

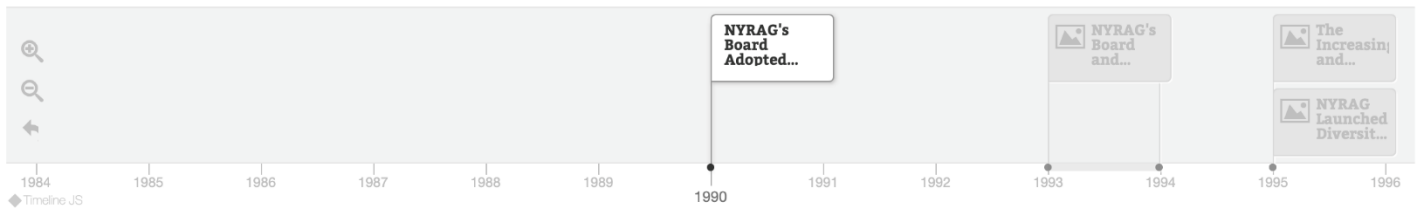
Organizational History around Diversity, Equity, and Inclusion

1990

NYRAG's Board Adopted Policy on Diversity and Inclusiveness

The policy articulated a vision for a more diverse philanthropic community--one that reached out broadly in order to achieve more responsive philanthropic programs which meet the needs of our community.

NYRAG's Board and Senior Staff Participated in a Strategic Planning Process



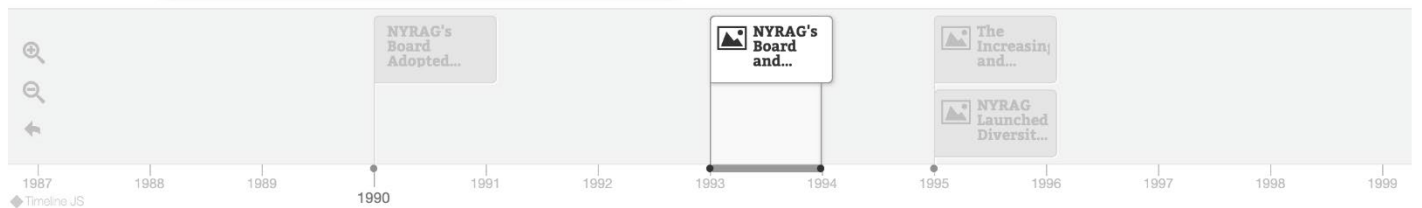
1993 — 1994

NYRAG's Board and Senior Staff Participated in a Strategic Planning Process

While reaffirming NYRAG's focus on promoting effective philanthropy among the trustees and staff of grantmaking organizations, NYRAG's board discussed diversity in two primary ways: the impact of the forthcoming intergenerational transfer of wealth and the desire to help link new donors with underserved communities

NYRAG's Board Adopted Policy on Diversity and Inclusiveness

The Increasing and Diversifying Philanthropy Committee was Launched



1995

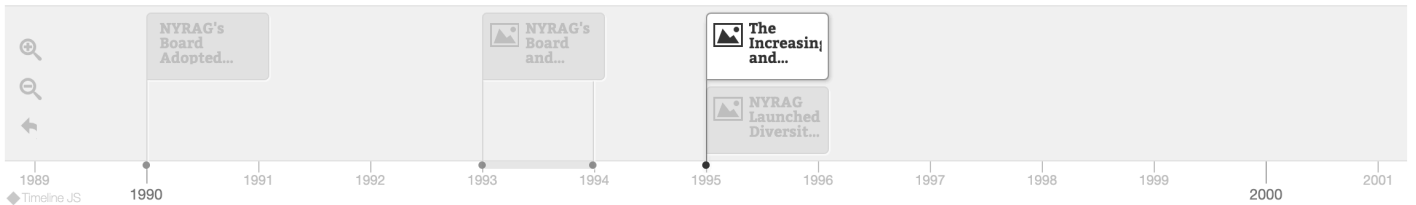
The Increasing and Diversifying Philanthropy Committee was Launched



NYRAG's Board and Senior Staff Participated in a Strategic Planning Process



NYRAG Launched Diversity Internship Program



1995

NYRAG Launched Diversity Internship Program

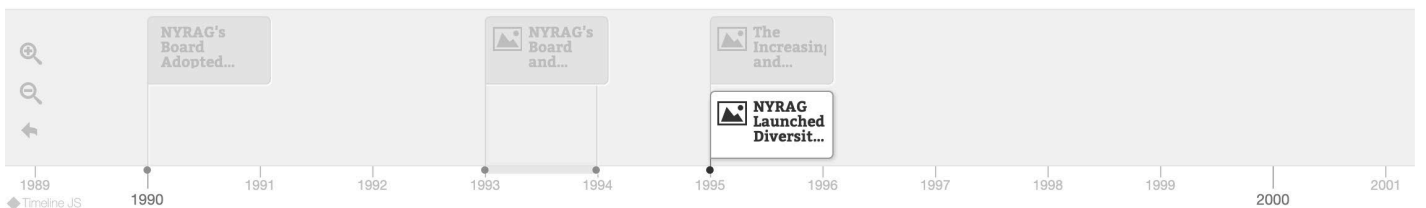
The objective of the program was to provide student participants from diverse backgrounds with a broad understanding of the field of philanthropy as well as insight into the inner workings of a particular grantmaking organization.



The Increasing and Diversifying Philanthropy Committee was Launched



NYRAG Board Adopts Language from In the Public Trust



2005

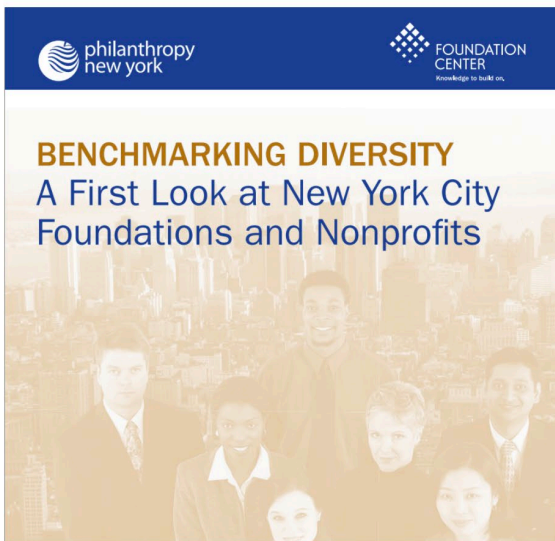
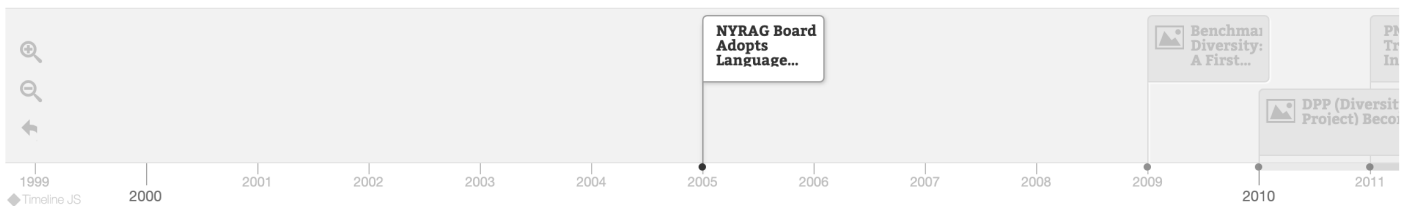
NYRAG Board Adopts Language from In the Public Trust



NYRAG Launched Diversity Internship Program



Benchmarking Diversity: A First Look at New York City Foundations and Nonprofits



2009

Benchmarking Diversity: A First Look at New York City Foundations and Nonprofits

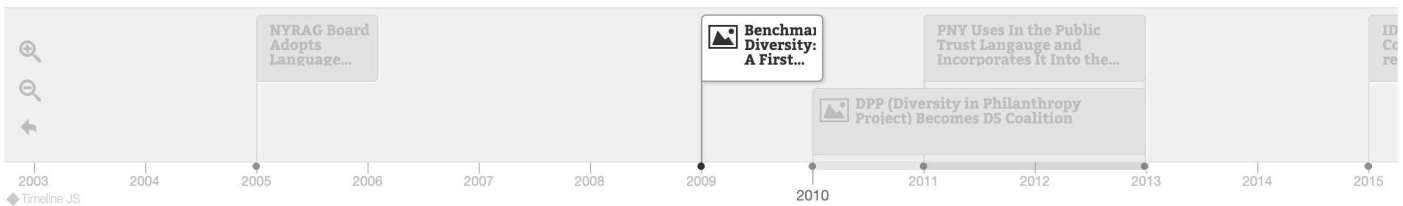
This [report](#) examines the racial, gender, sexuality, and disability staff demographics of participating New York City-area foundations and nonprofits. It also looks at grantmaking policies and data collection around diversity and inclusion, examines the institutional capacities of nonprofit organizations, and looks at the range of ways that nonprofits define themselves as "minority-led."



NYRAG Board Adopts Language from In the Public Trust



DPP (Diversity in Philanthropy Project) Becomes D5 Coalition





2010 – 2013

DPP (Diversity in Philanthropy Project) Becomes D5 Coalition

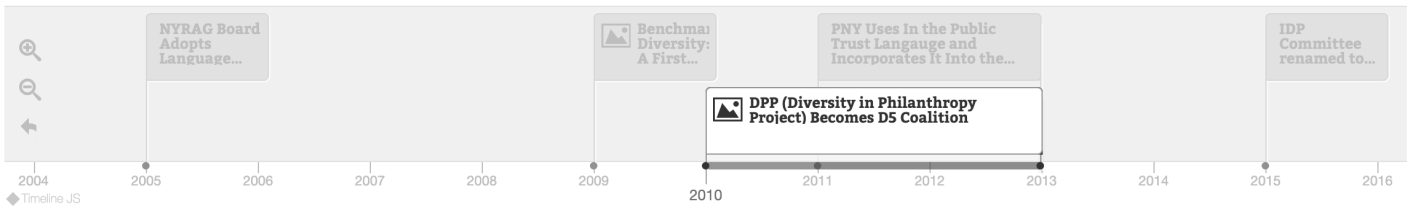
D5 is a five-year coalition to advance philanthropy's diversity, equity, and inclusion. As our constituencies become increasingly diverse, we need to understand and reflect their rich variety of perspectives in order to achieve greater impact.



Benchmarking Diversity: A First Look at New York City Foundations and Nonprofits



PNY Uses In the Public Trust Language and Incorporates It into the Mission/Vision Statement



2011 – 2013

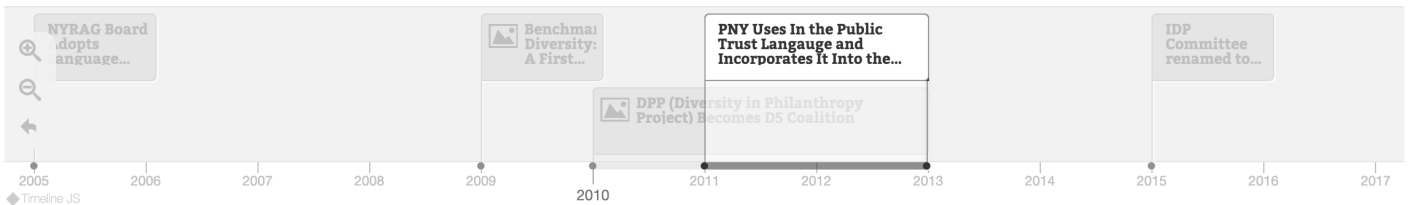
PNY Uses In the Public Trust Language and Incorporates It Into the Mission/Vision Statement



DPP (Diversity in Philanthropy Project) Becomes D5 Coalition



IDP Committee renamed to the Committee for Equitable and Inclusive Philanthropy



2015

IDP Committee renamed to the Committee for Equitable and Inclusive Philanthropy

The change in name, mission, and goals reflects the need to revisit the organization's role as a change agent to increase diversity, equity, and inclusion in the philanthropic sector.



PNY Uses In the Public Trust Language and Incorporates It into the Mission/Vision Statement

