Creating an Equity Assessment Tool to Analyze Funding Resources for Black Women's Health

by

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Submitted to the Graduate Faculty of

Behavioral and Community Health Sciences

Graduate School of Public Health in partial fulfillment

of the requirements for the degree of

Master of Public Health

University of Pittsburgh

2020

UNIVERSITY OF PITTSBURGH

Graduate School of Public Health

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on

August 28, 2020

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Title of Essay Creating an Equity Assessment Tool to Analyze Funding Resources for Black Women's Health

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Abstract

Background. The Black Woman's Health Agenda research team is beginning its work with an environmental scan, with the purpose of identifying and/or creating appropriate tools and frameworks, and an assessment of what resources already exist within Allegheny County for Black Women's Health and Equity, which is of great public health importance due to disparities. This Essay discusses the creation of an assessment tool for Foundational funding that can be adapted for the overall project.

Methods. Ten well-established frameworks and tools were analyzed and found useful in guiding the project with the overall project and for multiple elements of the assessment tool, including the adaption of the indicators and the Likert scale ranking system.

Results. This project developed a 10-item assessment tool that will be utilized as a means to assess how equitable foundations are in terms of Black Women's health. The tool's indicators were formed primarily from the Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism and the rankings were created using adaptions from HRIME and National Committee for Responsive Philanthropy. Other Frameworks were used to inform verbiage and to guide the creation to ensure it aligned with the goals of the overall project. As an example, The Pittsburgh Foundation was assessed using the tool and found to be below average in 7 of the 10 indicators.

Discussion. Creating an assessment tool for foundational funding that is appropriate and adequate is a necessity in determining equity in the existing funding streams in Allegheny County for Black Women's Health. Strengths in using the assessment tool allow for foundations to be analyzed on a larger scale and can be integral in improving the funding for Black Women's health. It is recommended that further revision is completed to limit the bias that could potentially skew the results of the environmental scan. By creating more objective and quantifiable elements, the team will be able to use the tool in a standardize way with flexibility. It will also be beneficial to develop more clear instructions on how other flow groups can adapt the assessment tool to assist in their portion of the environmental scan.

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1.0 Background

As defined by the World Health Organization (WHO), Health Equity is "the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification" (World Health Organization, 2020). Additionally, Health disparities are "a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage" (Office of Disease Prevention and Health Promotion, 2014). In the 2016 World Health Statistics report, WHO identifies these inequalities "based on multiple factors including geography, socioeconomic status, race/ethnicity, age, and sex (World Health Organization, 2020). Health disparities are known to be systematic, meaning that research suggests that overall population health is affected, not just a few individuals, and health disparities adversely affect groups who are already at a social disadvantage, further widening the gap with respect to their health. Well documented disparities in gender exists; women more likely than men to live in poverty, to earn less at a given educational level, to be underrepresented in political and corporate offices, and to experience huge disparities in cardiovascular health (Weinstein, Geller, Negussie, & Baciu, 2017). For women of color, more specifically black women, these disparities are more severe. Major disparities include health issues such as being 3-4 times as likely to die during childbirth, 2.5 times as likely to receive a breast cancer diagnosis, 2 times as likely to have a stroke, and having 69% higher chance of dying from cardiovascular disease than White women (DeSantis, 2016; National Partnership for Women and Family, 2018). In Allegheny County, black women are 3 times more likely to have a low-birth weight baby, about 2 times less likely to have access to quality childcare, and are about

3 times more likely to experience food insecurity (May, Fischbach, Bongard, & Culbertson, 2017)

The discussion of gender disparities is not a new issue area. In 1979, the United Nations (UN) adopted the Convention on the Elimination of all Form of Discrimination Against Women (CEDAW) (United Nations, 2009). This convention "defines discrimination against women as the following:

> "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field" (United Nations, 2009).

Out of 194 countries who are members of the UN, all but seven have ratified the convention. The United States is the only country that signed CEDAW but has not officially ratified it (Och, 2018).

In response to this inaction, cities across the United States have since implemented policies that have adapted CEDAW on a local level. San Francisco became the first city in the United States to adopt CEDAW as policy, and since then, San Francisco has seen several successes in advancing the goals outlined by the UN convention to prevent violence against women, including a cross-agency approach of police departments, social services, and community-based organizations to address domestic violence. This approach led to a record 44 months without a single domestic violence homicide and the creation of the "Cities for CEDAW" campaign. To qualify as a CEDAW city, cities must meet three requirements: 1) Complete a gender analysis of city operations (workforce, programs, budget); 2) Establish an oversight body to monitor the implementation of a local CEDAW Ordinance, and 3)Allocate funding to support the implementation of the principles of CEDAW (Snell, 2015).

In December 2016, the city of Pittsburgh approved an ordinance creating the City of Pittsburgh's Gender Equity Commission (GEC) and signifying that Pittsburgh would become a CEDAW City. The GEC serves as a board of professionals that offer recommendations to be "used to inform City policies and practices to uphold the principles of CEDAW locally" (City of Pittsburgh, 2020). Going along with the plan outlined by the "Cities for CEDAW" campaign, the commission has begun the process of conducting gender analysis. The Gender Analysis will consist of four parts: 1) the use of administrative data such as census data to compare Pittsburgh to other US cities with similar demographics; 2) an in-depth report on Pittsburgh city government employment data; 3) a qualitative section that includes stories from Pittsburgh residents about their experiences, collected through a series of focus groups that will take place throughout the city, 4) a summary of the analysis with final thoughts and possible policy recommendations. The first portion of the Gender Analysis was released as a report in September of 2019.

The report outlined several issues in Pittsburgh in terms of Gender Equity. Similar to national reports, the report confirmed that there are inequities when it comes to health. Comparing Pittsburgh's employment rates to those of other cities, the report found that White and AMLON women have above-average employment rates in Pittsburgh. Yet, Black women, Black men, and men of other races have lower employment rates in Pittsburgh than other similar cities. In fact, Pittsburgh is in the bottom 15 percent of cities for Black employment. Additionally, the report highlighted that Black mothers are 3 times as likely to have an extremely low weight babies, 2 times more likely to experience a miscarriage, have the lowest median annual income at $32,805, and are 1.5 times more likely to die from cardiovascular disease than white women (Howell, Goodkind, Jacobs, Branson, & Miller, 2019). Although not the original intention of this first report,

the results highlighted that Pittsburgh is one of the worst cities for Black Women when compared to other major cities Baltimore, Philadelphia, Cincinnati, Indianapolis, and Louisville (Howell, Goodkind, Jacobs, Branson, & Miller, 2019).

Although the study gained a lot of exposure for highlighting the several examples of gender inequities here in Pittsburgh, especially for Black women and girls, the information presented was already well-known to Black women and Femmes in Allegheny County. Further, the GEC did not include Black women from the community in the development of the report and the decades-long work done by them in the realms of Reproductive Justice and Maternal and Child Health was largely excluded from the report. In response, a collective of Pittsburgh Black women and femmes drafted a letter to the commission outlining their grievances about the lack of representation from the community, and hosted a series of community meetings in order to create recommendations for the GEC. The community meetings were meant to serve as a way for the community to make their voices heard and to ensure that the community will be included in the research moving forward. Members of the collective and community members intended to meet with the commission in order to ensure that policy recommendations would be equitable and representative of the community and to ensure that funding would be allocated appropriately in the future work. Based on the community recommendations to address the gaps in the first report, the GEC has begun a second request for proposals, prioritizing qualitative data and community-based participatory research.

The GEC and its five-year plan – both without representation of Black women and femmes—were developed in a context where Black women and femmes carry the disproportionate burden of health inequities in Allegheny County. Their stories and their input were not prioritized in the development and proposed execution of solutions. In order to adequately address this gap,

the aims of Black Women's Health Agenda: Applying an Intersectional Systems Approach and Reproductive Justice Lens (http://d-scholarship.pitt.edu/38210/) is to investigate how current health and social systems address the health and well-being of Black Women, Femmes, and girls in Allegheny County and surrounding areas, and to explore and describe the gaps present within those systems (Mendez, et al., 2020). The research team consists of an interdisciplinary team of Black women and femmes representing multiple University of Pittsburgh, Healthy Start Pittsburgh, New Voices for Reproductive Justice, and the Allegheny County Health Department, with a preliminary consultation provided by Okra Ethics and B3W.

The Black Woman's Health Agenda research team is beginning its work with an environmental scan, with the purpose of identifying and/or creating appropriate tools and frameworks, and an assessment of what resources already exist within Allegheny county for Black women's Health and Equity. This process has been organized into four working flow groups: Policy, Organizational, Funding, and Contact. As a part of that project, in this essay I will outline the process of creating an assessment scale that will be used to analyze the funding histories, activities and priorities of community foundations and philanthropic organizations for programs and organizations whose goal is building health equity for Black women's health. This tool will also be applied in the 2 other flow groups- policy and organizations. The rationale from this portion of the project is to contribute to the environmental scan by assessing the funding streams that already exist and describing current projects or programming that are being executed with the funding. Additionally, in a recent report that analyzed foundational funding on a national level, researchers found that non-profits led by people of color are awarded less grant money and even when they are awarded funding, face more stipulations attached to the funding award (Dorsey, Bradach, & Kim, 2020). Furthermore, the Greater Pittsburgh region is one of the

nation's leaders in philanthropy, leading the nation with the highest amount of philanthropic assets, defined as "cash, savings, investments, property, and other items of ownership with an exchange value" (Charity Navigator, 2017). Additionally, Pittsburgh foundations invest $104.07 per capita in the seven counties that make us its Metropolitan Statistical Area (MSA), which is more than any other funding community in the top 25 MSAs (Grantmakers of Western Pennsylvania, 2014). Given the amount of philanthropic assets as well as the glaring disparities for people of color in Allegheny County, it is imperative to assess whether local philanthropic spending follows the same follows a similar inequitable distribution pattern.

2.0 Methods

2.1 Selection of Frameworks

To assess the work currently being funded and completed in Allegheny county in terms of building equity, the team decided that the project would use existing frameworks to create its own hybrid tool to utilize when conducting the environmental scans. To develop this Equity Assessment Tool for funding organizations, we researched, collected, reviewed and synthesized four evaluation frameworks, three health equity toolkits and frameworks created by and for Black women, femmes and girls, and three assessments from existing philanthropic organizations frameworks, including the R4P equity framework, the Government Alliance for Racial Equity tool (GARE), and the Hogan Rowley Institutional Measure of Equity (HIRME), the Brooks Equity/Inequity Typology (BET) as guiding frameworks (Nelson, 2015; Hogan, 2018; Brooks, 2011)

Additionally, the Reproductive Justice Framework, Intersectionality framework, and the Black Mamas Matter toolkit were used as guiding frameworks for this project, as the overall goals are to "develop a strategic plan and health agenda focused on centering the health and well-being of Black women and femmes in Allegheny County that includes actions related to research, practice and policy" (Mendez, et al., 2020). Finally, The Health Equity Measurement Framework (HEMF), Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism, and Power Moves Philanthropy Assessment, were incorporated to guide the assessment tool and adapt the indicators for analyzing the foundational funding. Each of the

frameworks described were chosen based on the grounds of being an adequate tool used to address and assess equity concerns, as well as guide the project's structure and strategy.

2.1.1 R4P Framework

The R4P framework was developed in 2018 to address researchers' concerns that existing health disparities frameworks do not adequately assess the contributing factors leading to health inequities, which led to stakeholder's inability to utilize these frameworks in practice, especially in Child and Maternal Health (Hogan, Rowley, White, & Faustin, 2018). The researchers created the R4P Equity Framework, which consists of the following elements: 1) Remove - identifying and undoing racism as it exists in systemic and individual actions; 2) Repair - identifying and addressing exposures that occurred in the past but have lasting impact; 3) Remediate - identifying and addressing exposures currently happening and reducing the impact through preventative measures; 4) Restructure - identifying and addressing exposures that will continue to affect populations into the future because it is structural in nature, and 5) Provide - the strategic implementation of actions, programs, and policies that address disadvantage experienced by disparity populations (Hogan, Rowley, White, & Faustin, 2018). For the creation of the assessment tool, this framework was selected as an initial framework to guide our goals of the overall project. While the assessment tool incorporated elements of other frameworks, the R4P outlines our overall evaluation areas we want to focus on. Once the assessment tool is utilized, the R4P can be used to determine if the funding sources need to repair, remediate, restructure, and provide for Black Women in Allegheny County.

2.1.2 The Government Alliance for Racial Equity tool (GARE)

The GARE toolkit is a toolkit that was created to address racial inequities on an institutional level. While the intention is to allow for local and regional governmental structures to adequately assess and address racial equity, it is stated within the toolkit that it can be used to by government staff, elected officials, and community-based organizations (Nelson & Brooks, 2015). The creators highlighted that "many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion" (Nelson, 2016). Understanding racial inequities on a systematic level allows for institutions to analyze their own contributions to racial inequities and allows for them to address it using the tool. Thus, this toolkit was selected as it outlines several strategic approaches to researching and addressing equity issues on an institutional level. Like the R4P framework, the GARE toolkit is being used to inform the overall structure and strategic work plan for completing the environmental scan and meeting project goals. In regard to the formation of the assessment tool, the GARE tool further emphasizes the areas of interest that need to be evaluated using the tool. The toolkit outlines several questions such *What does your organization define as the most racially equitable community outcomes related to the issue?* and *What are the root causes or factors creating these racial inequities?,* which are questions that we asked ourselves when deciding what types of indicators should be included in the assessment tool. These preliminary questions helped us adapt the indicators to be more overarching and designed to be used on an institutional level (Nelson & Brooks, 2015).

2.1.3 Hogan Rowley Institutional Measure of Equity (HIRME)

The HIRME framework was created in conjunction with the R4P framework, has a focus on equity, and includes a Likert scale that is customizable in nature, but meant to serve as a scale of how well or how poorly an organization is doing in impacting the structures and policies relating to racial equity in their field (Hogan, Rowley, White, & Faustin, 2018). An examples of the use of this framework includes its use by Buncombe County, where their Institute for Equity in Birth Outcomes evaluated partners within the county CHIP partnership to assess if each partner was reaching equity benchmarks for the program (Buncombe County Health Department, 2019). The scale is bidirectional, which is useful to assess if the organization is contributing to inhibiting racial equity from occurring. For example, the scale uses "0" as the midpoint of the scale, while -6 is the low point and indicates that the "organizational efforts influence other entities in community to embrace regressive actions, creating momentum away from equity"; likewise, 6 is the highpoint of the scale and indicates "Organizational efforts are firmly institutionalized and influence or work with other entities in community towards equity, creating synergy across levels of Socio-Ecological Model resulting in a larger impact on community equity" (Hogan, Rowley, White, & Faustin, 2018). For the creation if this assessment, the HIRME was adapted and utilized for the creation of our Likert scale. The bidirectional component was removed to in order to ensure simplicity and adaptability of our scale, since the Likert scale will be juxtaposed against a series of statements informed by GARE and other tools that will be described further.

2.1.4 The BET

The Brooks Equity/Inequity Typology (BET) is "a cross-disciplinary tool for research and evaluation, program and policy formation" (Brooks, 2011). The creators refer to it as a sort of map that can be used as a guide that can show an organization what inequities may be hidden within the structure and on a societal level (Brooks, 2011). The BET is also a scale that is customizable but is meant to be used to examine equity and inequities in any practice or institution. It is composed of a list of questions that serve as a tool for assessing actions that are conscious and subconscious (Brooks, 2011). Similar to the R4P, the BET was used to inform the overall project by providing a foundational example of what to prioritize when assessing for equity. For the assessment tool, we utilized two of the nine main areas outlined in the BET: Power and Authority and Systems and Institutions (Brooks, 2011). The indicators listed in these areas were used when forming our indicators listed in our assessment tool, as these areas of interest specifically align with institutional power held by foundations and how they utilize said power to distribute resources within the community (Brooks, 2011).

2.1.5 Reproductive Justice Framework

For this project, it was imperative to use tools that were created by and for the betterment of Black women's health and equity. So, in addition to the frameworks discussed above, The Reproductive Justice Framework was used as a guiding framework for this project. Reproductive Justice is defined as "the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities" (In Our Own Voice, 2016). Understanding that Reproductive Justice is rooted in

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the human rights principles and that equity can be derived from the Declaration of Human Rights from the UN, the Reproductive Justice Framework guides the overall project and the use of the other frameworks such as the Intersectionality framework and Black Mamas Matter toolkit. Additionally, Reproductive Justice highlights how housing, education, incarceration, political suppression, and living wages. Each of these components impact a person's ability to exercise autonomy over their own reproductive health, thus leading to inequities that will be examined in this project. This was incorporated into the creation of the assessment tool by acting as a guide for many of the indicators, including the addition of the indicator, *Prioritizing Black Maternal and Child Health through the Reproductive Justice Lens.* The other indicators were adapted from The Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism, whereas this specific indicator was added to center the goals of the overall project.

2.1.6 Intersectionality Framework

Intersectionality is also incorporated into the project as well as a guiding framework and informed the adaption of the indicator *Be Intersectional*. The term was coined by Dr. Kimberlé Crenshaw to discuss the ways in which race and gender interact to shape the experiences of Black women's in the workplace, but was then used further by her to illustrate that many of the experiences Black women face were "not subsumed within the traditional boundaries of race or gender discrimination as those boundaries were traditionally understood through examples of racism and sexism" (Crenshaw, 1991). In today's times, the term has now evolved further and refers to "the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage" (Patil, 2013). Understanding how systems of

oppressions interact with a person and their identities allows for a more thorough assessment of equity. For the Black Women's Health Agenda, we are utilizing the term to discuss the structural intersectionality, where we assess how multiple systems can contribute to the oppression of Black Women in Allegheny County and it is vital for our project to look at more than racial equity, and include equity for those populations who experience systemic and systematic oppression due to their interactions of race, class, gender, sexual orientation and identity, immigration status, etc. that created extreme marginalization.

2.1.7 Black Mamas Matter Toolkit

The Black Mamas Matter toolkit utilizes the Reproductive Justice and Intersectionality frameworks and creates tangible policy recommendations that have been integral to advancing Black maternal health advocacy and outcomes. While the main goal of the Black Mamas Matter toolkit, which centers the experiences of Black pregnant and birthing mothers, is to eliminate the disparities in black maternal health and, the toolkit also emphasizes the need to look at Maternal Health through the Socio-ecological lens and it emphasizes how policy change can impact the social determinants of Health for Black mothers (Black Mamas Matter Alliance , 2018). The toolkit outlines the critical steps and recommendations for policy change that will be centered throughout this project. The toolkit outlines policy advocacy priorities such as improving access to Reproductive Health Care, ensuring acceptability of Maternal Health Care for Women Most at Risk, Ensure Widespread Availability of Maternal Health Services, and ensuring non-discrimination in access to Maternal Health Care and Social Determinants of Health (Black Mamas Matter Alliance , 2018). Along with the outlined policies, the toolkit also includes talking points for advocates and resources on Black Maternal and Child Health. These are just a few of the topics

outlined in the toolkit, but show how the toolkit is designed to tackle structural racism in healthcare and is useful for the overall project and outlines several reproductive justice informed recommendations that will be analyzed in the project and through the indicators of this assessment tool. For this assessment tool, the Black Mamas Matter Toolkit is used to inform the descriptors for the indicators *Incorporate Structural Change and Policy Recommendations* and *Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens*, as the toolkit outlines examples of policy that is geared towards improving child birth outcomes for black women through enacting structural change and the toolkit utilizes the reproductive justice framework to guide outcomes and goals (Black Mamas Matter Alliance , 2018). Health Equity Measurement Framework (HEMF)

Along with the frameworks that were selected for the overall project, the creation of the assessment tool was informed by the Health Equity Measurement Framework (HEMF). HEMF was created in 2019 to address two gaps in the existing frameworks the authors had previously worked on: the lack of depth identifying Social Determinants of Health and the lack of intention on measuring health equity (Dover & Belon , 2019). Researchers designed the framework to provide an in-depth look and exploration of Social Determinants of Health and act as a guide for quantitative analysis of health equity in public health surveillance and policy development within various systems (Dover & Belon , 2019). For this assessment tool for the Black Women's Health Agenda Project, the HEMF framework was utilized to further justify the necessity for this project, and served as a visual tool to examine the complexities of how the Social Determinants of Health interact with individual and population health. The HEMF was used when adapting the description of the indicators, ensuring that the indicators properly assess equity through the various funding streams. The framework serves as a reference for the flow of impact from Social

and Policy Contexts to overall health outcome and can be utilized for stakeholder engagement and policy implementation.

2.1.8 The Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism

The Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism is a statement released on June 9, 2020 by the Association of Black Foundation Executives. The statement was a joint call to action from the association, urging foundations across the United States to recognize the critical role philanthropic organizations play in dismantling Anti-Black racism in light of two major shifts in our society: 1) the on-going Covid-19 pandemic that has highlighted the glaring health disparities for African Americans and the medical racism present in our healthcare institutions and 2) the unjustified state-sanctioned violence that has resulted in the death of numerous black people, most recently Ahmaud Arbery, Breonna Taylor, George Floyd, and Tony McDade (Association of Black Foundation Executives, 2020). The statement contained a list of imperatives to serve as a framework for philanthropic organizations to use to guide their strategic planning to ensure their work is equitable for black and brown communities. This list of imperatives focused not only on funding mechanisms, but also highlighted the structural changes that need to occur in a multidimensional way, such as uplifting Black Experiences, pushing for structural change, and building agency (Association of Black Foundation Executives, 2020). While this statement was released as an accountability measure for philanthropic organizations in response to current events disproportionately impacting the Black community, for this project it serves as the foundation to the assessment tool and the indicators for equity through philanthropy.

2.1.9 Power Moves Philanthropy Assessment

Similar to the Black Foundation Executives Request for Action, the Power Moves Philanthropy Assessment is a tool that was specifically created to be utilized by philanthropic organizations to serve as a self-assessment and reflection tool during strategic planning to ensure their goals are equitable, structural, and sustainable (National Committee for Responsive Philanthropy, 2018). The assessment encompasses recommendations and tools that can be applied during trainings and workshops within the organization. The assessment categorizes the action items and tools into three dimensions: 1) Building Power; 2) Sharing Power, and 3) Wielding Power (National Committee for Responsive Philanthropy, 2018). These three dimensions, along with the imperatives from the Black Foundation Executives serve as a basis for the creation of our assessment tool for the funding flow portion. The HEMF, Black Foundations Executive Request for Action, and the Power Moves Philanthropy Assessment were particularly helpful in preparing for analyzing funding from philanthropic organizations in the area, while the frameworks selected for the overall project were useful in making sure the assessment tool is adaptable for use in the other flow groups during the environmental scan. These Frameworks are summarized in table 1 below.

Table 1. Summary of Frameworks and Tools

Framework/Tool	Type	Description	Use
R4P Equity Framework	Evaluation Framework	Framework to evaluate equity, especially in Child and Maternal Health. Remove, Repair, Remediate, Restructure, and Provide	Used to outline goals of project and assessment tool follow-up
the Government Alliance for Racial Equity tool (GARE)	Equity Toolkit	Toolkit to address racial inequities on an institutional level. local and regional government staff, elected officials, and community-based organizations use	Preliminary questions used from GARE helped us adapt the indicators to be more overarching and designed to be used on an institutional level
Hogan Rowley Institutional Measure of Equity (HIRME)	Evaluation Tool	Likert scale that is customizable; measures impact on the structures and policies relating to racial equity.	Adapted to serve as the Likert scale for this assessment tool, used to measure foundational equity
Brooks Equity/Inequity Typology (BET)	Evaluation Tool	research and evaluation, program and policy formation tool; scale that is customizable, used to examine equity and inequities in any practice or institution.	Indicators used in BET were used to inform our own indicators in the assessment tool, to examine institutional power held by foundations
Reproductive Justice Framework	Framework created by and for Black Women	Adapted from UN principles, the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities	Guiding framework for overall project and addition of indicator *Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens*

Table 1 Continued			
Intersectionality framework	Framework created by and for Black Women	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage	Guiding Framework for overall project and use to adapt indicator, *Be Intersectional*
Black Mamas Matter toolkit	Equity Toolkit	Maternal Health through the Socio-ecological lens and it emphasizes how policy change can impact the social determinants of Health for Black mothers	Guiding Framework for overall project and use to adapt the descriptors in the Assessment Tool
The Health Equity Measurement Framework (HEMF)	Evaluation Framework	Frameworks that addresses identifying Social Determinants of Health and measuring Health Equity	Guiding framework for the assessment tool
Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism	Philanthropic recommendation list	Imperative list of recommendations for Action to ensure Philanthropic organizations prioritize equity and combatting anti-black racism	Used to form the indicators for the assessment tool
Power Moves Philanthropy Assessment	Philanthropic tool	Tool for self-assessment and reflection tool for strategic planning to ensure their goals are equitable, structural, and sustainable	Guiding framework for the assessment tool and the adaption of the assessment tool's indicators

2.2 Creation of Assessment Tool

After selecting frameworks to set the foundation, the creation of the assessment tool began. Framework synthesis and adaption were the key methods used to create the tool. The task was to apply the selected frameworks and create a tangible tool that encompasses a comprehensive method to properly assess equity that exists currently from the information collected for the environmental scan. The imperatives listed in The Black Foundation Executives Request for Action by Philanthropy on Anti-Black Racism acted as the initial structure for the indicators of equity. Because the imperatives aimed to address how philanthropic organizations could build equity in light of the COVID-19 pandemic and ongoing state-sanctioned violence, they were adapted to be more general for the purposes of this project. This list of imperatives was selected over other frameworks to be used as the foundation of this assessment tool because it was specifically developed to address philanthropic organizations and outline tangible expectations. The imperatives were then placed in the form of a table and juxtaposed with a basic Likert scale scale: Very Poor, Fair, Average, Above Average, Excellent, which can be seen in the table below. Because the imperatives were specific to current events, all of the descriptions were adapted to be applied generally. Furthermore, some of the imperatives' focus was too narrow, such as Uplift Gender and Addressing Disparities in U.S. Prisons, so in order to be more appliable for the project, these imperatives were removed and replaced by the indicator created and adapted from the Reproductive Justice and Intersectionality frameworks, Be Intersectional. This was the first draft of the assessment tool.

After further reviewing the draft with the funding committee for the project, another indicator was added—Board and Staff Composition—noting that grant and investment decisions of philanthropic organizations are largely influenced from the internal make-up of the

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organization's staff and its board members. This suggestion can also be further justified as an indicator for equity based on the Power Moves Philanthropy Assessment, in that they suggest assessing the board make-up and the "white, heteronormative values that likely shape the organization and structure" (National Committee for Responsive Philanthropy, 2018). Additionally, during the funding flow group meeting, it was suggested to revise the assessment tool Likert scale to be more objective and measurable, noting that the use of just the indicators and the simple Likert scale left a lot up to interpretation. As a means to achieve this, the HRIME was used as a meaningful scale that can be used in a more objective way. That is, instead of it being just ranked as *Very Poor* or *Excellent*, there was an addition of descriptive rankings such as *No evidence of meaningful action towards this goal* and *Organizational efforts are firmly institutionalized and influence or work with other entities in community*, respectfully. The Likert scale was adapted from the HIRME but only includes five selections, as opposed to the scale in HIRME that includes a total 12. The reasoning behind only using the 5-point Likert is to ensure the scale can be easily adapted by other flow groups and kept as simplistic as possible. If we were to utilize the 12 point scale, it would potentially cause group to adapt the scales so much that it would bemore difficult to standardize it across flow groups. Furthermore, the Power Moves Philanthropy Assessment toolkit was used to extract questions and apply them in the descriptors that can be used to analyze the philanthropic organizations' current state and assess whether they meet the indicators outlined. These additions allow for the scale to be more objective based on the ranking system, while the additions made from the HRIME assist in quantifying the Likert scale, as it is difficult to create a numerical measure at this current time. Once these revisions occurred, the frameworks that were selected for the overall project were utilized one by one to ensure the assessment tool was equitable and not absent of any factors or

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elements that were integral to ensure equity. A few minor edits were made to the descriptive

portion of the assessment tool. Once these revisions were completed, the indicators for the

assessment tool were added to the assessment tool in list form after the rubric scale.

2.3 Analysis of Existing Funding Allocations

The team will analyze the current funding mechanisms that exist in Allegheny County for

equity initiatives for Black Women's Health. The first portion of this project is to analyze the

funding from all foundational funding sources in the county. Assessing the Foundational funding

first was a decision made during the first funding flow group meeting and the rationale behind it

is that the Pittsburgh region is one of the nation's leaders in foundational funding and assets

(Charity Navigator, 2017). The selection criteria for the foundational funding evaluations is to

assess any publicly available information from foundations and institutions in the Southwestern

Pennsylvania area. For Foundations, the lists include the following: The Pittsburgh Foundation,

The Jewish Healthcare Foundation, The Heinz Endowments, The POISE Foundation, and

Grantmakers of Western Pennsylvania, Forbes Funds, and RK Mellon Foundation. The next step

in the project will be to assess funding from non-profits, governmental institutions and

universities. For example, some that will be included are: Title V funding, Gerber, Susan G.

Koman – Pittsburgh Branch, and American Heart Association – Pittsburgh, and the University of

Pittsburgh. For this essay, I will be discussing the process of assessing the foundational funding.

Each of the selected foundations will be assessed using our assessment tool. The analysis

will consist of obtaining publicly available information through the organizational websites. This

information includes: 1). Annual Reports, 2). Grant Reports, 3). News and Articles highlighting

related initiatives. After this portion of the analysis is completed, the team will reassess to see if additional information will be needed to get an adequate picture of organizations' or institutions' equity measure. Revisions and adaptions to the work plan will be implemented as needed.

2.4 Project Adoption of Assessment tool

A portion of the creation of the assessment tool was spent ensuring that the tool would be easily adaptable for the other flow groups to use. An example that can be used here is adapting the tool for the policy flow group. For this group, the adaption of the tool will be the selection of policy that is relevant to the goals of the project as opposed to using annual reports and grant reports. In terms of adapting language, the policy group should change the indicators to address *Policy Makers* and *Policy* as opposed to *Foundations* and *Funding*. The biggest piece to adaption for the other flow groups will be aligning the descriptors with the purpose of their flow group. For example, if the Policy flow group were to adapt the first descriptor for the indicator *Build Agency,* the descriptor language would be adapted from *Increase investments in Black-led organizations that connect individuals and families to a wide array of resources and build power in our communities to lead substantive change* to *Increase policy advocacy efforts that connect individuals and families to a wide array of resources and build power in our communities to lead substantive change.* By changing the language, flow groups will be able to apply the assessment tool to their perspective area.

2.5 Results

Below is the resulting assessment tool based on the current frameworks and including the flexibility for adaptation and use by all flow groups. An example of how it is used is included as well. The descriptors for each indicator can be found in Appendix A and the list of funding sources that were identified are listed in Appendix B.

Table 2. Assessment Tool of Black Women's Health Project - Funding Flow Group

Indicators and Scale	Index	Very Poor	Fair	Average	Above Average	Excellent
	Ranking scale adapted from HRIME (Row) and National Committee for Responsive Philanthropy (Column)	No evidence of meaningful action towards this goal	Acknowledgement of need, but no meaningful action has taken place	Institution provides active and continuing support toward increased efforts	Actions to address factors have been fully developed in collaboration with community	Organizational efforts are firmly institutionalized and influence or work with other entities in community
Build Agency	The funder prioritized supporting black-led organizations in building agency instead of dependency.					
Incorporate Structural Change and Policy Recommendations	Funder has programs geared to combatting structural change and policy reform.					
Encourage Shared Responsibility	Philanthropic Foundation supports black-led organizations pass the funding cycle.					
Use Endowments	Funders make use of program-related investments, social impact bonds and other related tools to compliment grantmaking funds in support of Black communities.					
Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens	Funders utilize resources and funding to advocate and push for systematic change in that seeks to improve the lived experiences of Black women, femmes, and girls					

Table 2 Continued Center Black Experience	Funders engage black leaders and communities in the process of developing policies and programs geared towards supporting black organizations.					
Engage Black Businesses	Foundations form partnerships with or solicit services from Black Organizations.					
Be Intersectional	Foundations utilize Intersectionality Framework to prioritize funding programs and organizations that center the communities that are impacted by multiple intersections of oppression					
Reach to the Diaspora	Foundation has thorough understanding of the diasporic differences within the black community and prioritizes funding opportunities to include organizations that serve populations that are of African descent					
Board and Staff Composition	Foundation exhibits diversity and inclusion on their board and in their hiring patterns by ensuring an adequate representation of gender, race, and professional background.					

Table 3. Assessment of The Pitsburgh Foundation

Indicators and Scale	Index	Very Poor	Fair	Average	Above Average	Excellent
	Ranking scale adapted from HRIME (Row) and National Committee for Responsive Philanthropy (Column)	No evidence of meaningful action towards this goal	Acknowledgement of need, but no meaningful action has taken place	Institution provides active and continuing support toward increased efforts	Actions to address factors have been fully developed in collaboration with community	Organizational efforts are firmly institutionalized and influence or work with other entities in community
Build Agency	The funder prioritized supporting black-led organizations in building agency instead of dependency.				X	
Incorporate Structural Change and Policy Recommendations	Funder has programs geared to combatting structural change and policy reform.			X		
Encourage Shared Responsibility	Philanthropic Foundation supports black-led organizations pass the funding cycle.	X				
Use Endowments	Funders make use of program-related investments, social impact bonds and other related tools to compliment grantmaking funds in support of Black communities.	X				
Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens	Funders utilize resources and funding to advocate and push for systematic change in that seeks to improve the lived experiences of Black women, femmes, and girls		X			

Table 3 Continued

Center Black Experience	Funders engage black leaders and communities in the process of developing policies and programs geared towards supporting black organizations.			X		
Engage Black Businesses	Foundations form partnerships with or solicit services from Black Organizations.	X				
Be Intersectional	Foundations utilize Intersectionality Framework to prioritize funding programs and organizations that center the communities that are impacted by multiple intersections of oppression		X			
Reach to the Diaspora	Foundation has thorough understanding of the diasporic differences within the black community and prioritizes funding opportunities to include organizations that serve populations that are of African descent		X			
Board and Staff Composition	Foundation exhibits diversity and inclusion on their board and in their hiring patterns by ensuring an adequate representation of gender, race, and professional background.	X				

For the example of how the tool can be used, The Pittsburgh Foundation was selected. Information used to complete this assessment included: a list of foundation-directed grants, the annual financial reports, and news releases. All of this information was accessed through the Pittsburgh Foundation's website. The timeframe selected from review is the 2019 year.

For the *Building Agency* indicator, The Pittsburgh Foundation received an Above Average score. The score was determined by the amount of dollars that were invested into Black organizations during 2019, and the purpose of the funding. During the 2019 year, The Pittsburgh Foundation granted a total of $48.6 million dollars to organizations in the Greater Pittsburgh area and Allegheny County and were awarded in 5 different areas: 1) Self-Sufficient Individuals and Families, 2) Healthy Communities, 3) Vibrant Democracy, 4) Community Projects and 5) Medical Research (The Pittsburgh Foundation, 2019). Of the $48.6 million, $1.23 million were invested into black organizations in the region, between 16 different organizations that focused on a variety of things such as policy advocacy (Alliance for Police Accountability), the Arts (1Hood Media), and Youth Empowerment (Gwen's Girls) (The Pittsburgh Foundation, 2019). Furthermore, The Pittsburgh Foundation also has several special initiatives geared towards strengthening black communities and providing monetary support to build agency such as the Advancing Black Arts in Pittsburgh Program, Small and Mighty Grants, and the Social Justice Fund. While these initiatives are not solely awarding black organizations, several black organizations were recipients of the awards in 2019.

For the indicator *Incorporate Structural Change and Policy Recommendations,* The Pittsburgh Foundation scored an Average rating. The reasoning behind this decision is based on the grants that were awarded and the specific policies The Pittsburgh Foundation has supported and advocated for. For example, in 2019, the foundation funded $135,000 for two organizations

to address the school-to-prison pipeline and juvenile justice initiatives (cite). Additionally, in 2017, The Pittsburgh Foundation released a report that called for youth voices to be centered and prioritized in the fight for Juvenile Justice (cite). The Foundation also has several initiatives and program priorities as a part of their strategic plan. For example, the foundation has now established the Social Justice Fund, and shows a lot of promise in regard to the purpose of the program and the structure. Furthermore, the foundation has openly supported organizations that serve communities in order to enact structural change through legislative means, such as Amachi Pittsburgh and 1Hood. The Foundation actually partnered with Amachi and advocated for policy change on a state level in Harrisburg for prison reform (cite). For this initiative and the Social Justice Fund, the advisory committee is made up of community members who have stake within the black community in Pittsburgh and the Fund is created with the purpose of supporting social justice initiatives. However, not enough information is available to see what organizations were funded through the program, and outside of this specific program, there was not a lot of information available to support the Foundation making strides in this area. For example, in 2019, The Pittsburgh Foundation has listed that it awarded $75,000 to its Jail Collaborative Fund, but there is no additional information available on the fund and what the fund will be used for (The Pittsburgh Foundation, 2019).

The Pittsburgh Foundation also received an Average score in the *Centering the Black Experience* indicator. The reasoning behind this score was based on the amount of grant funding that was awarded to black organizations and the special initiatives that were headed by The Pittsburgh Foundation. The Advancing Black Arts in Pittsburgh Program really stood out to boost the foundation's score, showing that the foundation is providing an active and continuing level of support in this area, as the program is on-going and established within the foundation. However,

there was little information available on other initiatives, the grant making process, and collaboration with black communities to ensure the stories and experiences of the black community are being centered.

Be Intersectional and *Reach to the Diaspora,* are the two indicators in which the Foundation scored a Fair rating. The reasoning behind this rating is due to the funding of grants for the purposes of addressing intersectional issues and acknowledgement of the diaspora through the Advancing Black Arts in Pittsburgh program. Moreover, the foundation has released news releases in support of immigration and supporting the diasporic people in the county, and have funded grants that serve populations such as Black immigrants, Black women, people who are incarcerated, and those who are living with disabilities here in Allegheny County . However, the foundation has done very little to support intersectional issues and reach to the diaspora, outside of funding organizations. The foundation does not have specific programming that is prioritized in these areas and there is little to know news releases or other information available to suggest they are making active and continuous supportive efforts in these areas. While there is evidence of the foundation supporting in this area, there is not enough being done to receive a higher score in this area.

The Pittsburgh Foundation was ranked Poor in the following indicators*: Encourage Shared Responsibility, Use Endowments, Engage Black Businesses, Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens* and *Board and Staff Composition*. For the first three listed, the reasoning behind the rating is dependent solely on the fact that there is little to no information available on the website to show acknowledgement in these areas. For *Prioritize Black Maternal and Child Health Through the Reproductive Justice Lens,* the foundation ranking poorly due the fact that between foundation-directed grants and donor-

directed grants there was not a single grant awarded during the 2019 year that was specifically used for improving the lives and experiences of Black Mothers. Additionally, the Foundation has not released statements or acknowledgement of the need to prioritize Black Maternal Health. For Board and Staff Composition, the Foundation also ranked poorly due to the lack of diversity on their board of directors and the lack of acknowledgement of needed change. There are 18 members of the Board of Directors and, although there are 4 black men and 6 women, there is not a single Black woman or woman of color on the board. Additionally, there is no community representative and no information was available to suggest there is community input on the board.

3.0 Discussion

Black women and femmes are disproportionately affected by the health inequities in Allegheny County and in the nation. The Black Women's Health Project is currently executing an environmental scan that will be used to identify inequities present within the county and will inform the workplan for the project to implement strategies and goals to alleviate the burdens of inequities experienced through continuous community engagement and facilitation from Black-women led organizations and Black women leaders. In order to achieve success in this project, an assessment tool provided a tangible means of analyzing the funding streams currently identified through the environmental scan and will be adapted to be used as a tool for the three other working groups: Policy, Organizational, Funding, and Contact. The project utilized the HRIME, BET, R4P, GARE, Black Mamas Matter Toolkit, Reproductive Justice Framework, and Intersectionality frameworks to inform the overall goals and work plan for the project. For the creation of the assessment tool, the same frameworks were utilized to ensure the overall goals were being met, and HEMF, Black Foundation Executives Request Action by Philanthropy on Anti-Black Racism, and the Power Move Philanthropy Assessment were all used and adapted to create the Assessment Tool

The Assessment Tool will serve as a meaningful way to assess how equitable funding streams that currently exists in Allegheny County are and what areas of improvement exists from these streams. As it currently stands, the Likert scale includes two indexes for measures, one that allows the team to rate the philanthropic organizations and private/public research institutions on the standard of being adequate in building equity for Black Women's Health. The tool will be used to assess the funders that have been selected and will inform the project moving forward.

For the other flow groups, the tool is designed to be adaptable through language changes that are more suitable for the portion of the environmental scan their flow group is analyzing.

Several limitations were present in the process of creating the Assessment Tool for this project. Firstly, the overall projects timeline has been greatly impacted by the ongoing COVID-19 Crisis and will continue to be impacted until the US and the world are able to adapt and combat the pandemic. Given the ongoing pandemic, the timing of the project is delayed and thus as was the creation of the assessment tool. Moving forward, it is imperative that the team continues to adapt to the ever-changing circumstances in our research and working groups. Given the severity of the crisis, it is likely that the timeline will change again in the near future to ensure feasibility, accuracy, and the overall goals of the Black Women's Health Project are being met.

Another limitation in creating the assessment tool is the difficulty and nuance in how to properly analyze equity efforts of the Funders in a quantifiable means. While there were resources and frameworks that were useful in examining and measuring equity in a qualitative way, it is an ongoing challenge to create an index that is completely objective and includes quantitative measurements that are not based in personal bias. For example, there are numbers such as number of grants or amount of funding spent on Child and Maternal Health programs, but the issue lies in determining which numbers will serve as the benchmark for if it is an equitable amount or not. This presents the issue of bias when it comes to applying the assessment tool during the environmental scan. To mitigate this bias, further development of the tool would need to occur, where the funding flow group could create numerical metrics to each ranking. For example, if the team were to look at *Board and Staff Composition*, we could potentially use 25% of the board is POC as a way to determine if the foundation will be ranked as *Average* or *Above*

Average on the Likert Scale Further follow-up with the research team is needed to successfully revise the assessment tool to include quantifiable measures. Current strategies include looking at available information that showcases the number of grants awarded to organizations, looking at the percentage and composition of staffing and other numeric metrics and then creating a benchmark to be objectively applied.

Moving forward with the research, it is recommended that further revision of the assessment tool is completed in order to limit the subjectivity that currently exists based on the current scale due to the lack of quantitative measures that are objective. As mentioned, the team would need to develop metrics that can be applied to the results that will allow for the team to have objective benchmarks for each metric. Creating these numerical metrics will also be beneficial to develop more clear instructions on how other flow groups can adapt the assessment tool to assist in their portion of the environmental scan. A comprehensive and concise guidance or protocol on adapting would not only save time, but also ensure that the flow groups are able to adhere to the assessment in a cohesive manner. Additionally, further exploration would beneficial in assisting in locating more ways to quantify equity in a way that can ensure our overall project is not reflective of subjective measures, but objective, numerical values that can be duplicated in future research.

Appendix A: Description of Indicators and Index - Table 2

1. **BUILD AGENCY**. Increase investments in Black-led organizations that connect individuals and families to a wide array of resources and build power in our communities to lead substantive change. Black-led organizations (e.g., primarily Black Board, executive leadership, staff and who primarily serve Black people) are the backbone of our community. However, these organizations are under-resourced and do not have the capacity they need.

2. **INCORPORATE STRUCTURAL CHANGE AND POLICY RECOMMENDATIONS**. Given deep-seated inequities, ongoing efforts must take a "long view" and consider policy and system reform needed to improve conditions in Black communities beyond federal and philanthropic emergency and response efforts. Given long-standing inequities on almost every indicator of well-being, Black communities recover at "slower rates" than other communities. All philanthropy must consider ways to use their funds to leverage public dollars to increase resources to Black-led organizations as well as for services and reforms in key areas for Black communities (e.g., policing, education, housing, criminal justice, health and mental health, etc.). Integration of policy recommendations developed from the Black-led organizations will generate appropriate direction for action. We cannot focus on "quick fixes"; we must direct our energies towards systemic policy changes in all areas and consider the impact of leadership and/or administration transitions in philanthropy and at the federal and state level.

3. **ENCOURAGE SHARED RESPONSIBILITY**. The responsibility for action should not rest exclusively on Black led organizations. Philanthropic funds, particularly those under the leadership of Black foundation executives are only part of the solution. However, the targeted investment of all philanthropies, as well as public dollars, are needed to transform conditions in Black communities and provide infrastructures where change may continue beyond the funding period. This level of solidarity by allies is needed in philanthropy to create a movement that supports all communities.

4. **USE ENDOWMENTS**. Endowment funds center on the continuous investment of donors to achieve a goal or purpose through their perpetual financial efforts to nonprofit organizations. Organizations with equity focus for their funds should be connected with Black-led groups to be continuously supported and sustain a long-term impact. Grantmakers must demonstrate their explicit commitments to equity and investment in Black communities. Foundations can increase grantmaking by increasing payout to get much needed cash to nonprofits and individuals in crisis. Grantmakers should make use of program-related investments, social impact bonds and other related tools to compliment grantmaking relief funds in support of Black communities.

5. **PRIORITIZE BLACK MATERNAL AND CHILD HEALTH THROUGH THE REPRODUCTIVE JUSTICE LENS**. Reproductive Justice is the belief that people have the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities. Achieving Reproductive

Justice includes tackling systemic oppression that directly and indirectly inhibits a person's ability and autonomy. Funders utilize resources and funding to advocate and push for systematic change in that seeks to improve the lived experiences of Black women, femmes, and girls in order to improve their right of having full autonomy over their bodies, their choice to have children, not to have children, and full access to healthcare services.

6. **CENTER BLACK EXPERIENCE.** Black leaders and communities must be engaged in the development of short and long-term philanthropic and public policy solutions to ensure that well-intentioned "helping" and reform efforts do not exacerbate existing disparities. Integrating a Public Health Critical Race Framework (Ford & Airhihenbuwa 2010) requires the integration of several concepts that include entering on the marginalized experiences to be appropriately informed. There are countless examples of "good policy" proposals that exacerbate racial inequities and do further harm to those "hardest hit" by crises (e.g., GI Bill, Payroll Protection Program). Proposed federal, state and local policy solutions must be viewed through a "racial impact" lens and must engage our communities. Philanthropy can play an important role by supporting processes for civic and public engagement to make this happen.

7. **ENGAGE BLACK BUSINESSES AND ORGANIZATIONS**. Foundations and the public sector should actively engage Black businesses in investment management, banking, and other professional services to address the worsening gaps seen in Black earnings and wealth. Foundations should engage other black organizations not only in grantmaking but also to serve on committees in making grantmaking decisions.

8. **BE INTERSECTIONAL**. The health and economic well-being of both Black people are under constant threat in the US; however, its' impacts also differ by gender, gender identity sexual orientation, and may be further difficult for individuals who are at the intersection of multiple identities. Black women are suffering worse relative to jobs, health, and poverty and Black LGBTQ communities are particularly vulnerable due to higher rates of widespread housing and employment discrimination. Response efforts must take into account these differences, to ensure that organizations that serve these populations use an intersectional framework to their health equity and promotion practices that are centered on and uplift the experiences of marginalized groups.

9. **REACH TO THE DIASPORA**. Marginalized groups considered to be Black or African American may also self-identify more broadly as individuals who are of African descent. Foundations should expand their definitions of race to identify how to extend their reach to all members of the diaspora. This is important to consider for, immigrant populations that may be marginalized at the intersections of their identities in America.

10. **BOARD AND STAFF COMPOSITION**. While foundations and organizations focus their efforts on external changes, it is imperative that institutions apply the same values to their internal business and operations. Prioritizing Racial and Gender Equity when hiring within organizations, selecting committee members, and creating board positions indicates that the organizations are committed to complete institutional change.

Description of Index

Row: Adapted from HRIME: Hogan/Rowley Institutional Measure of Equity.

- No evidence of meaningful action towards this goal – Organization has not acknowledged need to build equity for targeted communities

- Acknowledgement of need, but no meaningful action has taken place – Organization has acknowledged the need to build equity, but has not made any effort to do so.

- Institution provides active and continuing support toward increased efforts – Organization has developed a plan and strategic goals to increase goal of meeting the need to create equity.

- Actions to address factors have been fully developed in collaboration with community – Organization has included community collaboration to meet the equity needs found through strategic plan

- Organizational efforts are firmly institutionalized and influence or work with other entities in community – Organization has executed strategic plans that incorporate community stakeholders and adequately reform the institutional values. Organization has now begun influence other entities of power to improve equity on a systematic level.

Column: Adapted from National Committee for Responsive Philanthropy

1. Building Agency - The Funder prioritized supporting black-led organizations in building agency instead of dependency

2. Incorporate Structural Change and Policy Recommendations – The Funder has programs geared to combatting structural change and policy reform

3. Encourage Shared Responsibility – Philanthropic Foundation support black-led organizations pass the funding cycle

4. Use Endowments – Funders make use of program-related investments, social impact bonds and other related tools to compliment grantmaking funds in support of Black communities

5. Center Black Experience – Funders engage black leaders and communities in the process of developing policies and programs geared towards supporting black organizations

6. Engage Black Businesses – Foundations form partnerships with or solicit services from Black Organizations.

7. Be Intersectional – Foundation prioritized funding programs and organizations that center the most marginalized communities as defined through intersectionality

8. Reach to the Diaspora – Foundation prioritized funding opportunities to include black-led organizations that serve populations that are of African descent and/or expanded their definitions of race and culture

9. Board and Staff Composition – Foundation exhibits equity on their board and in their hiring patterns

Appendix B: List of Funding Sources

Name	Type	Information Available
The Pittsburgh Foundation	Foundation	Website, News Releases, 990 Form, Annual Report
The Jewish Healthcare Foundation	Foundation	Website, News Releases, 990 Form
The Heinz Endowments	Foundation	Website, News Releases, 990 Form, Annual Report
The POISE Foundation	Foundation	Website, News Releases, 990 Form, Annual Report
Grantmakers of Western Pennsylvania	Philanthropy Serving Organization	Website, News Releases, 990 Form, Annual Report
Forbes Funds	Affiliate Non-Profit	Website, News Releases, 990 Form, Annual Report
RK Mellon Foundation	Foundation	Website, News Releases, 990 Form, Annual Report

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