**Diversity, equity, and inclusion data**

**Sample questions across all our forms**

Please note this form is for guidance only. All applications must be submitted via PHFs online portal <https://tinyurl.com/PHF-Portal-Account>

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# About your organisation – diversity, equity and inclusion data.

The data that we are collecting and language used is based on the DEI Data Standard. Please answer the questions to the best of your ability. Questions marked with an asterisk (\*) are mandatory. All others are optional.

**Why we are collecting this data:**

PHF is committed to centring diversity, equity and inclusion issues within our work. We want to ensure our funding is reaching communities most affected by systemic discrimination and oppression. More information about how we are doing that can be found [on our website](https://www.phf.org.uk/about-phf/#diversity-equity-and-inclusion).

We would like to understand more about the purpose and leadership of the organisations that we are supporting. This information will help us to understand our applicants and grantees, identify any imbalance in our funding and help us to improve.

We may use the information you provide as part of your application assessment.

**How we will share this data:**

When publishing information about grants we have awarded on websites like 360Giving's GrantNav, data shared about who the work is supporting, the organisation's leadership and the organisation's mission may be included in the grant details.

If you are not successful in being awarded a grant any information that we share or publish will be aggregated with information from other grant applicants, and details for your organisation will not be identifiable.

Our [Privacy notice](https://www.phf.org.uk/privacy-notice/) provides further detail about how we will use your information.

This form includes the opportunity to opt out of publication of your leadership data if you wish.

**Feedback - Diversity, equity and inclusion data:**

We know that these issues are sensitive and that the language used to describe different identities is contested and evolving quickly. We welcome feedback on our approach and the language used, and any suggestions on how we can support you to collect this data. If you would like to comment, please email: DEI@phf.org.uk or complete this anonymous survey.

Any feedback you provide will be dealt with confidentially and will not impact your relationship with PHF.

**Please answer the following questions to the best of your ability.**

## Section 1: The people/communities who will benefit from the work you are seeking funding for

We want to know if the people your proposed work will support share a particular identity and/or experience(s). And if they do, we'd like to know what those shared characteristics are.

By this we mean that 75% or more of the people your work will support share a particular identity and/or experiences.

You can choose more than one of the categories below. But please note that 75% or more of the people your work supports should share these identities and/or experiences.

For example, if the people your work will support includes at least 75% female refugees, this would qualify as supporting a specific group: women who are refugees. So they would fall under two categories:

* ‘Women and girls'
* ‘People who have migrated and/or have experience of the immigration system’

**Question 1: Please select any category that you anticipate that 75% or more of people benefiting from your proposed work will identify with.**

Select from the following:

* A general population – it is not aimed at a specific group of people
* Communities experiencing racial inequity
* Faith communities
* People who have migrated and/or have experience of the immigration system
* Deaf, disabled, neurodivergent people and/or people with mental health conditions
* Older people (typically those aged over 60)
* Children and young people (typically those aged under 25)
* Women and girls
* LGBTQI+ people
* People who are educationally or economically disadvantaged
* Other lived experience (please list below)
* Prefer not to say

**Question 2: If you selected ‘other lived experience’, please describe below.**

Examples: Men and boys; A local community; Care experienced young people; People recovering from alcohol addiction; People with experience of the criminal justice system.

## Section 2: About the leadership of your organisation.

**Question 3: If you would like to opt out of the publication of your leadership data in this section please tick here.**

Optional tick box.

**Question 4: How many people in your organisation are in Board/trustee positions?**

**Question 5: How many people in your organisation are senior staff?**

In line with the [**DEI Data Standard**](https://www.funderscollaborativehub.org.uk/collaborations/dei-data-standard)**,** we define an organisation as being led by specific communities or groups if at least 75% of the Board of Trustees / Management Committee **AND** at least 50% of senior staff self-identify in this way.

Please answer the following questions to the best of your knowledge. If you need assistance calculating the percentages, please use this [calculation tool](https://percentagecalculator.net/).

If you tick the response to Question 6, please select 'Don't Know' to Questions 7a – 7i.

We don’t collect this data and/or we are not in a position to answer these questions at the moment.

Optional tick box.

**What percentage of your organisation’s leadership self-identifies in the following areas:**

**Question 7a) Communities experiencing racial inequity.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7b) Faith communities.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7c) Communities with lived experience of the immigration system.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7d) Deaf, disabled and/or neurodivergent people and/or people with mental health conditions.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7e) Older people (typically those aged 60 or over).**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7f) Young people (typically those aged 16 to 25).**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7g) Women and girls.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7h) LGBTQI+ people.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 7i) People who are educationally or economically disadvantaged.**

Select 1 from the following: Board of Trustees / Management Committee:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

Select 1 from the following: Senior staff:

* 0%.
* 1%-24%.
* 25%-49%.
* 50%-74%.
* 75%-100%.
* Don’t know.

**Question 8: Does the majority of the leadership of your organisation (by this we mean 75% or more of the Board of Trustees/ Management Committee AND 50% or more of senior staff) identify with other types of lived experience that are not included above? If so, please describe below.** **Please do not include any information that may identify specific individuals.**

*Examples: Men and boys; A local community; Care experienced young people; People recovering from alcohol addiction; People with experience of the criminal justice system.*

## Section 3: About the mission or purpose of your organisation

We’d like to understand more about the mission of the organisations that we’re supporting.

By this we mean any specific groups or communities that are included in your organisation’s constitution, governing documents or strategy.

 *If specific groups are mentioned, please select from the list below – you can choose more than one category.*

 *If specific groups are not mentioned, please choose ‘We do not have a mission specifically related to any of the groups listed’.*

 **Question 9: Is the mission of your organisation to help any of these groups?**

Select from the following:

* We do not have a mission specifically related to any of the groups listed
* Communities experiencing racial inequity
* Faith communities
* People who have migrated and/or have experience of the immigration system
* Deaf, disabled and/or neurodivergent people
* People with mental health conditions
* Older people (typically those aged 60 and over)
* Children and young people (typically those aged under 25)
* Women and girls
* LGBTQI+ people
* People who are educationally or economically disadvantaged

**Question 10: If there is any additional information you wish to share about how your organisation is approaching issues relating to diversity, equity and inclusion with your staff, volunteers or for those you work with, please do so here.**

200-word limit.