



# PETER & ELIZABETH TOWER FOUNDATION

## 2021 Diversity Form Preview

New to all 2021 applications to the Tower Foundation, regardless of grant opportunity, is a short form asking you to identify the racial/ethnic composition of your executive director(s), staff, board of directors, and people served. The Foundation will also give preference to organizations that reflect the communities they serve.

The Peter & Elizabeth Tower Foundation is working to incorporate a deliberate diversity-equity-inclusion (DEI) lens in its grantmaking practice. To help the Foundation understand more about the organizations and beneficiaries it supports, we are asking grant applicants to provide us with a better sense of how your organization’s leadership, workforce, and governance reflect DEI. The Foundation will give preference to applications from organizations led by people of color and/or people with disabilities and that reflect the communities they serve. No organization will be excluded from consideration solely because it is not led by people of color and/or people with disabilities.

The Foundation recognizes that DEI extends beyond race and disability. We have chosen to focus on these two characteristics in light of our focus on serving people with intellectual disabilities and learning disabilities, and in explicitly recognizing the profound inequities created as a product of a culture and institutions imbued with systemic racism.

1. Does your organization currently collect demographic data about:

	Yes	No
Staff		
Board of Directors		
People Served		

2. If your organization collects demographic data, please enter the number of individuals of each race/ethnicity for each role in the chart below to give us a sense of your organization’s racial and ethnic diversity. (Continue to the next question if your organization does not collect this information.)

Race/Ethnicity (Please enter numbers for each)	Executive Director(s)	Staff (excluding Executive Director)	Board of Directors	People Served
African American/Black				
American Indian/Alaskan Native				
Asian				
Hispanic/Latina/ Latino				
Native Hawaiian/Pacific Islander				
White				
Biracial/ Multiracial				
<b>Total #</b>				

3. Is your organization led by a person with a disclosed disability?  Yes  No
4. What additional information about your organization’s diversity and inclusion practices would you like to share?