



# Member Pulse Survey

March 2025

# Our Approach

**WHAT WE ASKED:** The Council surveyed our members about their organizational reactions to recent or anticipated actions by the Administration and Congress. Specifically, we asked:

1. What changes, if any, is your organization making, or considering making, to its work or how it operates?
2. What changes, if any, is your organization making, or considering making, specifically related to advancing or promoting diversity, equity, justice, or inclusion?

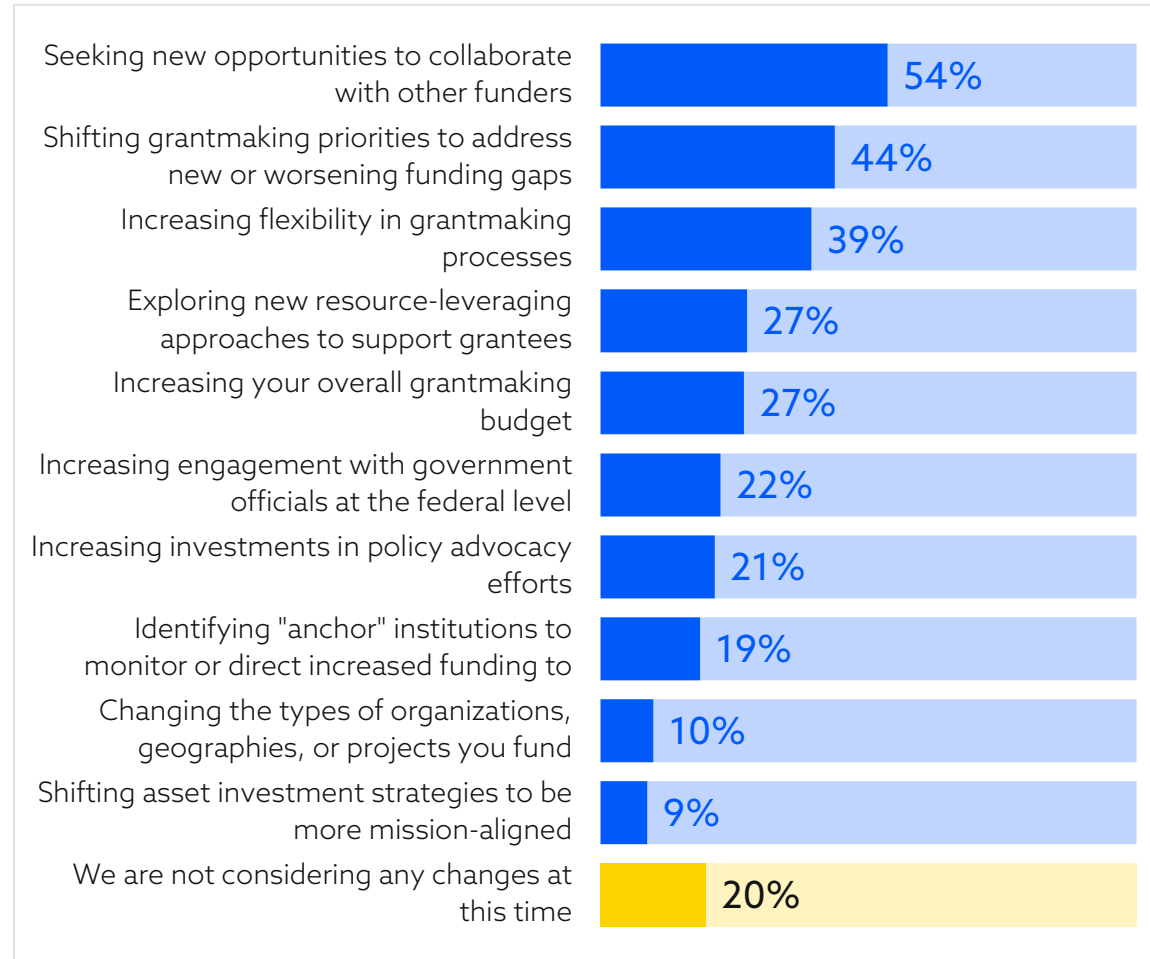
**WHO WE ASKED:** We used the following criteria to determine who to send survey invitations to:

- Active members
- Voting members (i.e., grant making organizations)
- CEOs, Executive Directors, or those in other leadership roles. Only one contact per organization was invited to respond.
- A total of 757 organizations met these criteria.

**WHO RESPONDED:** Of the 757 qualifying organizations, 183 responded, a 24% response rate. These responses were collected between March 12 – 19, 2025.



# Is your foundation making, or considering making, any of the following changes to its work or how it operates?



## Key Takeaways

- Eighty percent of members were making or considering at least one change; 70% reported two or more, and 56% reported three or more.
- The most commonly reported action was seeking new opportunities to collaborate with other funders, selected by just over half of respondents.
- Twenty-four members submitted write-in responses. These included themes such as:
  - Convening, listening to, and relaying news to grantees
  - Monitoring congressional/administrative actions
  - Supporting organizational capacity building
  - Activating rapid/emergency response funds
  - Conducting internal legal reviews
  - Preparing to defend equity-focused work
  - Planning for various scenarios

Pulse Survey March 2025; n = 183

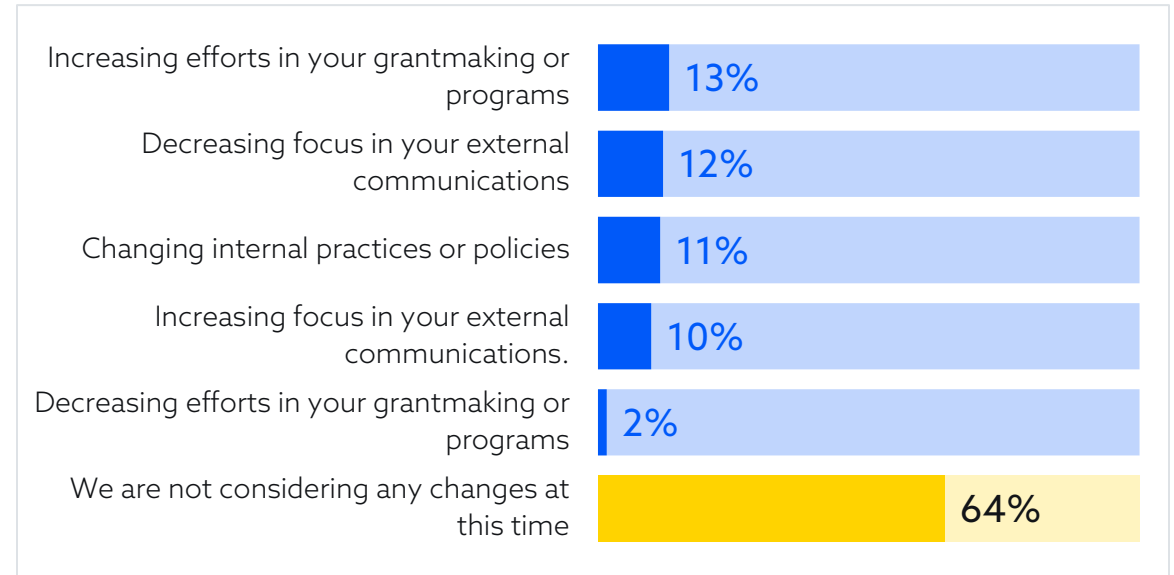
Note: Respondents could select multiple options. "We are not considering any changes at this time" functioned as a standalone response and could not be selected with other options.

# Is your foundation making, or considering making, any of the following changes specifically related to advancing or promoting diversity, equity, justice, or inclusion?



## Key Takeaways

- About two-thirds (64%) of members reported they are not considering any changes to their DEJI efforts. This group includes organizations without existing DEJI initiatives and those choosing to maintain their current strategies without modification.
- The remaining third (36%) of members indicated they are making or considering changes ranging from increasing efforts in grantmaking to adjusting internal practices or external communications.
- Very few (2%) reported scaling back their DEJI focus.
- Twenty-three members submitted write-in responses. These included themes such as:
  - Reaffirming commitment to advancing DEJI
  - Conducting legal audits and risk assessments to ensure compliance; one noted undergoing a mock IRS audit
  - Recognizing DEI's value while acknowledging it hasn't been a focus
  - Auditing external-facing materials and language
  - Reviewing gender- and race-based scholarships in preparation for potential donor concerns



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