# TRANSFORMING FUNDER & EVALUATOR RELATIONSHIPS

**FUNDER & EVALUATOR AFFINITY NETWORK** 

SESSION 2

### **OUR FACILITATORS**

Engage R + D



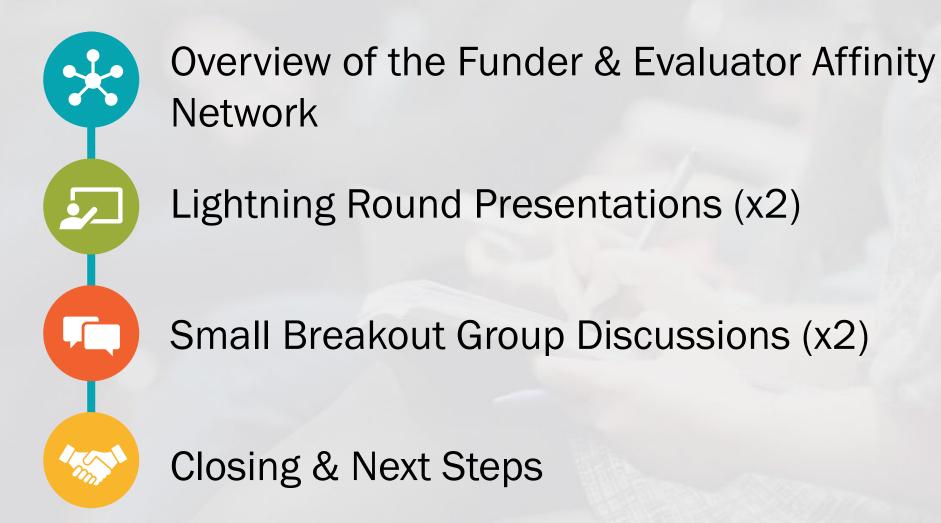
Pilar Mendoza
Senior Consultant
Engage R+D

### **Equal Measure**



Carise Mitch
Senior Communications Consultant,
Equal Measure

### TODAY'S SESSION





#### SHARED GOALS OF FEAN

- Bring together funders and evaluators to reflect on the current state of evaluation in philanthropy
- Identify key opportunities and challenges in the field
- Work individually and collectively toward solutions that advance shared capacity on the part of evaluators working with, and within, philanthropy

https://fdnweb.org/fean/

### WHAT'S NEXT

- Continue to promote Call to Action resources
- Culminating blog post on FEAN's accomplishments and what's needed now

### **OUR SPONSORS**



















MacArthur Foundation

#### **OUR PRESENTERS**

### **Strategy & Practice**



Sara Stachowiak CEO, ORS Impact



Nikki Kalra Consultant, ORS Impact



Kim Ammann
Howard
Director of Impact
Assessment and
Learning, The
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### **Evaluators of Color**



Fontane Lo
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Rachele C Espiritu Founding Partner, Change Matrix



Good Intentions Are Not Enough: Making Evaluations More Useful For Foundation Strategy and Practice

Sara Stachowiak, CEO and Nikki Kalra, Consultant, ORS Impact

Kim Ammann Howard, Director of Impact Assessment and Learning, The James Irvine Foundation



Evaluations don't always result in meaningful insights for foundations.

#### **SOLUTION**

The brief created by the Strategy and Practice Action Team outlines six areas of focus and change that will help improve the application of evaluation in philanthropic strategy

### Good Intentions Are Not Enough: Making Evaluations More Useful for Foundation Strategy and Practice Strategy & Practice Action Team Lead Authors: Sarah Stachowiak, ORS Impact Nikki Kalra, ORS Impact Kim Ammann Howard, The James Irvine Foundation



Orient external evaluators to internal context

Ask questions and for findings that support decision making

Push staff to think of evaluators as critical friends

Approach evaluation in ways that share power

 Build processes that hold staff accountable to use findings to inform their work

### WHERE YOU CAN FIND US

Good Intentions Are Not Enough: Making Evaluations More Useful for Foundation Strategy and Practice

https://fdnweb.org/fean/call-toaction/strategy-and-practice/

**FEAN Website:** 

https://fdnweb.org/fean/



# DISCUSSION QUESTIONS

- Which of the strategies feels most relevant for your work and why?

- How might we use these strategies to advance equity?

#### **OUR PRESENTERS**

### **Strategy & Practice**



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### EVALUATION IS SO WHITE:

Systemic Wrongs Reinforced by Common Practices and How to Start Righting Them

Fontane Lo, Senior Program Officer, Evaluation & Data Strategy Blue Shield of CA Foundation

Rachele C Espiritu, Founding Partner Change Matrix Co-Director, Expanding the Bench



Funders occupy a position of power in the evaluation ecosystem.

We too must take responsibility and change our behavior.

### COMMON PRACTICES

Some common funder practices have the unintentional impact of hindering diversity in this field:

- RFPs ask for a scope and evaluation design upfront
- RFPs ask for a diverse evaluation team as a proxy for cultural relevancy
- Funders send RFPs to a limited number of firms based on past relationships and peer recommendations
- Funders who ask for the most senior consultants (who are predominantly white) to be the face of the work

#### **SOLUTIONS**

Recognize the important roles that evaluators have in philanthropy:

- Shaping definitions of success
- Amplifying voices of community members
- Ensuring funders hear about what's not working and when funders get in the way of success

#### **SOLUTIONS**

Engage evaluators who bring a variety of lived and cultural perspectives to impact philanthropy. They bring:

- Cultural and historical knowledge that can shape evaluations, interpretation of findings, and implications
- Personal stake and lived experience that can provide deeper insight on root causes of disparities and inequities
- Community trust and relationships, ensuring that different voices are heard

### 5 STRATEGIES

- Select evaluators on qualifications and experience and build the design process into the contract
- Avoid tokenism by articulating why a diverse team matters to your impact
- Be proactive in building your network with evaluators of color, look beyond the usual suspects (e.g., try a virtual coffee break with <a href="Expanding the Bench ACE Network">Expanding the Bench ACE Network</a>).
- Value and resource professional development and inclusion for emerging evaluators
- Value and resource the internal DEI work needed in evaluation firms.

## WHERE YOU CAN FIND US

Evaluation is So White: Systemic Wrongs Reinforced By Common Practices and How to Start Righting Them (Action Brief and Self-Reflection Tool)

<a href="https://fdnweb.org/fean/call-to-action/evaluators-of-color/">https://fdnweb.org/fean/call-to-action/evaluators-of-color/</a>

https://fdnweb.org/fean/uncategorized/new-resource-righting-systemic-wrongs-a-self-reflection-

tool/

**FEAN Website:** 

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Questions? Contact FEAN at:

FEAN@equalmeasure.org

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