

# Diversity, Equity & Inclusion 2022 Report



Asset Funders Network (AFN) is committed to diversity, equity, and inclusion (DEI) within our organization as we engage philanthropy to advance equitable wealth building and economic mobility across the U.S.

From the outset, we embarked on a journey to understand and advance racial equity within and outside our organization. Having become more intentional and reflective on building an organizational culture of equity over time, we conducted a DEI audit in 2021 for accountability and continuous improvement.

Our first report shares where we are in creating a diverse, equitable, and inclusive organization and aligning our internal practices with external strategies furthering equitable opportunities and outcomes.

## GOALS

1

### CREATE

Create a diverse, equitable, and inclusive environment for staff.

2

### ALIGN

Align internal DEI practices with external strategies and outcomes.

3

### FOSTER

Foster communication, shared values, and language related to equitable wealth building and economic mobility.



#### PLAN AND FRAMEWORK

Acted to ensure DEI practices are embedded across the entire organization and developed a framework to measure our continuous improvement.



#### BOARD AND STAFF DEMOGRAPHICS

Gathered annual quantitative data on Board and staff demographics.



#### STAFF PERCEPTIONS

Surveyed and interviewed staff about the AFN's environment to inform areas for improvement.



#### AFN RESOURCES

Engaged a diverse group of external stakeholders in our programming and content development.



#### SHARED LANGUAGE

Created a glossary of racial equity terms to promote shared language within our organization and network.



#### HR POLICIES

Implemented best practices into personnel and hiring policies, such as pay transparency, to advance DEI.

# AFN STAFF DEMOGRAPHICS

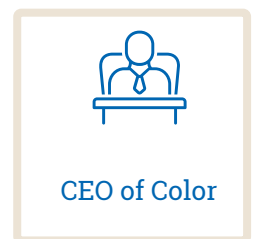
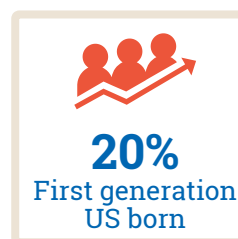
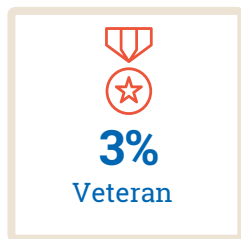
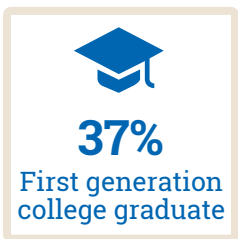
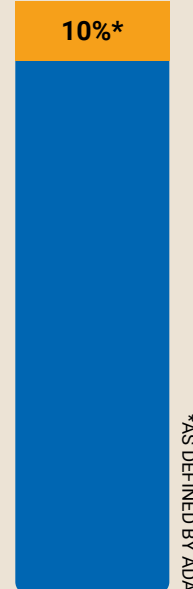
\*Data as of December 31, 2022

## RACE & ETHNICITY\*

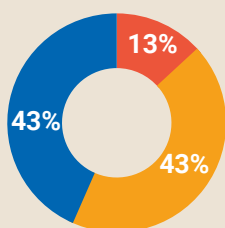
Asian	3%
Black	27%
Latinx	27%
Middle Eastern /North African	7%
Multi-racial	3%
White	47%

\*Percentages total more than 100% because some staff identify with more than one race or ethnicity.

## DISABILITY

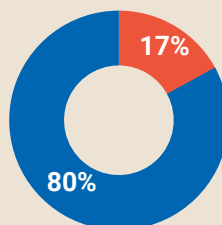


## GENERATION



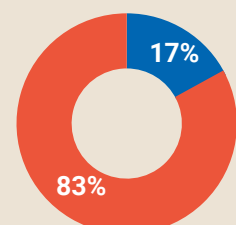
- BABY BOOMER
- GEN X
- MILLENNIAL

## SEXUAL ORIENTATION



- LGBTQ
- HETEROSEXUAL

## GENDER



- MALE
- FEMALE

# AFN BOARD DEMOGRAPHICS

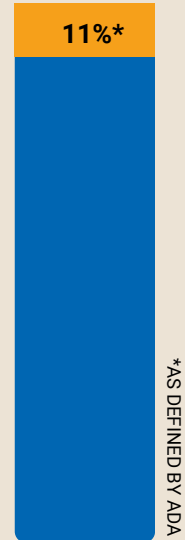
\*Data as of December 31, 2022

## RACE & ETHNICITY\*

Asian	11%
Black	26%
Indigenous	5%
Latinx	11%
Multiracial	5%
White	53%

\*Percentages total more than 100% because some board members identify with more than one race or ethnicity.

## DISABILITY



11%

First generation college graduate



11%

First generation US born



5%

Dual Citizen



21%

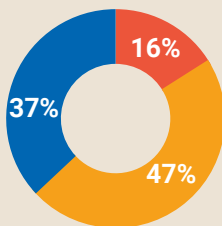
Bilingual



11%

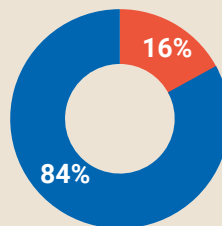
Immigrant

## GENERATION



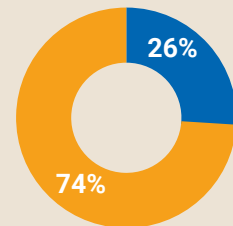
■ BABY BOOMER  
■ GEN X  
■ MILLENNIAL

## SEXUAL ORIENTATION



■ LGBTQ  
■ HETEROSEXUAL

## GENDER



■ MALE  
■ FEMALE

## WHAT'S NEXT?

We plan to release this report each year to document our ongoing DEI work and progress. We appreciate the support of our members and partners who are working alongside us on this journey. If you have any questions, contact Kristin Rennels, Membership Director, at [kristin@assetfunders.org](mailto:kristin@assetfunders.org).