02)	100th (6.60)

Haas Sr 2022 — **5.79** / **48th**

Custom Cohort

Haas Sr 2017 — **5.98**
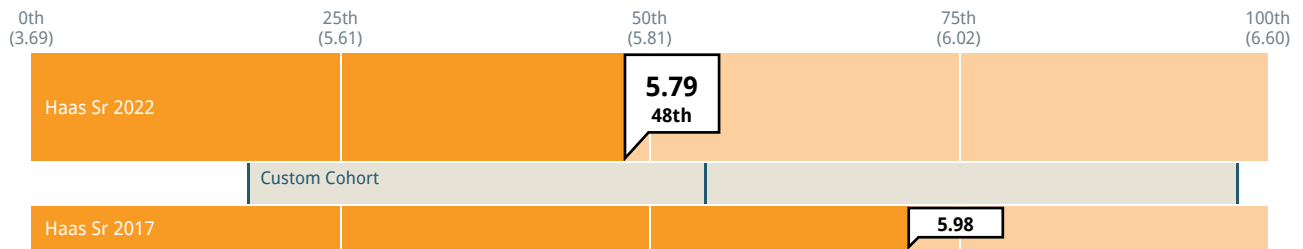
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Grantee Challenges

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

1 = Not at all aware	**7** = Extremely aware

0th (4.00)	25th (5.07)	50th (5.32)	75th (5.55)	100th (6.29)

Haas Sr 2022 — **5.35** / **54th**

Custom Cohort

Haas Sr 2017 — **5.45**
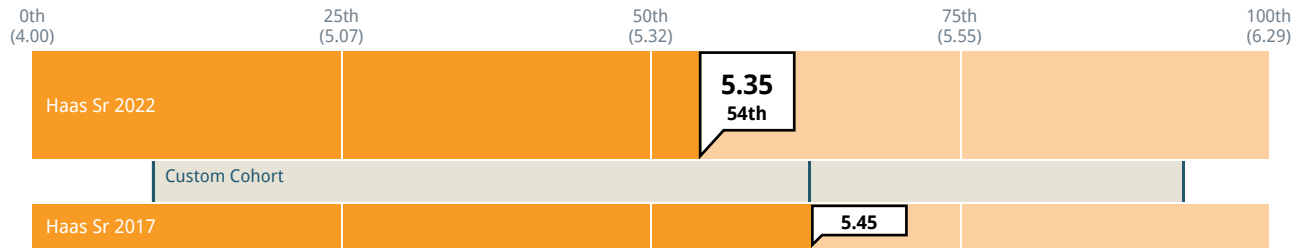
Cohort: Custom Cohort　　**Past results:** on　　**Subgroup:** None

Non-Monetary Assistance

Did you receive any non-monetary support from the Fund during this grant period?

Legend: ■ Yes (orange) ■ No (dark blue)

	Yes	No
Haas Sr 2022	18%	82%
Family Foundations	36%	64%
Average Funder	40%	60%
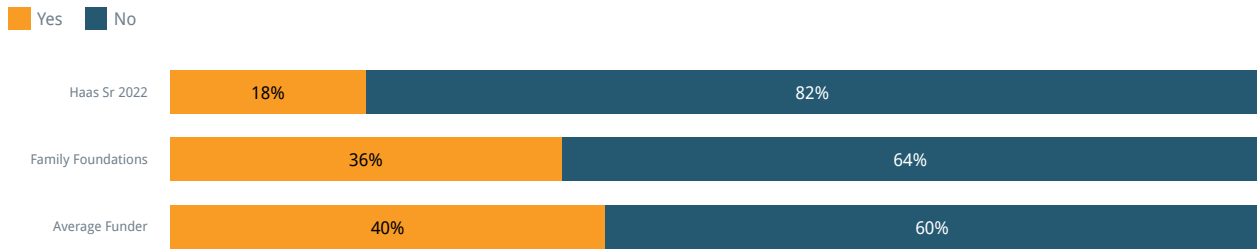
Cohort: Family Foundations **Past results:** on

Please note that the following question was only asked of respondents who indicated "yes" to receiving non-monetary support in the previous question.

How would you describe the benefit - to your organization or work - of any non-monetary support that you received?

Legend: ■ No benefit (orange) ■ A minor benefit (dark blue) ■ A moderate benefit (tan) ■ A major benefit (coral)

	A minor benefit	A moderate benefit	A major benefit
Haas Sr 2022	20%	34%	46%
Family Foundations	9%	32%	58%
Average Funder	10%	35%	54%
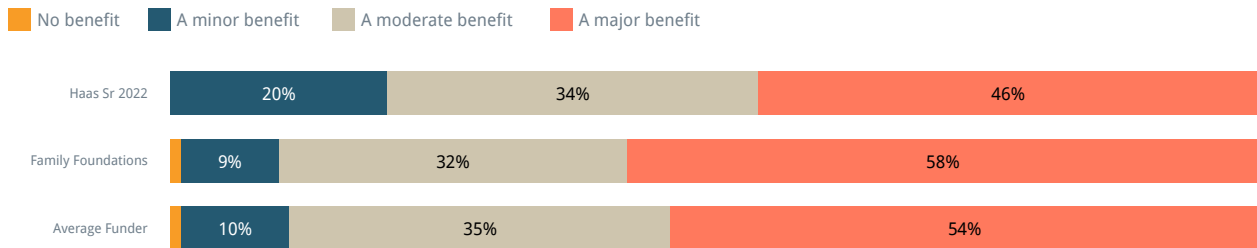
Cohort: Family Foundations **Past results:** on

Funder-Grantee Relationships

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

1 = Not at all comfortable   **7** = Extremely comfortable

0th (4.80)	25th (6.11)	50th (6.26)	75th (6.42)	100th (6.84)

Haas Sr 2022 — **6.12** **27th**

Custom Cohort

Haas Sr 2017 — **6.27**
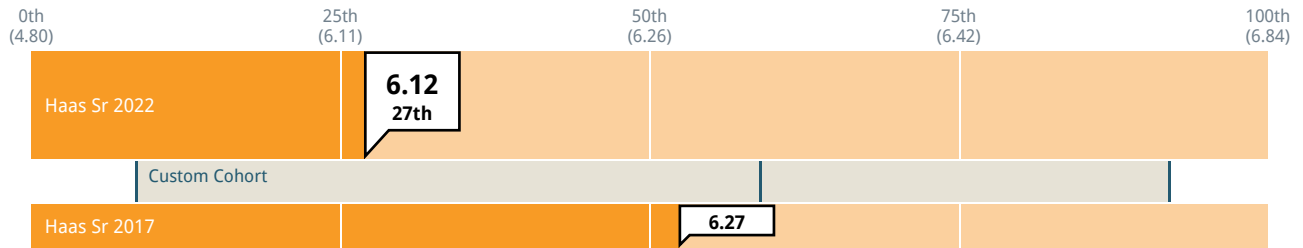
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Overall, how responsive was Fund staff?

1 = Not at all responsive   **7** = Extremely responsive

0th (4.90)	25th (6.17)	50th (6.40)	75th (6.60)	100th (6.96)

Haas Sr 2022 — **6.39*** **48th**

Custom Cohort

Haas Sr 2017 — **6.56**
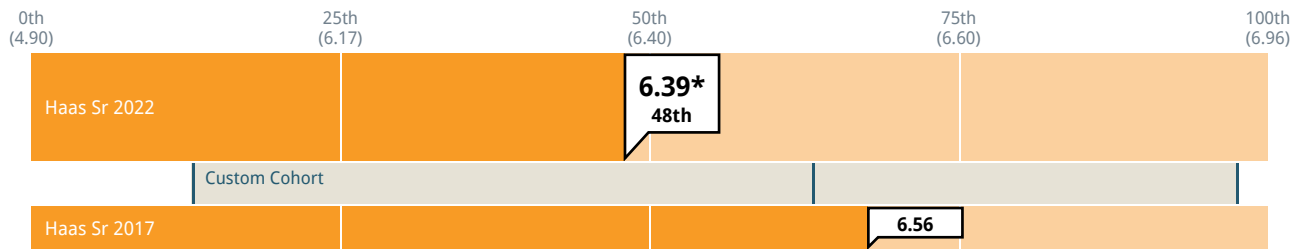
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

To what extent did the Fund exhibit trust in your organization's staff during this grant?
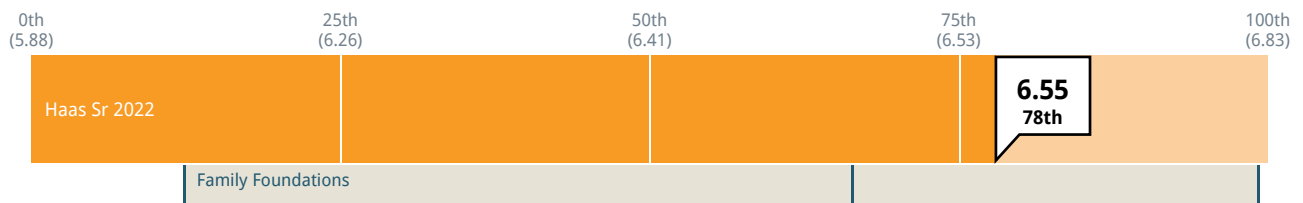
1 = Not at all   **4** = Somewhat   **7** = To a great extent

0th (5.88)	25th (6.26)	50th (6.41)	75th (6.53)	100th (6.83)

Haas Sr 2022 — **6.55** **78th**

Family Foundations

Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

To what extent did the Fund exhibit candor about the Fund's perspectives on your work during this grant?
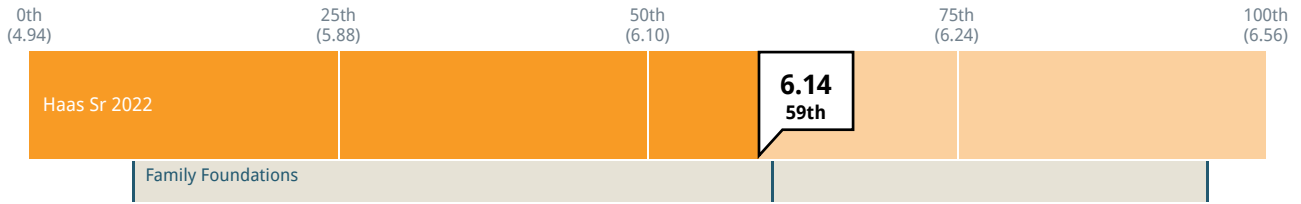
1 = Not at all   **4** = Somewhat   **7** = To a great extent

0th (4.94)	25th (5.88)	50th (6.10)	75th (6.24)	100th (6.56)

Haas Sr 2022 — **6.14** 59th

Family Foundations

Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

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To what extent did the Fund exhibit respectful interaction during this grant?
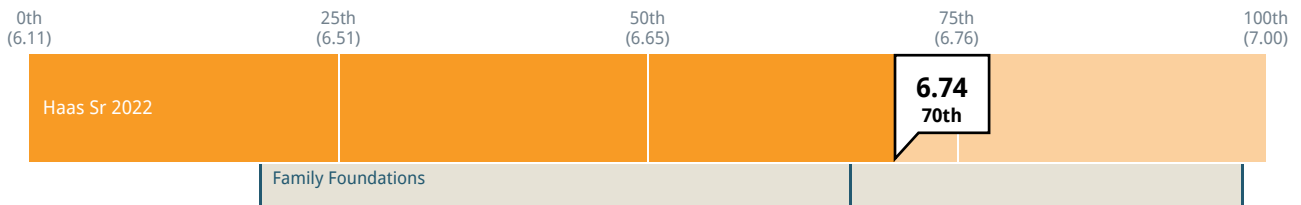
1 = Not at all   **4** = Somewhat   **7** = To a great extent

0th (6.11)	25th (6.51)	50th (6.65)	75th (6.76)	100th (7.00)

Haas Sr 2022 — **6.74** 70th

Family Foundations

Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

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

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

0th (5.41)	25th (6.26)	50th (6.44)	75th (6.59)	100th (6.94)

Haas Sr 2022 — **6.54** 68th

Family Foundations
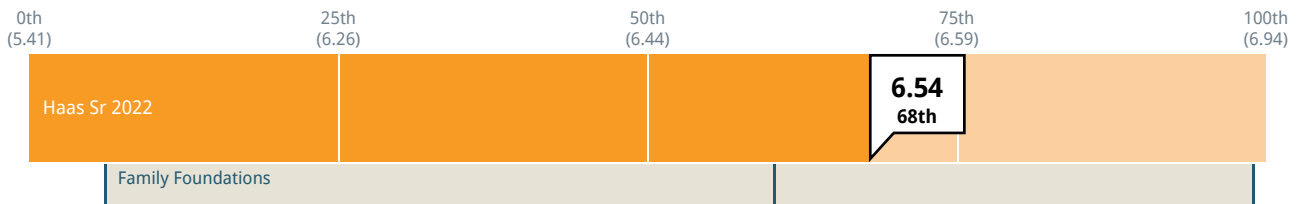
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

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

1 = Not at all   **7** = To a great extent

0th (4.14)	25th (5.12)	50th (5.41)	75th (5.62)	100th (6.34)

Haas Sr 2022 — **5.19** 30th

Custom Cohort

Haas Sr 2017 — **5.40**
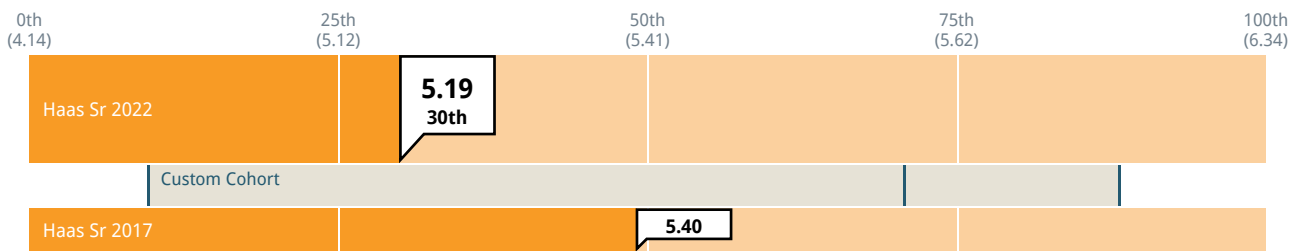
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Interaction Patterns

How often do/did you have contact with your primary contact during this grant?

Legend: ■ Yearly or less often ■ Once every few months ■ Monthly or more often

Haas Sr 2022	29%	66%	5%
Haas Sr 2017	31%	56%	14%
Custom Cohort	16%	63%	21%
Average Funder	18%	56%	26%
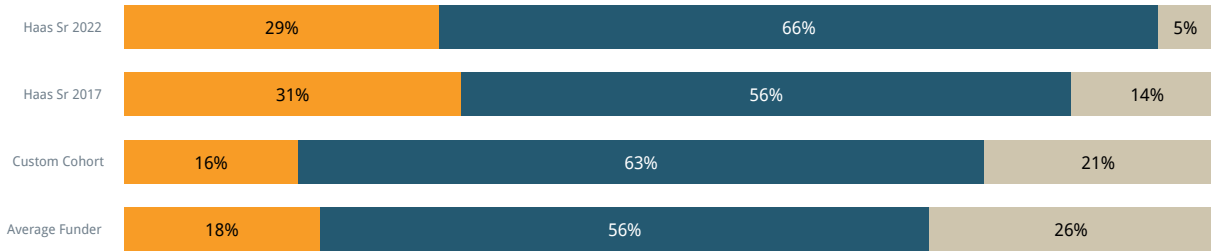
Cohort: Custom Cohort   **Past results:** on

Who most frequently initiated the contact you had with your primary contact during this grant?

Legend: ■ Primary Contact ■ Both of equal frequency ■ Grantee

Haas Sr 2022	19%	42%	39%
Haas Sr 2017	21%	42%	37%
Custom Cohort	19%	54%	27%
Average Funder	17%	51%	32%
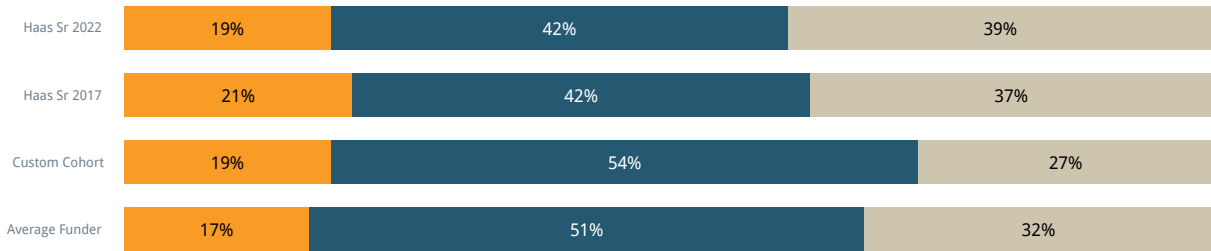
Cohort: Custom Cohort   **Past results:** on

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

Proportion of grantees responding 'Yes'
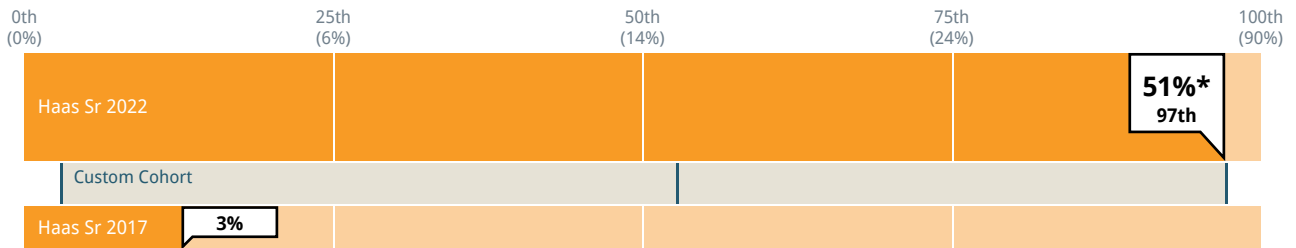
0th (0%)	25th (6%)	50th (14%)	75th (24%)	100th (90%)

Haas Sr 2022: **51%*** 97th

Custom Cohort

Haas Sr 2017: 3%

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

The following questions were recently added to the grantee survey and only represent comparative data from 25 funders.

At any point during this grant, including the selection process, did the Fund staff visit your offices or programs?
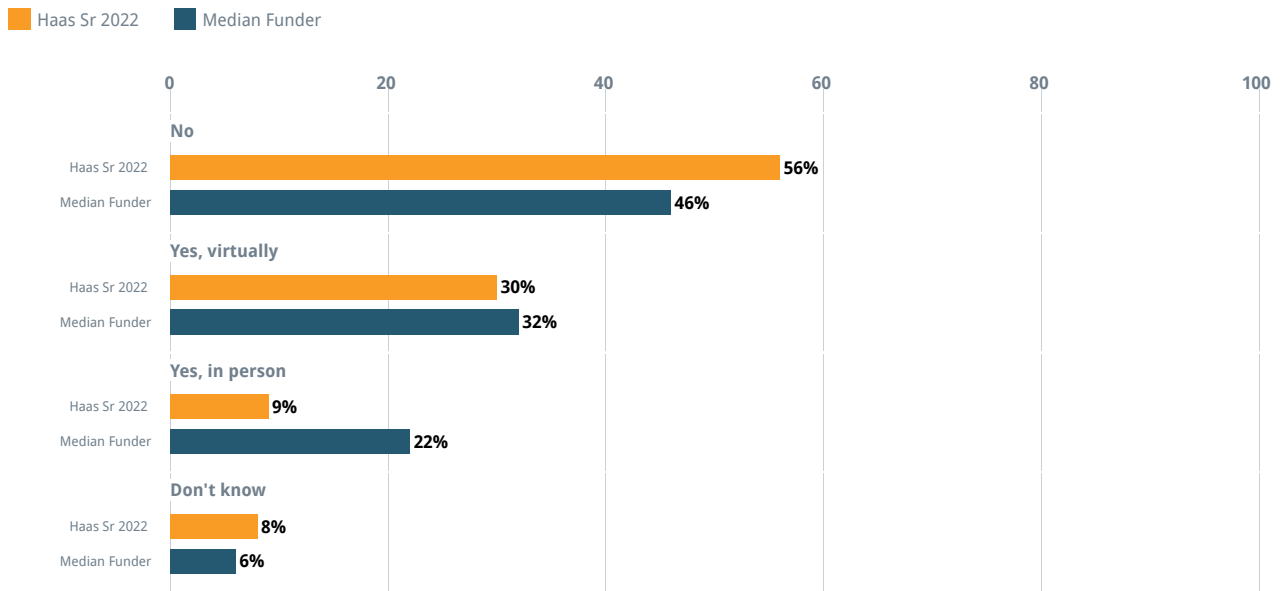
Cohort: None   **Past results:** on

Communication

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

1 = Not at all clearly   7 = Extremely clearly

0th (3.65)	25th (5.49)	50th (5.74)	75th (5.95)	100th (6.48)

Haas Sr 2022 — 5.72 / 47th

Custom Cohort

Haas Sr 2017 — 5.89
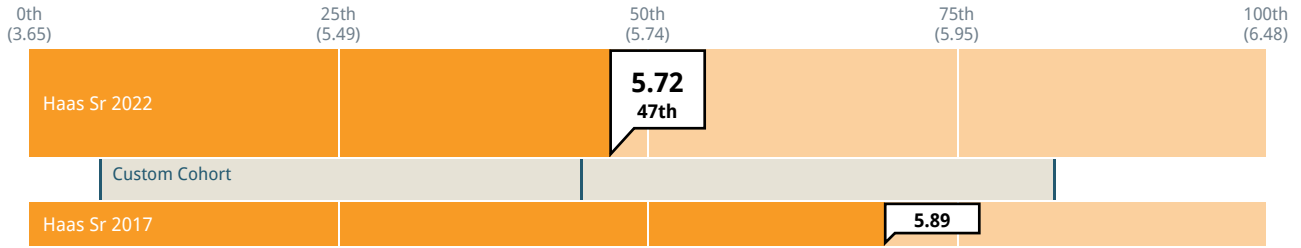
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Not at all consistent   7 = Completely consistent

0th (3.89)	25th (5.76)	50th (5.97)	75th (6.17)	100th (6.59)

Haas Sr 2022 — 5.86* / 38th

Custom Cohort

Haas Sr 2017 — 6.21
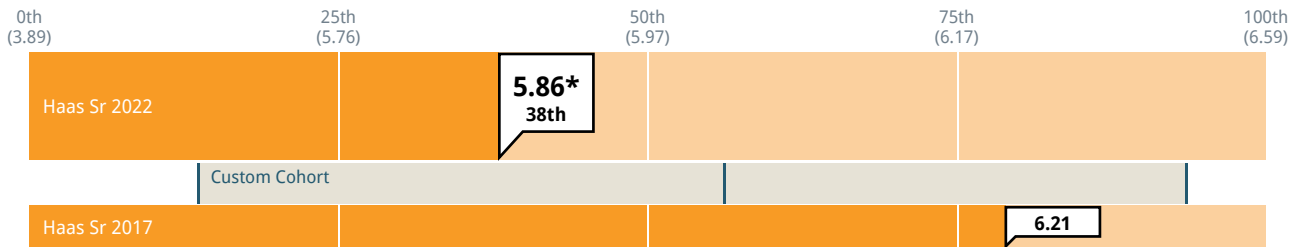
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Overall, how transparent is the Fund with your organization?

1 = Not at all transparent   7 = Extremely transparent

0th (3.69)	25th (5.59)	50th (5.83)	75th (6.01)	100th (6.59)

Haas Sr 2022 — 5.76* / 43rd

Custom Cohort

Haas Sr 2017 — 5.98
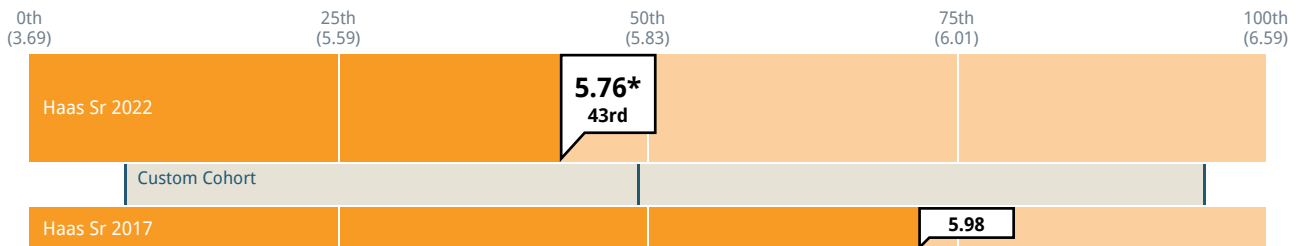
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

| **1** = Limited understanding | **7** = Thorough understanding |

| 0th
(4.59) | 25th
(5.25) | 50th
(5.45) | 75th
(5.62) | 100th
(6.32) |

5.01
10th Haas Sr 2022

Family Foundations
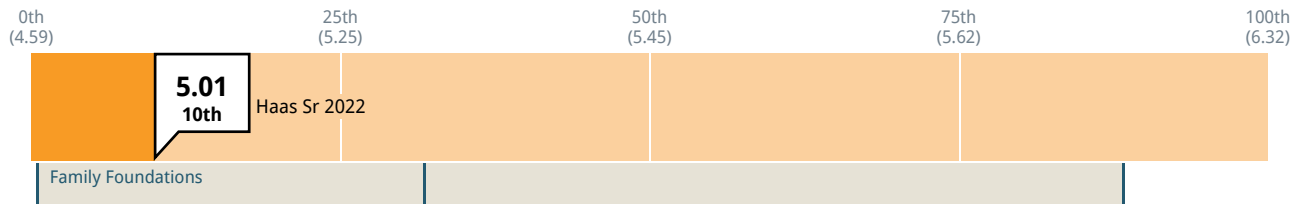
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

Funder Response to Current Challenges

The subsequent questions were recently added to the grantee survey and depict data from 50-75 funders in CEP's dataset.

Are you aware of any action the Fund has taken in response to the COVID-19 pandemic?

■ Yes ■ No ■ Don't know

	Yes	No	Don't know
Haas Sr 2022	53%	16%	31%
Family Foundations	69%	16%	16%
Average Funder	74%	14%	12%
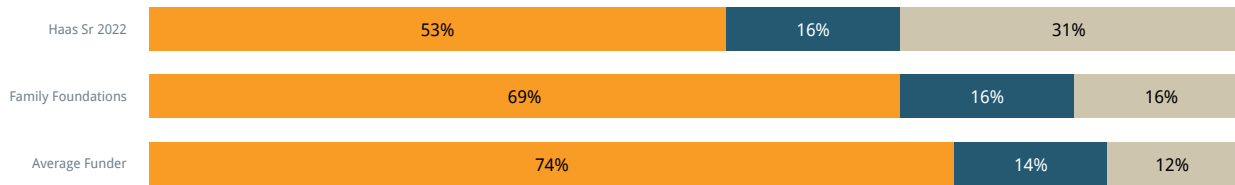
Cohort: Family Foundations   **Past results:** on

Are you aware of any action the Fund has taken in response to the movement for racial justice?

■ Yes ■ No ■ Don't know

	Yes	No	Don't know
Haas Sr 2022	46%	19%	35%
Family Foundations	57%	21%	23%
Average Funder	60%	19%	21%

Cohort: Family Foundations   **Past results:** on

How would you rate the effectiveness of the Fund's response to the following:

1 = Not at all effective   **7** = Extremely effective

■ Haas Sr 2022 ■ Family Foundations ■ Median Funder

COVID-19 Pandemic

	Rating
Haas Sr 2022	6.15
Family Foundations	6.15
Median Funder	6.05

Movement for racial justice

	Rating
Haas Sr 2022	5.90
Family Foundations	5.82
Median Funder	5.70
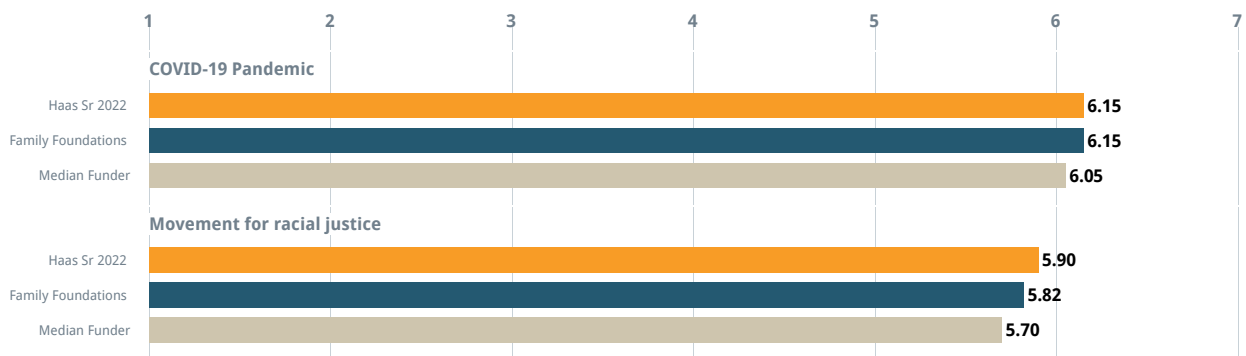
Cohort: Family Foundations   **Past results:** on

Contextual Understanding

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

1 = Limited understanding   **7** = Thorough understanding

	0th (4.24)	25th (5.45)	50th (5.68)	75th (5.90)	100th (6.54)

Haas Sr 2022 — **5.88** 70th

Custom Cohort

Haas Sr 2017 — 5.94
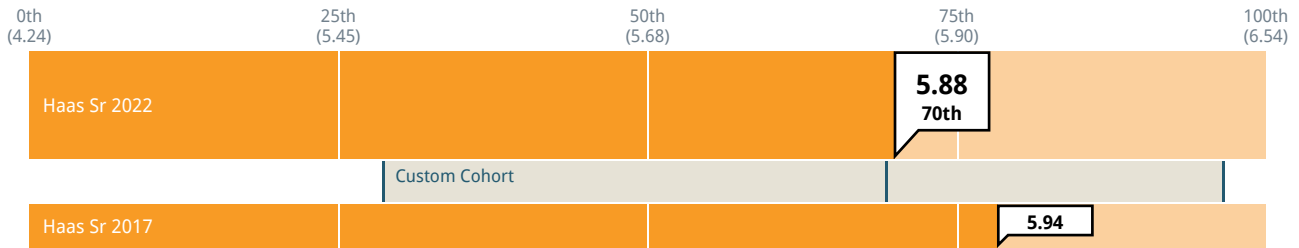
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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.

Please note that CEP recently modified the following questions. The prior questions were: "How well does the Fund understand your intended beneficiaries' needs?" and "To what extent do the Fund's funding priorities reflect a deep understanding of your intended beneficiaries' needs?" The question anchors have not been modified.

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

1 = Limited understanding   **7** = Thorough understanding

	0th (4.00)	25th (5.49)	50th (5.69)	75th (5.86)	100th (6.46)

Haas Sr 2022 — **5.64** 44th

Custom Cohort

Haas Sr 2017 — 5.82
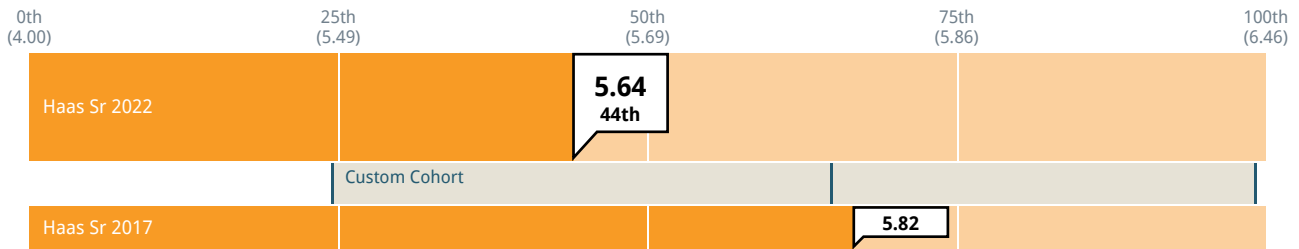
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

To what extent do the Fund'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

	0th (3.77)	25th (5.35)	50th (5.58)	75th (5.84)	100th (6.45)

Haas Sr 2022 — **5.59** 52nd

Custom Cohort

Haas Sr 2017 — 5.70
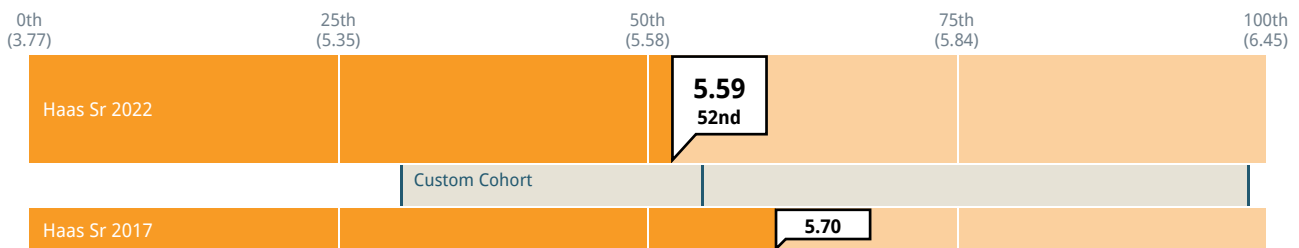
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Grant Processes

Did you submit a proposal to the Fund for this grant?

■ Submitted a proposal   ■ Did not submit a proposal

Haas Sr 2022	79%	21%
Haas Sr 2017	86%	14%
Custom Cohort	90%	10%
Average Funder	94%	6%
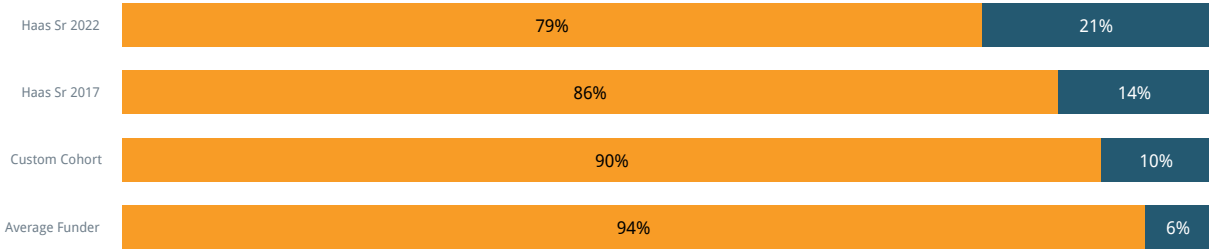
Cohort: Custom Cohort   **Past results:** on

Selection Process

Please note that CEP recently modified the following question. The prior question text was: "How helpful was participating in the Fund'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 Fund's selection process a helpful opportunity to strengthen the efforts funded by the grant?

1 = Not at all   **7** = To a great extent

0th (3.45)	25th (4.82)	50th (5.16)	75th (5.44)	100th (6.49)

Haas Sr 2022 — 5.62* 87th

Custom Cohort

Haas Sr 2017 — 4.98
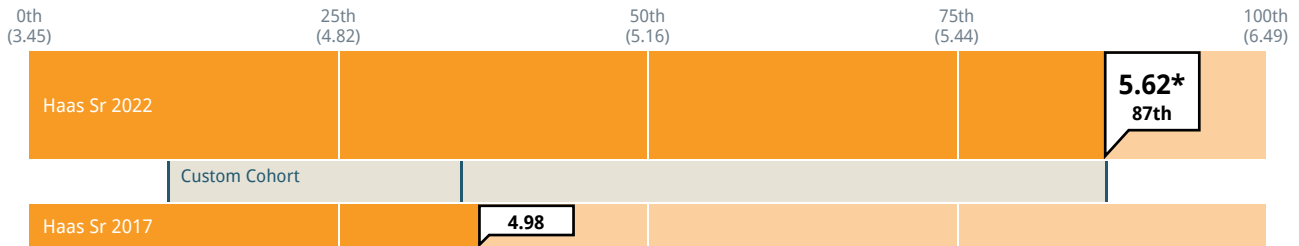
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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
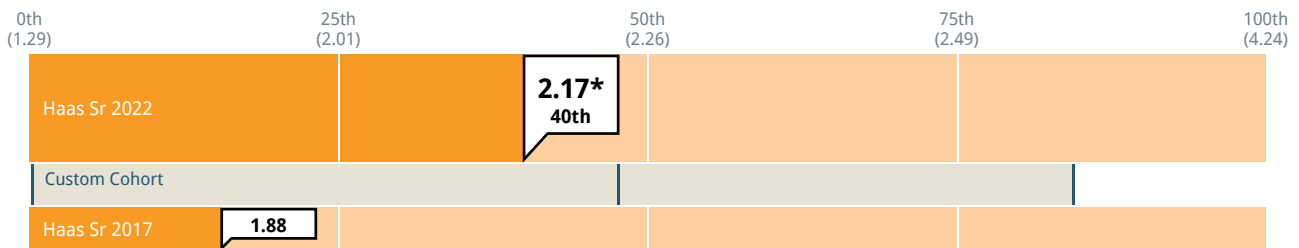
0th (1.29)	25th (2.01)	50th (2.26)	75th (2.49)	100th (4.24)

Haas Sr 2022 — 2.17* 40th

Custom Cohort

Haas Sr 2017 — 1.88

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

The following questions were recently added to the grantee survey and only represent comparative data from 25 funders.

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

1 = Not at all   **7** = To a great extent

■ Haas Sr 2022   ■ Median Funder

Haas Sr 2022 — 5.82
Median Funder — 5.95
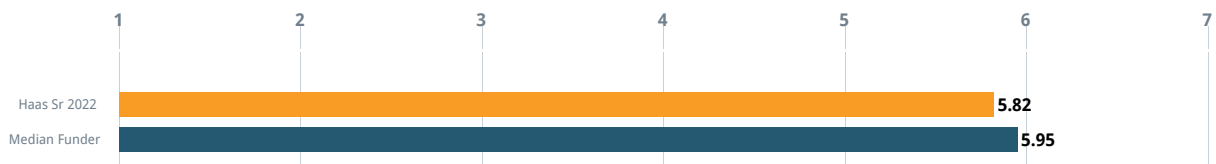
Cohort: None   **Past results:** on

To what extent was the Fund clear and transparent about:

1 = Not at all   **7** = To a great extent

■ Haas Sr 2022   ■ Median Funder

The selection process requirements and timelines

Haas Sr 2022 — 6.18
Median Funder — 6.18

The criteria the Fund uses to decide whether a proposal would be funded or declined

Haas Sr 2022 — 5.67
Median Funder — 5.59
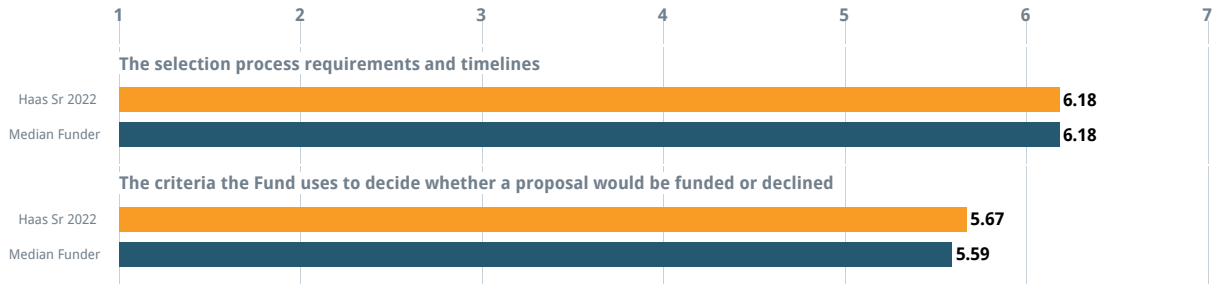
Cohort: None   **Past results:** on

Reporting and Evaluation Process

Definition of Reporting and Evaluation

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

At any point during the proposal or the grant period, did the Fund 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'

0th (18%)	25th (57%)	50th (69%)	75th (80%)	100th (100%)

Haas Sr 2022 — **55%** **23rd**

Custom Cohort

Haas Sr 2017 — **48%**
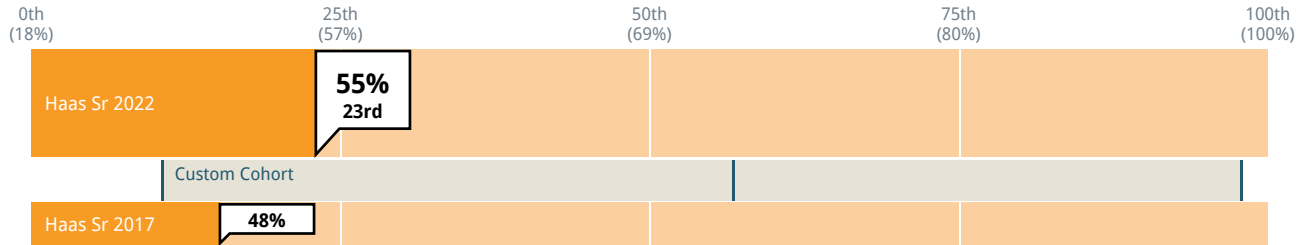
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

Haas Sr 2022	66%	13%	19%
Haas Sr 2017	72%	15%	13%
Custom Cohort	64%	22%	13%
Average Funder	57%	29%	13%
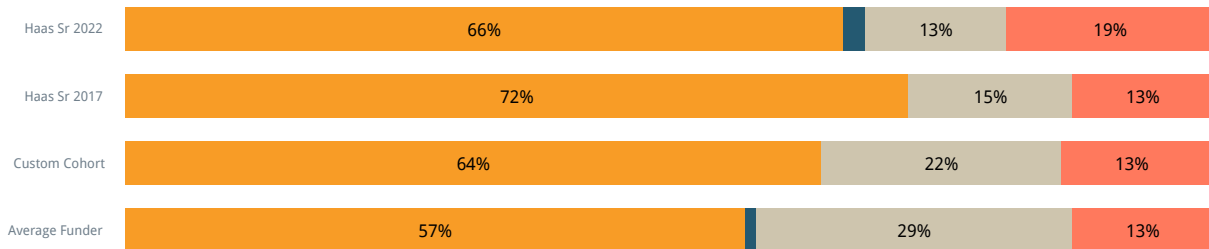
Cohort: Custom Cohort   **Past results:** on

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 Fund's reporting process straightforward?

1 = Not at all   **7** = To a great extent
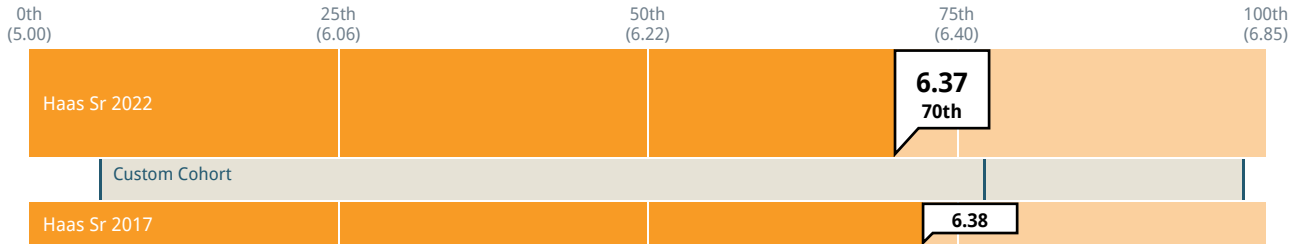
0th (5.00)	25th (6.06)	50th (6.22)	75th (6.40)	100th (6.85)

Haas Sr 2022 — **6.37** / **70th**

Custom Cohort

Haas Sr 2017 — **6.38**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Not at all   **7** = To a great extent
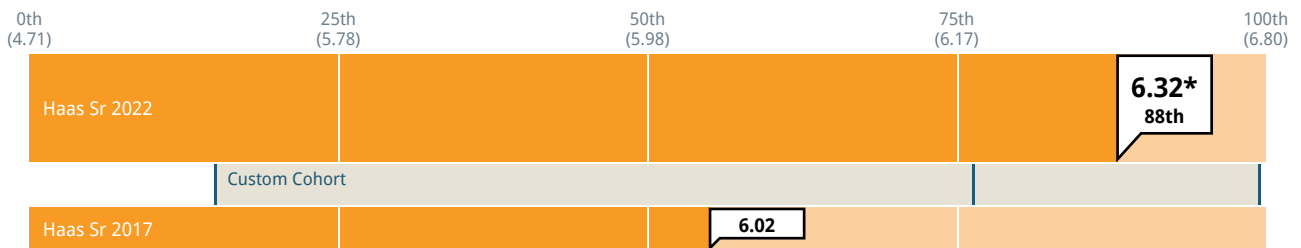
0th (4.71)	25th (5.78)	50th (5.98)	75th (6.17)	100th (6.80)

Haas Sr 2022 — **6.32*** / **88th**

Custom Cohort

Haas Sr 2017 — **6.02**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

To what extent was the Fund'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
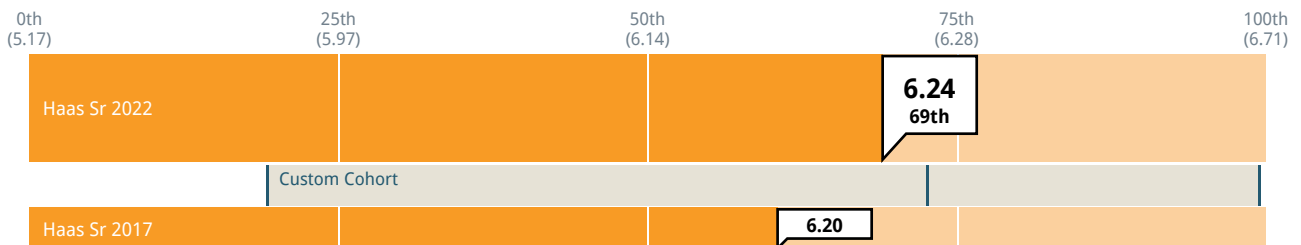
0th (5.17)	25th (5.97)	50th (6.14)	75th (6.28)	100th (6.71)

Haas Sr 2022 — **6.24** / **69th**

Custom Cohort

Haas Sr 2017 — **6.20**

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

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

1 = Not at all   **7** = To a great extent

0th (4.56)	25th (5.66)	50th (5.88)	75th (6.08)	100th (6.57)

Haas Sr 2022 — **5.77** 35th

Custom Cohort

Haas Sr 2017 — **5.82**
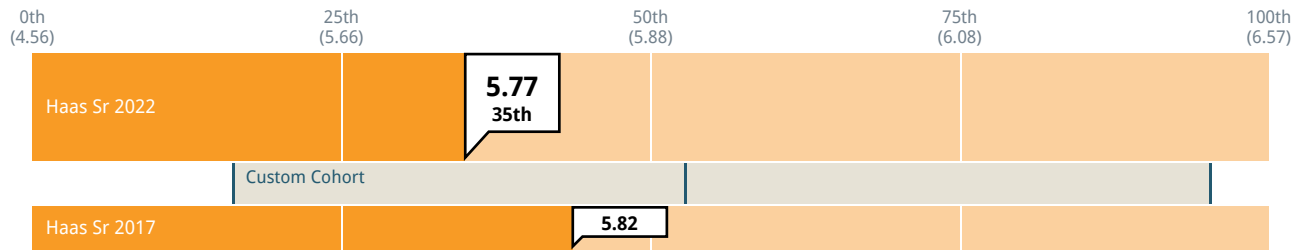
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Evaluation Process

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

To what extent did the evaluation incorporate input from your organization in the design of the evaluation?

1 = Not at all   **7** = To a great extent
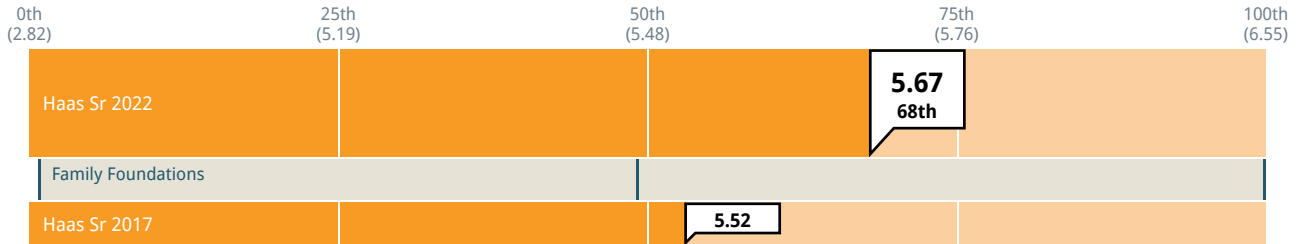
	0th (2.82)	25th (5.19)	50th (5.48)	75th (5.76)	100th (6.55)
Haas Sr 2022				**5.67** 68th	
Family Foundations					
Haas Sr 2017			5.52		

Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

To what extent did the evaluation result in your organization making changes to the work that was evaluated?

1 = Not at all   **7** = To a great extent

	0th (2.78)	25th (4.40)	50th (4.77)	75th (5.06)	100th (6.00)
Haas Sr 2022	**3.68*** 4th				
Family Foundations					
Haas Sr 2017			4.81		
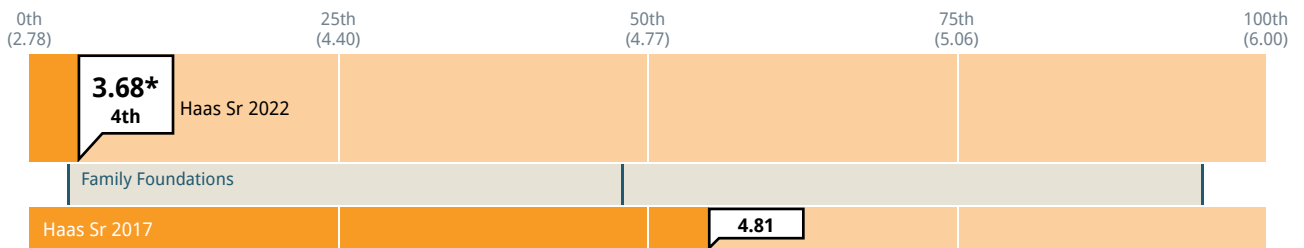
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

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

0th ($0.3K)	25th ($1.7K)	50th ($2.7K)	75th ($5.2K)	100th ($29.8K)

Haas Sr 2022 — **$3.3K** 57th

Custom Cohort

Haas Sr 2017 — **$2.0K**
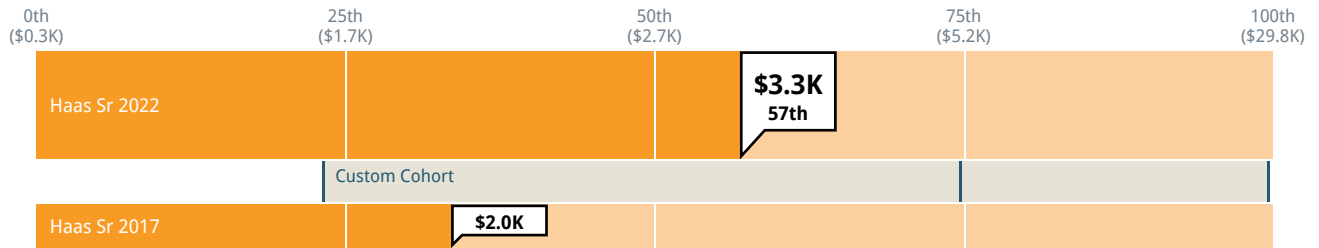
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Median Grant Size

0th ($3K)	25th ($40K)	50th ($100K)	75th ($230K)	100th ($3300K)

Haas Sr 2022 — **$45K** 29th

Custom Cohort

Haas Sr 2017 — **$35K**
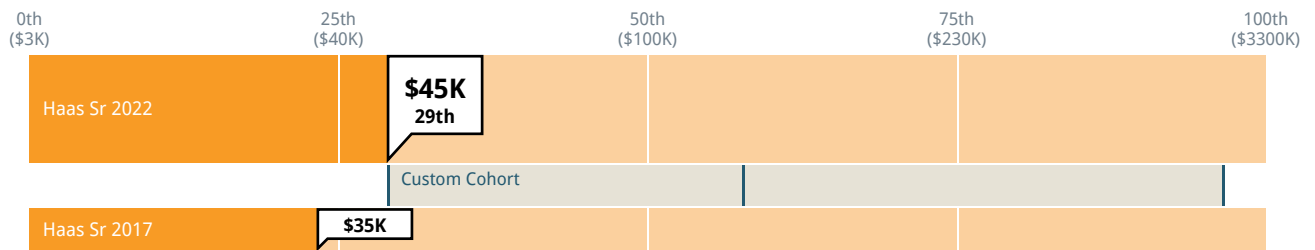
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Median hours spent by grantees on funder requirements over grant lifetime

0th (7hrs)	25th (20hrs)	50th (30hrs)	75th (50hrs)	100th (304hrs)

Haas Sr 2022 — **16hrs** 13th

Custom Cohort

Haas Sr 2017 — **20hrs**
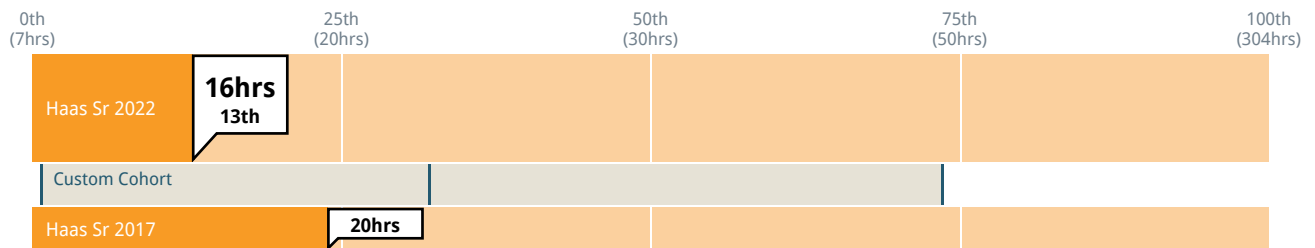
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Time Spent on Selection Process

Median Hours Spent on Proposal and Selection Process
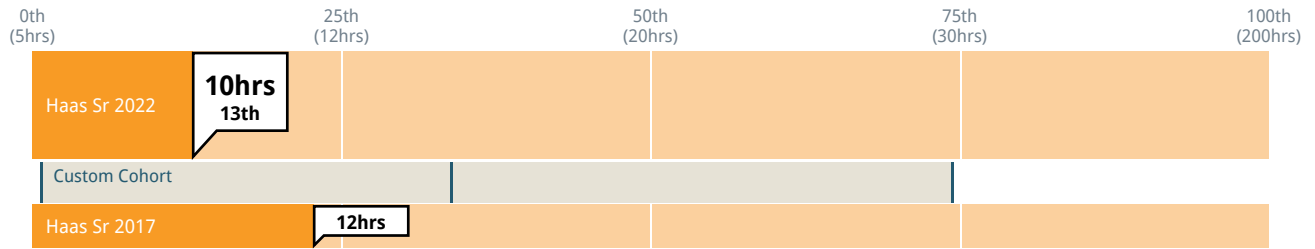
	0th (5hrs)	25th (12hrs)	50th (20hrs)	75th (30hrs)	100th (200hrs)
Haas Sr 2022	**10hrs** 13th				
Custom Cohort					
Haas Sr 2017	**12hrs**				

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Selected Cohort: Custom Cohort

Time Spent On Proposal And Selection Process	Haas Sr 2022	Haas Sr 2017	Average Funder	Custom Cohort
1 to 9 hours	41%	34%	23%	33%
10 to 19 hours	31%	29%	21%	24%
20 to 29 hours	14%	19%	17%	18%
30 to 39 hours	6%	6%	7%	6%
40 to 49 hours	5%	7%	11%	9%
50 to 99 hours	1%	5%	11%	6%
100 to 199 hours	2%	0%	6%	3%
200+ hours	0%	0%	3%	1%

Time Spent on Reporting and Evaluation Process

Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year
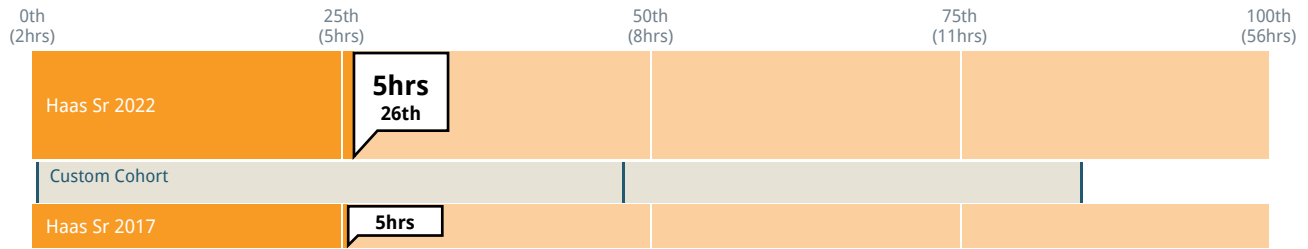
	0th (2hrs)	25th (5hrs)	50th (8hrs)	75th (11hrs)	100th (56hrs)
Haas Sr 2022		**5hrs** 26th			
Custom Cohort					
Haas Sr 2017		5hrs			

Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Selected Cohort: Custom Cohort

Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)	Haas Sr 2022	Haas Sr 2017	Average Funder	Custom Cohort
1 to 9 hours	66%	66%	54%	58%
10 to 19 hours	23%	21%	19%	21%
20 to 29 hours	6%	9%	10%	11%
30 to 39 hours	3%	1%	4%	2%
40 to 49 hours	1%	3%	3%	3%
50 to 99 hours	1%	0%	5%	3%
100+ hours	1%	1%	4%	2%

Customized Questions

Walter and Elise Haas Fund Custom Questions

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

COVID-19

How helpful have these Fund actions been in mitigating the negative impacts of COVID-19 on your organization?

1 = Not at all helpful   **7** = Extremely helpful

🟧 Haas Sr 2022

Reduced proposal requirements
Haas Sr 2022 — **6.32**

Allowed goals and/or timeline of current grant(s) to shift
Haas Sr 2022 — **6.29**

Reduced reporting requirements
Haas Sr 2022 — **6.23**

Offered to convert restricted grant(s) to unrestricted grant(s)
Haas Sr 2022 — **5.99**

Postponed reporting requirements
Haas Sr 2022 — **5.96**

Offered to accelerate payment schedules on approved grant(s)
Haas Sr 2022 — **5.85**

Offered additional emergency funding
Haas Sr 2022 — **5.6**

Cohort: None   **Past results:** on

The Fund's COVID-19 response:

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

🟧 Haas Sr 2022

Recognized the challenges faced by our organization and its beneficiaries
Haas Sr 2022 — **5.51**

Supported my organization's needs to support beneficiaries based on racial disparities
Haas Sr 2022 — **5.11**

Addressed differing needs exacerbated by racial disparities in its support and/or grantmaking
Haas Sr 2022 — **4.97**
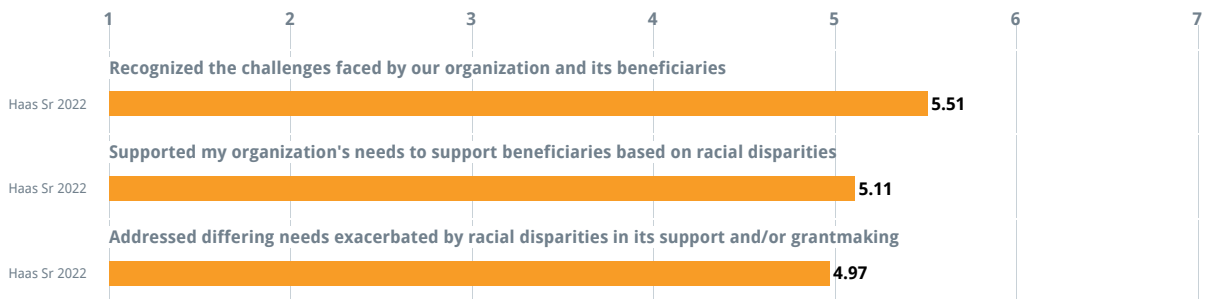
Cohort: None   **Past results:** on

Justice, Equity, Diversity, and Inclusion

To what extent do you agree or disagree with the following statements:

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

■ Haas Sr 2022

I feel comfortable discussing the implications of justice, equity, diversity, and inclusion in my organization's work
Haas Sr 2022 — **6.47**

I feel comfortable discussing the Fund's approach to justice, equity, diversity, and inclusion
Haas Sr 2022 — **5.5**

I feel comfortable disagreeing with my primary contact
Haas Sr 2022 — **4.93**

The Fund has asked me to share input about the beneficiaries my organization seeks to help
Haas Sr 2022 — **4.72**
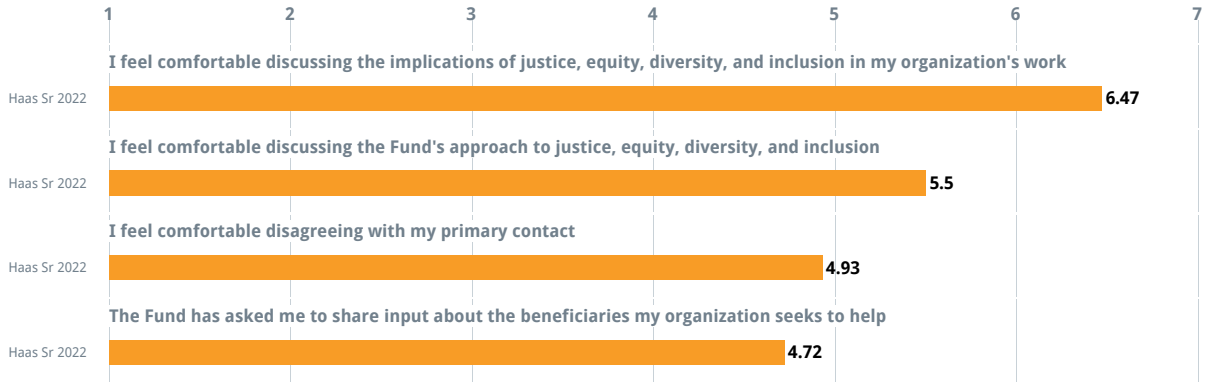
Cohort: None   **Past results:** on

Online Grants Portal

Based on your experience using the online grants portal, how strongly do you agree or disagree with the following statements:

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

■ Haas Sr 2022   ■ Haas Sr 2017

If assistance was sought, Fund staff members provided a helpful response quickly

- Haas Sr 2022: 6.44
- Haas Sr 2017: 6.5

In case of problems, it was clear whom I should contact with questions

- Haas Sr 2022: 6.2
- Haas Sr 2017: 6.25

It was easy to understand what information and documents are required to complete the online grant application process

- Haas Sr 2022: 5.93
- Haas Sr 2017: 5.94

I did not experience technical difficulties when submitting grant documentation through the online grants portal

- Haas Sr 2022: 5.9
- Haas Sr 2017: 5.34

Instructions provided on the grants portal were clear

- Haas Sr 2022: 5.61
- Haas Sr 2017: 5.57

The grants portal was easy to use and navigate

- Haas Sr 2022: 5.6
- Haas Sr 2017: 5.47

The grants portal was quick and efficient

- Haas Sr 2022: 5.54
- Haas Sr 2017: 5.54

Cohort: None   **Past results:** on

Grantmaking Characteristics

How strongly do you agree or disagree with the following statements:

In order to achieve the specific results my organization expects to achieve through this grant...

The size of the grant is appropriate

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

■ Haas Sr 2022   ■ Haas Sr 2017   ■ Median Funder

	Value
Haas Sr 2022	5.12
Haas Sr 2017	5.04
Median Funder	5.51
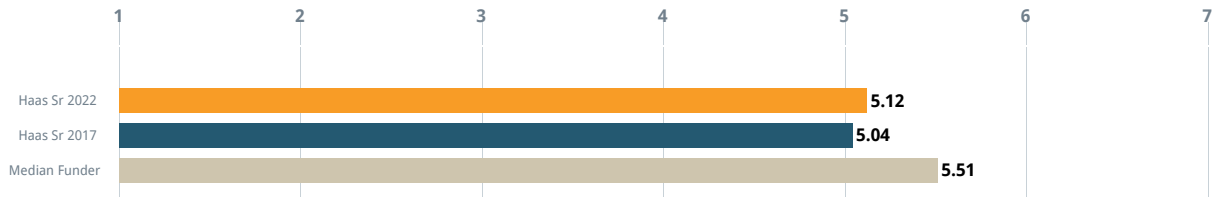
Cohort: None   **Past results:** on

The length of the grant commitment is appropriate

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

■ Haas Sr 2022   ■ Haas Sr 2017   ■ Median Funder

	Value
Haas Sr 2022	5.53
Haas Sr 2017	5.56
Median Funder	5.64

Cohort: None   **Past results:** on

The type of the grant (e.g., program, operating, capital, etc.) is appropriate

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

■ Haas Sr 2022   ■ Haas Sr 2017   ■ Median Funder
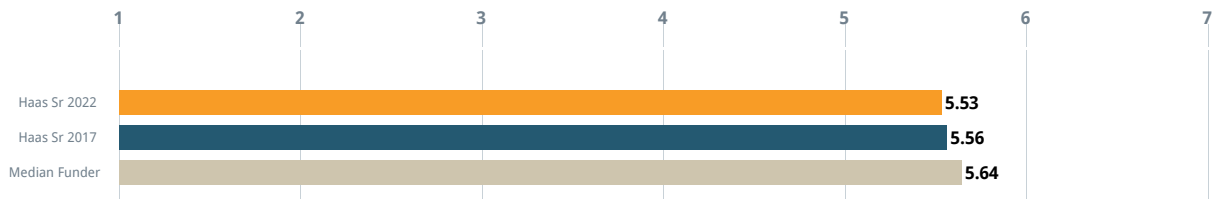
	Value
Haas Sr 2022	6.12
Haas Sr 2017	6.22
Median Funder	6.26
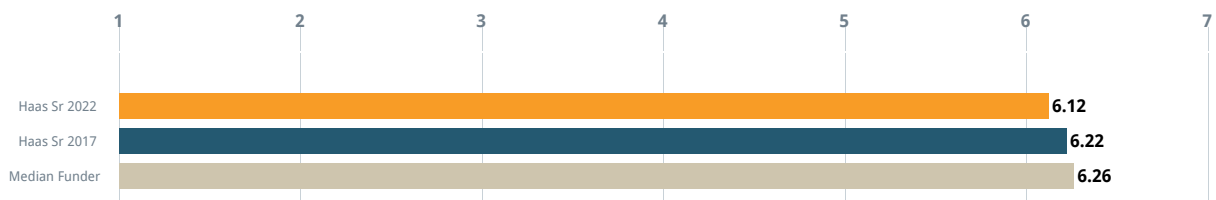
Cohort: None   **Past results:** on

Contextual Data

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

Grantmaking Characteristics

Average Grant Length

| | 0th (1.0yrs) | 25th (1.8yrs) | 50th (2.1yrs) | 75th (2.6yrs) | 100th (7.9yrs) |
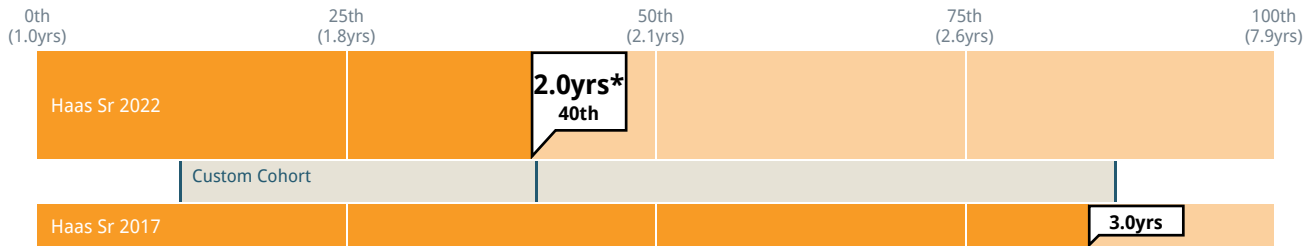
Cohort: Custom Cohort   **Past results:** on   **Subgroup:** None

Selected Cohort: Custom Cohort

Length of Grant Awarded	Haas Sr 2022	Haas Sr 2017	Average Funder	Custom Cohort
0 - 1.99 years	61%	60%	48%	47%
2 - 2.99 years	31%	21%	22%	32%
3 - 3.99 years	5%	4%	19%	13%
4 - 4.99 years	0%	0%	3%	2%
5 - 50 years	3%	15%	8%	6%

Selected Cohort: None

Proportion of Unrestricted Funding	Haas Sr 2022	Average Funder
No, this funding was not restricted to a specific use (i.e. general operating, core support)	45%	26%
Yes, this funding was restricted to a specific use (e.g. supported a specific program, project, capital need, etc.)	55%	74%

Grant Size

Selected Cohort: Custom Cohort				
Grant Amount Awarded	**Haas Sr 2022**	**Haas Sr 2017**	**Median Funder**	**Custom Cohort**
Median grant size	$45K	$35K	$100K	$138.5K

Selected Cohort: Custom Cohort				
Grant Amount Awarded	**Haas Sr 2022**	**Haas Sr 2017**	**Average Funder**	**Custom Cohort**
Less than $10K	0%	10%	9%	1%
$10K - $24K	12%	17%	12%	8%
$25K - $49K	37%	39%	12%	12%
$50K - $99K	22%	19%	15%	18%
$100K - $149K	17%	7%	9%	14%
$150K - $299K	9%	6%	16%	21%
$300K - $499K	1%	1%	9%	12%
$500K - $999K	0%	0%	8%	7%
$1MM and above	0%	0%	9%	7%

Selected Cohort: Custom Cohort				
Median Percent of Budget Funded by Grant (Annualized)	**Haas Sr 2022**	**Haas Sr 2017**	**Median Funder**	**Custom Cohort**
Size of grant relative to size of grantee budget	2%	2%	4%	2%

Grantee Characteristics

Selected Cohort: Custom Cohort				
Operating Budget of Grantee Organization	**Haas Sr 2022**	**Haas Sr 2017**	**Median Funder**	**Custom Cohort**
Median Budget	$2.2M	$1.4M	$1.5M	$3.2M

Selected Cohort: Custom Cohort				
Operating Budget of Grantee Organization	**Haas Sr 2022**	**Haas Sr 2017**	**Average Funder**	**Custom Cohort**
<$100K	2%	7%	8%	2%
$100K - $499K	16%	22%	18%	10%
$500K - $999K	13%	14%	13%	12%
$1MM - $4.9MM	41%	31%	30%	35%
$5MM - $24MM	19%	17%	18%	27%
>=$25MM	8%	8%	12%	14%

Funding Relationship

Selected Cohort: Custom Cohort				
Funding Status	**Haas Sr 2022**	**Haas Sr 2017**	**Median Funder**	**Custom Cohort**
Percent of grantees currently receiving funding from the Fund	80%	93%	82%	88%

Selected Cohort: Custom Cohort				
Pattern of Grantees' Funding Relationship with the Fund	**Haas Sr 2022**	**Haas Sr 2017**	**Average Funder**	**Custom Cohort**
First grant received from the Fund	20%	17%	29%	22%
Consistent funding in the past	62%	73%	54%	67%
Inconsistent funding in the past	18%	10%	18%	12%

Funder Characteristics

Selected Cohort: Custom Cohort

Financial Information	Haas Sr 2022	Haas Sr 2017	Median Funder	Custom Cohort
Total assets	$278.5M	$213M	$257.8M	$278M
Total giving	$13.9M	$11.6M	$19M	$17.8M

Selected Cohort: Custom Cohort

Funder Staffing	Haas Sr 2022	Haas Sr 2017	Median Funder	Custom Cohort
Total staff (FTEs)	10	10	17	13
Percent of staff who are program staff	80%	100%	43%	46%

Selected Cohort: Custom Cohort

Grantmaking Processes	Haas Sr 2022	Haas Sr 2017	Median Funder	Custom Cohort
Proportion of grants that are invitation-only	86%	28%	50%	98%
Proportion of grantmaking dollars that are invitation-only	86%	9%	64%	99%

Justice, Equity, Diversity, Inclusion and Grantee Demographics

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

The Fund has clearly communicated what justice, equity, diversity, and inclusion means for its work

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

0th (4.11)	25th (5.28)	50th (5.62)	75th (5.90)	100th (6.78)

Haas Sr 2022

5.61
48th

Family Foundations
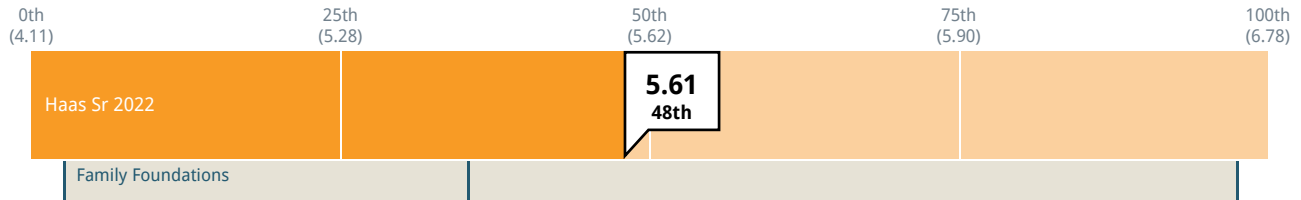
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

Overall, the Fund demonstrates an explicit commitment to justice, equity, diversity, and inclusion in its work

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

0th (4.63)	25th (5.59)	50th (5.93)	75th (6.10)	100th (6.74)

Haas Sr 2022

5.95
51st

Family Foundations
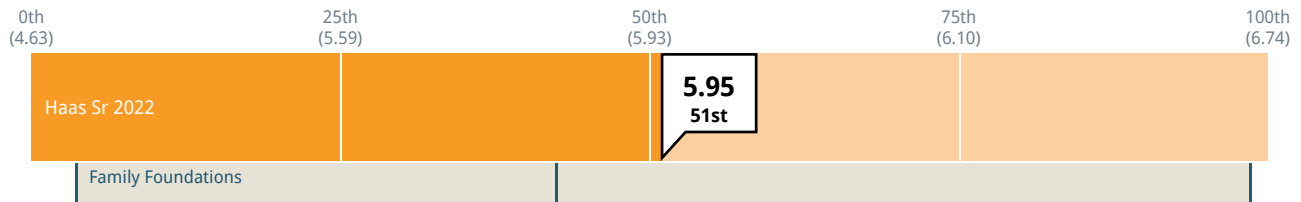
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

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

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

0th (5.16)	25th (6.01)	50th (6.18)	75th (6.36)	100th (6.78)

Haas Sr 2022

6.31
68th

Family Foundations
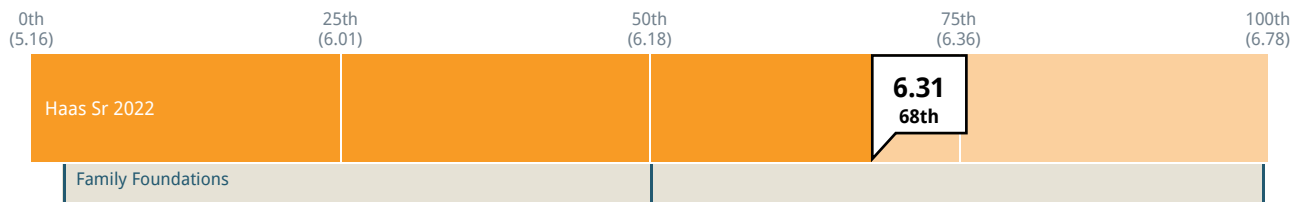
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

I believe that the Fund is committed to combatting racism

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

| 0th (5.26) | 25th (5.90) | 50th (6.11) | 75th (6.33) | 100th (6.82) |

Haas Sr 2022

6.15
59th

Family Foundations
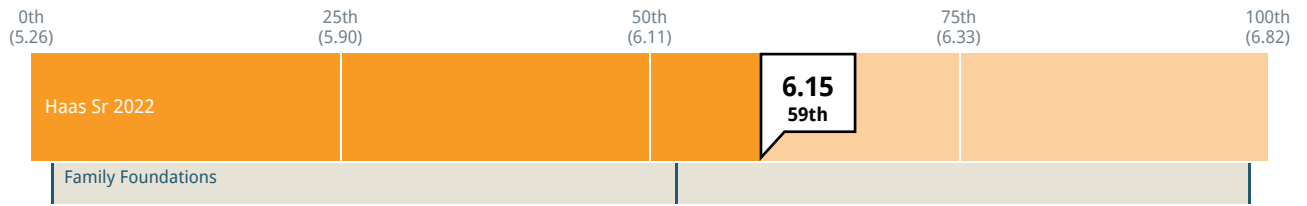
Cohort: Family Foundations   **Past results:** on   **Subgroup:** None

Primary Beneficiary of Grant

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

■ Yes ■ No ■ Don't know

	Yes	No	Don't know
Haas Sr 2022	86%	9%	4%
Family Foundations	71%	24%	5%
Average Funder	71%	22%	7%
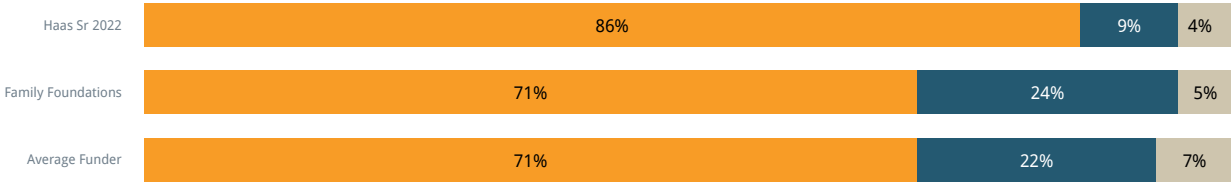
Cohort: Family Foundations   **Past results:** on

The following question is asked only of grantees who answer "yes" to the question above.

Specifically, are any of the following populations the primary intended beneficiaries of the efforts funded by this grant?

■ Haas Sr 2022

African American or Black individuals or communities
Haas Sr 2022 — **81%**

Hispanic or Latina, Latino, or Latinx individuals or communities
Haas Sr 2022 — **75%**

Multiracial and/or Multi-ethnic individuals or communities
Haas Sr 2022 — **67%**

Asian or Asian American individuals or communities
Haas Sr 2022 — **65%**

Women
Haas Sr 2022 — **54%**

Pacific Islander or Native Hawaiian individuals or communities
Haas Sr 2022 — **46%**

American Indian, Alaska Native, or Indigenous individuals or communities
Haas Sr 2022 — **43%**

Members of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community
Haas Sr 2022 — **43%**

Middle Eastern or North African individuals or communities
Haas Sr 2022 — **39%**

Individuals with disabilities
Haas Sr 2022 — **35%**

Jews
Haas Sr 2022 — **16%**

Muslims
Haas Sr 2022 — **14%**

Don't know
Haas Sr 2022 — **1%**

None of the above
Haas Sr 2022 — **1%**

Cohort: None   **Past results:** on

Respondent Demographics
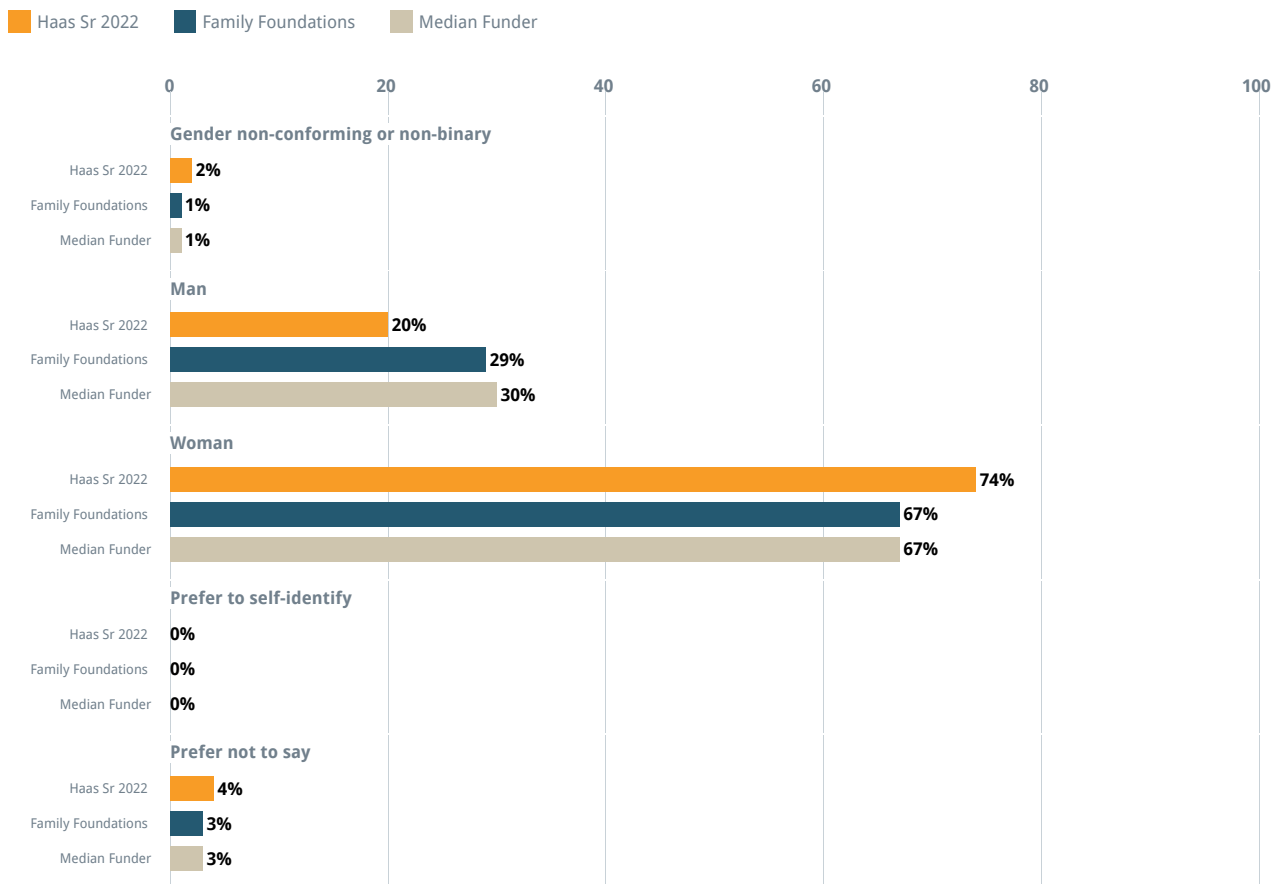
Note: Survey questions about respondents' demographics were recently modified or added to match best practices, and depict comparative data from over 50 funders in the dataset. Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

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.
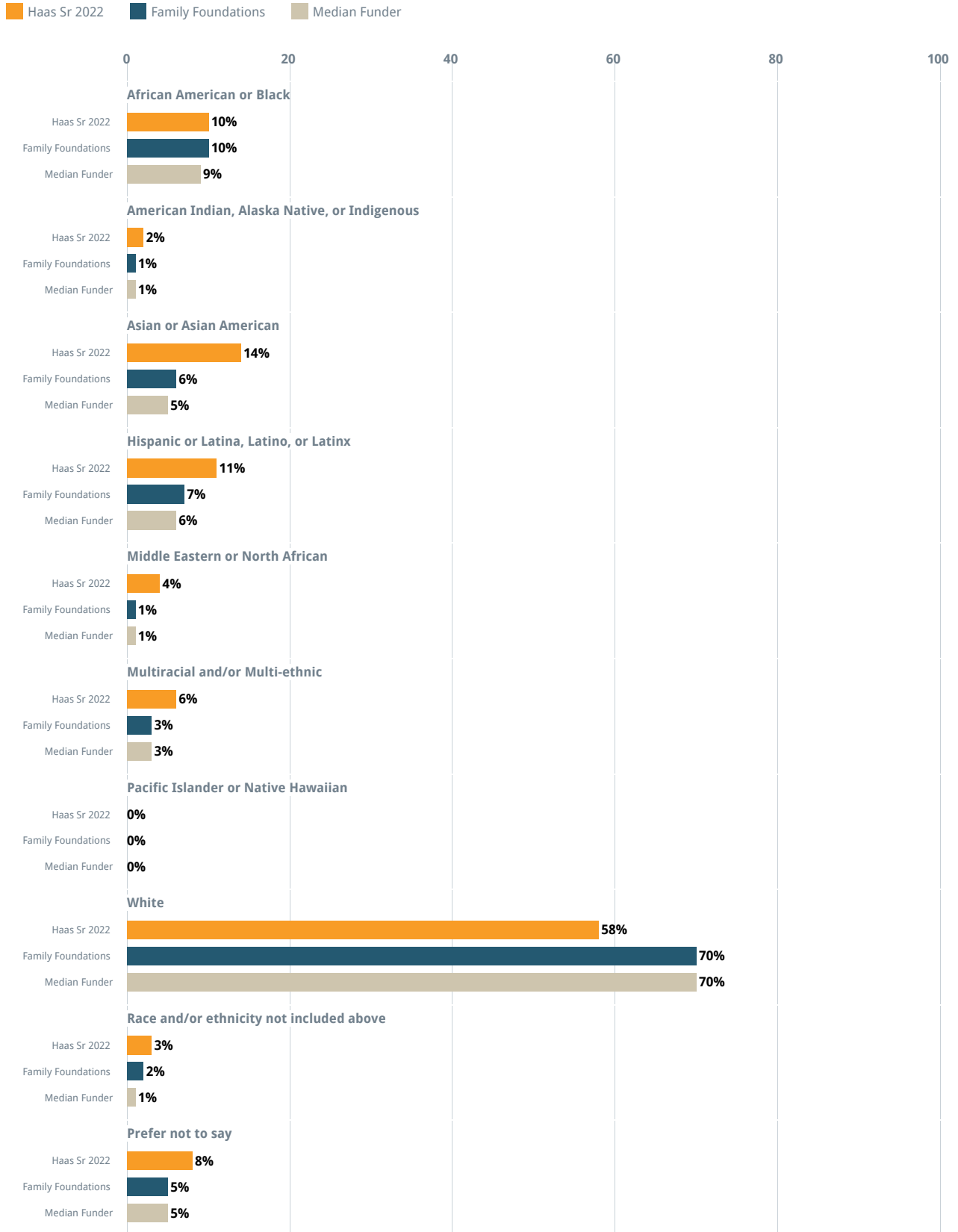
Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," 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:

Legend: Haas Sr 2022 | Family Foundations | Median Funder

Gender non-conforming or non-binary
- Haas Sr 2022: 2%
- Family Foundations: 1%
- Median Funder: 1%

Man
- Haas Sr 2022: 20%
- Family Foundations: 29%
- Median Funder: 30%

Woman
- Haas Sr 2022: 74%
- Family Foundations: 67%
- Median Funder: 67%

Prefer to self-identify
- Haas Sr 2022: 0%
- Family Foundations: 0%
- Median Funder: 0%

Prefer not to say
- Haas Sr 2022: 4%
- Family Foundations: 3%
- Median Funder: 3%

Cohort: Family Foundations   **Past results:** on

How would you describe your race and/or ethnicity?

Legend: ■ Haas Sr 2022 ■ Family Foundations ■ Median Funder

Scale: 0 — 20 — 40 — 60 — 80 — 100

African American or Black
- Haas Sr 2022: 10%
- Family Foundations: 10%
- Median Funder: 9%

American Indian, Alaska Native, or Indigenous
- Haas Sr 2022: 2%
- Family Foundations: 1%
- Median Funder: 1%

Asian or Asian American
- Haas Sr 2022: 14%
- Family Foundations: 6%
- Median Funder: 5%

Hispanic or Latina, Latino, or Latinx
- Haas Sr 2022: 11%
- Family Foundations: 7%
- Median Funder: 6%

Middle Eastern or North African
- Haas Sr 2022: 4%
- Family Foundations: 1%
- Median Funder: 1%

Multiracial and/or Multi-ethnic
- Haas Sr 2022: 6%
- Family Foundations: 3%
- Median Funder: 3%

Pacific Islander or Native Hawaiian
- Haas Sr 2022: 0%
- Family Foundations: 0%
- Median Funder: 0%

White
- Haas Sr 2022: 58%
- Family Foundations: 70%
- Median Funder: 70%

Race and/or ethnicity not included above
- Haas Sr 2022: 3%
- Family Foundations: 2%
- Median Funder: 1%

Prefer not to say
- Haas Sr 2022: 8%
- Family Foundations: 5%
- Median Funder: 5%

Cohort: Family Foundations   **Past results:** on

Selected Cohort: None

Do you identify as a person of color?	Haas Sr 2022	Average Funder
Yes	36%	22%
No	56%	73%
Prefer not to say	7%	5%

Selected Cohort: None

Are you transgender?	Haas Sr 2022	Average Funder
Yes	2%	1%
No	94%	96%
Prefer not to say	4%	3%

Selected Cohort: None

Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Haas Sr 2022	Average Funder
Yes	24%	11%
No	70%	84%
Prefer not to say	7%	5%

Selected Cohort: None		
Do you have a disability?	**Haas Sr 2022**	**Average Funder**
Yes	8%	5%
No	84%	90%
Prefer not to say	8%	4%

Respondent Job Title

Selected Cohort: Custom Cohort

Job Title of Respondents	Haas Sr 2022	Haas Sr 2017	Average Funder	Custom Cohort
Executive Director/CEO	40%	39%	47%	47%
Other Senior Team (i.e., reporting to Executive Director/CEO)	24%	10%	18%	15%
Project Director	4%	4%	13%	10%
Development Staff	27%	18%	9%	13%
Volunteer	0%	1%	1%	0%
Other	4%	8%	5%	4%

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 Haas Sr's grantee survey was 206.

Question Text	Number of Responses
Overall, how would you rate the Fund's impact on your field?	176
How well does the Fund understand the field in which you work?	187
To what extent has the Fund advanced the state of knowledge in your field?	114
To what extent has the Fund affected public policy in your field?	82
Overall, how would you rate the Fund's impact on your local community?	178
How well does the Fund understand the local community in which you work?	184
How well does the Fund understand the social, cultural, or socioeconomic factors that affect your work?	200
How well does the Fund understand your organization's strategy and goals?	191
How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Fund?	173
How well do you understand the way in which the work funded by this grant fits into the Fund's broader efforts?	191
How often do/did you have contact with your program officer during this grant?	206
Who most frequently initiated the contact you had with your program officer during this grant?	195
Has your main contact at the Fund changed in the past six months?	195
Did you submit a proposal to the Fund for this grant?	203
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?	160
To what extent was the Fund's application process a helpful opportunity to strengthen the efforts funded by the grant?	173
To what extent was the Fund's application process an appropriate level of effort given the amount of funding received?	190
To what extent was the Fund clear and transparent about the application process requirements and timelines?	187
To what extent was the Fund clear and transparent about the criteria the Fund uses to decide whether an application would be funded or declined?	148
At any point during this grant, including the application process, did Fund staff visit your offices or programs?	206
Are you currently receiving funding from the Fund?	200
Which of the following best describes the pattern of your organization's funding relationship with the Fund?	200
How well does the Fund understand the needs of the people and communities that you serve?	181
To what extent do the Fund's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?	175
Have you participated in a reporting or evaluation process?	197
To what extent was the Fund's reporting process... Adaptable, if necessary, to fit your circumstances?	142
To what extent was the Fund's reporting process... A helpful opportunity for you to reflect and learn?	153
To what extent was the Fund's reporting process... Relevant, with questions and measures pertinent to the work funded by this grant?	153
To what extent was the Fund's reporting process... Straightforward?	145
To what extent did the evaluation... Result in you making changes to the work that was evaluated?	25
To what extent did the evaluation... Incorporate your input in the design of the evaluation?	27
Did you receive any non-monetary support from the Fund during this grant period?	194
How would you describe the benefit - to your organization or work - of any non-monetary support that you received?	35

Question Text	Number of Responses
To what extent did the Fund exhibit the following during this grant... Trust in your organization's staff	206
To what extent did the Fund exhibit the following during this grant... Candor about the Fund's perspectives on your work	204
To what extent did the Fund exhibit the following during this grant... Respectful interaction	206
To what extent did the Fund exhibit the following during this grant... Compassion for those affected by your work	205
Was the funding you received restricted to a specific use?	202
Please rate the extent to which you agree or disagree with the following statements about Diversity, Equity and Inclusion:	
The Fund has clearly communicated what Diversity, Equity and Inclusion means for its work	180
Overall, the Fund demonstrates an explicit commitment to Diversity, Equity and Inclusion in its work	183
Overall, most staff I have interacted with at the Fund embody a strong commitment to Diversity, Equity and Inclusion	182
I believe that the Fund is committed to combatting racism	172
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	200
Primary Intended People and/or Communities	
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	200
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	173
Custom Questions	
How helpful have these Fund actions been in mitigating the negative impacts of COVID-19 on your organization?	
Offered to convert restricted grant(s) to unrestricted grant(s)	86
Offered to accelerate payment schedules on approved grant(s)	79
Offered additional emergency funding	78
Allowed goals and/or timeline of current grant(s) to shift	117
Reduced proposal requirements	126
Reduced reporting requirements	128
Postponed reporting requirements	83
The Fund's COVID-19 response:	
Addressed differing needs exacerbated by racial disparities in its support and/or grantmaking	199
Recognized the challenges faced by our organization and its beneficiaries	199
Supported my organization's needs to support beneficiaries based on racial disparities	200
To what extent do you agree or disagree with the following statements:	
I feel comfortable discussing the implications of justice, equity, diversity, and inclusion in my organization's work	199
I feel comfortable discussing the Fund's approach to justice, equity, diversity, and inclusion	199
I feel comfortable disagreeing with my primary contact	199
The Fund has asked me to share input about the beneficiaries my organization seeks to help	196
Online Grants Portal	
The grants portal was easy to use and navigate	167
The grants portal was quick and efficient	167
Instructions provided on the grants portal were clear	168
I did not experience technical difficulties when submitting grant documentation through the online grants portal	168
It was easy to understand what information and documents are required to complete the online grant application process	168
In case of problems, it was clear whom I should contact with questions	160
If assistance was sought, Fund staff members provided a helpful response quickly	144

Question Text	Number of Responses
How strongly do you agree or disagree with the following statements: In order to achieve the specific results my organization expects to achieve through this grant...	
The size of the grant is appropriate	197
The length of the grant commitment is appropriate	197
The type of grant (e.g., program, operating, capital, etc.) is appropriate	197

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.

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