The Ralph M. Parsons Foundation 2023 Grantee Perception Report

Generated on July 25, 2023

CEP

THE CENTER FOR
EFFECTIVE PHILANTHROPY

The online version of this report can be accessed at cep.surveyresults.org

Interpreting Your Charts

Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.

Lowest Rated Funder

Average Rating of Funder

Median or "Typical" Funder

Highest Rated Funder

	0th (2.58)	25th (5.23)	50th (5.71)	75th (6.12)	100th (6.67)

Your Average Rating and Corresponding Percentile

Acme 2022 — 6.02 / 66th

Lowest in Cohort

Regional Funders — Median in Cohort — Highest in Cohort

Past Results

Acme 2018 — 5.49

Segmentation of Current Data by Group

Arts — 5.75

Education — 5.95

Environment — 6.06

Health — 6.18

6.02* / 66th — Asterisk denotes a statistically significant difference between your current rating and your most recent past rating.

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.

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		6.20	89th
Community Impact Impact on Grantees' Communities		6.33	90th
Organizational Impact Impact on Grantees' Organizations		6.39	75th
Approachability Comfort Approaching the Foundation		6.40	67th
Communications Clarity of Communications		6.06	84th
Selection Process Helpfulness of the Selection Process		5.66	74th

Word Cloud

In a custom question, grantees were asked, "At this point in time, what is one word that best describes the Foundation?" In the "word cloud" below, the size of each word indicates the frequency with which it was written by grantees. The color of each word is stylistic and not indicative of its frequency. Thirty-nine grantees described Parsons as "responsive," the most commonly used word.

This image was produced using R.

Survey Population

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Parsons 2023	February and March 2023	507	368	73%
Parsons 2019	February and March 2019	504	384	76%
Parsons 2015	February and March 2015	308	261	85%

Survey Year	Year of Active Grants
Parsons 2023	2022
Parsons 2019	2018
Parsons 2015	2014

Throughout this report, The Ralph M. Parsons Foundation's survey results are compared to CEP's broader dataset of more than 50,000 grantee responses from over 300 funders built up over more than a decade of grantee surveys. A list of some funders who have recently participated in the GPR 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.

Subgroups

In addition to showing Parsons' overall ratings, this report shows ratings segmented by Program Area. The online version of this report also shows ratings segmented by Grant Type, Respondent Person of Color Identity, Respondent Gender, and Respondents Intersection Identities.

Program Area	Number of Responses
Civic and Cultural	108
Education	62
Health	44
Human Services	155

Grant Type	Number of Responses
President's Fund	31
Regular	139
Small	194
Small - Full Write-Up	20

Respondent Gender	Number of Responses
Identifies as a Man	83
Identifies as a Woman	258
Prefer not to say	13

Respondent Person of Color Identity	Number of Responses
Does not identify as a Person of Color	230

Respondent Person of Color Identity	Number of Responses
Identifies as a Person of Color	110
Prefer not to say	18

Respondents' Intersectional Identities (US Only)	Number of Responses
Identifies as Man and Not a Person of Color	50
Identifies as Woman and Not a Person of Color	175
Identifies as a Man and Person of Color	31
Identifies as a Woman and Person of Color	75
Prefer not to say	21

Subgroup Methodology and Differences

The following page outlines the methodology used to determine the subgroups that are displayed in the report, along with any differences in grantee perceptions. Differences should be interpreted in the context of the Foundation's goals and strategy.

CEP conducts statistical analysis on groups of 10 or larger. Ratings described as "significantly" higher or lower reflect statistically significant differences at a P-value less than or equal to 0.1.

Subgroup Methodology

Program Area: Using the grantee list provided by the Ralph M. Parsons Foundation, CEP tagged grantees based on Program Area. Grantees who received grants across multiple Program Areas were tagged to each program area, so their ratings are reflected in both groups.

Grant Type: Using the grantee list provided by the Ralph M. Parsons Foundation, CEP tagged grantees based on Grant Type. Grantees who received multiple grants were tagged to all of the Grant Types they received.

Respondent Gender: Using data grantees provided in the survey, CEP tagged grantees based on their gender identity. Those segmented as "Identifies as a Man" selected "Man" only, and those segmented as "Identifies as a Woman" selected "Woman" only.

Respondent Person of Color Identity: Using data grantees provided in the survey, CEP tagged grantees based on their Person of Color identity.

Respondents' Intersectional Identities: Using data grantees provided in the survey, CEP tagged grantees based on their gender and Person of Color identity.

Subgroup Differences

Program Area: There are no consistent differences in ratings between grantees in different program areas.

Grant Type: There are no consistent differences in ratings between grantees in different grant type.

Respondent Gender: Grantees who identify exclusively as "woman" rate significantly *lower* than respondents who identify as "man" for a few measures. For more information, please see the "Respondent Demographics" section.

Analyses also show there are no significant differences between grantees who identify as women and those who identify as men in terms of grant size, grant type (restricted vs. unrestricted), grant length, annual organizational budget, non-monetary assistance, contact frequency, contact initiation, contact change, site visits, or whether grantees had a discussion with the Foundation about how their work would be assessed.

Respondent Person of Color Identity: There are no consistent differences in ratings by Respondent Person of Color Identity.

Respondents' Intersectional Identities: There are no consistent differences in ratings by Respondents' Intersectional Identities

Comparative Cohorts

Customized Cohort

Parsons selected two sets of funders to create smaller comparison groups that more closely resemble Parsons. The first cohort consists of other California-based funders, while the second cohort more closely resembles the Foundation in size, geography, and priority areas.

California Peers

Blue Shield of California Foundation
California Community Foundation
Conrad N. Hilton Foundation
Evelyn and Walter Haas, Jr. Fund
May and Stanley Smith Charitable Trust
Sobrato Family Foundation
Stuart Foundation
The California Endowment
The California Wellness Foundation
The James Irvine Foundation
The Ralph M. Parsons Foundation
Walter and Elise Haas Fund
Weingart Foundation

Regional Funders

Geraldine R. Dodge Foundation
Meyer Foundation
Peter Kiewit Foundation
Rasmuson Foundation
Richard M. Fairbanks Foundation, Inc.
The George Gund Foundation
The Morris and Gwendolyn Cafritz Foundation
The Ralph M. Parsons Foundation
Virginia G. Piper Charitable Trust
Z. Smith Reynolds Foundation

Standard Cohorts

CEP also included 18 standard cohorts to allow for comparisons to a variety of different types of funders.

Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	36	Funders with median grant size of $20K or less
Large Grant Providers	110	Funders with median grant size of $200K or more
High Touch Funders	34	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Proactive Grantmakers	106	Funders that make at least 90% of grants by invitation only

Responsive Grantmakers	103	Funders that make at most 10% of grants by invitation only
Intermediary Funders	23	Funders that primarily regrant philanthropic dollars
International Funders	66	Funders that fund outside of their own country
European Funders	27	Funders that are headquartered in Europe

Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than $5 Million	58	Funders with annual giving of less than $5 million
Funders Giving $50 Million or More	88	Funders with annual giving of $50 million or more

Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	170	All private foundations in the GPR dataset
Family Foundations	85	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	30	All health conversion foundations in the GPR dataset
Corporate Foundations	25	All corporate foundations in the GPR dataset

Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	42	Funders that are primarily based outside the United States
Recently Established Foundations	52	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	172	Funders who surveyed grantees during COVID-19 (2020 - 2022)

Grantmaking Characteristics

Funders 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 ($2K)	25th ($40K)	50th ($110K)	75th ($243K)	100th ($3700K)

Parsons 2023 — **$50K** 30th

California Peers

Parsons 2019 — **$50K**

Parsons 2015 — **$75K**

Civic and Cultural — **$50K**

Education — **$50K**

Health — **$50K**

Human Services — **$50K**
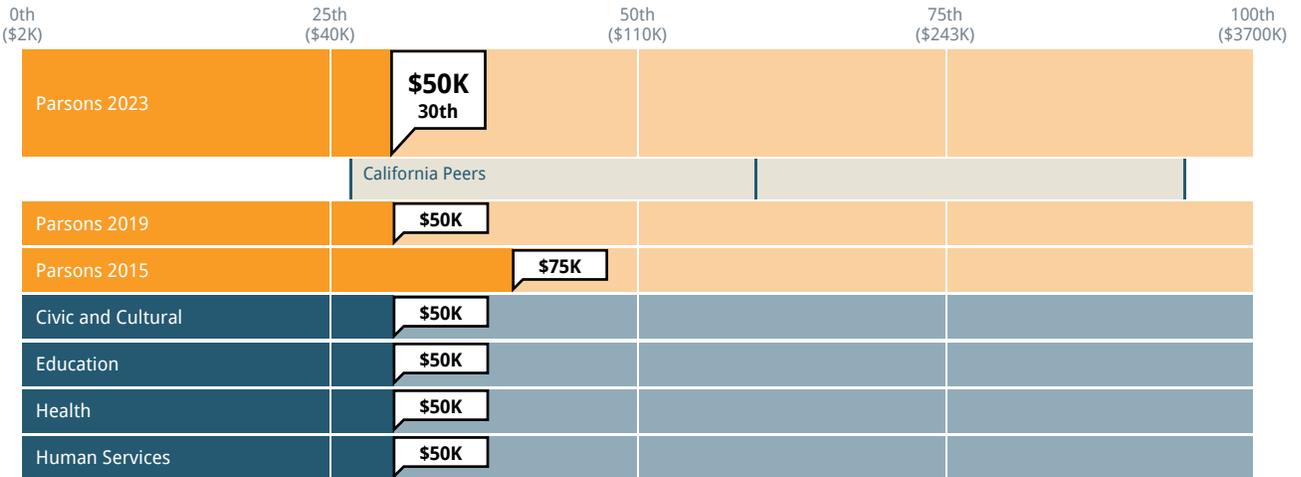
Cohort: California Peers **Past results:** on **Subgroup:** Program Area

Proportion of Multi-year Grants

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

0th (3%)	25th (33%)	50th (52%)	75th (73%)	100th (100%)

11% 3rd Parsons 2023

California Peers

10% Parsons 2019

Parsons 2015 — **44%**

15% Civic and Cultural

10% Education

9% Health

10% Human Services
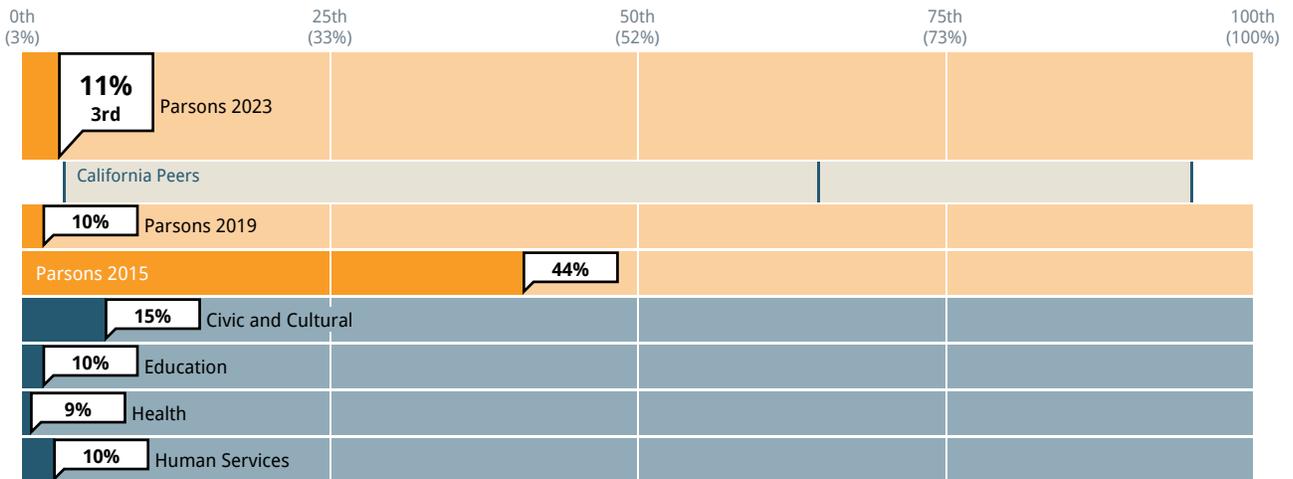
Cohort: California Peers **Past results:** on **Subgroup:** Program Area

Median Organizational Budget
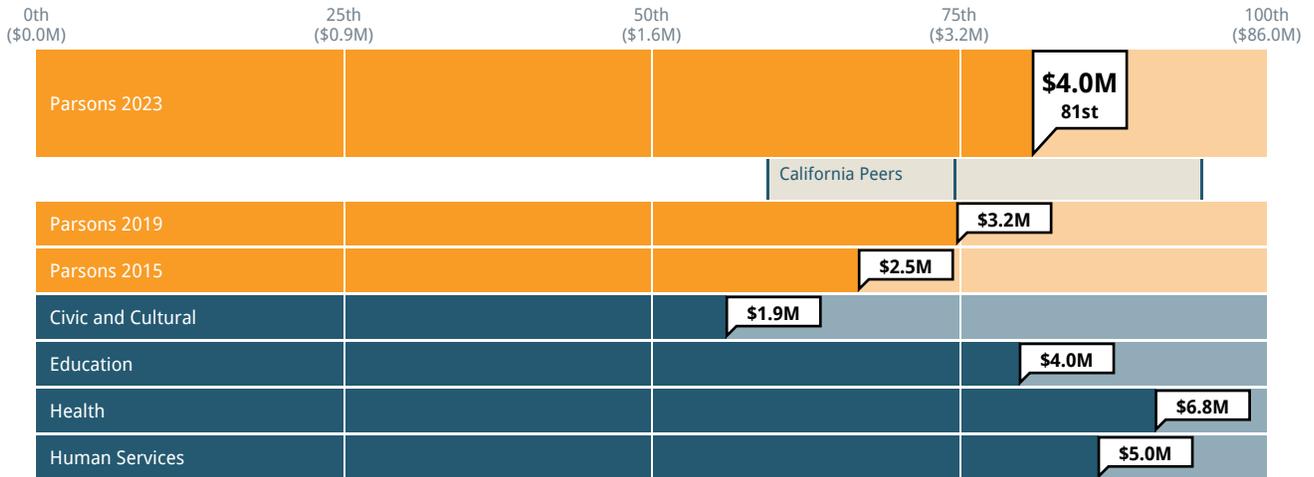
	0th ($0.0M)	25th ($0.9M)	50th ($1.6M)	75th ($3.2M)	100th ($86.0M)

Parsons 2023 — $4.0M — 81st

California Peers

Parsons 2019 — $3.2M

Parsons 2015 — $2.5M

Civic and Cultural — $1.9M

Education — $4.0M

Health — $6.8M

Human Services — $5.0M

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Selected Cohort: California Peers

Grant History	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
Percentage of first-time grants	15%	16%	20%	29%	25%

Selected Cohort: California Peers

Program Staff Load	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Dollars awarded per program full-time employee	$3.6M	$4.1M	$4.8M	$2.6M	$3.3M
Applications per program full-time employee	48	61	88	24	18
Active grants per program full-time employee	98	131	98	31	26

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 (8%)	50th (21%)	75th (44%)	100th (94%)

Parsons 2023 — **70%*** **96th**

California Peers

Parsons 2019 — **59%**

Civic and Cultural — **72%**

Education — **61%**

Health — **61%**

Human Services — **75%**
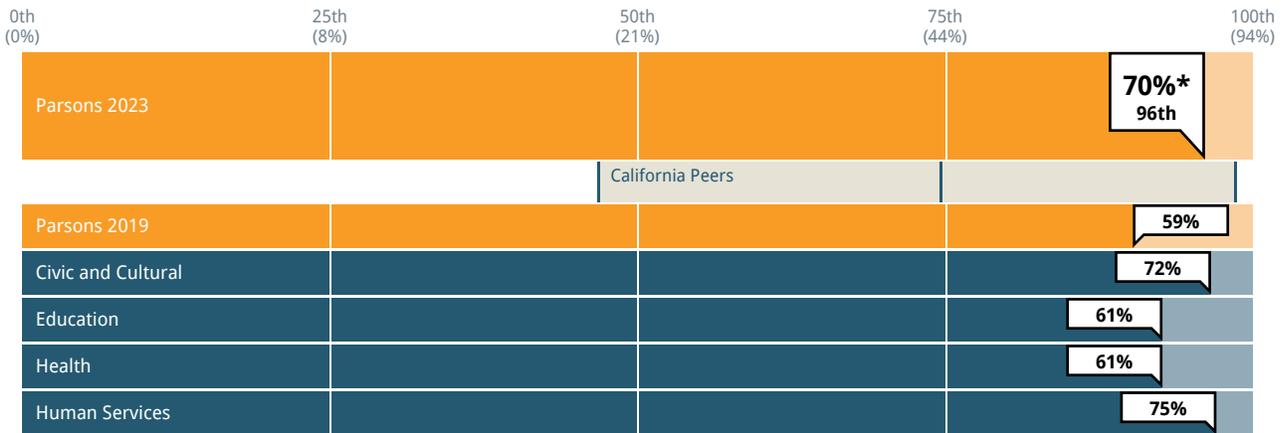
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Proportion of 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.
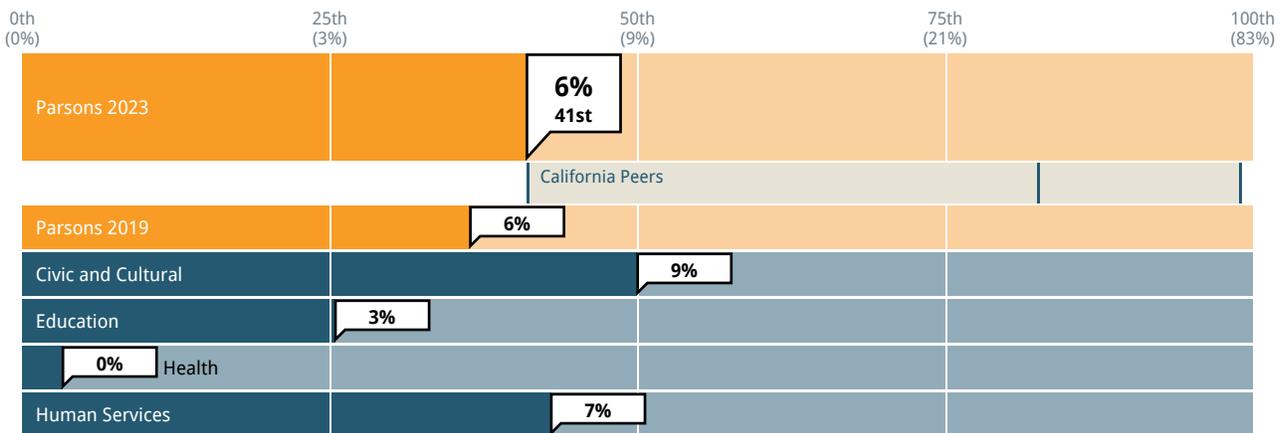
	0th (0%)	25th (3%)	50th (9%)	75th (21%)	100th (83%)

Parsons 2023 — **6%** **41st**

California Peers

Parsons 2019 — **6%**

Civic and Cultural — **9%**

Education — **3%**

Health — **0%**

Human Services — **7%**

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Impact on and Understanding of Grantees' Fields

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

1 = No impact   **7** = Significant positive impact
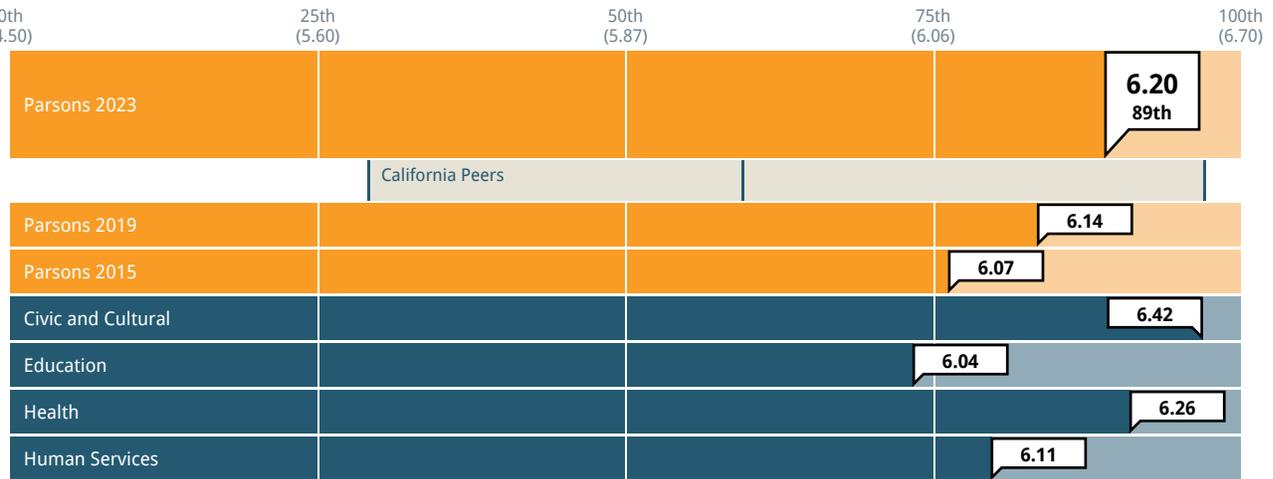
	0th (4.50)	25th (5.60)	50th (5.87)	75th (6.06)	100th (6.70)
Parsons 2023				**6.20** 89th	
California Peers					
Parsons 2019				6.14	
Parsons 2015				6.07	
Civic and Cultural				6.42	
Education				6.04	
Health				6.26	
Human Services				6.11	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

How well does the Foundation 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)
Parsons 2023			**5.87** 65th		
California Peers					
Parsons 2019				5.98	
Parsons 2015				5.98	
Civic and Cultural			5.89		
Education			5.90		
Health		5.70			
Human Services			5.90		

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Advancing Knowledge and Public Policy

To what extent has the Foundation 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 (4.77)	50th (5.15)	75th (5.49)	100th (6.44)
Parsons 2023			**5.09** / **43rd**		
California Peers					
Parsons 2019			5.14		
Parsons 2015		5.03			
Civic and Cultural			5.21		
Education		4.72			
Health		5.04			
Human Services			5.17		
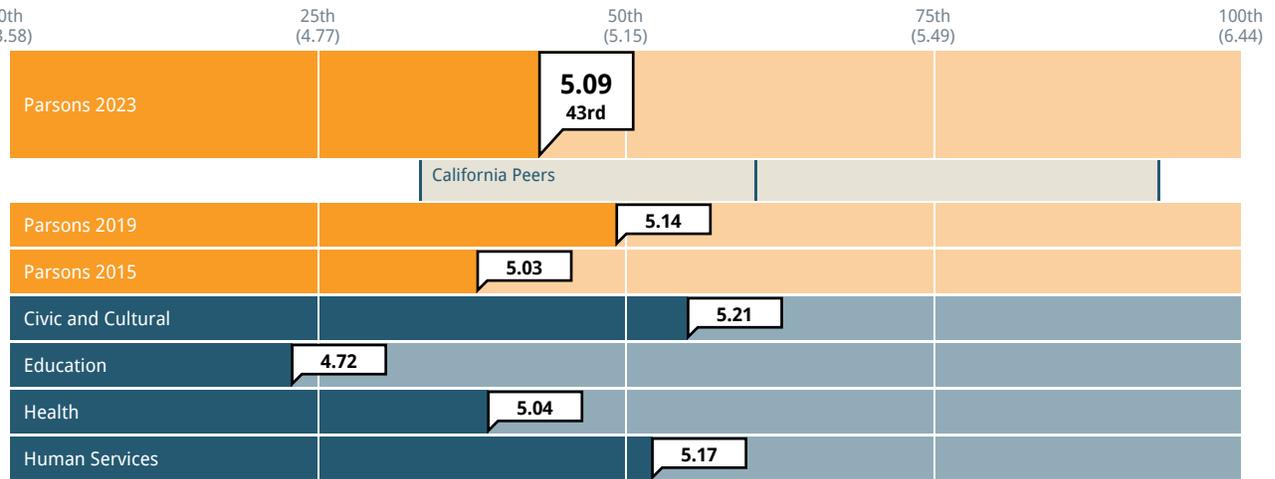
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Not at all   **7** = Major influence on shaping public policy
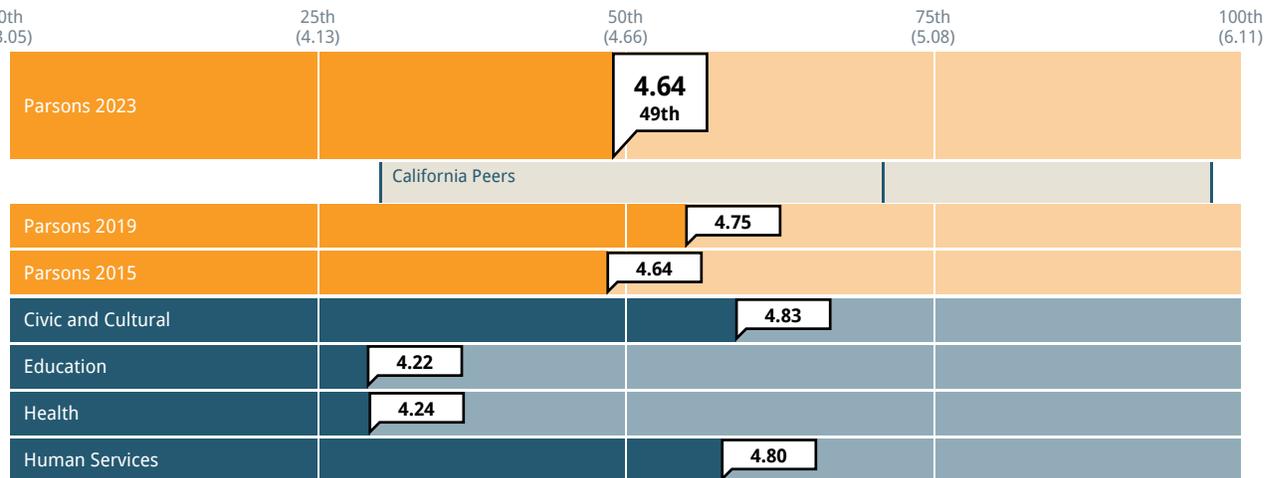
	0th (3.05)	25th (4.13)	50th (4.66)	75th (5.08)	100th (6.11)
Parsons 2023			**4.64** / **49th**		
California Peers					
Parsons 2019			4.75		
Parsons 2015			4.64		
Civic and Cultural			4.83		
Education		4.22			
Health		4.24			
Human Services			4.80		

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Impact on and Understanding of Grantees' Local Communities

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

1 = No impact   **7** = Significant positive impact
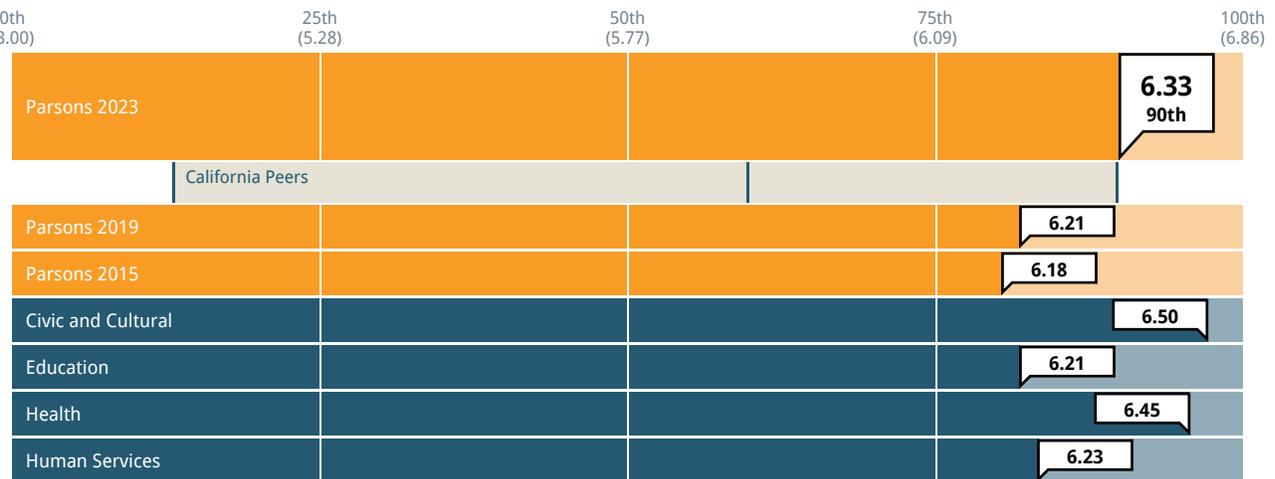
	0th (3.00)	25th (5.28)	50th (5.77)	75th (6.09)	100th (6.86)
Parsons 2023					**6.33** 90th
California Peers					
Parsons 2019				6.21	
Parsons 2015				6.18	
Civic and Cultural				6.50	
Education				6.21	
Health				6.45	
Human Services				6.23	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Limited understanding of the community   **7** = Regarded as an expert in the community
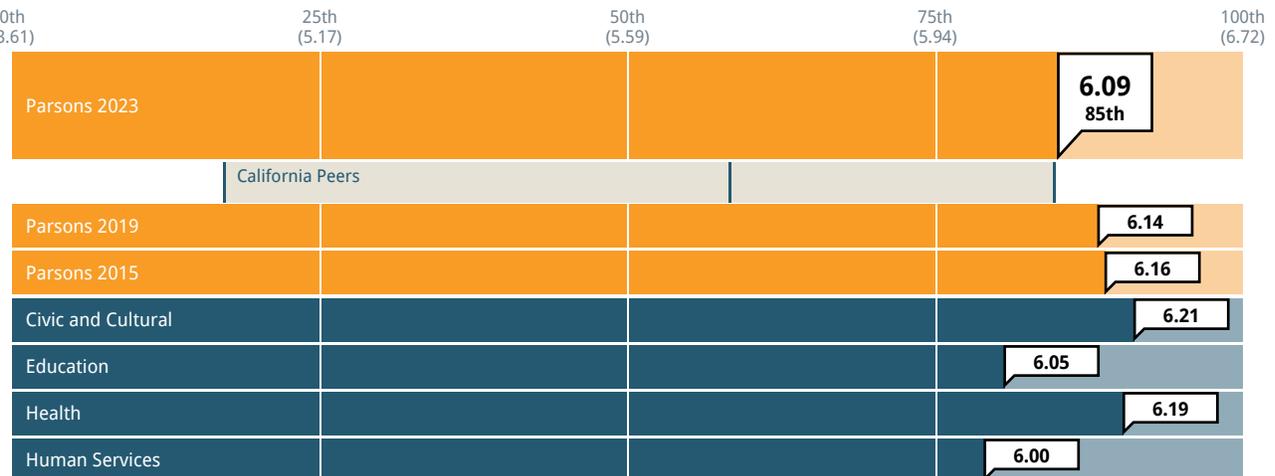
	0th (3.61)	25th (5.17)	50th (5.59)	75th (5.94)	100th (6.72)
Parsons 2023					**6.09** 85th
California Peers					
Parsons 2019				6.14	
Parsons 2015				6.16	
Civic and Cultural				6.21	
Education				6.05	
Health				6.19	
Human Services				6.00	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Impact on and Understanding of Grantees' Organizations

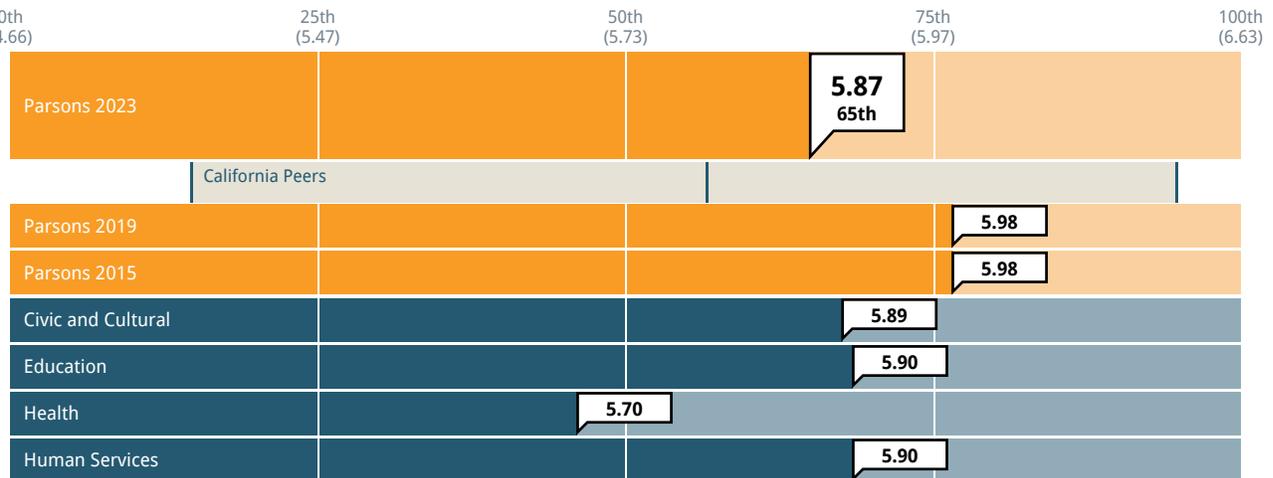**Overall, how would you rate the Foundation's impact on your organization?**

1 = No impact   **7** = Significant positive impact
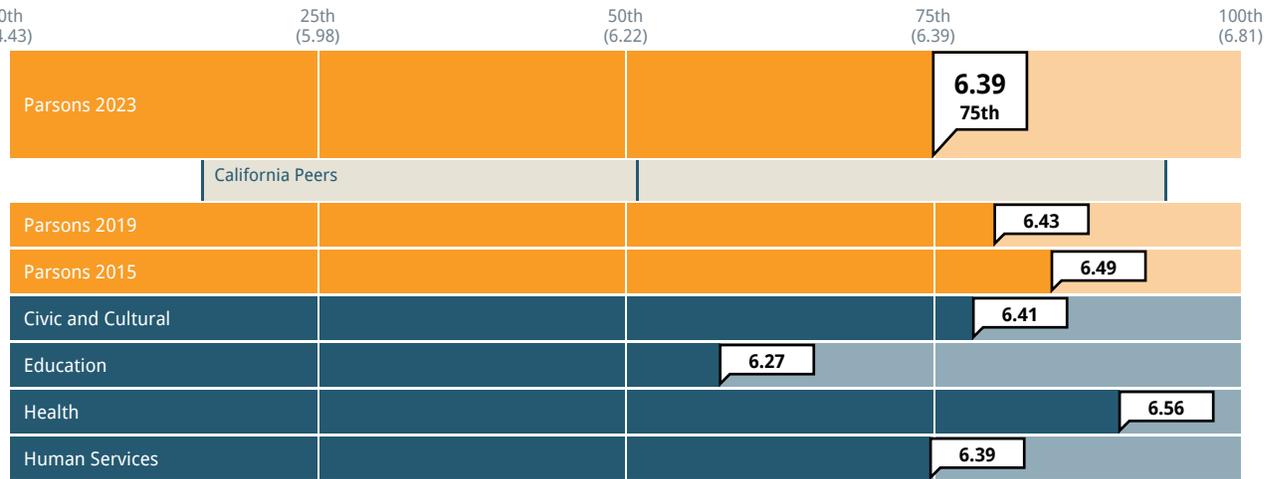
	0th (4.43)	25th (5.98)	50th (6.22)	75th (6.39)	100th (6.81)
Parsons 2023				**6.39** 75th	
California Peers					
Parsons 2019				6.43	
Parsons 2015				6.49	
Civic and Cultural				6.41	
Education			6.27		
Health				6.56	
Human Services				6.39	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

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

	0th (3.69)	25th (5.62)	50th (5.81)	75th (6.02)	100th (6.60)
Parsons 2023				**6.09** 82nd	
California Peers					
Parsons 2019				6.08	
Parsons 2015				6.13	
Civic and Cultural				6.11	
Education			6.00		
Health				6.41	
Human Services			6.01		
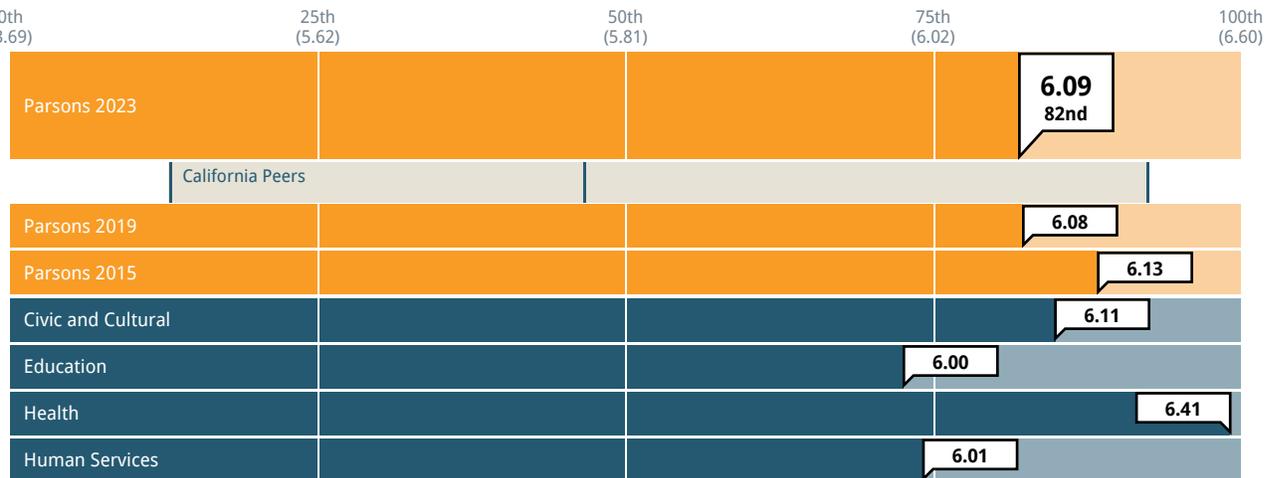
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Grantee Challenges

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

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

	0th (4.00)	25th (5.07)	50th (5.34)	75th (5.58)	100th (6.29)

Parsons 2023 — **5.58** **76th**

California Peers

Parsons 2019 — 5.69

Parsons 2015 — 5.64

Civic and Cultural — 5.49

Education — 5.44

Health — 6.20

Human Services — 5.54
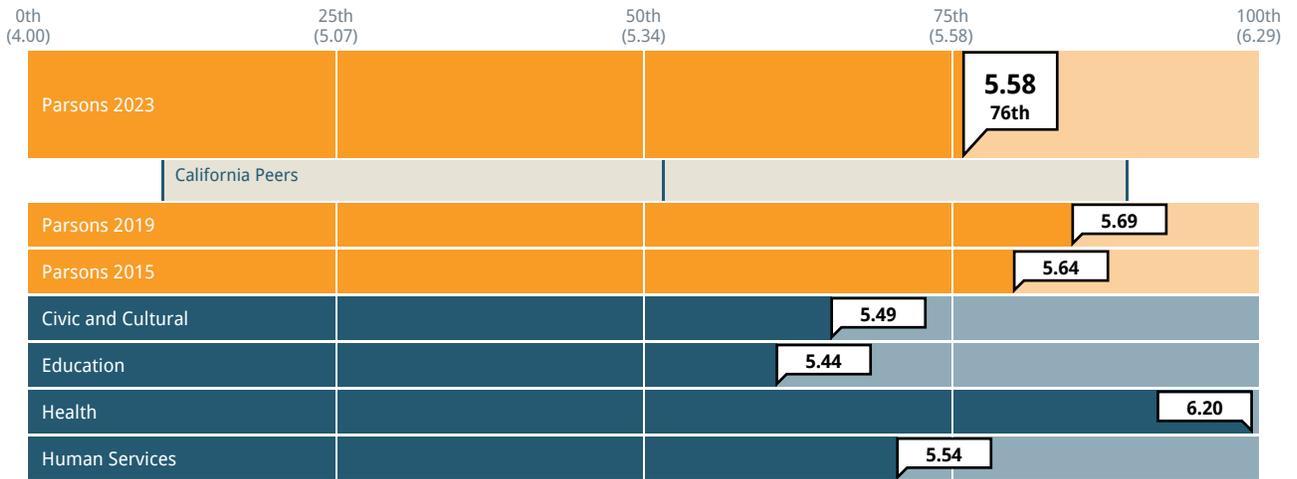
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Non-Monetary Assistance

Note: The following questions were recently added to the grantee survey and depict comparative data from fewer than 25 funders in the dataset.

Please indicate any types of non-monetary assistance that were a component of what you received from the Foundation (from staff or a third party paid for by the Foundation).

■ Parsons 2023   ■ Median Funder

Organizational Capacity Building Assistance (e.g., advice on your organizational capacity, communications assistance, board development, etc.)

Parsons 2023: 12%
Median Funder: 15%

Leadership or Professional Development Assistance (e.g., executive education programs for individuals or teams)

Parsons 2023: 9%
Median Funder: N/A

Field-Building Assistance (e.g., insight or advice about your field, fostering collaboration, grantee convenings, introductions to field leaders, etc.)

Parsons 2023: 9%
Median Funder: 31%

Program-Related Assistance (e.g., advice on your program approach or efforts, program assessment or evaluation assistance, etc.)

Parsons 2023: 8%
Median Funder: 35%

Fundraising and Development Assistance (e.g., introductions to other funders or donors, development consulting, fundraising review, etc.)

Parsons 2023: 5%
Median Funder: 19%

Diversity, Equity, and Inclusion Assistance (e.g., funding for a training or facilitator related to DEI topics, DEI assessment process, expertise to add a DEI lens to your work, etc.)

Parsons 2023: 2%
Median Funder: 6%

Did not receive any non-monetary support

Parsons 2023: 74%
Median Funder: 42%

Cohort: None   **Past results:** on

Please indicate any types of non-monetary assistance that were a component of what you received from the Foundation (from staff or a third party paid for by the Foundation). - By Subgroup

Legend: Civic and Cultural | Education | Health | Human Services

Organizational Capacity Building Assistance (e.g., advice on your organizational capacity, communications assistance, board development, etc.)

Subgroup	Value
Civic and Cultural	13%
Education	13%
Health	12%
Human Services	11%

Leadership or Professional Development Assistance (e.g., executive education programs for individuals or teams)

Subgroup	Value
Civic and Cultural	11%
Education	7%
Health	9%
Human Services	9%

Field-Building Assistance (e.g., insight or advice about your field, fostering collaboration, grantee convenings, introductions to field leaders, etc.)

Subgroup	Value
Civic and Cultural	13%
Education	5%
Health	12%
Human Services	6%

Program-Related Assistance (e.g., advice on your program approach or efforts, program assessment or evaluation assistance, etc.)

Subgroup	Value
Civic and Cultural	9%
Education	8%
Health	5%
Human Services	8%

Fundraising and Development Assistance (e.g., introductions to other funders or donors, development consulting, fundraising review, etc.)

Subgroup	Value
Civic and Cultural	3%
Education	2%
Health	2%
Human Services	7%

Diversity, Equity, and Inclusion Assistance (e.g., funding for a training or facilitator related to DEI topics, DEI assessment process, expertise to add a DEI lens to your work, etc.)

Subgroup	Value
Civic and Cultural	1%
Education	0%
Health	2%
Human Services	3%

Did not receive any non-monetary support

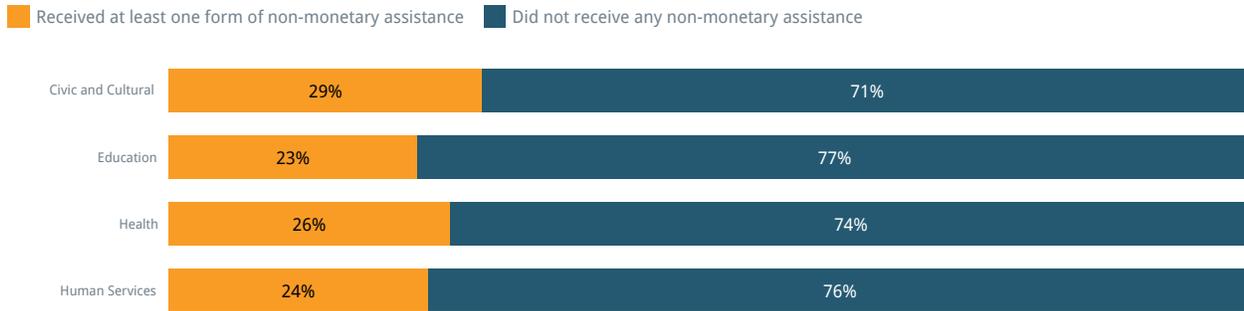| Subgroup	Value
Civic and Cultural	71%
Education	77%
Health	74%
Human Services	76%

Subgroup: Program Area

Note: Respondents could select all forms of non-monetary support they received in the previous question. Therefore, the following chart provides a summary of the proportion of grantees who indicated that they received at least one form of non-monetary assistance.

Proportion of Grantees Receiving Non-Monetary Assistance

■ Received at least one form of non-monetary assistance   ■ Did not receive any non-monetary assistance

Parsons 2023	26%	74%
Average Funder	56%	44%

Cohort: None   **Past results:** on

Proportion of Grantees Receiving Non-Monetary Assistance - By Subgroup

■ Received at least one form of non-monetary assistance   ■ Did not receive any non-monetary assistance

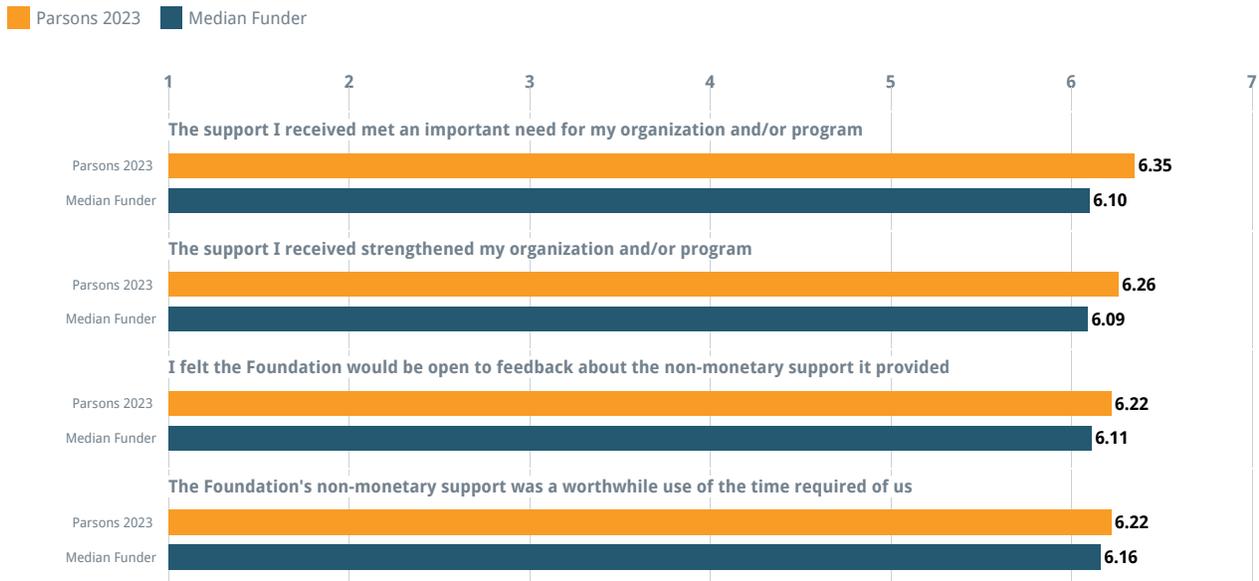|		
Civic and Cultural	29%	71%
Education	23%	77%
Health	26%	74%
Human Services	24%	76%

Subgroup: Program Area

Note: The following question was asked only of grantees who indicated receiving at least one form of non-monetary assistance in the previous question.

Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Foundation:

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

■ Parsons 2023   ■ Median Funder

The support I received met an important need for my organization and/or program

Parsons 2023	6.35
Median Funder	6.10

The support I received strengthened my organization and/or program

Parsons 2023	6.26
Median Funder	6.09

I felt the Foundation would be open to feedback about the non-monetary support it provided

Parsons 2023	6.22
Median Funder	6.11

The Foundation's non-monetary support was a worthwhile use of the time required of us

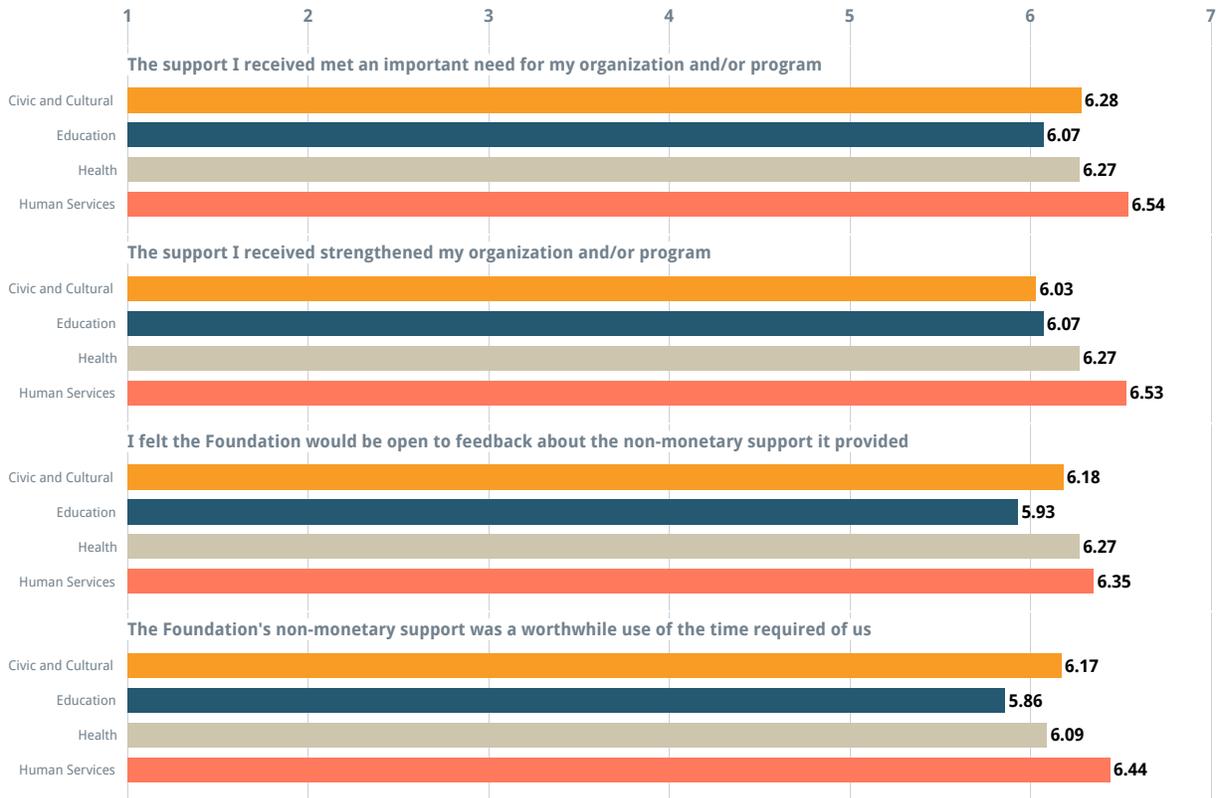| Parsons 2023	6.22
Median Funder	6.16

Cohort: None   **Past results:** on

Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Foundation: - By Subgroup

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

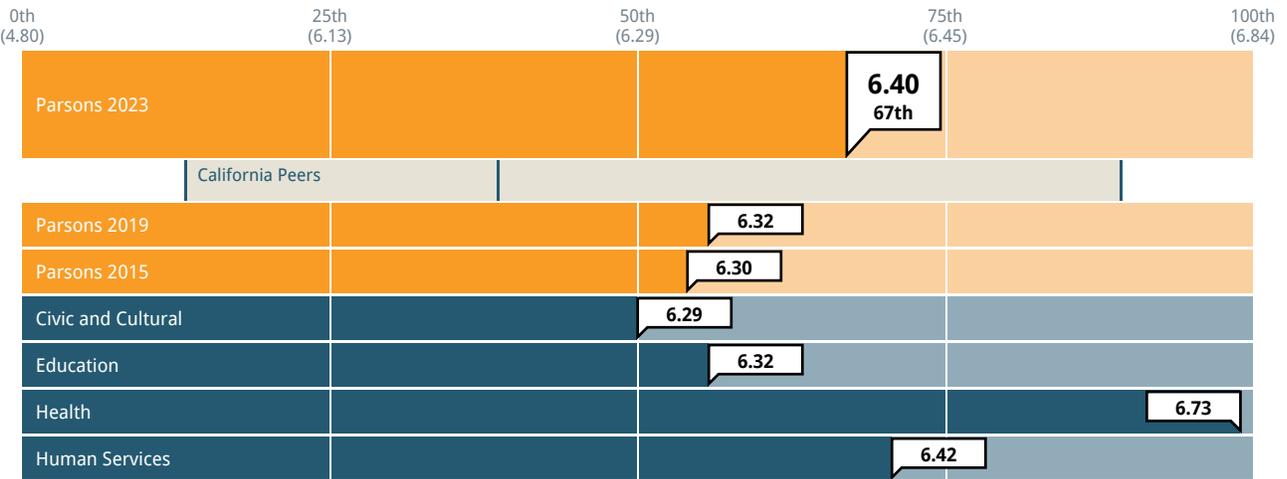■ Civic and Cultural   ■ Education   ■ Health   ■ Human Services

The support I received met an important need for my organization and/or program

Civic and Cultural	6.28
Education	6.07
Health	6.27
Human Services	6.54

The support I received strengthened my organization and/or program

Civic and Cultural	6.03
Education	6.07
Health	6.27
Human Services	6.53

I felt the Foundation would be open to feedback about the non-monetary support it provided

Civic and Cultural	6.18
Education	5.93
Health	6.27
Human Services	6.35

The Foundation's non-monetary support was a worthwhile use of the time required of us

Civic and Cultural	6.17
Education	5.86
Health	6.09
Human Services	6.44

Subgroup: Program Area

Funder-Grantee Relationships

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

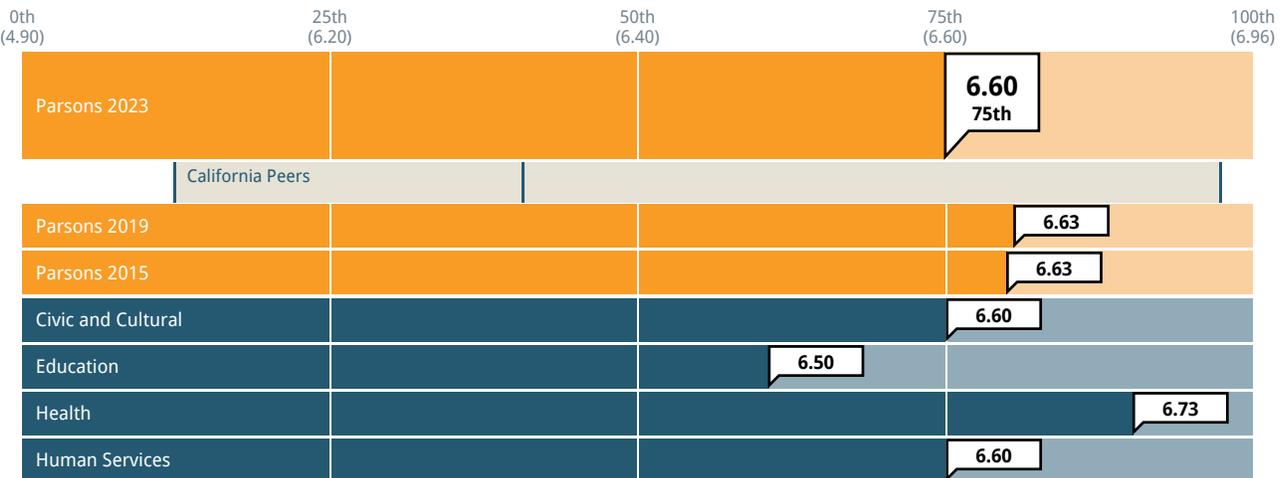**1** = Not at all comfortable   **7** = Extremely comfortable

	0th (4.80)	25th (6.13)	50th (6.29)	75th (6.45)	100th (6.84)
Parsons 2023				**6.40** 67th	
California Peers					
Parsons 2019			6.32		
Parsons 2015			6.30		
Civic and Cultural			6.29		
Education			6.32		
Health				6.73	
Human Services			6.42		

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Overall, how responsive was Foundation staff?

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

	0th (4.90)	25th (6.20)	50th (6.40)	75th (6.60)	100th (6.96)
Parsons 2023				**6.60** 75th	
California Peers					
Parsons 2019				6.63	
Parsons 2015				6.63	
Civic and Cultural				6.60	
Education			6.50		
Health				6.73	
Human Services				6.60	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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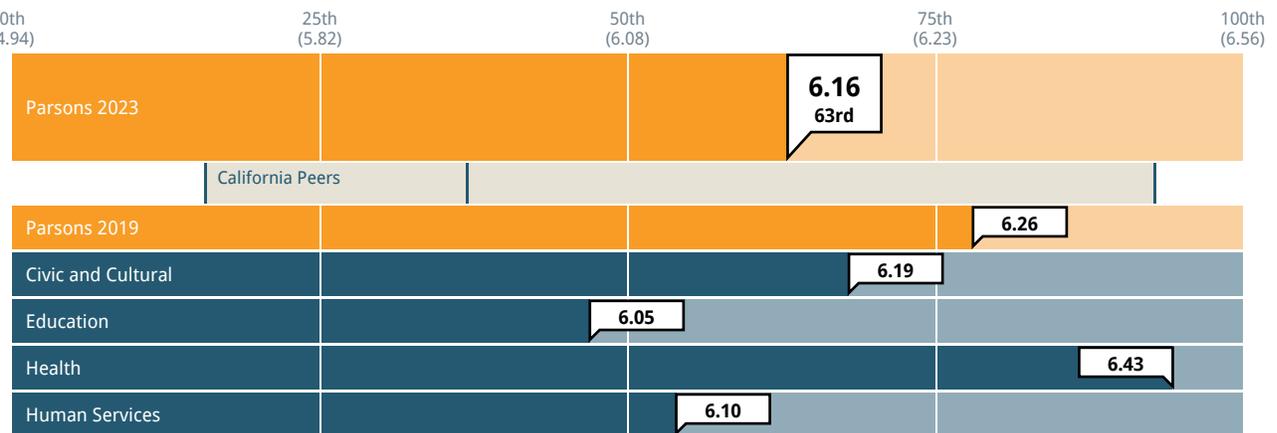
1 = Not at all   4 = Somewhat   7 = To a great extent

	0th (5.88)	25th (6.27)	50th (6.41)	75th (6.54)	100th (6.83)

Parsons 2023 — **6.52** 72nd

California Peers

Parsons 2019 — 6.54
Civic and Cultural — 6.46
Education — 6.53
Health — 6.73
Human Services — 6.51

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

To what extent did the Foundation exhibit candor about the Foundation's perspectives on your work during this grant?

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

	0th (4.94)	25th (5.82)	50th (6.08)	75th (6.23)	100th (6.56)

Parsons 2023 — **6.16** 63rd

California Peers

Parsons 2019 — 6.26
Civic and Cultural — 6.19
Education — 6.05
Health — 6.43
Human Services — 6.10

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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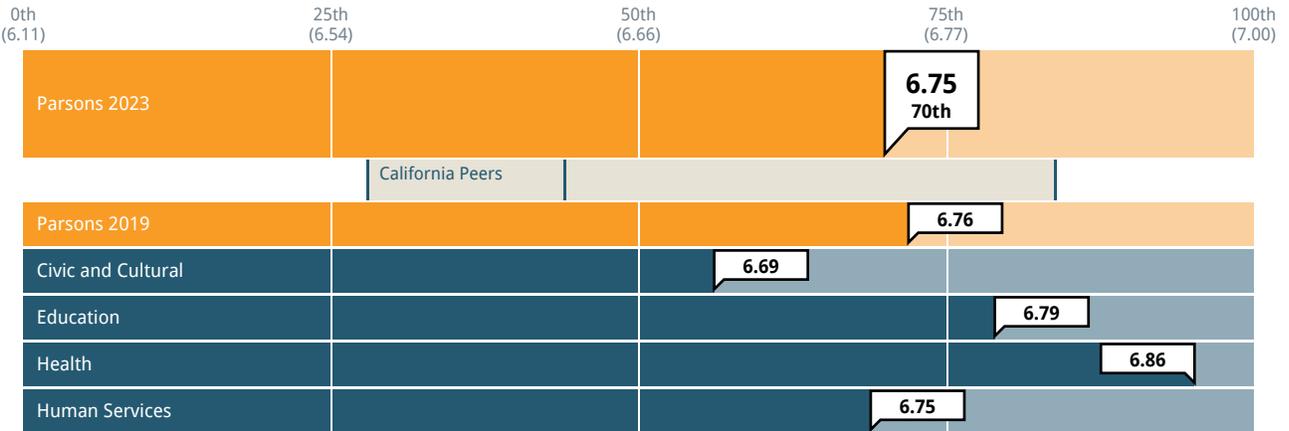
1 = Not at all   4 = Somewhat   7 = To a great extent

0th (6.11)	25th (6.54)	50th (6.66)	75th (6.77)	100th (7.00)

Parsons 2023 — **6.75** 70th

California Peers

Parsons 2019 — 6.76

Civic and Cultural — 6.69

Education — 6.79

Health — 6.86

Human Services — 6.75

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

To what extent did the Foundation 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 (6.27)	50th (6.45)	75th (6.60)	100th (6.94)

Parsons 2023 — **6.59** 73rd

California Peers

Parsons 2019 — 6.60

Civic and Cultural — 6.46

Education — 6.68

Health — 6.80

Human Services — 6.59
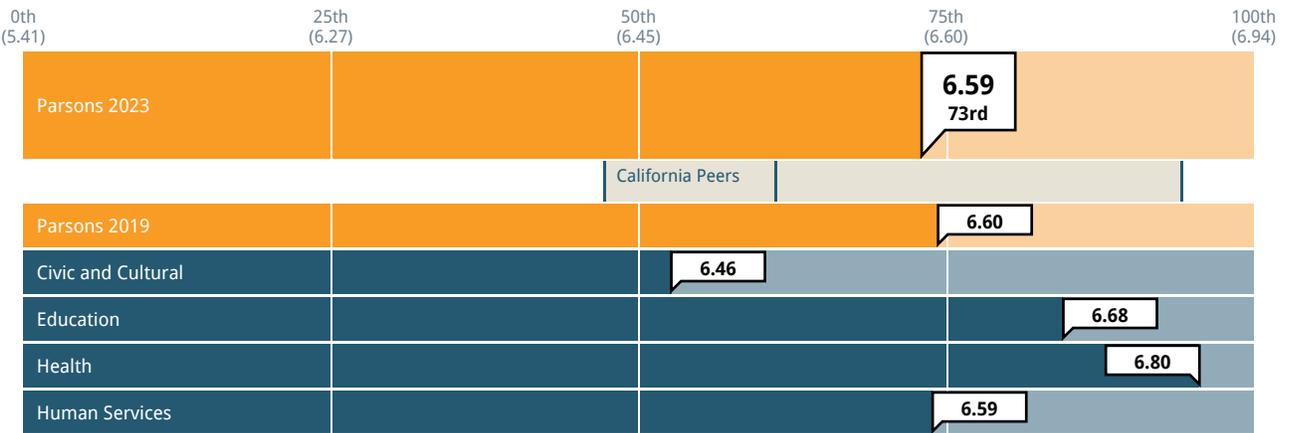
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Not at all   7 = To a great extent

	0th (4.14)	25th (5.15)	50th (5.40)	75th (5.65)	100th (6.34)
Parsons 2023				**5.48** 62nd	
California Peers					
Parsons 2019				5.58	
Parsons 2015		5.19			
Civic and Cultural			5.44		
Education		5.28			
Health					6.21
Human Services			5.40		
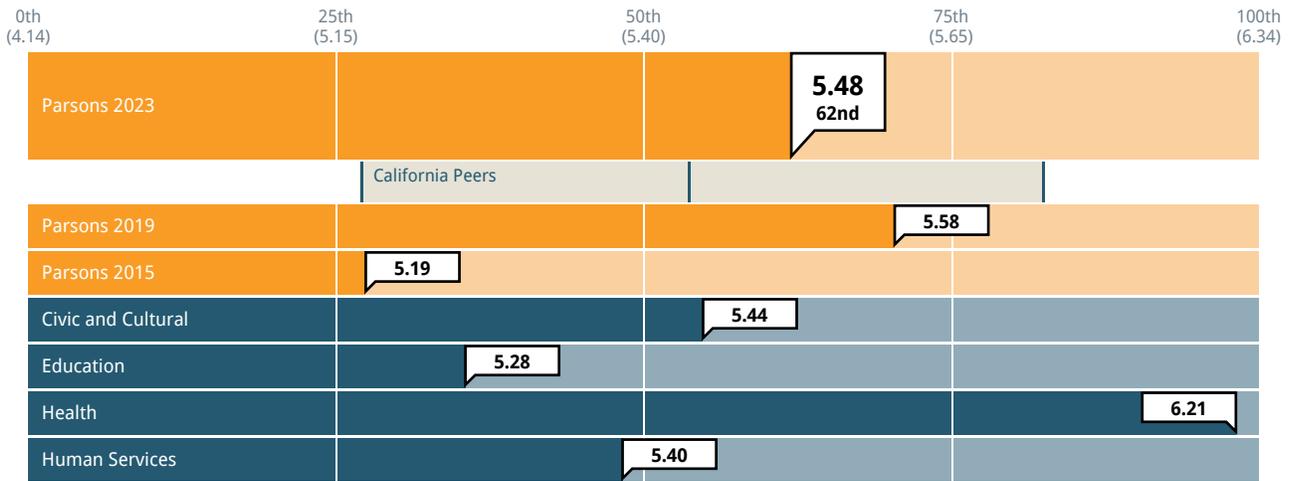
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Interaction Patterns

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

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

Parsons 2023	43%	54%	
Parsons 2019	45%	48%	6%
Parsons 2015	37%	56%	7%
California Peers	24%	61%	15%
Average Funder	19%	57%	25%
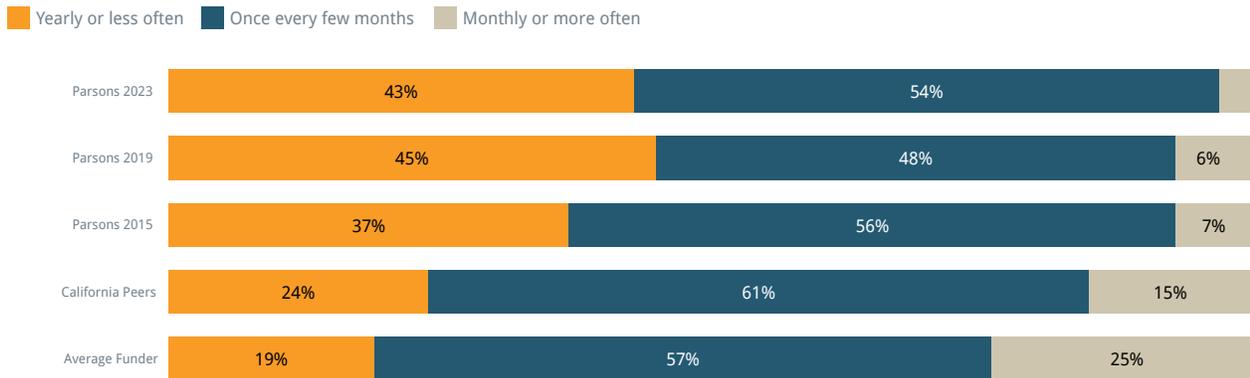
Cohort: California Peers   **Past results:** on

How often do/did you have contact with your program officer during this grant? - By Subgroup

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

Civic and Cultural	36%	59%	5%
Education	32%	65%	
Health	48%	52%	
Human Services	50%	47%	
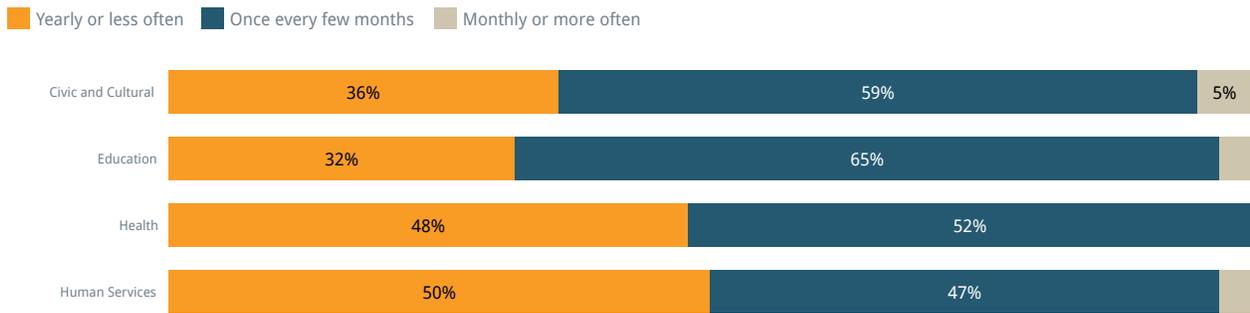
Subgroup: Program Area

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

■ Program Officer ■ Both of equal frequency ■ Grantee

Parsons 2023	17%	41%	42%
Parsons 2019	16%	41%	43%
Parsons 2015	18%	42%	41%
California Peers	19%	47%	34%
Average Funder	18%	51%	31%
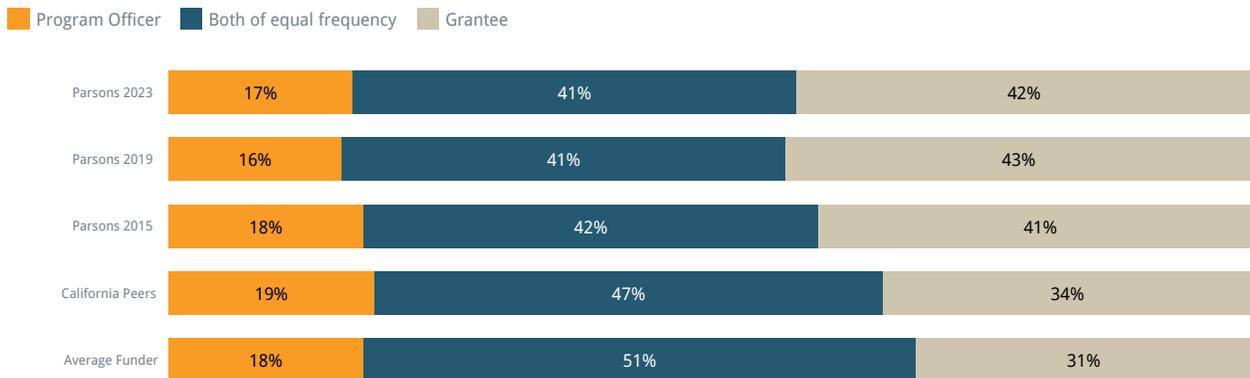
Cohort: California Peers   **Past results:** on

Who most frequently initiated the contact you had with your program officer during this grant? - By Subgroup
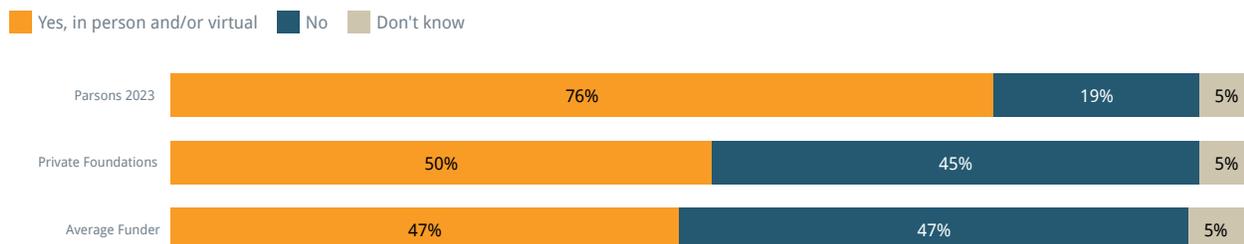
■ Program Officer ■ Both of equal frequency ■ Grantee

Subgroup			
Civic and Cultural	13%	44%	43%
Education	20%	34%	46%
Health	8%	60%	32%
Human Services	20%	37%	43%
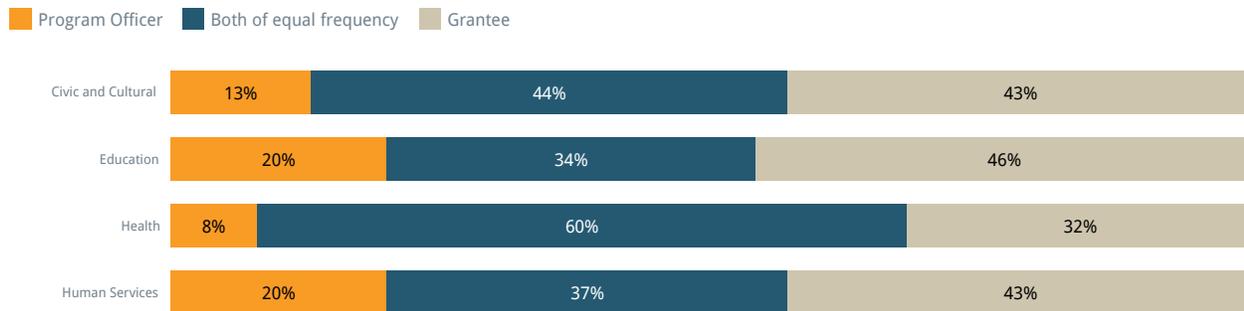
Subgroup: Program Area

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

Proportion of grantees responding 'Yes'

0th (0%)	25th (6%)	50th (14%)	75th (25%)	100th (90%)

Parsons 2023			**24%*** 73rd	
California Peers				
Parsons 2019	7%			
Parsons 2015		18%		
Civic and Cultural			34%	
Education		16%		
Health		22%		
Human Services		22%		
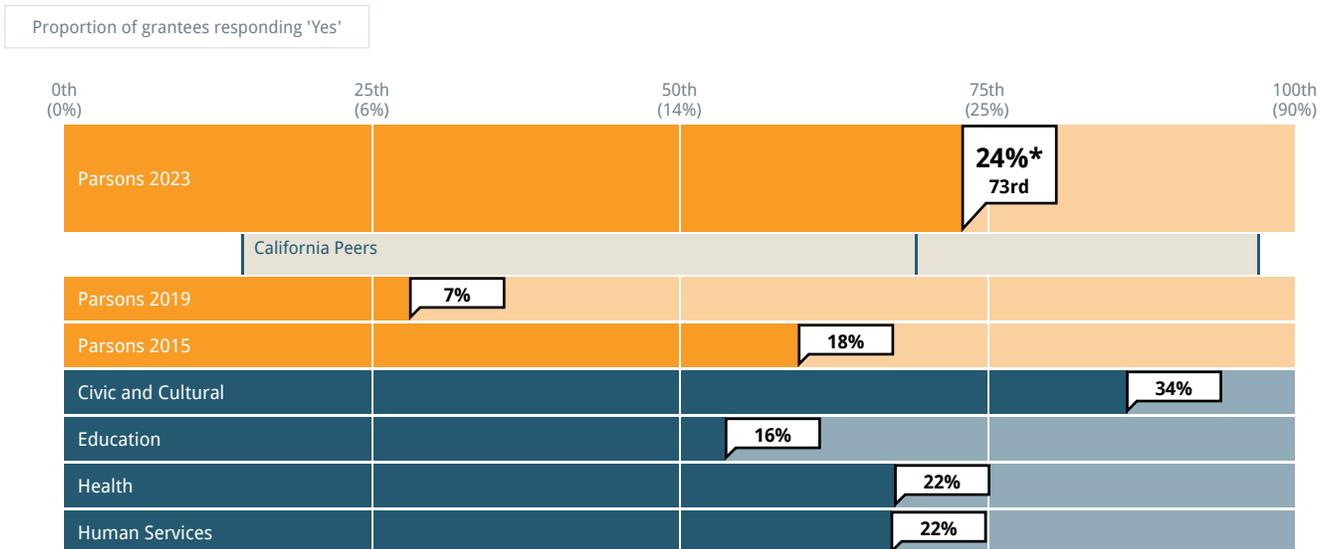
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Please note that CEP recently modified the following question. The prior question was: "At any point during this grant, including the selection process, did the Foundation staff visit your offices or programs?" The question anchors have not been modified.

At any point during this grant, including the selection process, did Foundation staff conduct a site visit?

■ Yes, in person and/or virtual ■ No ■ Don't know

Parsons 2023	76%	19%	5%
Private Foundations	50%	45%	5%
Average Funder	47%	47%	5%

Cohort: Private Foundations   **Past results:** on
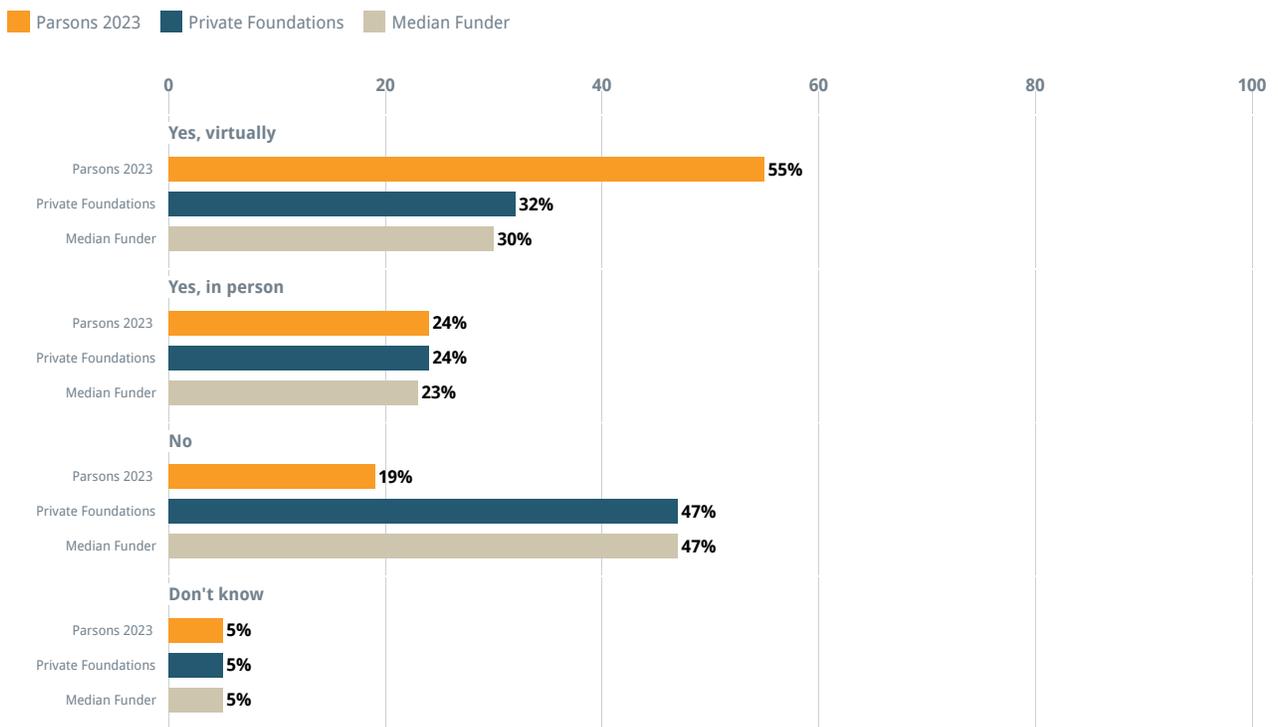
At any point during this grant, including the selection process, did Foundation staff conduct a site visit? - By Subgroup

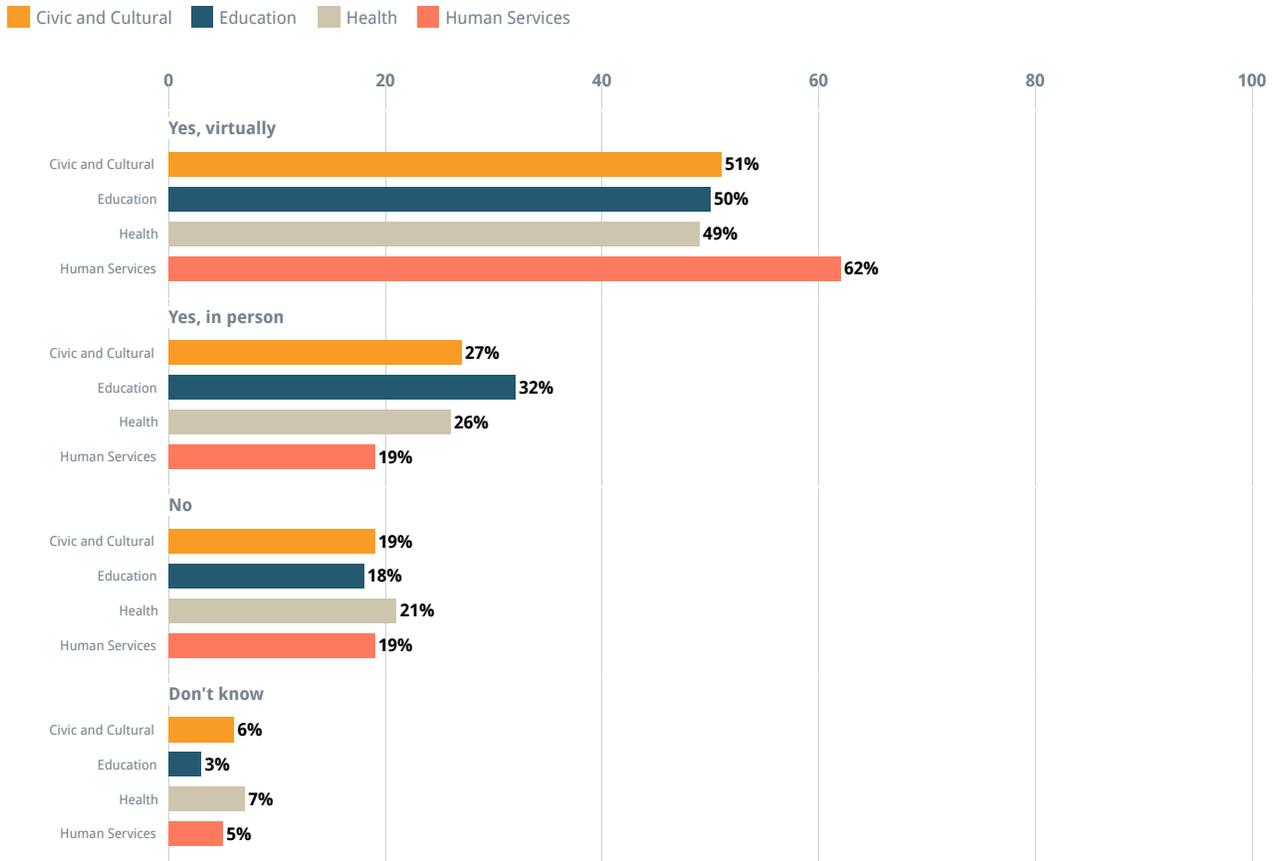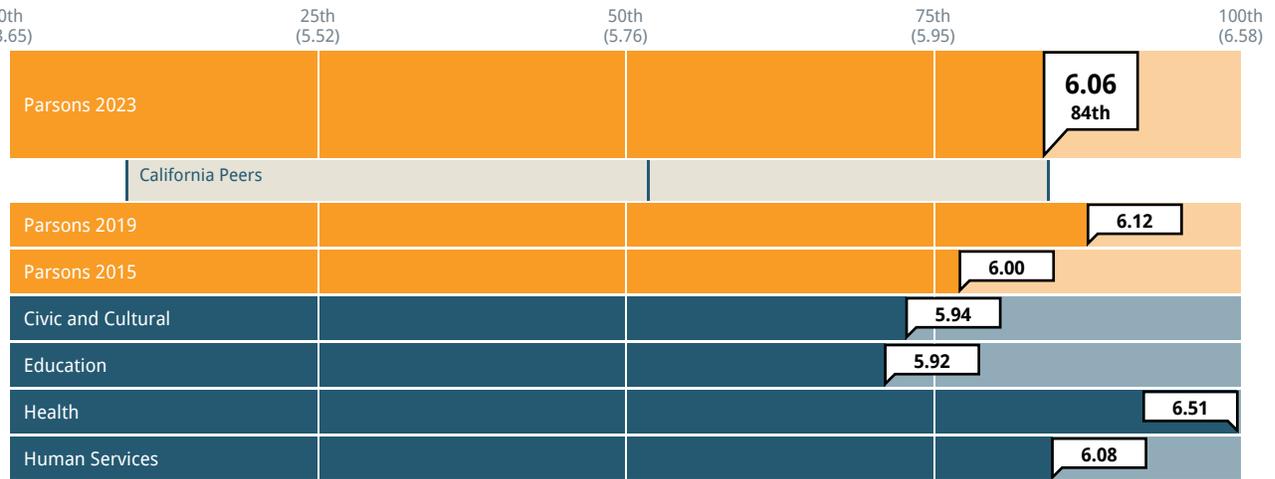■ Yes, in person and/or virtual   ■ No   ■ Don't know

Civic and Cultural	74%	19%	6%
Education	79%	18%	
Health	72%	21%	7%
Human Services	77%	19%	5%

Subgroup: Program Area

In the survey, respondents were asked the site visit question in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous site visit question.

At any point during this grant, including the selection process, did Foundation staff conduct a site visit?

■ Parsons 2023   ■ Private Foundations   ■ Median Funder

Yes, virtually
- Parsons 2023: 55%
- Private Foundations: 32%
- Median Funder: 30%

Yes, in person
- Parsons 2023: 24%
- Private Foundations: 24%
- Median Funder: 23%

No
- Parsons 2023: 19%
- Private Foundations: 47%
- Median Funder: 47%

Don't know
- Parsons 2023: 5%
- Private Foundations: 5%
- Median Funder: 5%

Cohort: Private Foundations   **Past results:** on

At any point during this grant, including the selection process, did Foundation staff conduct a site visit? - By Subgroup

■ Civic and Cultural   ■ Education   ■ Health   ■ Human Services

Yes, virtually

Civic and Cultural	51%
Education	50%
Health	49%
Human Services	62%

Yes, in person

Civic and Cultural	27%
Education	32%
Health	26%
Human Services	19%

No

Civic and Cultural	19%
Education	18%
Health	21%
Human Services	19%

Don't know

Civic and Cultural	6%
Education	3%
Health	7%
Human Services	5%

Subgroup: Program Area

Communication

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

1 = Not at all clearly   7 = Extremely clearly

	0th (3.65)	25th (5.52)	50th (5.76)	75th (5.95)	100th (6.58)

Parsons 2023 — **6.06** 84th

California Peers

Parsons 2019 — 6.12
Parsons 2015 — 6.00
Civic and Cultural — 5.94
Education — 5.92
Health — 6.51
Human Services — 6.08

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Not at all consistent   7 = Completely consistent

	0th (3.89)	25th (5.74)	50th (5.95)	75th (6.16)	100th (6.59)

Parsons 2023 — **6.26*** 85th

California Peers

Parsons 2019 — 6.44
Parsons 2015 — 6.38
Civic and Cultural — 6.23
Education — 6.15
Health — 6.50
Human Services — 6.25
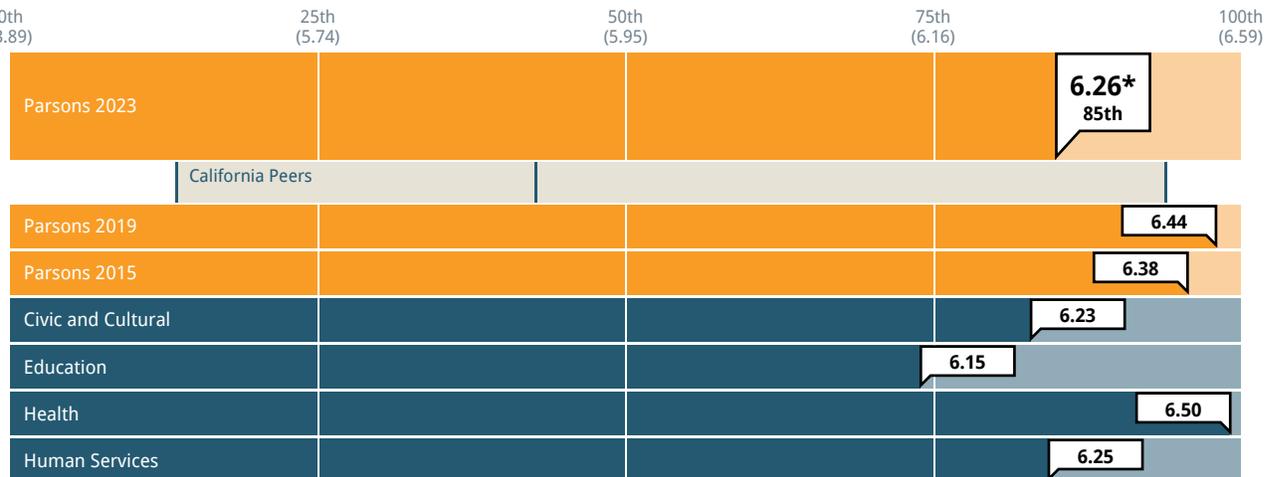
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Overall, how transparent is the Foundation with your organization?

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

	0th (3.69)	25th (5.58)	50th (5.84)	75th (6.02)	100th (6.76)
Parsons 2023				**6.03** **76th**	
California Peers					
Parsons 2019				6.12	
Parsons 2015			5.96		
Civic and Cultural				6.06	
Education			5.95		
Health				6.50	
Human Services			5.91		
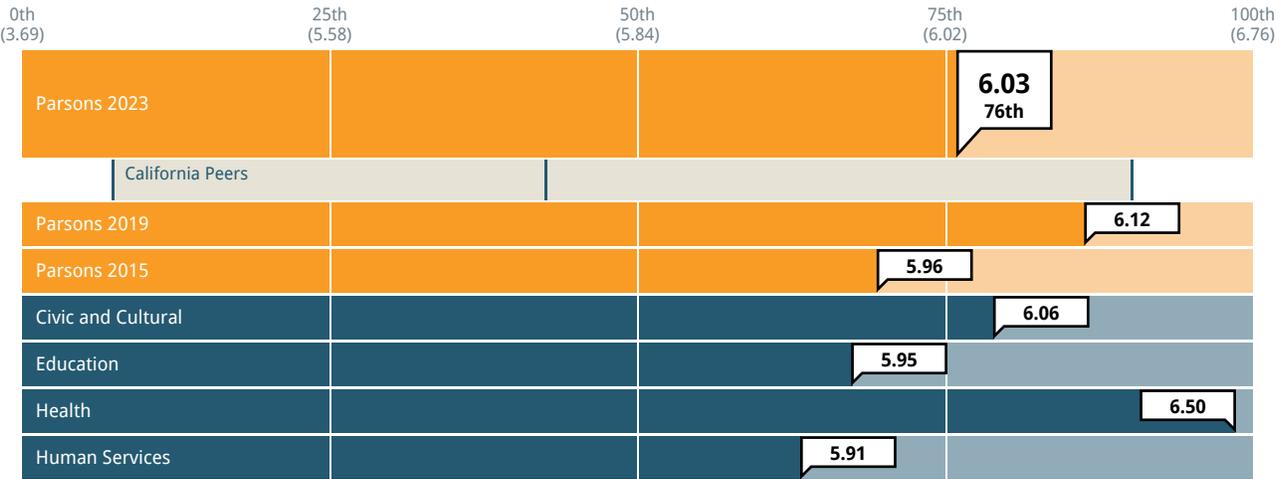
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

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

	0th (4.25)	25th (5.22)	50th (5.43)	75th (5.61)	100th (6.32)
Parsons 2023			**5.45** **53rd**		
California Peers					
Civic and Cultural				5.68	
Education		5.24			
Health					6.02
Human Services		5.22			
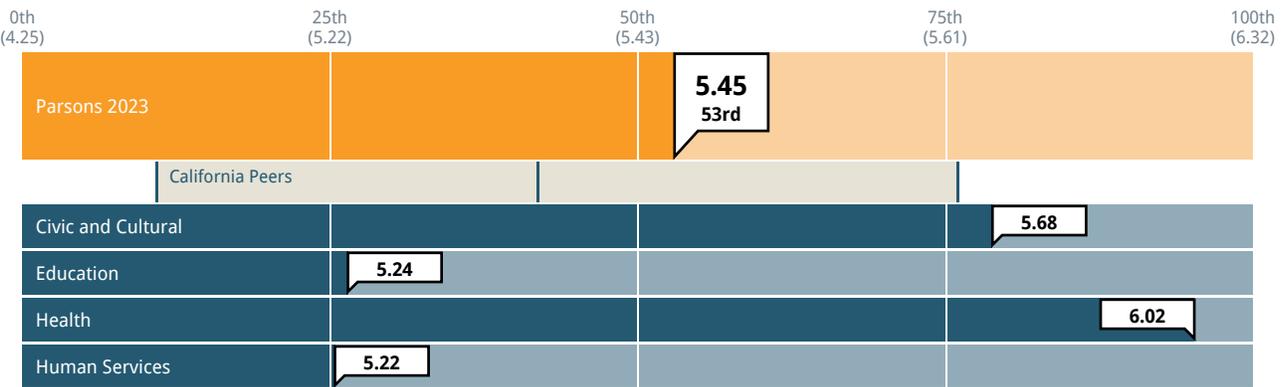
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Contextual Understanding

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

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

	0th (4.24)	25th (5.44)	50th (5.70)	75th (5.92)	100th (6.39)
Parsons 2023				**5.99 83rd**	
California Peers					
Parsons 2019				**6.03**	
Parsons 2015				**6.06**	
Civic and Cultural			**5.91**		
Education				**6.10**	
Health				**6.28**	
Human Services			**5.93**		
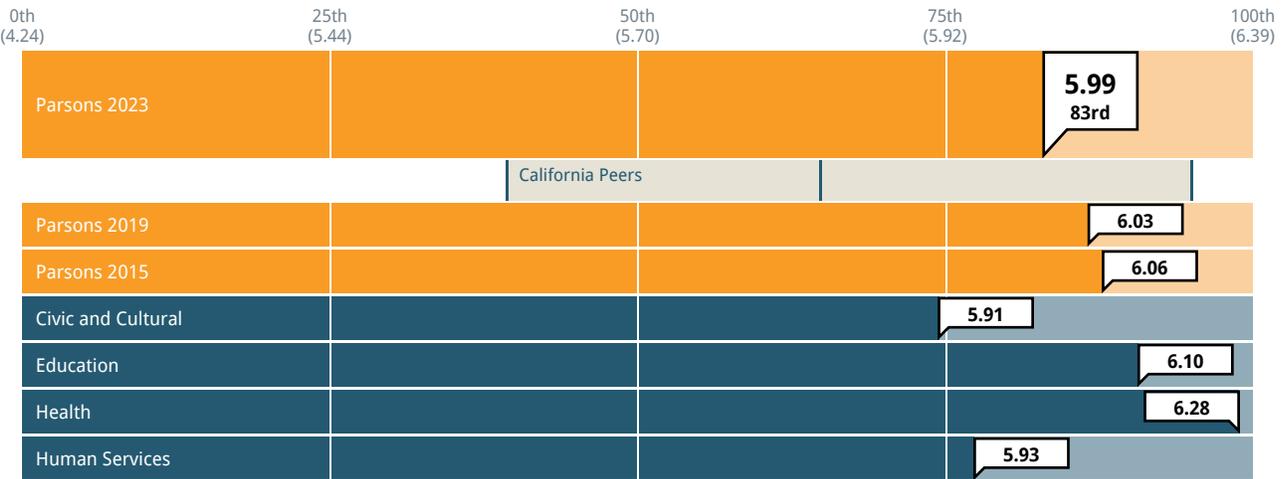
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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.

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

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

	0th (4.00)	25th (5.47)	50th (5.69)	75th (5.87)	100th (6.43)
Parsons 2023				**6.00 88th**	
California Peers					
Parsons 2019				**6.03**	
Civic and Cultural				**6.09**	
Education			**5.88**		
Health				**6.38**	
Human Services			**5.88**		
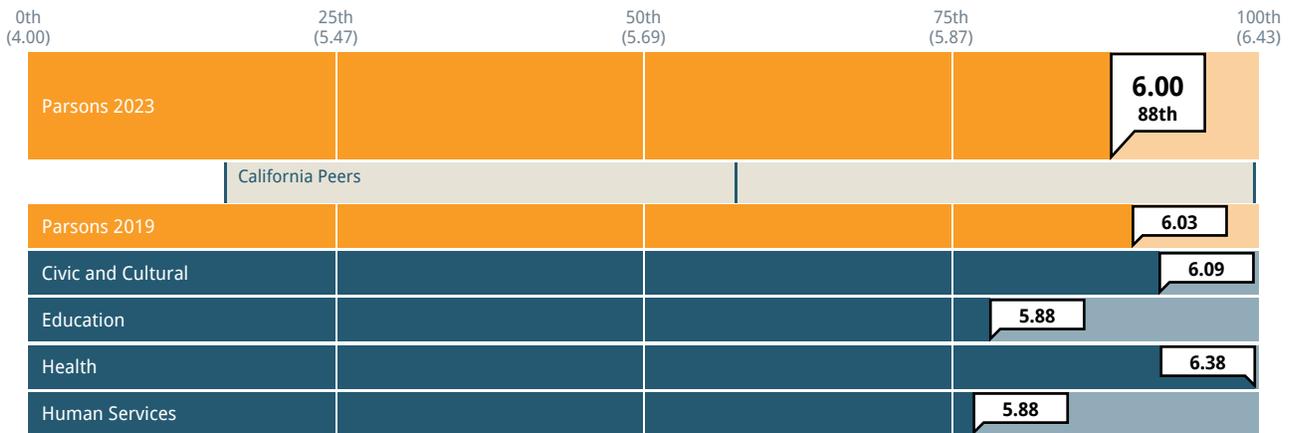
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

To what extent do the Foundation'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 (5.59)	75th (5.86)	100th (6.38)

Parsons 2023 — **5.97** / **85th**

California Peers

Parsons 2019 — 5.98

Civic and Cultural — 5.99

Education — 5.89

Health — 6.33

Human Services — 5.90
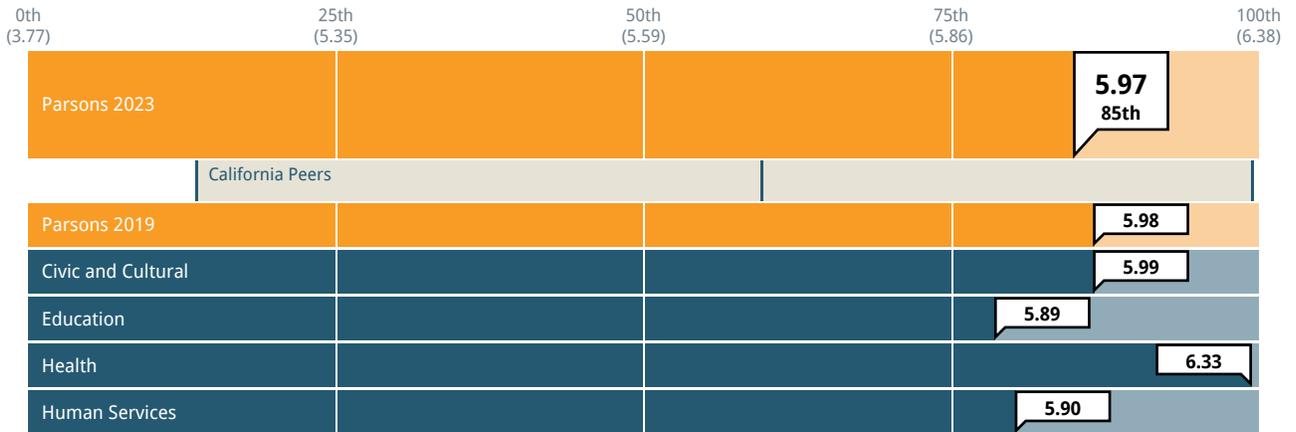
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Diversity, Equity, Inclusion

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

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

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

	0th (4.48)	25th (5.31)	50th (5.65)	75th (5.96)	100th (6.78)
Parsons 2023			**5.66** 50th		
California Peers					
Civic and Cultural		5.49			
Education			5.81		
Health				6.07	
Human Services		5.59			
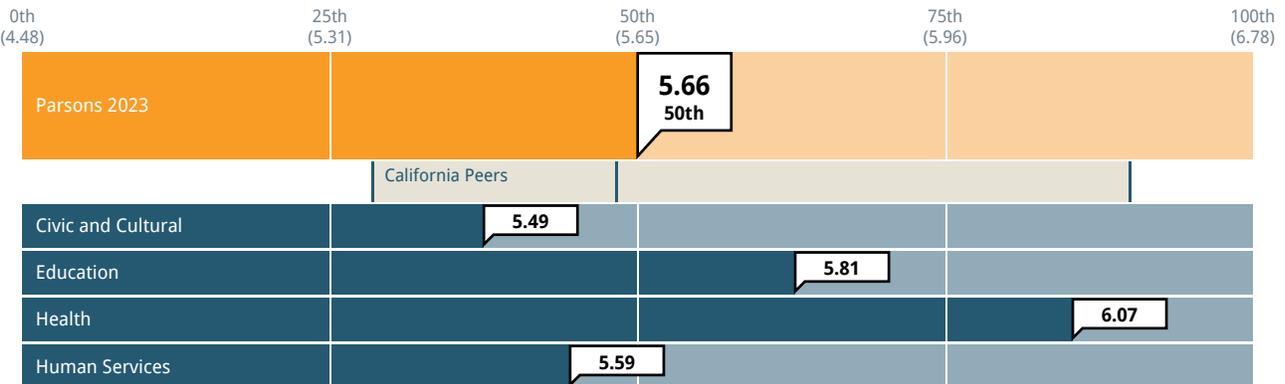
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

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

	0th (4.63)	25th (5.65)	50th (5.96)	75th (6.21)	100th (6.74)
Parsons 2023			**5.88** 44th		
California Peers					
Civic and Cultural		5.84			
Education			5.98		
Health				6.30	
Human Services		5.74			
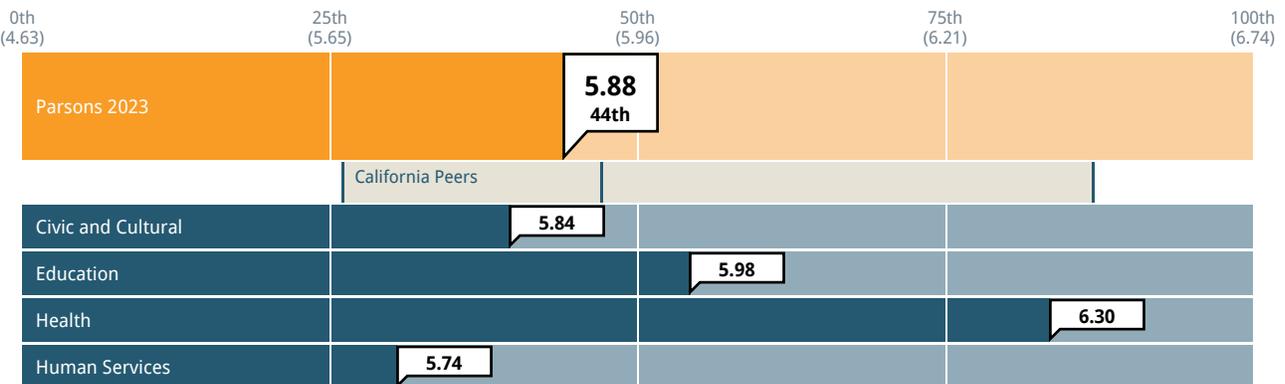
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

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

	0th (5.10)	25th (6.02)	50th (6.19)	75th (6.43)	100th (6.78)

Parsons 2023 — **6.28** 60th

California Peers

Civic and Cultural	6.37
Education	6.25
Health	6.56
Human Services	6.14
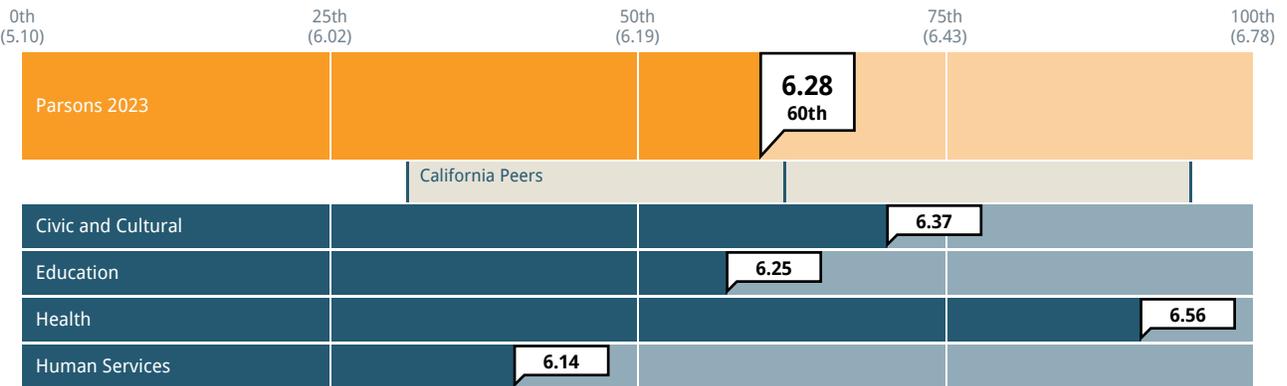
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

I believe that the Foundation is committed to combatting racism

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

	0th (5.26)	25th (5.93)	50th (6.12)	75th (6.36)	100th (6.82)

Parsons 2023 — **6.12** 52nd

California Peers

Civic and Cultural	6.09
Education	6.14
Health	6.38
Human Services	6.07
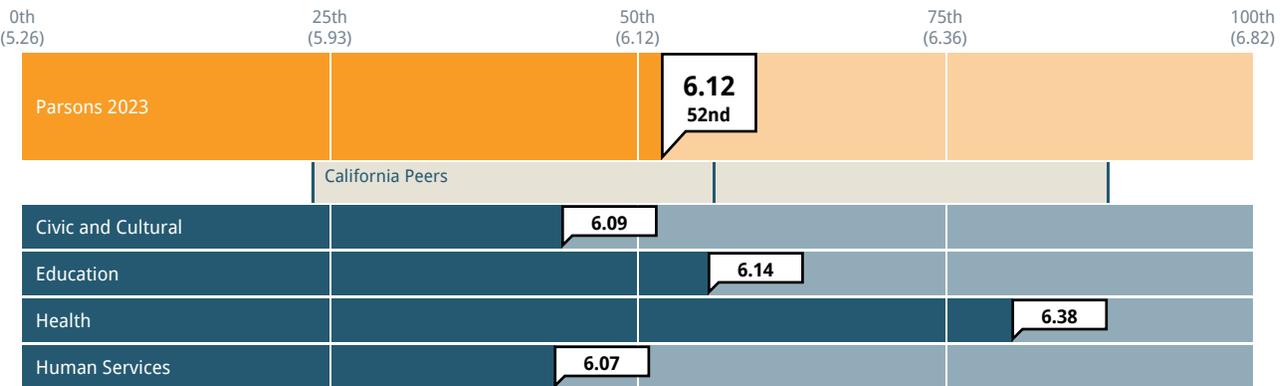
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Grant Processes

Did you submit an application to the Foundation for this grant?

Submitted an application   Did not submit an application

Parsons 2023	97%	
Parsons 2019	98%	
Parsons 2015	99%	
California Peers	93%	7%
Average Funder	93%	7%
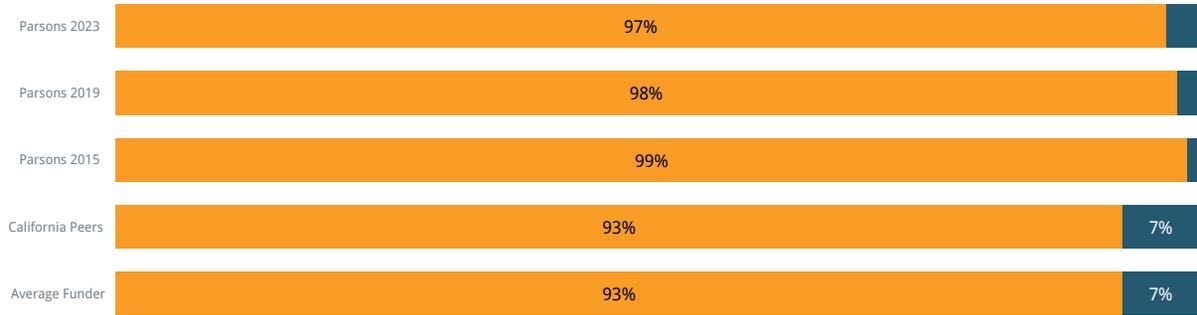
Cohort: California Peers   **Past results:** on

Selection Process

Please note that CEP modified the following question in 2022. The prior question text was: "How helpful was participating in the Foundation'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 Foundation'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 (4.94)	50th (5.28)	75th (5.67)	100th (6.52)

Parsons 2023: **5.66*** 74th

California Peers

Parsons 2019: **5.26**

Parsons 2015: **4.71**

Civic and Cultural: **5.66**

Education: **5.61**

Health: **5.98**

Human Services: **5.59**
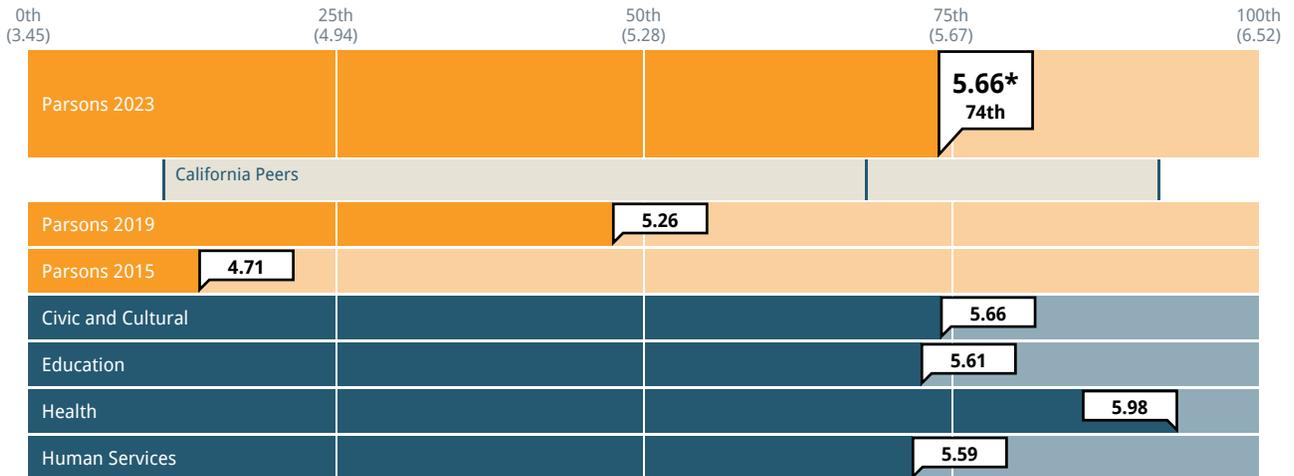
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

As you developed your grant application, how much pressure did you feel to modify your organization's priorities in order to create a grant application that was likely to receive funding?

1 = No pressure   **7** = Significant pressure

0th (1.29)	25th (2.00)	50th (2.24)	75th (2.50)	100th (4.24)

Parsons 2023: **1.57** 4th

California Peers

Parsons 2019: **1.70**

Parsons 2015: **1.44**

Civic and Cultural: **1.61**

Education: **1.51**

Health: **1.70**

Human Services: **1.53**

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Not at all   7 = To a great extent
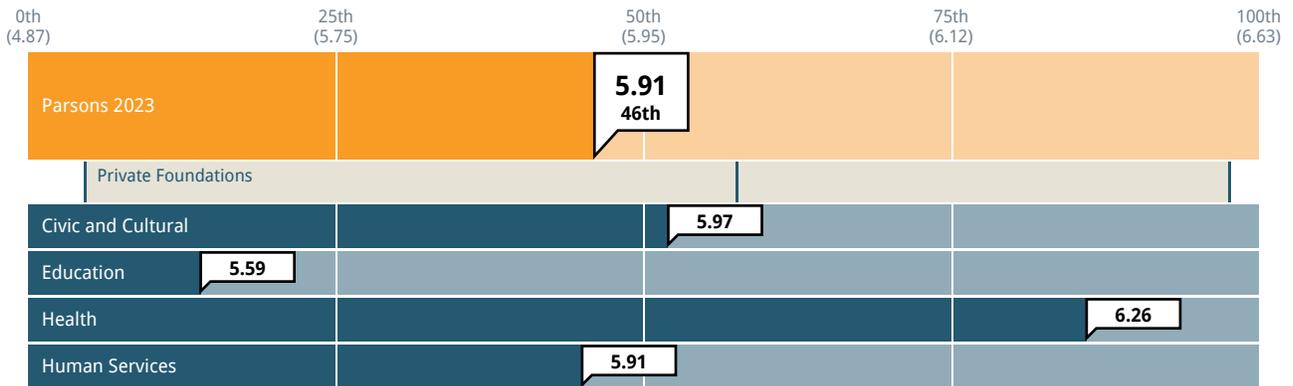
0th (4.87)	25th (5.75)	50th (5.95)	75th (6.12)	100th (6.63)

Parsons 2023 — **5.91** 46th

Private Foundations

Civic and Cultural	5.97
Education	5.59
Health	6.26
Human Services	5.91

Cohort: Private Foundations   **Past results:** on   **Subgroup:** Program Area

To what extent was the Foundation clear and transparent about the selection process requirements and timelines?

1 = Not at all   7 = To a great extent
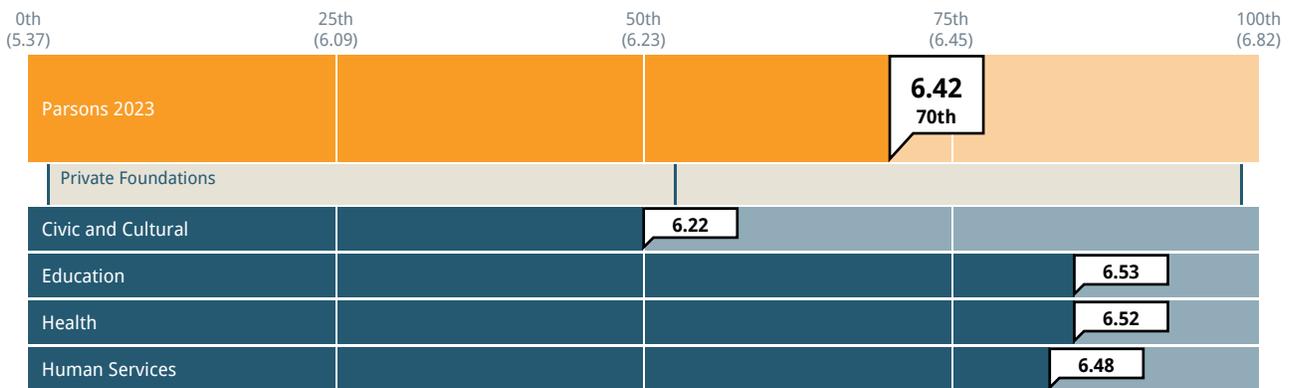
0th (5.37)	25th (6.09)	50th (6.23)	75th (6.45)	100th (6.82)

Parsons 2023 — **6.42** 70th

Private Foundations

Civic and Cultural	6.22
Education	6.53
Health	6.52
Human Services	6.48

Cohort: Private Foundations   **Past results:** on   **Subgroup:** Program Area

To what extent was the Foundation clear and transparent about the criteria the Foundation uses to decide whether an application would be funded or declined?

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

	0th (4.52)	25th (5.42)	50th (5.65)	75th (5.82)	100th (6.43)

Parsons 2023   **5.76** **68th**

Private Foundations

Civic and Cultural	5.53
Education	5.75
Health	6.07
Human Services	5.83
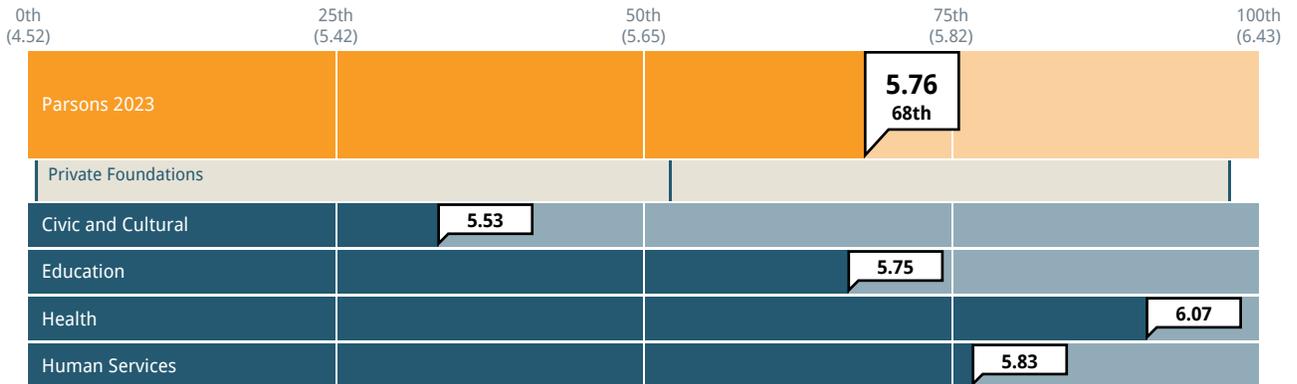
Cohort: Private Foundations   **Past results:** on   **Subgroup:** Program Area

Reporting and Evaluation Process

Definition of Reporting and Evaluation

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

At any point during the application or the grant period, did the Foundation 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 (56%)	50th (69%)	75th (80%)	100th (100%)
Parsons 2023	**49%** 17th				
California Peers					
Parsons 2019	46%				
Parsons 2015	54%				
Civic and Cultural	47%				
Education	47%				
Health	41%				
Human Services	54%				
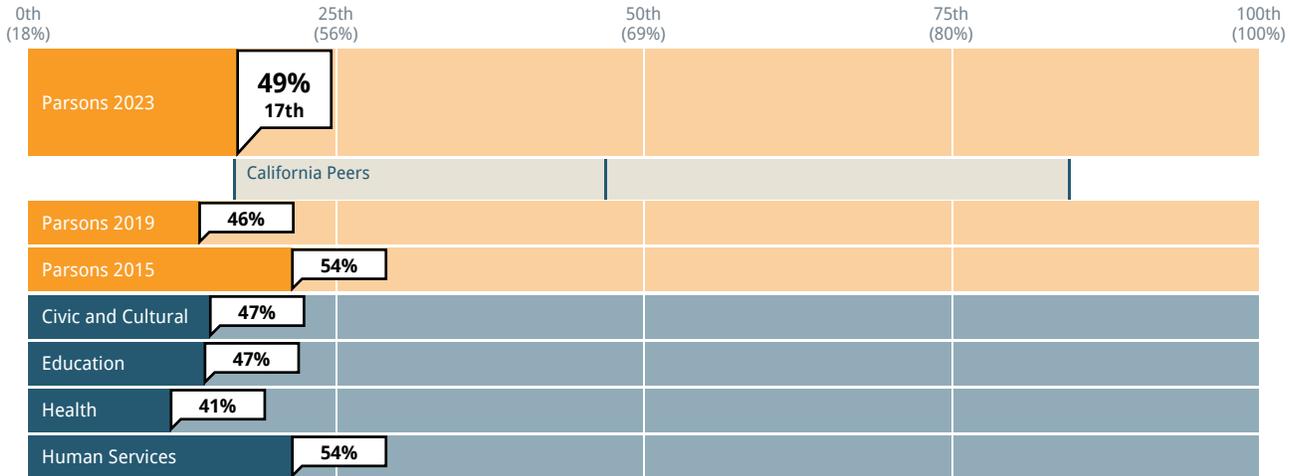
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

Parsons 2023	59%	14%	26%
Parsons 2019	70%	10%	19%
California Peers	62%	21%	17%
Average Funder	57%	28%	14%

Cohort: California Peers   **Past results:** on

Participation in Reporting and/or Evaluation Processes - By Subgroup

■ 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

Civic and Cultural	56%	18%	26%
Education	63%	5%	29%
Health	52%	18%	30%
Human Services	62%	14%	24%
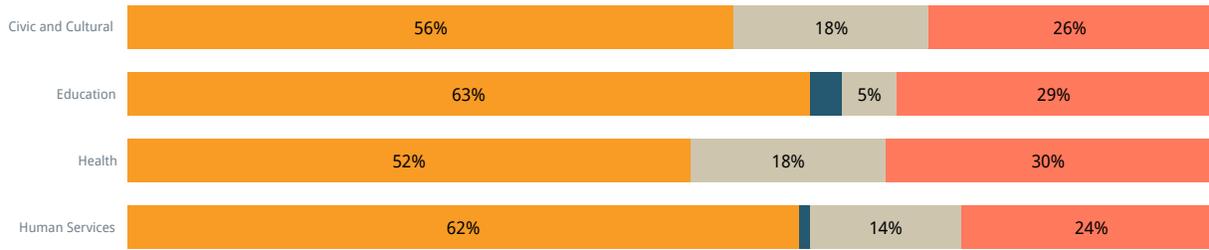
Subgroup: Program Area

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 Foundation's reporting process straightforward?

1 = Not at all   **7** = To a great extent
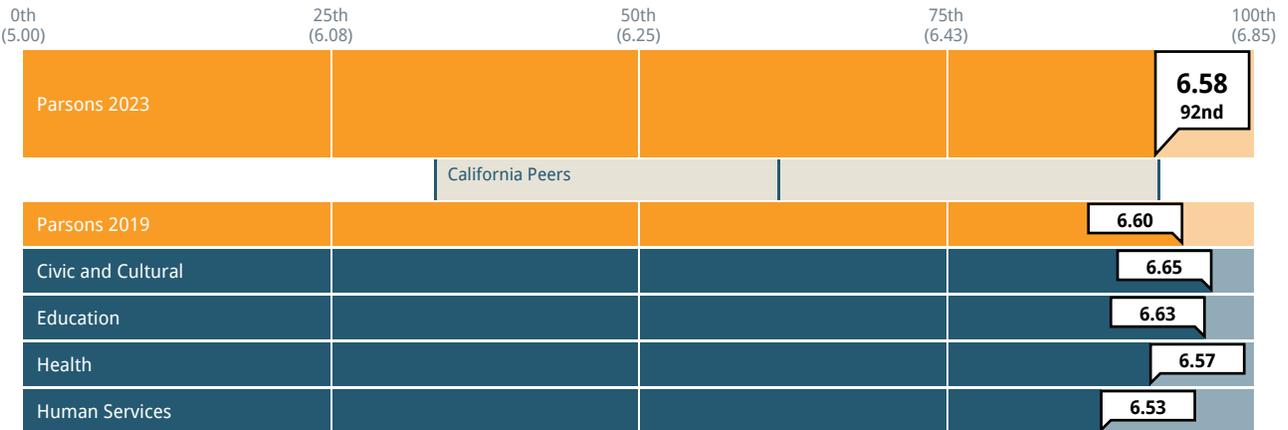
	0th (5.00)	25th (6.08)	50th (6.25)	75th (6.43)	100th (6.85)
Parsons 2023					**6.58** / 92nd
California Peers					
Parsons 2019				6.60	
Civic and Cultural				6.65	
Education				6.63	
Health				6.57	
Human Services				6.53	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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

1 = Not at all   **7** = To a great extent
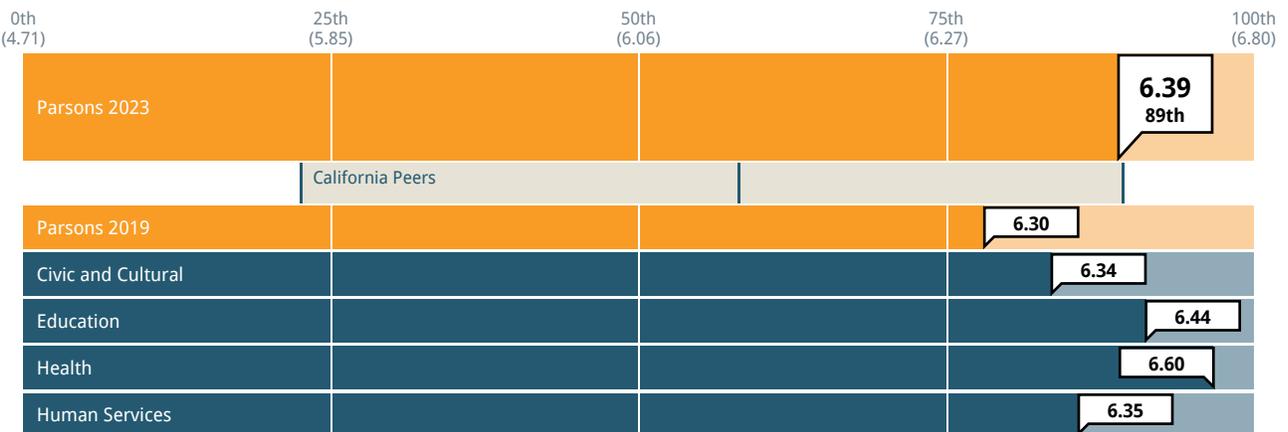
	0th (4.71)	25th (5.85)	50th (6.06)	75th (6.27)	100th (6.80)
Parsons 2023					**6.39** / 89th
California Peers					
Parsons 2019				6.30	
Civic and Cultural				6.34	
Education				6.44	
Health				6.60	
Human Services				6.35	

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

To what extent was the Foundation'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
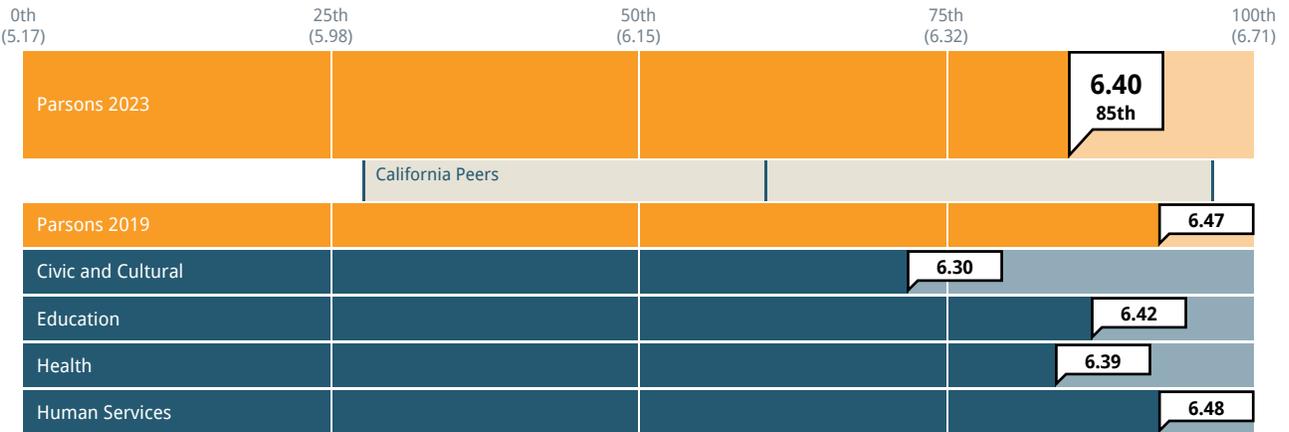
	0th (5.17)	25th (5.98)	50th (6.15)	75th (6.32)	100th (6.71)
Parsons 2023				**6.40** 85th	
California Peers					
Parsons 2019					**6.47**
Civic and Cultural				**6.30**	
Education					**6.42**
Health				**6.39**	
Human Services					**6.48**

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

To what extent was the Foundation'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 (5.65)	50th (5.88)	75th (6.09)	100th (6.57)
Parsons 2023			**5.99** 66th		
California Peers					
Parsons 2019				**6.14**	
Civic and Cultural			**5.89**		
Education				**6.14**	
Health				**6.23**	
Human Services			**5.94**		
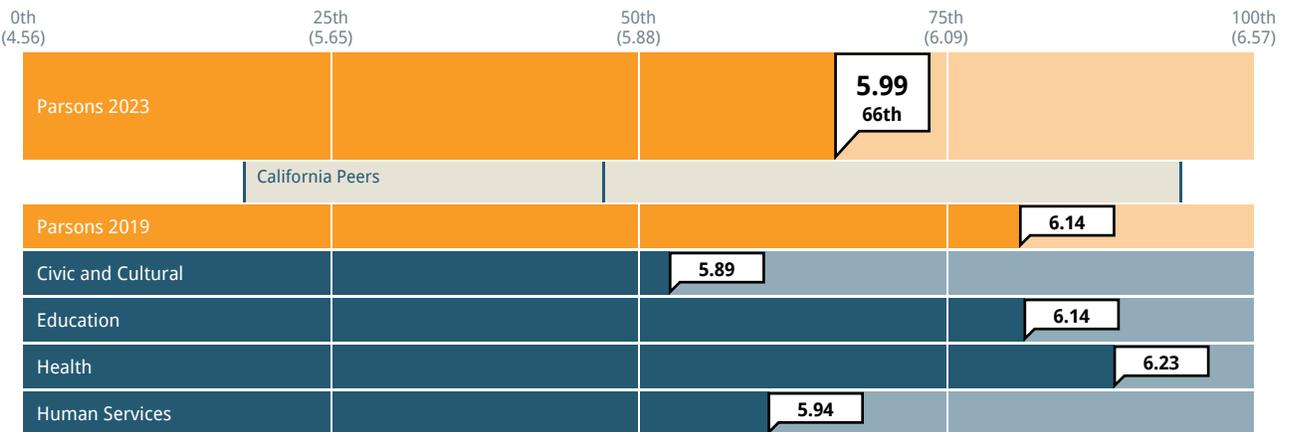
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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
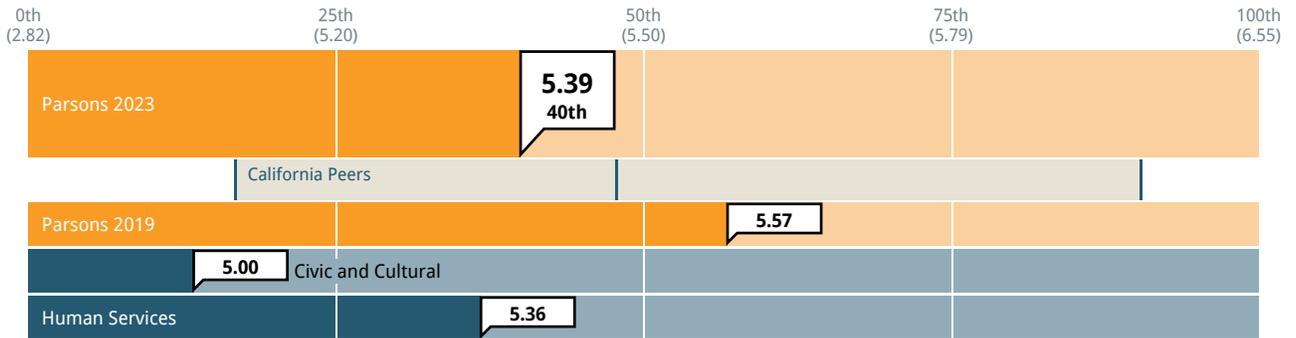
0th (2.82)	25th (5.20)	50th (5.50)	75th (5.79)	100th (6.55)

Parsons 2023 — **5.39** 40th

California Peers

Parsons 2019 — 5.57

Civic and Cultural — 5.00

Human Services — 5.36

Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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 (4.38)	50th (4.77)	75th (5.12)	100th (6.15)

3.83 8th — Parsons 2023

California Peers

Parsons 2019 — 4.37

3.29 — Civic and Cultural

4.00 — Human Services
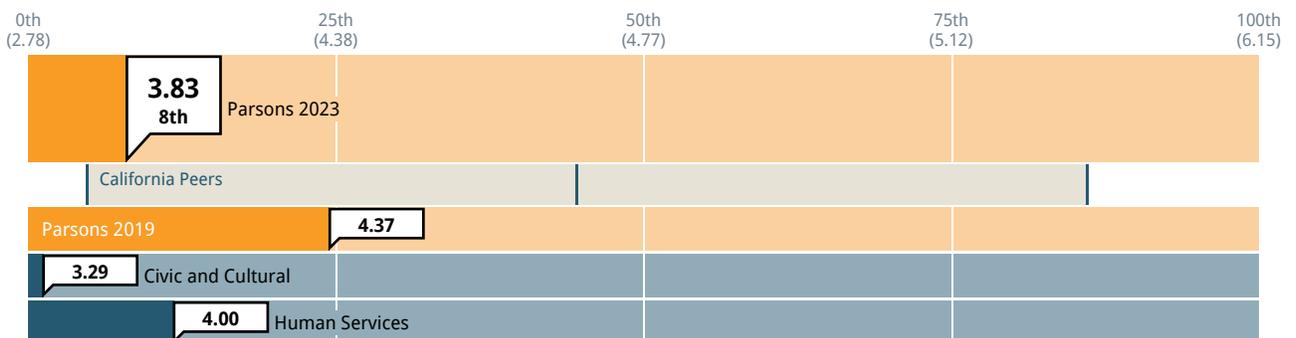
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

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 ($1.8K)	50th ($3.1K)	75th ($6.7K)	100th ($62.5K)
Parsons 2023			**$3.3K** 53rd		
California Peers					
Parsons 2019		**$2.5K**			
Parsons 2015			**$3.3K**		
Civic and Cultural			**$2.9K**		
Education			**$3.3K**		
Health			**$3.9K**		
Human Services			**$3.3K**		
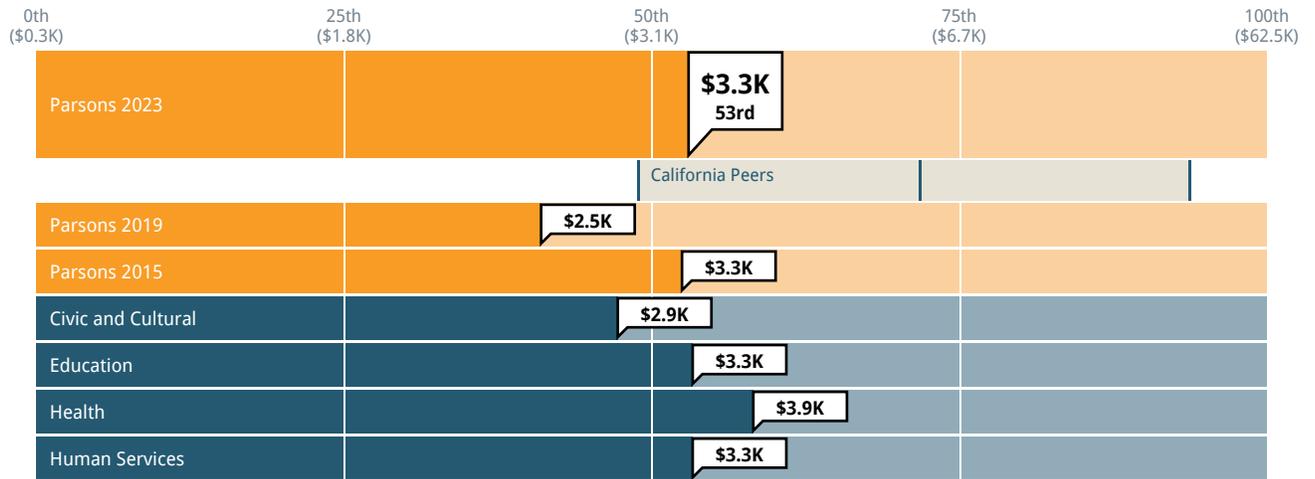
Cohort: California Peers **Past results:** on **Subgroup:** Program Area

Median Grant Size

	0th ($2K)	25th ($40K)	50th ($110K)	75th ($243K)	100th ($3700K)
Parsons 2023		**$50K** 30th			
California Peers					
Parsons 2019		**$50K**			
Parsons 2015		**$75K**			
Civic and Cultural		**$50K**			
Education		**$50K**			
Health		**$50K**			
Human Services		**$50K**			
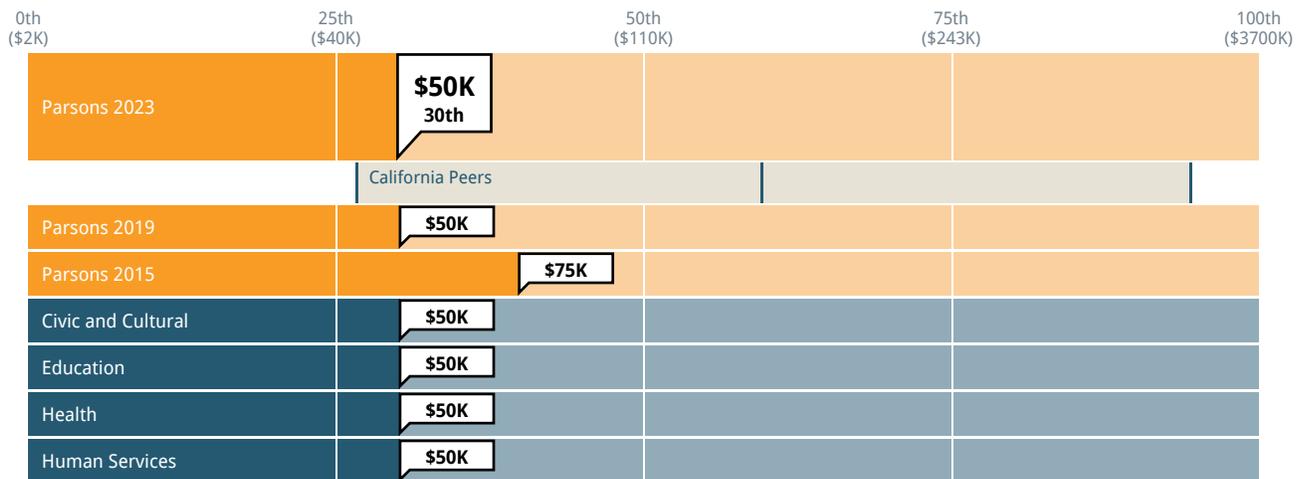
Cohort: California Peers **Past results:** on **Subgroup:** Program Area

Median hours spent by grantees on funder requirements over grant lifetime

	0th (5hrs)	25th (20hrs)	50th (30hrs)	75th (50hrs)	100th (304hrs)

Parsons 2023 — **16hrs** 16th

California Peers

Parsons 2019 — 22hrs

Parsons 2015 — 25hrs

Civic and Cultural — 15hrs

Education — 16hrs

Health — 17hrs

Human Services — 15hrs
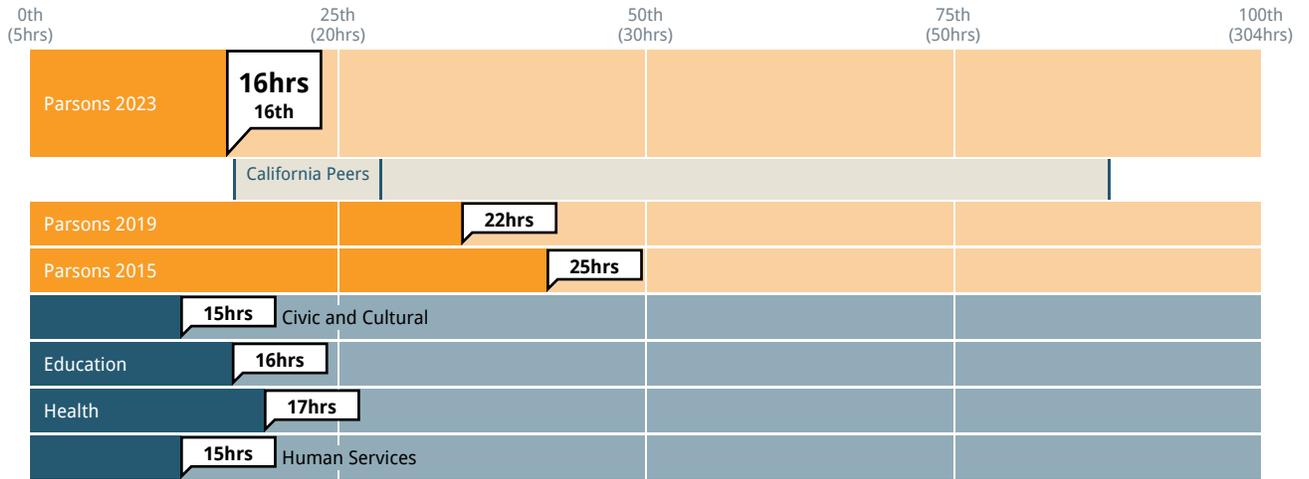
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Time Spent on Selection Process

Median Hours Spent on Application and Selection Process
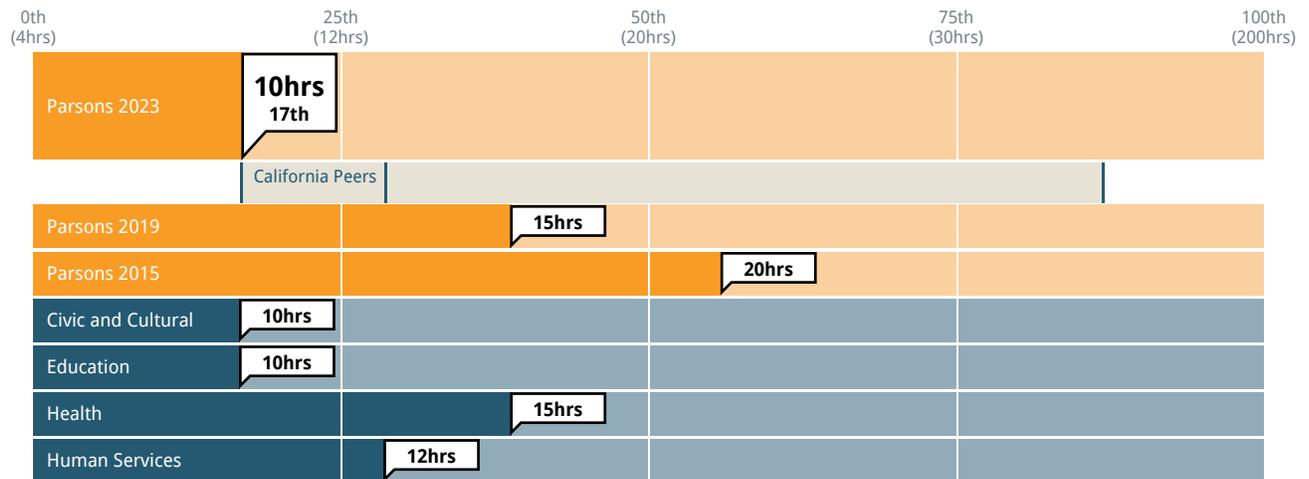
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Selected Cohort: California Peers

Time Spent On Application and Selection Process	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
1 to 9 hours	35%	20%	18%	25%	30%
10 to 19 hours	33%	33%	27%	22%	26%
20 to 29 hours	16%	26%	28%	17%	17%
30 to 39 hours	6%	6%	8%	7%	6%
40 to 49 hours	7%	10%	12%	11%	10%
50 to 99 hours	1%	3%	5%	10%	7%
100 to 199 hours	2%	1%	1%	6%	3%
200+ hours	0%	0%	0%	3%	1%

Selected Subgroup: Program Area

Time Spent On Application and Selection Process (By Subgroup)	Civic and Cultural	Education	Health	Human Services
1 to 9 hours	38%	33%	28%	36%
10 to 19 hours	27%	38%	40%	33%
20 to 29 hours	14%	17%	14%	18%
30 to 39 hours	7%	5%	7%	5%
40 to 49 hours	12%	3%	9%	5%
50 to 99 hours	2%	0%	0%	1%
100 to 199 hours	1%	3%	2%	1%
200+ hours	0%	0%	0%	0%

Time Spent on Reporting and Evaluation Process

Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year
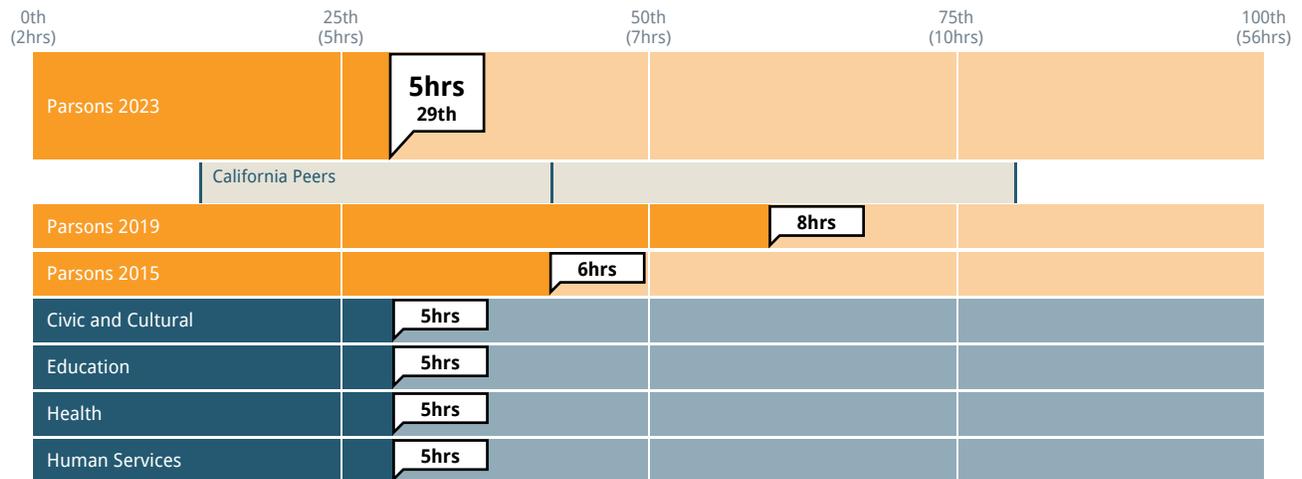
	0th (2hrs)	25th (5hrs)	50th (7hrs)	75th (10hrs)	100th (56hrs)

Parsons 2023 — **5hrs 29th**

California Peers

Parsons 2019 — **8hrs**

Parsons 2015 — **6hrs**

Civic and Cultural — **5hrs**

Education — **5hrs**

Health — **5hrs**

Human Services — **5hrs**

Cohort: California Peers　**Past results:** on　**Subgroup:** Program Area

Selected Cohort: California Peers

Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
1 to 9 hours	69%	57%	65%	56%	60%
10 to 19 hours	15%	26%	20%	19%	19%
20 to 29 hours	7%	10%	7%	10%	10%
30 to 39 hours	3%	1%	3%	3%	2%
40 to 49 hours	4%	3%	3%	3%	3%
50 to 99 hours	1%	2%	1%	5%	3%
100+ hours	2%	0%	1%	4%	3%

Selected Subgroup: Program Area

Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) (By Subgroup)	Civic and Cultural	Education	Health	Human Services
1 to 9 hours	69%	67%	65%	70%
10 to 19 hours	9%	19%	26%	13%
20 to 29 hours	8%	7%	3%	9%
30 to 39 hours	4%	2%	0%	3%
40 to 49 hours	5%	2%	3%	4%
50 to 99 hours	3%	0%	0%	0%
100+ hours	1%	2%	3%	1%

Customized Questions

Hypothetically, would you prefer a one-year general operating support grant of $50,000 or a two-year general operating support grant of up to $75,000?

■ A one-year grant of $50,000   ■ A two-year grant of up to $75,000

Parsons 2023	47%	53%

Cohort: None   **Past results:** on

Hypothetically, would you prefer a one-year general operating support grant of $50,000 or a two-year general operating support grant of up to $75,000?

■ A one-year grant of $50,000   ■ A two-year grant of up to $75,000

Civic and Cultural	41%	59%
Education	44%	56%
Health	45%	55%
Human Services	53%	47%
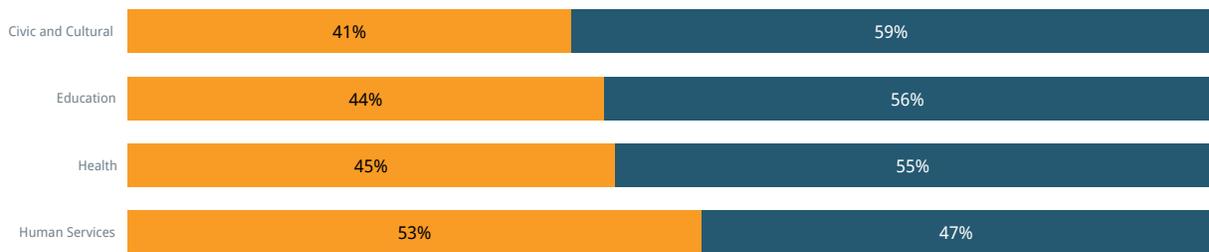
Subgroup: Program Area

Office Use

The Foundation is considering what amenities we may need in a future office. Would you use The Ralph M. Parsons Foundation's offices if they were available to you?

🟧 Yes ⬛ No

Parsons 2023	48%	52%

Cohort: None   **Past results:** on

The Foundation is considering what amenities we may need in a future office. Would you use The Ralph M. Parsons Foundation's offices if they were available to you?

🟧 Civic and Cultural ⬛ Education ⬜ Health 🟥 Human Services

Yes

Civic and Cultural	43%
Education	50%
Health	45%
Human Services	52%

No

Civic and Cultural	57%
Education	50%
Health	55%
Human Services	48%
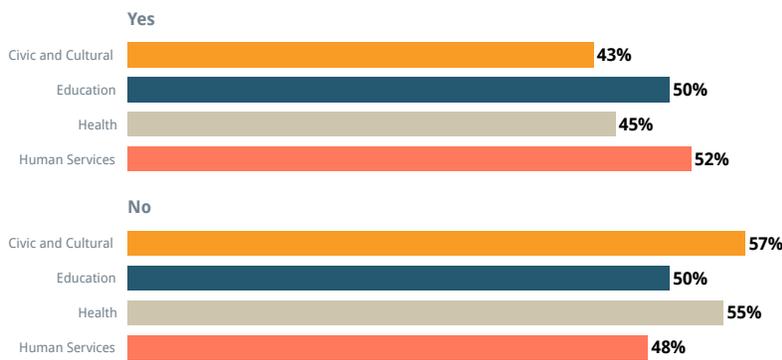
Subgroup: Program Area

Which amenities would you need in an office space?

■ Parsons 2023

A/V and video conferencing equipment/set-up
Parsons 2023 — 84%

On-site parking to accommodate all guests
Parsons 2023 — 83%

Outdoor meeting or dining space
Parsons 2023 — 64%

Space for up to 30 people
Parsons 2023 — 62%

Space for up to 50 people
Parsons 2023 — 45%

Closed-door workspace for an individual or a small group of up to 5 people
Parsons 2023 — 45%

Kitchen space
Parsons 2023 — 40%

Space for up to 100 people
Parsons 2023 — 37%

Accessible by public transportation
Parsons 2023 — 36%

Other
Parsons 2023 — 10%

Cohort: None   **Past results:** on

Which amenities would you need in an office space? - By Subgroup

■ Civic and Cultural ■ Education ■ Health ■ Human Services

A/V and video conferencing equipment/set-up

Civic and Cultural	84%
Education	73%
Health	75%
Human Services	89%

On-site parking to accommodate all guests

Civic and Cultural	84%
Education	73%
Health	95%
Human Services	82%

Outdoor meeting or dining space

Civic and Cultural	64%
Education	60%
Health	65%
Human Services	65%

Space for up to 30 people

Civic and Cultural	64%
Education	50%
Health	65%
Human Services	63%

Space for up to 50 people

Civic and Cultural	34%
Education	37%
Health	50%
Human Services	53%

Closed-door workspace for an individual or a small group of up to 5 people

Civic and Cultural	50%
Education	43%
Health	35%
Human Services	44%

Kitchen space

Civic and Cultural	39%
Education	30%
Health	60%
Human Services	39%

Space for up to 100 people

Civic and Cultural	30%
Education	43%
Health	25%
Human Services	42%

Subgroup: Program Area

Which amenities would you need in an office space? - By Subgroup (cont.)

■ Civic and Cultural ■ Education ■ Health ■ Human Services

Accessible by public transportation

Civic and Cultural	41%
Education	40%
Health	15%
Human Services	37%

Other

Civic and Cultural	7%
Education	20%
Health	5%
Human Services	11%

Subgroup: Program Area

Technology & Banking

Are there technology tools that you would like for the Ralph M. Parsons Foundation to use in our interactions with you to make your work easier?

■ Parsons 2023

DocuSign
Parsons 2023 — **93%**

Adobe Sign
Parsons 2023 — **49%**

Calendly
Parsons 2023 — **32%**

Other
Parsons 2023 — **7%**
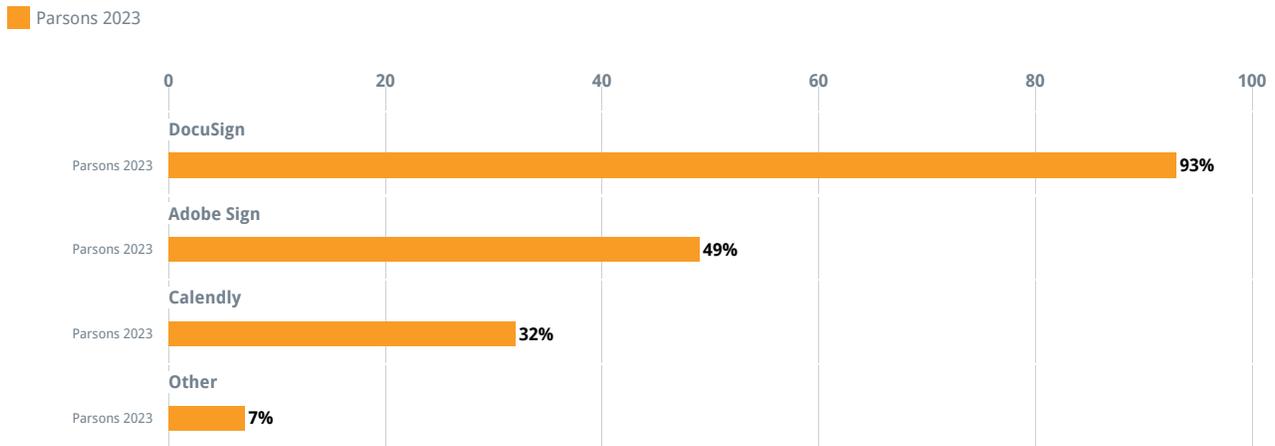
Cohort: None   **Past results:** on

Are there technology tools that you would like for the Ralph M. Parsons Foundation to use in our interactions with you to make your work easier? - By Subgroup

■ Civic and Cultural ■ Education ■ Health ■ Human Services

DocuSign
Civic and Cultural — **95%**
Education — **100%**
Health — **86%**
Human Services — **90%**

Adobe Sign
Civic and Cultural — **52%**
Education — **50%**
Health — **51%**
Human Services — **46%**

Calendly
Civic and Cultural — **39%**
Education — **41%**
Health — **22%**
Human Services — **27%**

Other
Civic and Cultural — **6%**
Education — **7%**
Health — **5%**
Human Services — **8%**
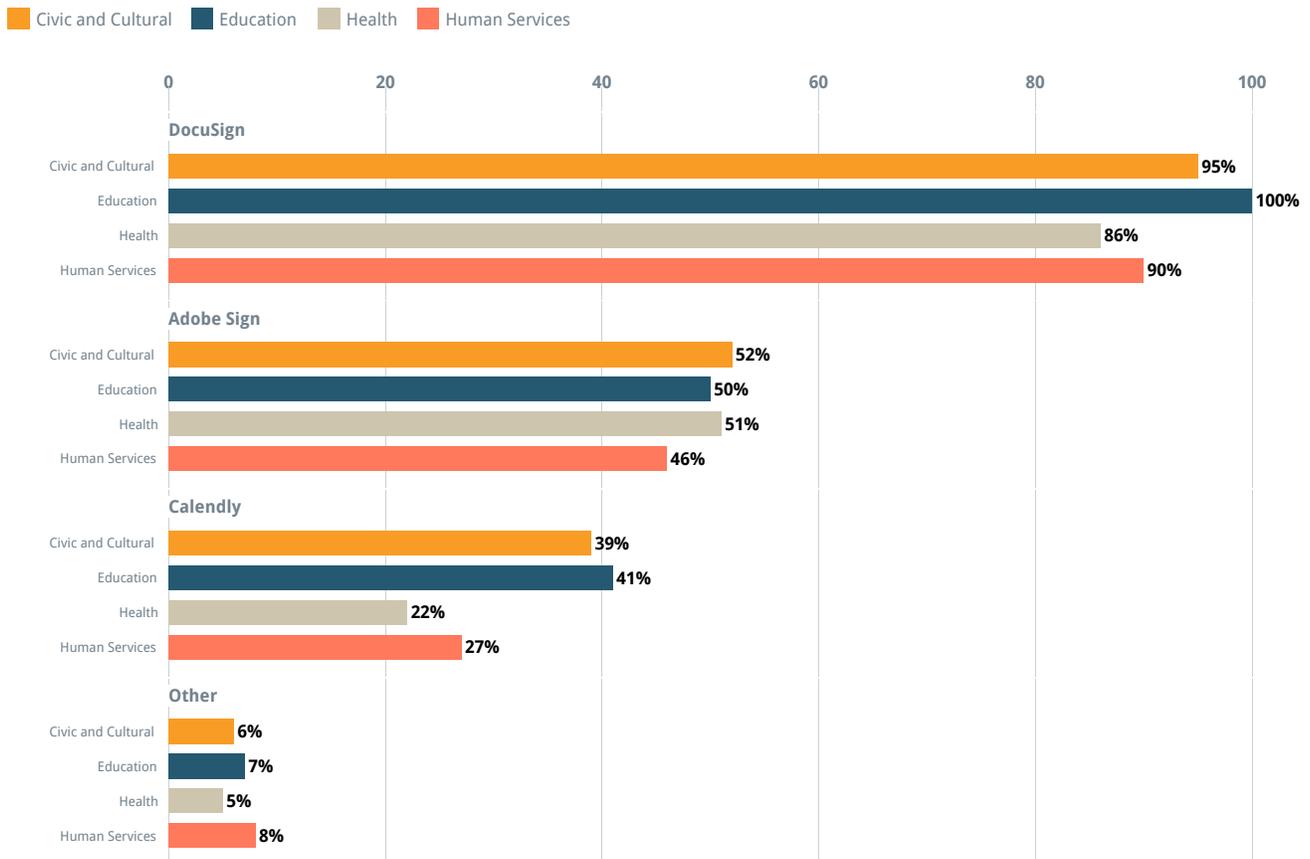
Subgroup: Program Area

Because electronic payments can require coordination with your organization's bank, we would like to be helpful in this process. Which bank does your organization use?

■ Parsons 2023
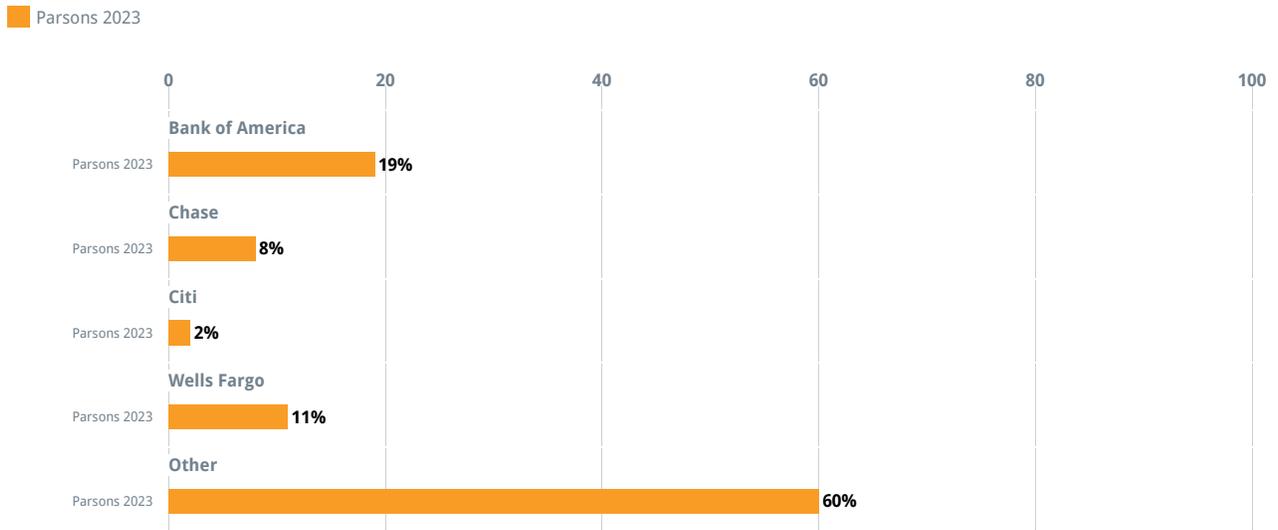
Cohort: None   Past results: on

"Other" Responses with N>10

Bank	Percent of Respondents
City National Bank	9%
U.S. Bank	6%
East-West Bank	4%
Union Bank	4%
First Republic Bank	4%
American Business Bank	3%
Farmers & Merchants Bank	3%
Pacific Western Bank	3%

Because electronic payments can require coordination with your organization's bank, we would like to be helpful in this process. Which bank does your organization use?

Legend: Civic and Cultural | Education | Health | Human Services

Bank of America
- Civic and Cultural: 24%
- Education: 13%
- Health: 16%
- Human Services: 20%

Chase
- Civic and Cultural: 8%
- Education: 7%
- Health: 7%
- Human Services: 9%

Citi
- Civic and Cultural: 2%
- Education: 2%
- Health: 7%
- Human Services: 1%

Wells Fargo
- Civic and Cultural: 7%
- Education: 22%
- Health: 9%
- Human Services: 9%

Other
- Civic and Cultural: 60%
- Education: 57%
- Health: 61%
- Human Services: 61%
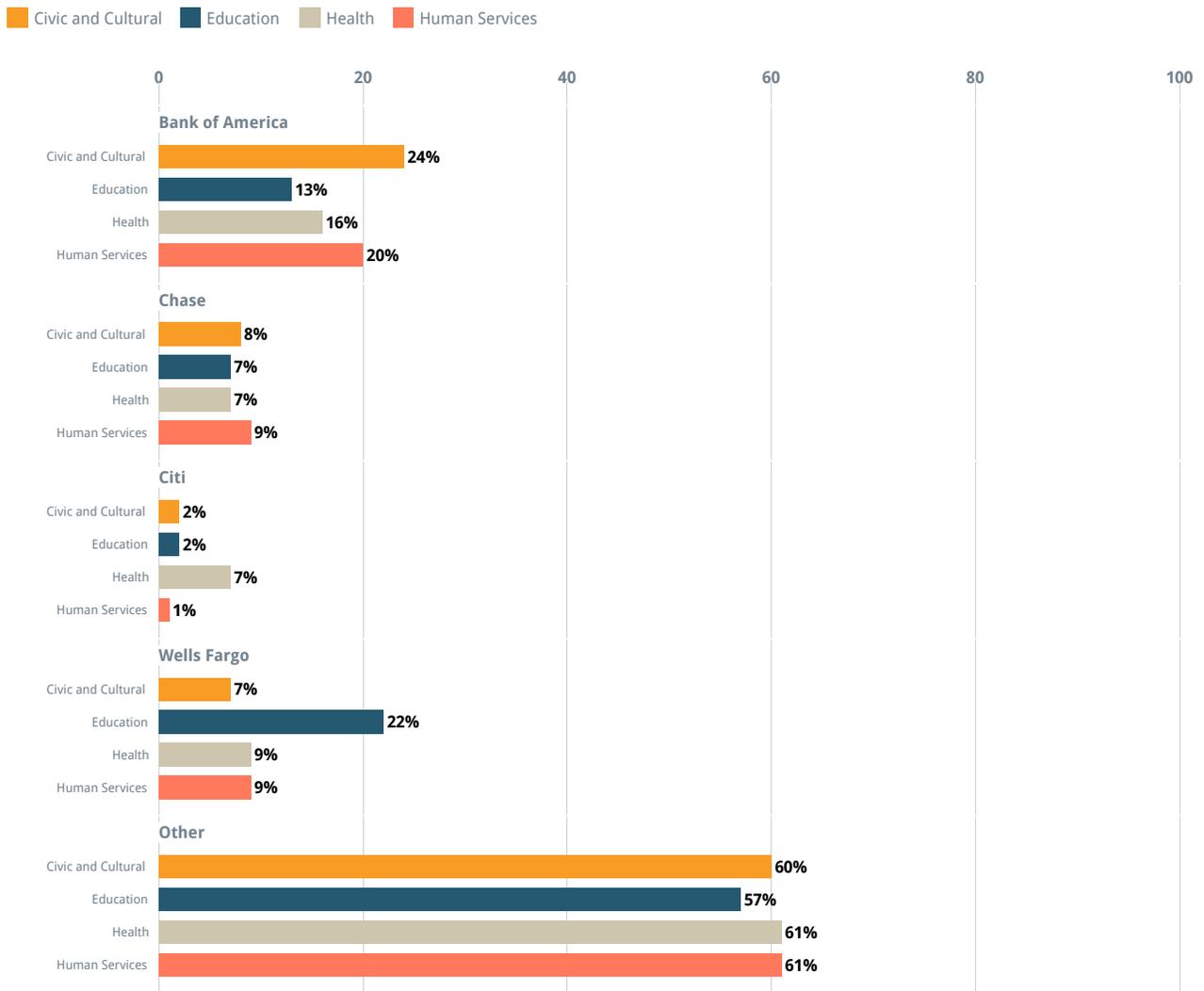
Subgroup: Program Area

Grantees' Written Comments

In the Foundation's Grantee Perception Report survey, CEP asks four written questions:

1. "Please comment on the quality of the Foundation's processes, interactions, and communications."
2. "Thinking beyond the grant you received, please comment on how the Foundation influences your field, community, or organization."
3. "What specific improvements would you suggest that would make the Foundation a better funder?"
4. "In our pursuit of learning from grantees and continuous improvement, what should we continue doing, and what more can we do?"

To download the full set of grantee comments and suggestions, please refer to the "Attachments" dropdown menu at the top right of your report. Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducts comprehensive qualitative analysis on two of these questions in the GPR.

The following pages outline the results of CEP's analyses.

Quality of Processes, Interactions and Communications

Grantees were asked to comment on the quality of the Foundation's processes, interactions, and communications. Their comments were then categorized by the nature of their content, specifically whether the content is positive, neutral or constructive.

For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

Suggestion Topics

Grantees were asked to provide any suggestions for how the Foundation could improve. The 368 grantees that responded to the survey provided 170 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Proportion of Grantee Suggestions by Topic

Topic of Suggestion	Proportion
Grantmaking	28%
Interactions	17%
Non-Monetary Support	14%
Diversity, Equity, and Inclusion	12%
Selection Process	11%
Communication	8%
Administrative Processes	2%
Organizational Impact	2%
Field Impact	2%
Reporting Processes	2%
Community Impact	1%
Other	2%

Selected Suggestions

Grantees were asked to provide any suggestions for how the Foundation could improve. The 368 grantees that responded to the survey provided a total of 170 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Grantmaking (28% N=47)

- Length of Grants (N = 25)

  ◦ "It would help if the Foundation would consider multi-year grants, which would help to maintain a consistent level of grant revenue. This is especially important in LA where there are not many foundations making $100K+ grants to the arts. As a result, our grant revenue can swing by $100K from year to year based on just this Foundation's timeline alone. Currently the Foundation's funds in alternate years because The Foundation makes grants for one-year at a time, and then (typically) the report must be submitted, and then there's at least a 6-12 month hiatus until the Foundation invites a new proposal."
  ◦ "Would love to have multi-year funding - ideally 3 years - become the norm. The current process takes about 18-24 months so we tend to be funded every other year - which is difficult for budgeting purposes."
  ◦ "More mutli-year funding to support operations. The world is changing rapidly and it is difficult to adapt to our community's needs so quickly, particularly while still dealing with the effects of the pandemic on our community, and our burnt out staff. Flexible funding is greatly needed."
  ◦ "Although we have had ongoing funding from the Foundation, I believe in this current environment sustainability through all of the changes and enormous needs it would be helpful for the Foundation to better understand the agency's strategies and to provide some funding beyond two years."
  ◦ "Multi-year general operating support. The next few years are full of great uncertainty. Investments should be made to like-minded organizations giving them strength to navigate the uncertainty."
  ◦ "Multi-year funding would reduce fundraising costs and allow for more strategic investments."

- Size (N = 12)

  ◦ "I am very grateful for the foundations support. My only question and I have not asked (which I should) is as our organization has grown year after year, I have tried to ask for additional funding but we are always given the same amount (which I am grateful for) but I would love to see the foundation increase funding to organizations that are showing measured growth as we grow as an organization, so do our expenses. Not sure if this has to do with how much they are approved to give out but when I make my asks I always try to ask for a bit more than last time but they always seem to only approve one amount."
  ◦ "Our grant was increased this year, for which we are very grateful. However, it's important to note that it took a lot of advocacy on our part to receive that increase. Though our programs have expanded, as did our work during the pandemic, the grant amount had remained the same for more than 10 years. Budgets increase each year, and it's helpful when foundations align their funding to match those increases in some capacity."
  ◦ "With inflation, supply chain issues and worker shortages among the many other things going on the impact of their gifts has diminished due to high costs. More possibilities to scale or increase the size of general operating gifts that address the times we are in and are responsive to the significant increased cost of operations for nonprofits would be helpful."
  ◦ "Grant amounts need to increase to match inflation."
  ◦ "The work we do serves the entire region and as costs continue to rise, unfortunately a $100k gift does not impact as much as it used to."

- Type of Grants (N = 6)

  ◦ "More general funding would be appreciated so we can support our initiatives and programs that are an important part of the overall picture but perhaps not as popular."
  ◦ "Going beyond allocating funds based on a percentage of our budget. More helpful if largely based on the need and potential impact."
  ◦ "Continuing to fund operating and general support instead of program support."

- Other (N = 4)

Interactions (17% N=29)

- More Frequent Interactions (N = 13)

  ◦ "Check in more regularly, i.e. have the kind of conversation during the year of the grant that we have during the site visit."
  ◦ "I think it would be helpful to be slightly more hands-on with new grantees (like us) because I feel like we received a monetary grant (which is amazing), but the support kind of stopped there."
  ◦ "Stability during a time of uncertainty is vital to any program or institution. The partnership between our organizations has allow us to produce tangible results in both LA and nationwide. We would welcome even more communication, to bridge the educational equity gap in our all of our educational communities."
  ◦ "I would welcome the opportunity to engage with Program Officers or other staff more frequently - to align on projects, share more regular updates, and strategize on implementation. We are grateful for autonomy and flexibility, but also value thought partnership and collaboration!"
  ◦ "We recommend more frequent email updates regarding the Foundation's strategies and achievements."

- Site Visits (N = 10)

  ◦ "The Foundation might consider having staff come out to the agency's events to see not only the needs but also the population being served. I am a strong believer in focus groups of customers being helped; they are the pulse of the nonprofit organizations."
  ◦ "We would appreciate the opportunity to have the Foundation visit us more often after the grant funds, to witness firsthand the successes made as a result of the funding we have received over the years."
  ◦ "Go on site visits of the nonprofits they support and meet with senior leadership and program staff to get a deeper understanding of the work they do

and what additional resources they might need."
  ◦ "I would love the opportunity to be able to have the program officers out at our events and programming so they can see more of the funding in play first-hand."
  ◦ "Do a site visit before deciding on a grant. Get to know the staff, and go see the work in action."

- Communicating Contact Changes (N = 3)

  ◦ "Having program officers that rotate and who are generalists (rather than field specialists) can be a bit unsettling on from the grantee perspective. While our experience has been good as we have transitioned from one program officer to another, the transition can bring on some uncertainty. Perhaps a very transparent hand off could be made - or if the Foundation could share the process of the handoff, perhaps that would alleviate the anxiety of switching program officers."
  ◦ "My only suggestion would be for the Foundation to communicate any major staff changes to its grantees, so that they know who to reach out to in case they need to."

- Depth of Relationships (N = 3)

  ◦ "I think the improvement would be in "relationship". I am not sure we have a strong relationship to talk regularly or discuss our and our communities' needs."
  ◦ "By being more accessible to grantees. I think there's still a power dynamic that exists that creates a barrier where sometimes it feels like we can't reach out to the funders unless they contact us."

Non-Monetary Support (14% N=23)

- Collaboration and Convening Opportunities (N = 11)

  ◦ "I have loved it when in the past they convened their grantees together for professional development of some kind or even just to get us together. If the Foundation asks us to do it, we do it and getting that many change makers in one room is a real gift to the community. Great connections happen! So I'd appreciate some kind of annual convening."
  ◦ "Strongly recommend that the Foundation consider convening its grantees to celebrate our achievements, lift up best practices, and develop solutions to shared challenges."
  ◦ "We would love to be connected with other grantees to discuss challenges in the field and how we might support one another's work."
  ◦ "I would love to see if there could be some more educational opportunities, perhaps through a convening of grantees that are in the same space tackling some common challenges. I often wish there was more collaboration among non-profits. We are so busy trying to make things work that often we don't get the opportunity to step back and discuss higher level issues that could be addressed/overcome if more of us acted as one. I think foundations are in a unique position to help organize those types of discussions which may help all of us move forward more effectively."
  ◦ "I think all Foundations have a unique position by which they can leverage their sphere of influence with their networks and community organizations to better work together (i.e. hosting events that further enhance and promote collaboration)."

- Capacity-Building Support (N = 6)

  ◦ "My great hope is RMPF has a vested interest in its mission statement, and towards that goal, will continue to invest in outreach and development opportunities for staffing. If I want to be an ED, or in artistic and community programming there are professional development tracks identified for me. But how many reasonalble human beings want to work at a place without a robust finance department, a development department with no employees, or a marketing department who struggles to send electronic communications?..."
  ◦ "More advice on how to improve administrative and development capacity--- perhaps offering no cost workshops or meetings with individuals within the foundation to brainstorm. The foundation staff seem extremely capable and knowledgeable in these areas and it would be good to tap into that expertise."
  ◦ "The philanthropic community is a small one. I've always wished that foundation partners for the various organizations I've worked for might be stronger thought partners in terms of helping us with our fundraising messaging, strategy."

- Assistance with Connecting to Other Funders (N = 5)

  ◦ "I would love to have candid conversations with our program officer about other foundations or partners we should reach out to or they they could introduce us to -- helping us build our stakeholder network would make a huge difference in diversifying our funding, outreach, and impact. I am deeply grateful to the RMPF policy that limited the overhead the University could charge on this grant."
  ◦ "We love it when Foundation staff are able to come and view our programming in person. Also, we feel our work would benefit greatly from recommendations or introductions to organizations and funders with which the Foundation has built strong relationships."
  ◦ "It would also be great to have our program officer make recommendations to other local foundations to support our work. Or even have a Roundtable/ panel of foundations that we could meet. Most Executive Directors got involved in the work to make a difference - the hardest part of our jobs, for most of us, is navigating the fundraising aspect of our job. Anything that can be done to help us understand the perspective of a funder would be beneficial."

- Other (N = 1)

Diversity, Equity, and Inclusion (12% N=20)

- Explicit Commitment to and Communication of DEI Work (N = 13)

  ◦ "As we're looking to be more intentional with who we partner with and receive funding from, we would suggest Parsons to be more transparent about their values. Ideally, our funders share our values around addressing systemic racism and reconciling how wealth has been amassed at the expense of working class communities of color. We've learned of other foundations, of Parsons scale, who have been intentional about their anti-racism strategies and reflecting on their founders' wealth building history. We'd love to learn more about any strategic planning that Parsons is doing around these issues."
  ◦ "I would say the foundation is headed in the right direction and should push their boundaries even further: Evaluating leadership and how it reflects the served community, going beyond an open application process and actively seeking BIPOC-run organizations that serve the most vulnerable populations

in Los Angeles, and creating lasting relationships with organizations that include ongoing funding and support."

◦ "We really appreciate that the Ralph M. Parsons Foundation is a responsive funder, and we hope that quality continues. The foundation can be more transparent and communicative about their DEI efforts. We have DEI efforts and a committee in place to bring more inclusion to our team and our greater community; we can work together towards a more diverse future in Los Angeles."

◦ "I imagine the foundation has done this but not necessarily shared it publically, but I would imagine it a good process to assess what percent of funding goes to different ethnic groups and different parts of town to make certain that giving is prioritized to match DEI focus areas."

◦ "Show how DEI is either directly manifested in work or internally aligned with current programming."

- Diversifying Board and Staff (N = 5)

  ◦ "I urge the board to become more diverse by inviting people of color who have worked with underserved communities to join the board (people who have actually worked on the frontline- not just in philanthropy.)"

  ◦ "The Foundation has shown commitment to diversity and inclusivity through the grant making process. However, the board and senior leadership does not reflect the diversity of Los Angeles. Maybe a more diverse board of directors can propel the foundation to even better connection with the community organizations serving a diverse population."

  ◦ "A more diverse board that includes members from the communities being served could be helpful in steering the foundation towards its goals."

- Other (N = 2)

Selection Process (11% N=19)

- Streamlining Processes (N = 14)

  ◦ "For grantees that the Foundation has worked with for many years and knows well, and has consistently met its benchmarks and deliverables, it would be helpful to have a shorter application process. For example, the LOI could be waived and/or the full application could be abbreviated. This would be particularly helpful for general operating requests, where the overall scope of programs/services is not dramatically different from year to year."

  ◦ "The Foundation's application and approval process is very lengthy, and in our experience it takes 9-12 months. This means that we receive 1-year grants approximately every other year. It would be wonderful if the application process were either sped up, or could significantly overlap with the previous grant period, to minimize unfunded times."

  ◦ "Shorten the time between LOI, full proposal and board approval if possible. Or eliminate LOI for repeat applicants, or open to multi-year funding."

  ◦ "Enabling grantees to be funded seamlessly without a waiting period would be amazing!"

  ◦ "Perhaps abbreviating the LOI process would allow for more of the application process to be focused on the full proposal."

- Guidelines (N = 4)

  ◦ "General operating grant LOIs and proposals are organized like program grants asking for specific objectives and program deliverables. We found it difficult to balance our ask for general operating in this format as we had to highlight programs yet make it clear that funding would not go to program staff directly. We also highlighted some ways that general operating would support our infrastructure but those are not programmatic goals. We have brought this up with the foundation in the past because as a potential grantee it is a bit confusing on what the foundation is actually looking for out of a general operating grant."

  ◦ "Since our organization has struggled to get grants in years past, I would love to see some webinars or informational Zooms to help smaller nonprofits apply for and qualify for grant funding."

- Communication (N = 1)

  ◦ "I know Parsons receives a ton of proposals, but for some of the newer organizations in Los Angeles a little more feedback on turn-downs would be helpful."

Communication (8% N=13)

- More Transparent Communications About Strategy (N = 13)

  ◦ "It would be nice if the Foundation would be more transparent, explicit about their priorities, and feel comfortable being a thought partner alongside the organizations they fund."

  ◦ "More guidance for potential grantees on the Foundation's goals and funding priorities, what types of change they are hoping to see as a result of their funding."

  ◦ "The Foundation is in a period of leadership change, and change can be difficult. To that end, it would be helpful to know sooner than later if there will also be a change in direction. The Foundation has been a great partner, strong and consistent voice, and champion for the field and it will be a great loss if that leadership is no longer exhibited."

  ◦ "Knowing the foundation is going through a leadership transition, it may be useful to share its goals and long term vision more explicitly with those of us working in the community through a variety of formats-- perhaps an in person gathering, as well as through written communications."

  ◦ "Would also love more consistent communication to grantees about their strategy and approach - Weingart has done a good job with this in recent years through email blasts that lay our their direction very clearly."

Administrative Processes (2% N=4)

- Financial Requirements (N = 2)

  ◦ "The funder seems to spend a great deal of time looking at organization finances. While, we realize this is important, the level of detail in some questions asked seemed a bit much. I think the funder could find a better balance between organization/program/financial questions. "

- Other (N = 2)

Organizational Impact (2% N=4)

- Understanding Grantee Organizations (N = 4)

  ◦ "Hire individuals that have a better understanding of the communities we serve and the current challenges confronted in an everchanging environment. The organization have had to adapt and shift gears rapidly. Foundations have not been able to keep up. So, if the assessment has been that the size and scope is not adequate it is that the Foundations have not been able to adjust to the organizations growth."
  ◦ "We welcome more opportunities for the foundation to learn about our organization's needs and if there would be additional resources they can provide in order to have even greater impact with our programs."

Field Impact (2% N=3)

- Advancing Knowledge (N = 2)

  ◦ "It would be very helpful if the Foundation representatives would communicate with their peers in other funding entities about the need to be open in their acceptance of applications on a wider scale. The trend towards invitation only grant applications is very troubling as this benefits organizations that are well known or well connected. While it's hard for a nonprofit organization to influence the community of funders, perhaps they would be more open to hearing this from their peers."

- Orientation (N = 1)

  ◦ "More explicit commitment to affordable housing, supportive housing, and homelessnessd. The foundation is know to be a strong supporter, but not a leader as it relates to advocacy in the field."

Reporting Processes (2% N=3)

- Streamlining Processes (N = 3)

  ◦ "For a grant writer, it is always preferable to have the opportunity to write a grant for unrestricted general operating funds. The Parsons Foundation has made these general operating funds available to our organization for many years, and we hope that they continue. If you could make the reporting process less complicated, that would be nice for me, but I understand that there needs to be accountability in the process."
  ◦ "A little less specific on reporting metrics."

Community Impact (1% N=1)

- Understanding of Communities (N = 1)

  ◦ "I believe that staff has a strong understanding of community need better than the board does."

Other (2% N=4)

- More Transparent Communications About Strategy (N = 3)

- Solicitation of Feedback (N = 1)

Respondents and Communities Served

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

■ Yes ■ No ■ Don't know

Parsons 2023	90%	9%
California Peers	91%	7%
Average Funder	73%	20% 6%
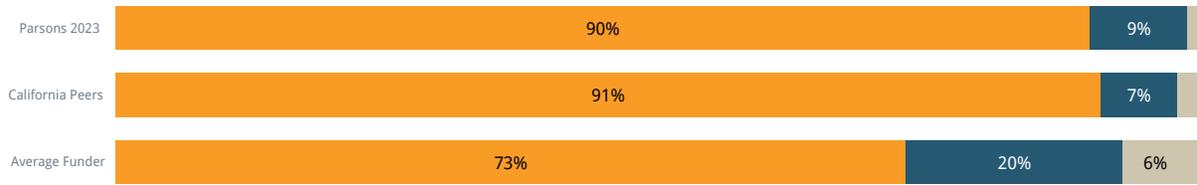
Cohort: California Peers   **Past results:** on

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

■ Yes ■ No ■ Don't know

Civic and Cultural	71%	26%
Education	94%	6%
Health	100%	
Human Services	99%	

Subgroup: Program Area

Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant?

■ Parsons 2023

| | 0 | 20 | 40 | 60 | 80 | 100 |

Latina, Latino, Latinx or Hispanic individuals or communities
Parsons 2023 — 85%

African American or Black individuals or communities
Parsons 2023 — 79%

Multiracial and/or Multi-ethnic individuals or communities
Parsons 2023 — 64%

Asian or Asian American individuals or communities
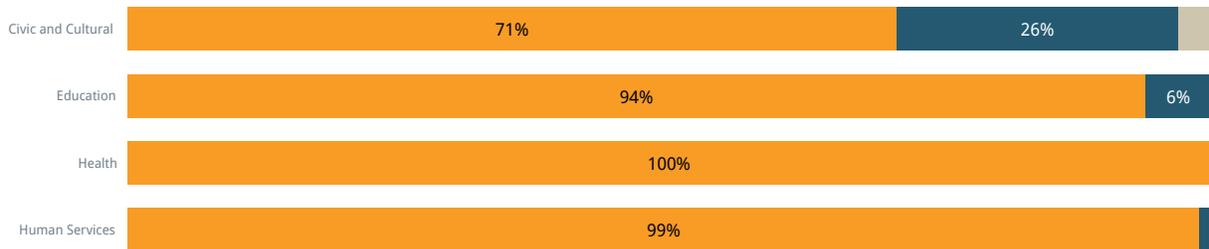Parsons 2023 — 55%

Women
Parsons 2023 — 53%

Members of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community
Parsons 2023 — 48%

People experiencing homelessness
Parsons 2023 — 46%

Foster/resource youth
Parsons 2023 — 46%

Pacific Islander or Native Hawaiian individuals or communities
Parsons 2023 — 41%

Individuals with disabilities
Parsons 2023 — 40%

American Indian, Alaska Native, or Indigenous individuals or communities
Parsons 2023 — 38%

Middle Eastern or North African individuals or communities
Parsons 2023 — 31%

Veterans
Parsons 2023 — 20%

None of the above
Parsons 2023 — 2%

Don't know
Parsons 2023 — 0%

Cohort: None   **Past results:** on

Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant? - By Subgroup

Legend: ■ Civic and Cultural ■ Education ■ Health ■ Human Services

Latina, Latino, Latinx or Hispanic individuals or communities

Subgroup	Value
Civic and Cultural	86%
Education	93%
Health	91%
Human Services	80%

African American or Black individuals or communities

Subgroup	Value
Civic and Cultural	82%
Education	86%
Health	84%
Human Services	74%

Multiracial and/or Multi-ethnic individuals or communities

Subgroup	Value
Civic and Cultural	69%
Education	66%
Health	61%
Human Services	62%

Asian or Asian American individuals or communities

Subgroup	Value
Civic and Cultural	68%
Education	53%
Health	68%
Human Services	46%

Women

Subgroup	Value
Civic and Cultural	49%
Education	52%
Health	52%
Human Services	55%

Members of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community

Subgroup	Value
Civic and Cultural	50%
Education	45%
Health	64%
Human Services	43%

People experiencing homelessness

Subgroup	Value
Civic and Cultural	26%
Education	34%
Health	48%
Human Services	59%

Foster/resource youth

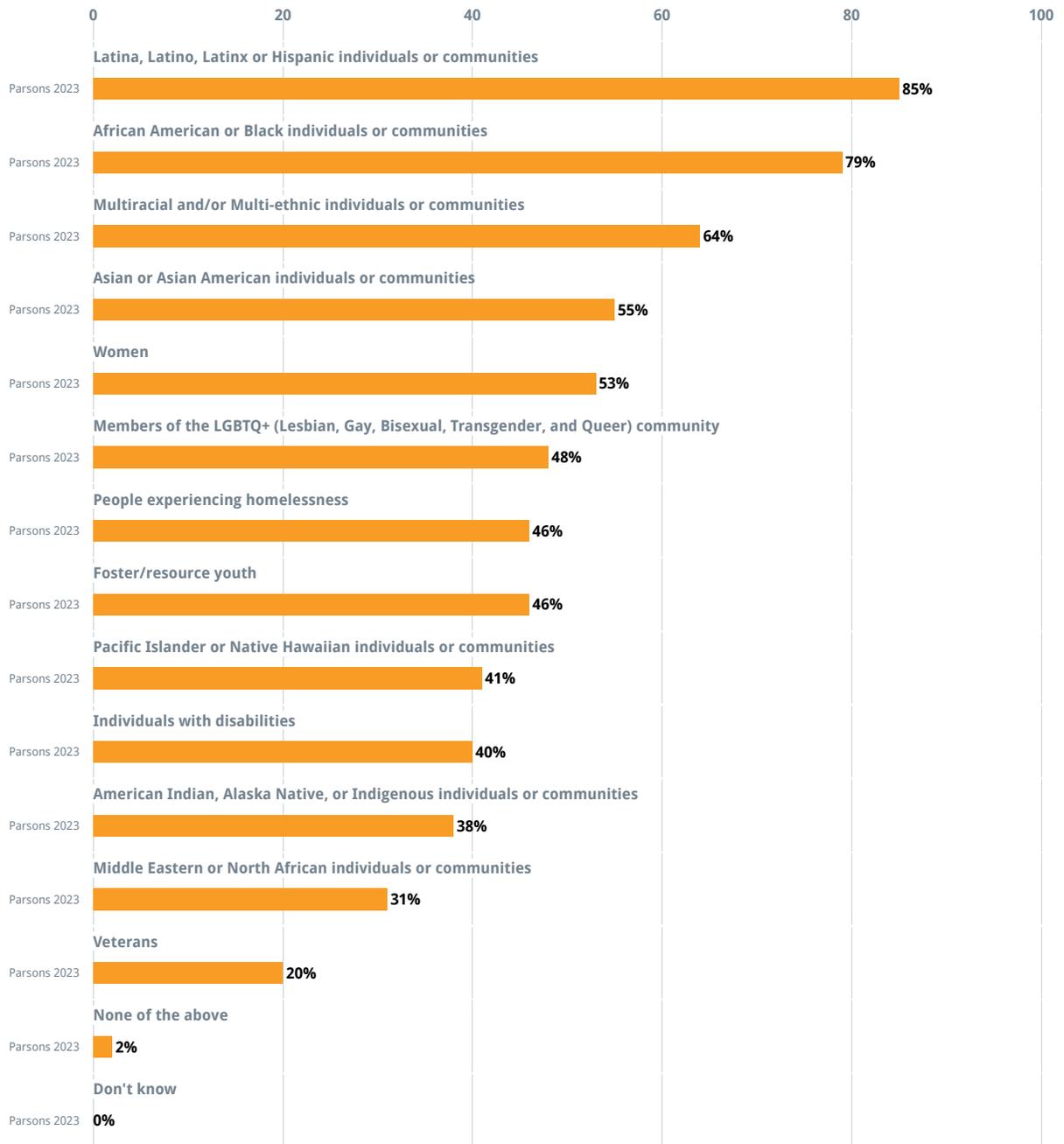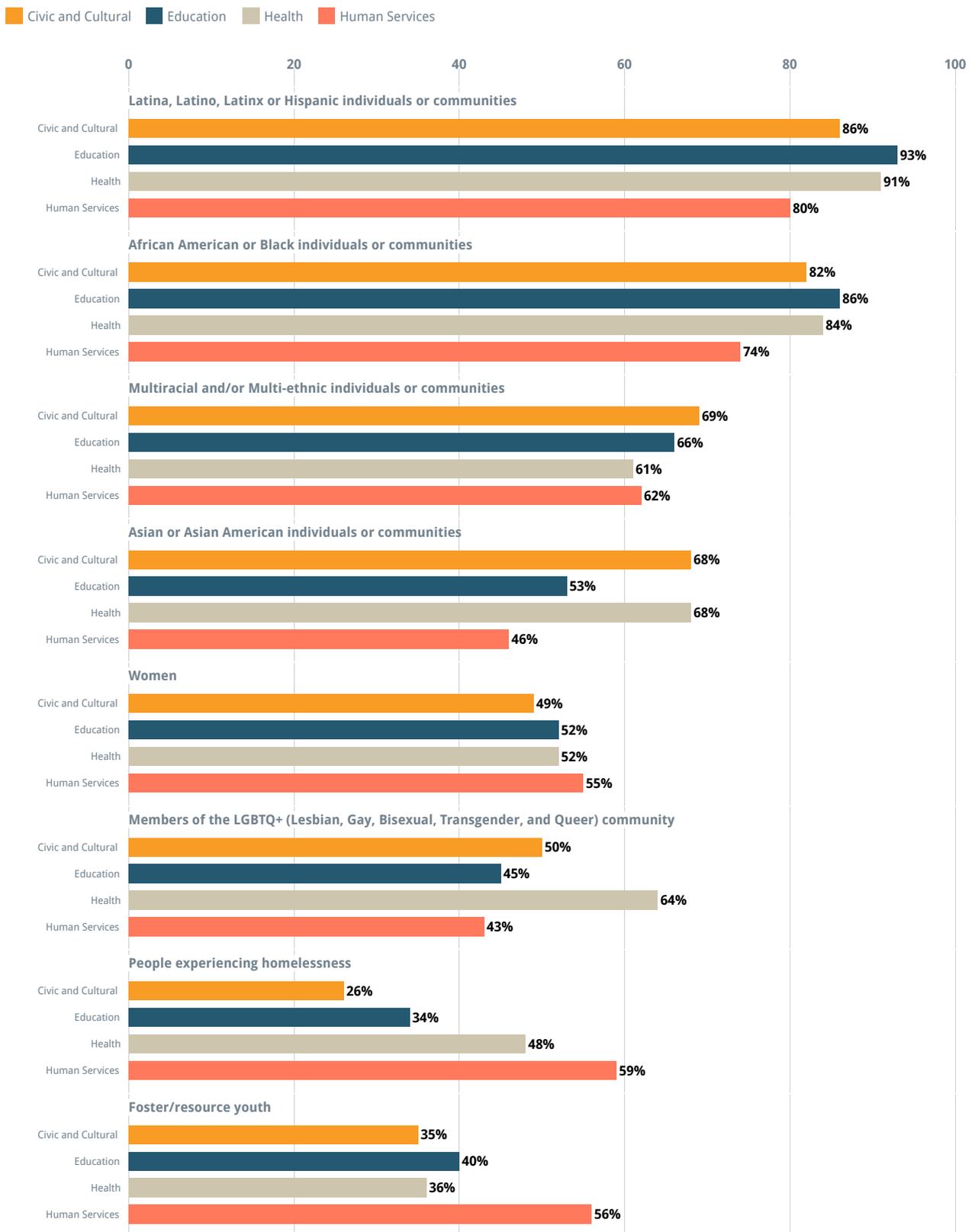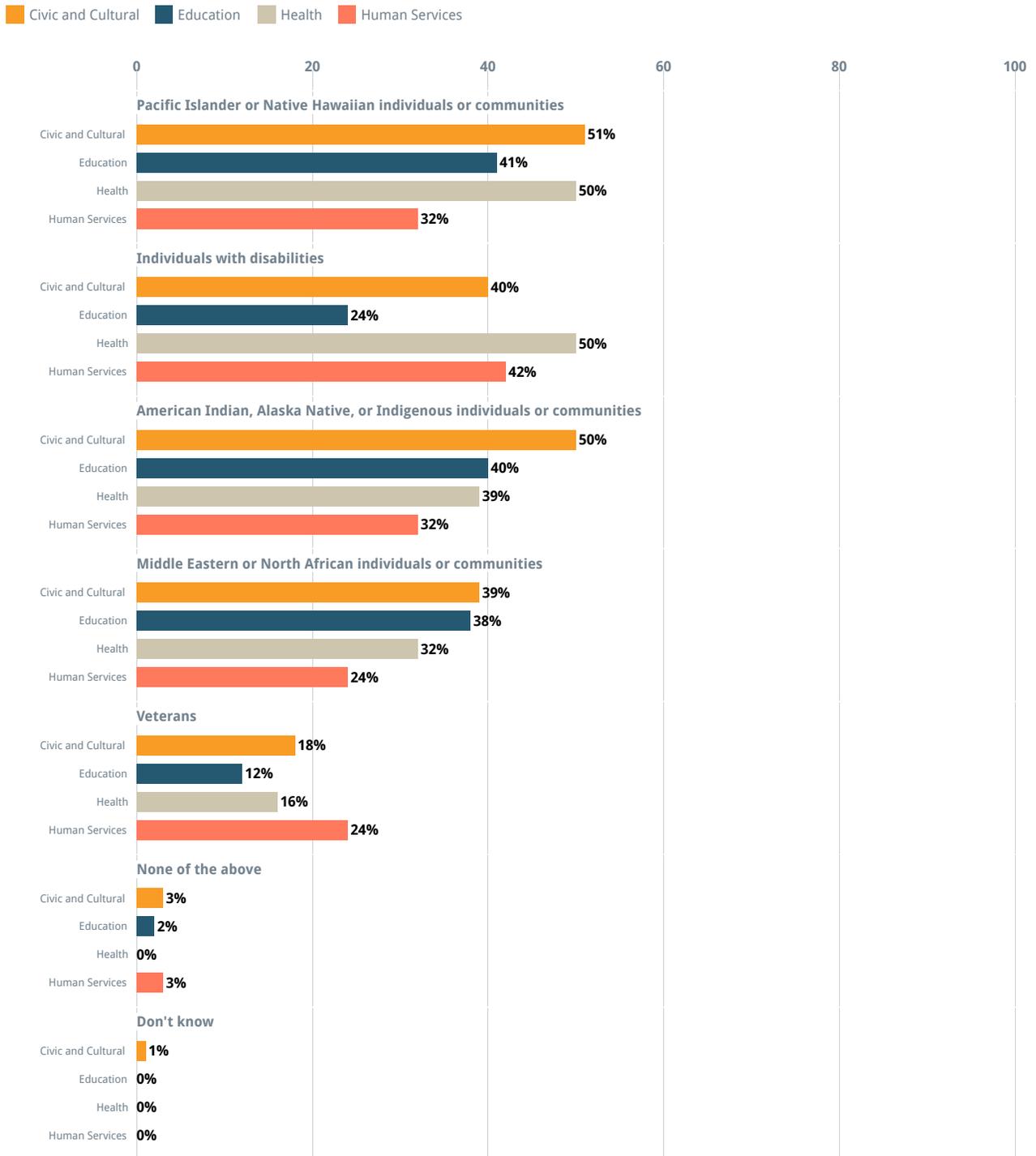| Subgroup	Value
Civic and Cultural	35%
Education	40%
Health	36%
Human Services	56%

Subgroup: Program Area

Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant? - By Subgroup (cont.)

■ Civic and Cultural   ■ Education   ■ Health   ■ Human Services

0   20   40   60   80   100

Pacific Islander or Native Hawaiian individuals or communities

Civic and Cultural	51%
Education	41%
Health	50%
Human Services	32%

Individuals with disabilities

Civic and Cultural	40%
Education	24%
Health	50%
Human Services	42%

American Indian, Alaska Native, or Indigenous individuals or communities

Civic and Cultural	50%
Education	40%
Health	39%
Human Services	32%

Middle Eastern or North African individuals or communities

Civic and Cultural	39%
Education	38%
Health	32%
Human Services	24%

Veterans

Civic and Cultural	18%
Education	12%
Health	16%
Human Services	24%

None of the above

Civic and Cultural	3%
Education	2%
Health	0%
Human Services	3%

Don't know

Civic and Cultural	1%
Education	0%
Health	0%
Human Services	0%

Subgroup: Program Area

Respondent Demographics

Note: 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.

Differences in Ratings by Respondent Demographics

It is CEP's standard practice to analyze responses for differences by the following demographics characteristics:

Respondent Gender

Ratings from respondents who identify exclusively as "woman" are significantly *lower* than respondents who identify exclusively as "man" for the following measures:
◦ Grantee comfort approaching the funder if a problem arises
◦ Grantees' understanding of how their funded work fits into the funder's broader efforts
◦ The extent to which the funder is open to ideas from grantees
◦ Clarity and transparency of the proposal criteria
◦ Grantees' agreement that the funder has clearly communicated what diversity, equity, and inclusion means for its work
◦ Grantees' agreement that the funder demonstrates an explicit commitment to diversity, equity, and inclusion in its work
◦ Grantees' agreement that most staff at the funder embody a strong commitment to diversity, equity, and inclusion
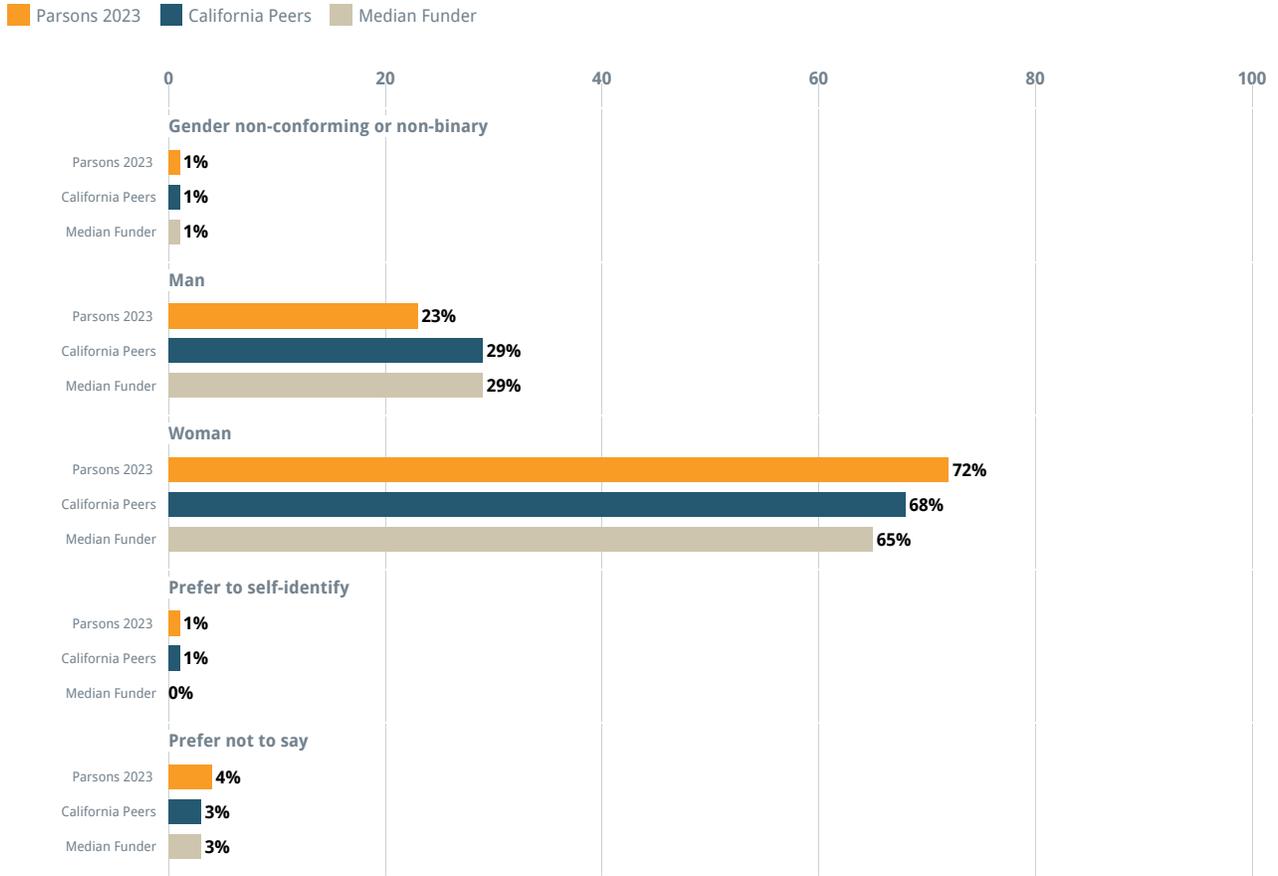◦ Grantees' agreement that the funder is committed to combatting racism

LGBTQ+ Identity

Ratings from respondents who identify as LGBTQ+ are significantly *lower* than respondents who do not identify as LGBTQ+ for the following measures:
◦ Understanding of the needs of the people and communities served
◦ Extent to which funding priorities reflect an understanding of the needs of the people and communities served
◦ Clarity of the funder's communication of its goals and strategy
◦ Consistency of information provided by communications resources
◦ Clarity and transparency of the selection process requirements and timelines
◦ The extent to which the reporting process is straightforward
◦ The extent to which the reporting process is adaptable, if necessary, to fit grantees' circumstances
◦ The extent to which the reporting process is relevant, with questions and measures pertinent to the work funded by the grant
◦ The extent to which the reporting process is a helpful opportunity for grantees to reflect and learn
◦ Grantees' agreement that the funder has clearly communicated what diversity, equity, and inclusion means for its work
◦ Grantees' agreement that the funder demonstrates an explicit commitment to diversity, equity, and inclusion in its work
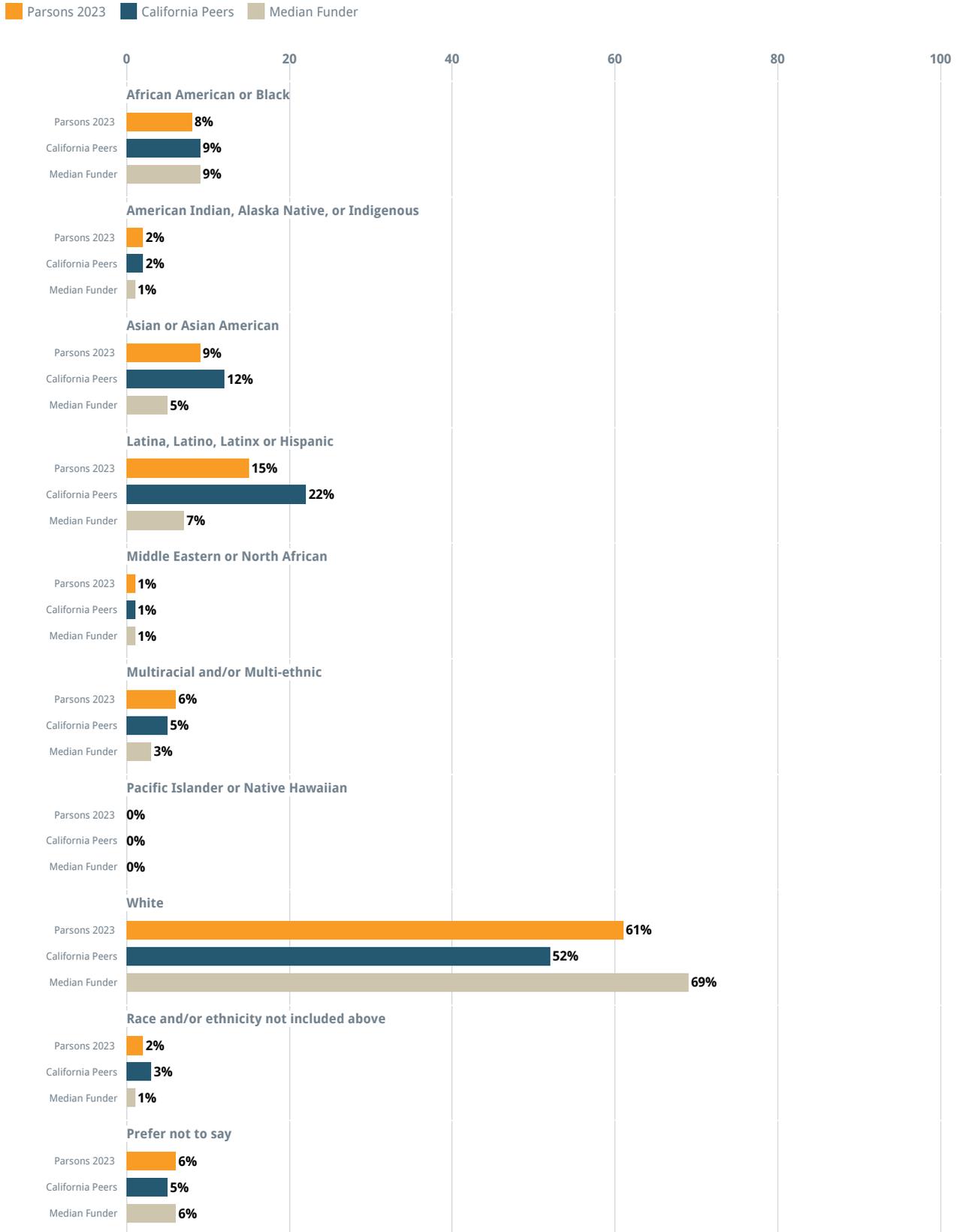◦ Grantees' agreement that the funder is committed to combatting racism

There are no consistent differences by grantees' person of color and disability identity, and there were too few responses to run analysis by transgender identity.

Please select the option that represents how you describe yourself:

■ Parsons 2023   ■ California Peers   ■ Median Funder

Gender non-conforming or non-binary

Parsons 2023	**1%**
California Peers	**1%**
Median Funder	**1%**

Man

Parsons 2023	**23%**
California Peers	**29%**
Median Funder	**29%**

Woman

Parsons 2023	**72%**
California Peers	**68%**
Median Funder	**65%**

Prefer to self-identify

Parsons 2023	**1%**
California Peers	**1%**
Median Funder	**0%**

Prefer not to say

Parsons 2023	**4%**
California Peers	**3%**
Median Funder	**3%**

Cohort: California Peers   **Past results:** on

How would you describe your race and/or ethnicity?

Legend: ■ Parsons 2023 ■ California Peers ■ Median Funder

African American or Black
- Parsons 2023: 8%
- California Peers: 9%
- Median Funder: 9%

American Indian, Alaska Native, or Indigenous
- Parsons 2023: 2%
- California Peers: 2%
- Median Funder: 1%

Asian or Asian American
- Parsons 2023: 9%
- California Peers: 12%
- Median Funder: 5%

Latina, Latino, Latinx or Hispanic
- Parsons 2023: 15%
- California Peers: 22%
- Median Funder: 7%

Middle Eastern or North African
- Parsons 2023: 1%
- California Peers: 1%
- Median Funder: 1%

Multiracial and/or Multi-ethnic
- Parsons 2023: 6%
- California Peers: 5%
- Median Funder: 3%

Pacific Islander or Native Hawaiian
- Parsons 2023: 0%
- California Peers: 0%
- Median Funder: 0%

White
- Parsons 2023: 61%
- California Peers: 52%
- Median Funder: 69%

Race and/or ethnicity not included above
- Parsons 2023: 2%
- California Peers: 3%
- Median Funder: 1%

Prefer not to say
- Parsons 2023: 6%
- California Peers: 5%
- Median Funder: 6%

Cohort: California Peers   **Past results:** on

Selected Cohort: California Peers

Do you identify as a person of color?	Parsons 2023	Average Funder	California Peers
Yes	31%	24%	44%
No	64%	71%	52%
Prefer not to say	5%	5%	4%

Selected Cohort: None

Are you transgender?	Parsons 2023	Average Funder
Yes	0%	1%
No	96%	96%
Prefer not to say	3%	4%

Selected Cohort: None

Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Parsons 2023	Average Funder
Yes	13%	11%
No	82%	84%
Prefer not to say	5%	5%

Selected Cohort: None		
Do you have a disability?	**Parsons 2023**	**Average Funder**
Yes	6%	6%
No	90%	89%
Prefer not to say	4%	5%

Respondent Job Title

Selected Cohort: California Peers					
Job Title of Respondents	**Parsons 2023**	**Parsons 2019**	**Parsons 2015**	**Average Funder**	**California Peers**
Executive Director/CEO	54%	59%	56%	47%	48%
Other Senior Team (i.e., reporting to Executive Director/CEO)	19%	7%	5%	19%	20%
Project Director	1%	1%	0%	12%	8%
Development Staff	24%	32%	33%	16%	19%
Volunteer	0%	1%	0%	1%	0%
Other	1%	0%	5%	5%	4%

Contextual Data

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

Grantmaking Characteristics

Average Grant Length
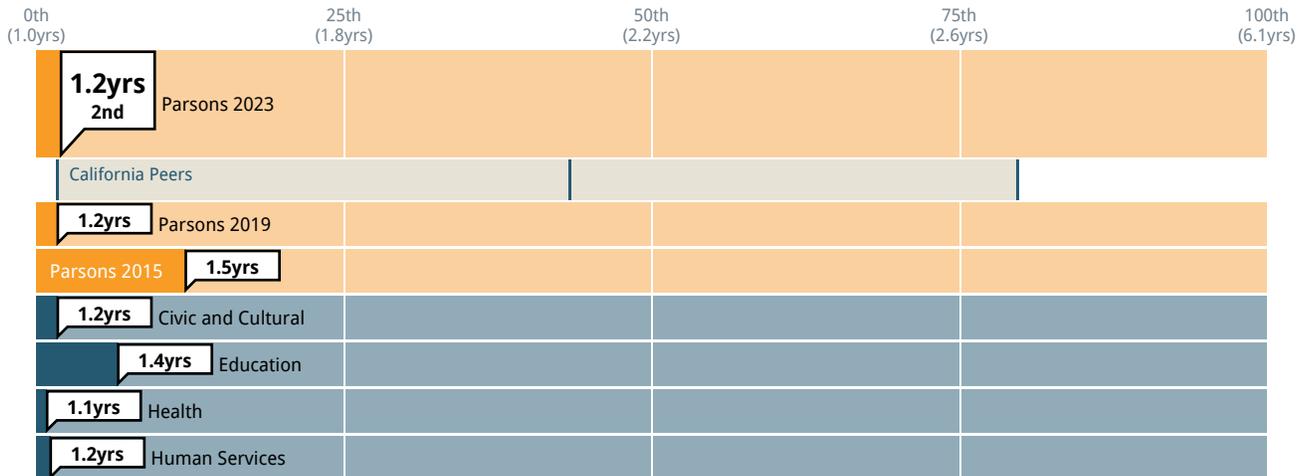
Cohort: California Peers   **Past results:** on   **Subgroup:** Program Area

Selected Cohort: California Peers

Length of Grant Awarded	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Average grant length	1.2 years	1.2 years	1.5 years	2.2 years	2.1 years

Selected Cohort: California Peers

Length of Grant Awarded	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
0 - 1.99 years	89%	90%	56%	48%	42%
2 - 2.99 years	9%	8%	40%	22%	38%
3 - 3.99 years	0%	1%	2%	19%	15%
4 - 4.99 years	1%	0%	0%	3%	2%
5 - 50 years	1%	2%	1%	8%	4%

Selected Cohort: California Peers

Proportion of Unrestricted Funding	Parsons 2023	Parsons 2019	Average Funder	California Peers
No, this funding was not restricted to a specific use (i.e., general operating, core support)	70%	59%	27%	48%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	30%	41%	73%	52%

Grantmaking Characteristics - By Subgroup

Selected Subgroup: Program Area

Length of Grant Awarded (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Average grant length	1.2 years	1.4 years	1.1 years	1.2 years

Selected Subgroup: Program Area				
Length of Grant Awarded (By Subgroup)	**Civic and Cultural**	**Education**	**Health**	**Human Services**
0 - 1.99 years	85%	90%	91%	90%
2 - 2.99 years	12%	7%	9%	8%
3 - 3.99 years	0%	2%	0%	0%
4 - 4.99 years	2%	0%	0%	1%
5 - 50 years	1%	2%	0%	2%

Selected Subgroup: Program Area				
Proportion of Unrestricted Funding (By Subgroup)	**Civic and Cultural**	**Education**	**Health**	**Human Services**
No, this funding was not restricted to a specific use (i.e., general operating, core support)	72%	61%	61%	75%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	28%	39%	39%	25%

Grant Size

Selected Cohort: California Peers					
Grant Amount Awarded	**Parsons 2023**	**Parsons 2019**	**Parsons 2015**	**Median Funder**	**California Peers**
Median grant size	$50K	$50K	$75K	$110K	$150K

Selected Cohort: California Peers					
Grant Amount Awarded	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
Less than $10K	1%	2%	2%	8%	1%
$10K - $24K	7%	6%	4%	11%	3%
$25K - $49K	24%	25%	14%	12%	10%
$50K - $99K	43%	39%	34%	14%	16%
$100K - $149K	13%	13%	21%	10%	14%
$150K - $299K	8%	11%	19%	16%	26%
$300K - $499K	1%	2%	3%	10%	12%
$500K - $999K	1%	2%	2%	9%	9%
$1MM and above	2%	0%	1%	10%	8%

Selected Cohort: California Peers					
Median Percent of Budget Funded by Grant (Annualized)	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Size of grant relative to size of grantee budget	1%	2%	2%	4%	2%

Grant Size - By Subgroup

Selected Subgroup: Program Area				
Grant Amount Awarded (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Median grant size	$50K	$50K	$50K	$50K

Selected Subgroup: Program Area

Grant Amount Awarded (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Less than $10K	5%	0%	0%	0%
$10K - $24K	11%	15%	2%	3%
$25K - $49K	27%	21%	23%	23%
$50K - $99K	36%	41%	50%	46%
$100K - $149K	8%	8%	14%	17%
$150K - $299K	6%	13%	9%	8%
$300K - $499K	2%	2%	2%	0%
$500K - $999K	2%	0%	0%	1%
$1MM and above	3%	0%	0%	2%

Selected Subgroup: Program Area

Median Percent of Budget Funded by Grant (Annualized) (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Size of grant relative to size of grantee budget	2%	2%	1%	1%

Grantee Characteristics

Selected Cohort: California Peers					
Operating Budget of Grantee Organization	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Median Budget	$4M	$3.2M	$2.5M	$1.6M	$3.1M

Selected Cohort: California Peers					
Operating Budget of Grantee Organization	Parsons 2023	Parsons 2019	Parsons 2015	Average Funder	California Peers
<$100K	2%	1%	2%	8%	2%
$100K - $499K	7%	9%	8%	18%	9%
$500K - $999K	10%	9%	12%	13%	10%
$1MM - $4.9MM	36%	38%	40%	30%	38%
$5MM - $24MM	26%	26%	22%	19%	27%
>=$25MM	18%	16%	15%	12%	14%

Grantee Characteristics - By Subgroup

Selected Subgroup: Program Area				
Operating Budget of Grantee Organization (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Median Budget	$1.9M	$4M	$6.8M	$5M

Selected Subgroup: Program Area				
Operating Budget of Grantee Organization (By Subgroup)	**Civic and Cultural**	**Education**	**Health**	**Human Services**
<$100K	2%	2%	2%	2%
$100K - $499K	14%	7%	5%	3%
$500K - $999K	14%	16%	8%	5%
$1MM - $4.9MM	38%	31%	32%	38%
$5MM - $24MM	19%	30%	25%	31%
>=$25MM	12%	15%	28%	20%

Funding Relationship

Selected Cohort: California Peers					
Funding Status	**Parsons 2023**	**Parsons 2019**	**Parsons 2015**	**Median Funder**	**California Peers**
Percent of grantees currently receiving funding from the Foundation	68%	66%	80%	82%	80%

Selected Cohort: California Peers					
Pattern of Grantees' Funding Relationship with the Foundation	**Parsons 2023**	**Parsons 2019**	**Parsons 2015**	**Average Funder**	**California Peers**
First grant received from the Foundation	15%	16%	20%	29%	25%
Consistent funding in the past	66%	64%	60%	53%	56%
Inconsistent funding in the past	19%	21%	20%	18%	19%

Funding Relationship - by Subgroup

Selected Subgroup: Program Area

Funding Status (By Subgroup)	Civic and Cultural	Education	Health	Human Services
Percent of grantees currently receiving funding from the Foundation	70%	79%	55%	67%

Selected Subgroup: Program Area

Pattern of Grantees' Funding Relationship with the Foundation (By Subgroup)	Civic and Cultural	Education	Health	Human Services
First grant received from the Foundation	15%	20%	14%	13%
Consistent funding in the past	72%	64%	51%	67%
Inconsistent funding in the past	13%	16%	35%	20%

Funder Characteristics

Selected Cohort: California Peers

Financial Information	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Total assets	$413M	$404.5M	$409.3M	$280.7M	$612.6M
Total giving	$21.8M	$18.7M	$19.3M	$20.1M	$30.1M

Selected Cohort: California Peers

Funder Staffing	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Total staff (FTEs)	15	11	9	17	26
Percent of staff who are program staff	40%	41%	43%	44%	41%

Selected Cohort: California Peers

Grantmaking Processes	Parsons 2023	Parsons 2019	Parsons 2015	Median Funder	California Peers
Proportion of grants that are invitation-only	0%	0%	2%	53%	94%
Proportion of grantmaking dollars that are invitation-only	0%	0%	3%	69%	98%

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 Parsons's grantee survey was 368.

Question Text	Number of Responses
Overall, how would you rate the Foundation's impact on your field?	338
How well does the Foundation understand the field in which you work?	346
To what extent has the Foundation advanced the state of knowledge in your field?	228
To what extent has the Foundation affected public policy in your field?	165
Overall, how would you rate the Foundation's impact on your local community?	344
How well does the Foundation understand the local community in which you work?	347
How well does the Foundation understand your organization's strategy and goals?	350
Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Foundation:	
The non-monetary support I received met an important need for my organization and/or program	89
The non-monetary support I received strengthened my organization and/or program	88
The Foundation's non-monetary support was a worthwhile use of the time required of us	88
I felt the Foundation would be open to feedback about the non-monetary support it provided	87
Who most frequently initiated the contact you had with your program officer during this grant?	338
Has your main contact at the Foundation changed in the past six months?	334
At any point during this grant, including the selection process, did Foundation staff conduct a site visit?	367
How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Foundation?	342
How well do you understand the way in which the work funded by this grant fits into the Foundation's broader efforts?	346
How well does the Foundation understand the social, cultural, or socioeconomic factors that affect your work?	359
How well does the Foundation understand the needs of the people and communities that you serve?	342
To what extent do the Foundation's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?	351
Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:	
The Foundation has clearly communicated what diversity, equity, and inclusion means for its work	322
Overall, the Foundation demonstrates an explicit commitment to diversity, equity, and inclusion in its work	317
Overall, most staff I have interacted with at the Foundation embody a strong commitment to diversity, equity, and inclusion	317
I believe that the Foundation is committed to combatting racism	320
Did you submit a proposal to the Foundation for this grant?	362
To what extent was the Foundation's selection process a helpful opportunity to strengthen the efforts funded by the grant?	335
To what extent was the Foundation's selection process an appropriate level of effort given the amount of funding received?	345
To what extent was the Foundation clear and transparent about the selection process requirements and timelines?	358
To what extent was the Foundation clear and transparent about the criteria the Foundation uses to decide whether a proposal would be funded or declined?	336
Have you participated in a reporting or evaluation process?	351
At any point during the proposal or the grant period, did the Foundation and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?	318
To what extent was the Foundation's reporting process straightforward?	223

Question Text	Number of Responses
To what extent was the Foundation's reporting process adaptable, if necessary, to fit your circumstances?	221
To what extent was the Foundation's reporting process relevant, with questions and measures pertinent to the work funded by this grant?	238
To what extent was the Foundation's reporting process a helpful opportunity for you to reflect and learn?	237
To what extent did the evaluation incorporate your input in the design of the evaluation?	38
To what extent did the evaluation result in you making changes to the work that was evaluated?	40
Are you currently receiving funding from the Foundation?	358
Which of the following best describes the pattern of your organization's funding relationship with the Foundation?	361
Primary Intended People and/or Communities	
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	362
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	321

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.

Additional CEP Resources

Assessment Tools

Donor Perception Report (DPR): The Donor Perception Report provides community foundations with comparative data on their donors' perceptions, preferences for engagement, and giving patterns. Based on research and guidance from a group of community foundation leaders, the DPR is the only survey process that provides comparative data for community foundations.

Staff Perception Report (SPR): The Staff Perception Report explores foundation staff members' perceptions of foundation effectiveness and job satisfaction on a comparative basis. The SPR is based on a survey specific to foundations that includes questions related to employees' impressions of their role in philanthropy, satisfaction with their jobs, their foundation's impact, and opportunities for foundation improvement.

Advisory Services

CEP's data-driven, customized advising leverages CEP's knowledge and experience to help funders answer pressing questions about their work, address existing challenges, hear from valued constituents, and learn and share with peers. Learn more at cep.org/advisoryservices.

Research

CEP's research projects delve into issues that are central to funder effectiveness, examining common practice and challenging conventional wisdom. Our research is informed by rigorous quantitative and qualitative analysis of large-scale data sets, in-depth qualitative interviews with philanthropic leaders, as well as by profiles of high-performing organizations and staff.

CEP's resource library offers resources for grantmakers, individual donors, and more. Explore the full range of resources available in CEP's resource library at cep.org/resources.

YouthTruth Student Survey

YouthTruth supports school systems in gathering and acting on student and stakeholder feedback, helping schools, districts, and education funders think through the ins-and-outs of actionable insights to drive improvement. Learn more at youthtruthsurvey.org.

Contact Information:

Alice Mei, Manager
alicem@cep.org

Pranathi Posa, Analyst
pranathip@cep.org