

Presidents' Council on Disability Inclusion in Philanthropy

Disability Inclusion Pledge Benchmarking Survey Protocol

This survey tracks current commitments made by signatories to the Presidents' Council on Disability Inclusion in Philanthropy's [Disability Inclusion Pledge](#). Your response will serve as a baseline for future measurement of your organization's progress along the disability inclusion steps outlined in the pledge.

The survey has three sections.

- Staff and Board Training and Recruitment
- Grantmaking Policies and Practices
- Communications, Events, and Assessment

For some organizations, a single individual may be able to complete all three survey sections. For others, separate program, communications, human resources, and/or other staff may need to respond. Please share the unique survey link with any colleagues who will be contributing to your organization's response.

Your survey responses will be confidential. Only your organization and the Presidents' Council staff/consulting team will have access to your detailed responses. In public reporting, the responses of all surveyed organizations will be combined and presented as aggregate totals with anonymous examples only.

Should you have any questions, please contact info@disabilityphilanthropy.org.

Primary Contact

Please provide contact information for the organization staff member who the Presidents' Council should reach out to with any questions about this survey.

Name.

Title.

Email.

Phone.

This survey begins with questions on Staff and Board Training and Recruitment. If you would like to jump ahead to another section of the survey, select that section below and click “Next.”

Otherwise, just click “Next” to proceed to Staff and Board Training and Recruitment questions.

Staff and Board Training and Recruitment

Grantmaking Policies and Practices

Communications, Events, and Assessment

Staff and Board Training and Recruitment

The following questions focus on disability-related training, support, and recruitment activities for your staff and board. Organization leaders, diversity, equity, and inclusion staff, and/or human resources staff may be best positioned to respond to these questions.

STAFF

1. Does your organization formally incorporate disability into your overall staff diversity, equity, and inclusion training (e.g., by including specific content and examples)?

Yes

No, but we plan to incorporate disability within the next 12 months

No, but we are exploring the possibility of incorporating disability

No, and we have no current plans to explore incorporating disability

We do not currently conduct staff diversity, equity, and inclusion training

1a. Please describe how your organization formally incorporates disability into your overall staff diversity, equity, and inclusion training.

2. Has your organization had at least one staff training session explicitly focused on disability inclusion in the past 12 months?

Yes

No

2a. Please describe the content and frequency of this staff training(s) and indicate whether the training was mandatory or optional.

3. Does your organization track the disability status of your staff members?

Yes

No, but we plan to begin tracking staff members' disability status within the next 12 months

No, but we are exploring the possibility of tracking staff members' disability status

No, and we have no current plans to track staff members' disability status

3a. What share of your organization's staff members are disabled people? What question does your organization ask to determine the disability status of your staff members?

4. In the past 12 months, has your organization intentionally recruited any people with disabilities to your staff (regardless of whether these individuals accepted a position)?

Yes

No

Don't know

4a. Please describe your process for recruiting people with disabilities to your staff.

5. Has your organization completed an accessibility audit of your employment practices (e.g., through a review of human resources manual and language, accommodations practices and

policies, recruitment strategies including language used in job postings, and other practices, policies and outcomes related to retention and promotion)?

Yes

No, but we plan to complete an audit within the next 12 months

No, but we are exploring the possibility of conducting an audit

No, and we have no current plans to conduct an audit

5a. Does your organization have an improvement plan in place? If yes, please describe.

BOARD

6. Does your organization formally incorporate disability into your board diversity, equity, and inclusion training (e.g., by including specific content and examples)?

Yes

No, but we plan to incorporate disability within the next 12 months

No, but we are exploring the possibility of incorporating disability

No, and we have no current plans to incorporate disability

Our organization does not currently conduct board diversity, equity, and inclusion training

6a. Please describe how your organization formally incorporates disability into your overall board diversity, equity, and inclusion training.

7. Has your organization conducted at least one board training session explicitly focused on disability inclusion in the past 12 months?

Yes

No

Don't know

7a. Please describe the content of the board training(s).

8. Does your organization track the disability status of your board members?

Yes

No, but we plan to begin tracking board members' disability status within the next 12 months

No, but we are exploring the possibility of tracking board members' disability status

No, and we have no current plans to track board members' disability status

8a. What share of your organization's board members are disabled people? What question does your organization ask to determine the disability status of your staff members?

9. In the past 12 months, has your organization intentionally recruited any people with disabilities to your board (regardless of whether these individuals agreed to serve on the board)?

Yes

No

Don't know

9a. Please describe your process for recruiting people with disabilities to your board.

Grantmaking Policies and Practices

The following questions focus on the extent to which your organization has adopted grantmaking policies, directives, or guidelines specific to people with disabilities. They also explore whether your organization currently tracks the characteristics of grantee staff, boards, and the populations they serve. Organization leaders and/or program staff may be best positioned to respond to these questions.

We are interested in learning about grantmaking that intentionally focuses on or incorporates people with disabilities. An example of a grant that focuses on people with disabilities could be a grant to a disability-led organization to advocate for policy change. An example of a grant

that incorporates people with disabilities would be a grant that supports general climate action by an environmental group that intentionally addresses the concerns and incorporates the voices of disabled climate activists.

10. In your most recently completed fiscal year, approximately what share of your organization's total grants budget focused on or incorporated people with disabilities?

50-100%

20-49%

10-19%

5-9%

Less than 5%

Don't know

Our organization did not make grants focused on or incorporating people with disabilities in our most recently completed fiscal year

Our organization did not make grants in our most recently completed fiscal year

11. Does your organization have one or more grantmaking programs or strategies that focus on or incorporate people with disabilities?

Yes

No, but we plan to add one or more grantmaking programs or strategies that focus on or incorporate people with disabilities within the next 12 months

No, but we are exploring the possibility of adding one or more grantmaking programs or strategies that focus on or incorporate people with disabilities

No, and we have no current plans to add one or more grantmaking programs or strategies that focus on or incorporate people with disabilities

Not applicable as our organization does not make grants

12. Has your organization adopted a written *internal* policy, directive, or guidelines intended to increase the share of your organization’s annual grantmaking that focuses on or incorporates people with disabilities?

Yes

No, but we plan to adopt written *internal* policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written *internal* policy, directive, or guidelines

No, and we have no current plans to adopt a written *internal* policy, directive, or guidelines

12a. Has your organization identified a specific share of your organization’s annual grantmaking that should intentionally focus on or incorporate people with disabilities?

12b. Does your organization have an *informal* practice intended to increase the share of your organization’s annual grantmaking that intentionally focuses on or incorporates people with disabilities? If yes, please describe the practice and indicate if you have identified a specific share of your organization’s annual grantmaking that should focus on or incorporate people with disabilities.

13. Does your organization have a written policy, directive, or guidelines on including people with disabilities in your grantmaking activities (e.g., in advisory or peer review panels, participatory grantmaking committees, etc.)?

Yes

No, but we plan to adopt a written policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written policy, directive, or guidelines

No, and we have no current plans to adopt a written policy, directive, or guidelines

13a. Does your organization have an *informal* practice for including people with disabilities in your grantmaking activities? If yes, please describe.

14. Does your organization track the disability status of your grantees' *board members*?

Yes

No, but we plan to begin tracking grantees' board members' disability status within the next 12 months

No, but we are exploring the possibility of tracking grantees' board members' disability status

No, and we have no current plans to track grantees' board members' disability status

14a. What share of your current grantees have at least one *board member* identified as a person with disabilities?

15. Does your organization track the disability status of your grantees' *staff members*?

Yes

No, but we plan to begin tracking grantees' staff members' disability status within the next 12 months

No, but we are exploring the possibility of tracking grantees' staff members' disability status

No, and we have no current plans to track grantees' staff members' disability status

15a. What share of your current grantees have at least one *staff member* identified as a person with disabilities.

16. Does your organization track the disability status of the populations served by your grantees?

Yes

No, but we plan to begin tracking the disability status of populations served by our grantees within the next 12 months

No, but we are exploring the possibility of tracking the disability status of populations served by our grantees

No, and we have no current plans to track the disability status of populations served by our grantees

16a. What share of your current grantees explicitly serve people with disabilities.

Communications, Events, and Assessment

The following questions focus on how your organization addresses people with disabilities in your internal and external communications and assesses the accessibility of its current systems. Organization leaders, communications staff, and/or evaluation staff may be best positioned to respond to these questions.

COMMUNICATIONS

17. Does your organization specify the terminology to be used in internal and external communications when referencing people with disabilities?

Yes, the organization specifies using person-first language (i.e., “people with disabilities”)

Yes, the organization specifies using identity-first language (i.e., “disabled people”)

Yes, the organization specifies using *both* person-first and identity-first language (to respect differing preferences within the disability community)

Yes, the organization specifies other terminology

No

17a. What terminology does your organization specify using when referencing disabled people.

18. Does your organization make *disability-specific* information publicly available on any of the following indicators? (Please check all that apply.)

Organization board demographics

Organization staff demographics

Organization consultants/vendors

Organization disability-related grant distributions

Grantee board demographics

Grantee staff demographics

Grantee consultants/vendors

Grantee population served demographics

Grantmaking focused on or incorporating people with disabilities

No, our organization does not publicly share disability-specific information

19. How is your organization's disability-specific information made publicly available? (Please check all that apply.)

Organization website

Organization annual report

Other (please specify).

20. Does your organization have a written policy, directive, or guidelines on including people with disabilities in your community engagement activities (e.g., outreach activities, planning, program design)?

Yes

No, but we plan to adopt a written policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written policy, directive, or guidelines

No, and we have no current plans to adopt a written policy, directive, or guidelines

20a. Does your organization have an *informal* practice for including people with disabilities in your community engagement activities? If yes, please describe.

21. Does your organization have a written policy, directive, or guidelines requiring that all invitations and registration forms for events *organized by your organization* include accommodations language (e.g., "to request an accommodation for this event, please contact...")?

Yes

No, but we plan to adopt a written policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written policy, directive, or guidelines

No, and we have no current plans to adopt a written policy, directive, or guidelines

22. Does your organization have a written policy, directive, or guidelines requiring that all invitations and registration forms for events *sponsored by your organization* include accommodations language (e.g., “to request an accommodation for this event, please contact...”)?

Yes

No, but we plan to adopt a written policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written policy, directive, or guidelines

No, and we have no current plans to adopt a written policy, directive, or guidelines

23. Does your organization have a written policy, directive, or guidelines to request that all events at which *your organization’s staff are speakers* include accommodations language (e.g., “to request an accommodation for this event, please contact...”)?

Yes

No, but we plan to adopt a written policy, directive, or guidelines within the next 12 months

No, but we are exploring the possibility of adopting a written policy, directive, or guidelines

No, and we have no current plans to adopt a written policy, directive, or guidelines

ASSESSMENT

24. Has your organization completed an accessibility audit of your current website using WCAG 2.1 or higher standards?

Yes

No, but we plan to complete an audit within the next 12 months

No, but we are exploring the possibility of conducting an audit

No, and we have no current plans to conduct an audit

24a. Does your organization have an improvement plan in place? If yes, please describe.

25. Has your organization completed an accessibility audit of your *internal* grantmaking process and systems (e.g., grants management software, docket formatting requirements)?

Yes

No, but we plan to complete an audit within the next 12 months

No, but we are exploring the possibility of conducting an audit

No, and we have no current plans to conduct an audit

25a. Does your organization have an improvement plan in place? If yes, please describe.

26. Has your organization completed an accessibility audit of your *external* grantmaking process and systems (e.g., web-based application portals, proposal formatting requirements, proposal guidelines language)?

Yes

No, but we plan to complete an audit within the next 12 months

No, but we are exploring the possibility of conducting an audit

No, and we have no current plans to conduct an audit

26a. Does your organization have an improvement plan in place? If yes, please describe.

27. Has your organization completed an accessibility audit of your facilities?

Yes

No, but we plan to complete an audit within the next 12 months

No, but we are exploring the possibility of conducting an audit

No, and we have no current plans to conduct an audit

27a. Does your organization have an improvement plan in place? If yes, please describe.

28. What are the mechanisms your organization employs for ensuring staff accountability for your policies, directives, and guidelines around disability inclusion (e.g., reporting on progress annually, inclusion of specific question(s) in performance reviews or program evaluations, regular inclusion of the topic in staff meeting agendas)? Please describe.

29. Does your organization have any other plans underway for increasing access and inclusion for people with disabilities? Please describe.

Thank you for completing this survey.