

Fund Development Equity Reflection Questions

Moving toward greater equity in your organization's philanthropy, including your work as a development professional, is an important and worthwhile goal. One way to integrate equity practices into your fundraising work and team is by using equity reflection questions.

You can use them by yourself, collaborating with a colleague, and in your teams. Refer to the equity reflection questions when you plan your work, make decisions, engage with donors, and create events and communications. Choose 3-4 to practice, or create your own, and then take time to review them regularly to deepen your understanding of how to do your work more equitably, both externally in your fundraising and internally in your organization.

Equity Lens Questions for your Fundraising Work

- In what ways is this event inequitable?
- Did we notice and interrupt or address any biased or racist comments?
- Have we used any biased, harmful, or non-inclusive language in this?
- How are we centering the community in this work and resisting donor-centric practices?
- Is there an opportunity to share our time and resources in building relationships with broad communities beyond what may appear beneficial to our direct mission and goals?
- How are we centering BIPOC in this work?
- Is this for everyone in our community, including historically excluded groups? If not, why not?

Equity Lens Questions for your Team

- Are we investing enough time and money in growing our awareness and skill around Diversity, Equity, and Inclusion?
- Does our salary structure ensure pay parity for development staff of color, women, disabled people, etc.?
- Are we providing BIPOC (Black, Indigenous, People of Color) fundraising staff additional money and time for professional development?
- How are we perpetuating white dominant culture in our work? What is the impact on ourselves and others?