Building for our sector’s future

2022 marked my first full, complete year as CEO at Candid. The pandemic and virtual work warped our sense of time, but it seems like just a few months ago that I joined my first all-staff town hall. Since then, I’ve gotten to know the diverse, talented, and profoundly interesting people who bring Candid to life every day. This team inspires my confidence in and excitement about Candid’s future, and I’m honored to be leading them.

Throughout 2022, we focused on creating a solid foundation for our path forward as an integrated organization and our bold aspirations for Candid 2030. This included working with our board to define tangible outcomes metrics that hold us accountable to our mission, clear and focused priorities to guide our immediate work, and an organizational design aligned with those priorities. For more on our outcomes measures be sure to read our Board Chair Katherina Rosqueta’s letter on page 3.

Our goals for 2023 represent not only our priorities for the year, but also a framework we expect to continue to build upon: better data, effective use of data, and a strong organization.

First and foremost, data is Candid’s crown jewels. We know we must increase the freshness, quality, and comprehensiveness of the information we collect. It forms the basis of the value we provide for our users and the sector at large. In the coming year, we will continue to explore ways to improve our data,

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To fulfill our mission, we not only need good data, we also need to enable people to access it, understand it, and use it to make better decisions.

Ann Mei Chang
Chief Executive Officer
including alternative sources of 990s to address IRS delays; expanded data on key staff from public websites; and greater insights and context to support informed decision making for both nonprofits and funders.

To fulfill our mission, we not only need good data, we also need to enable people to access it, understand it, and use it to make better decisions. Across the board, expect to see an increased emphasis on looking beyond outputs to better understand, measure, and improve on the outcomes Candid delivers. Our ultimate aim is to ensure more resources go to the places that can do the most good—by making the social sector more efficient, effective, and equitable. I see this as a key differentiator between being a run-of-the-mill data company and a mission-driven nonprofit.

All of this is only possible if we have a strong, healthy organization behind it. To succeed, we’ll need a trusted brand, deep engagement from users, robust finances, and a thriving work environment.

Last year we made changes in Candid’s organizational design to streamline decision-making, align to our priority outcomes, and set ourselves up to increase our impact as we step into the exciting next chapter.

To deliver the most comprehensive source of data and insights for the social sector, Candid has elevated both Product Management and Data as new divisions to jointly build our unified platform, along with our Technology division. Bringing together our existing products will be a huge undertaking that will require careful orchestration to expand what we know about nonprofits, foundations, and the sector as a whole.

To ensure equitable access while maintaining financial sustainability, we have created another new division, Growth, with a charter to get our products into the hands of everyone who can benefit from them. The aim is to break the historical tension between money versus mission with a single division responsible for both. Finally, given the outsized role our integrated organization plays in the sector, we’ve established a new Influence division that will look beyond our discrete product offerings and seek to influence best practices across the social sector.

Thank you for your ongoing commitment to and support of Candid’s work to encourage a more efficient, effective, and equitable sector. I couldn’t be more excited about Candid’s potential and what we have planned for the year ahead.

Ann Mei Chang
Health, hunger, safety, education, economic security, environmental sustainability…these are just a few of the issues that nonprofit and philanthropic organizations work each day to address. Yet, while we’ve seen an evolution in the way various fields collect and learn from information, the use of data to inform decisions around nonprofit and philanthropic practice is still nascent. At Candid, we are working to advance the use of data-driven decision-making to build a stronger social sector that is capable of tackling today’s challenges.

To ensure we’re focused on the right things, the board and our leadership team continuously work together to articulate: what exactly does success look like for Candid? As the largest source of data on the nonprofit and philanthropic sector, more data, more users, and more revenue reflect our capacity to help the sector. But, as a mission-based nonprofit, ultimately what matters is whether we’re making decisions that get more resources to where they can do the most good.

To guide those decisions, we consider how Candid’s work can contribute to a sector that is more efficient, effective, and equitable.

**Efficient.** We seek to remove burdensome practices that create unnecessary overhead and barriers to funding.

**Effective.** We want resources to go to organizations that are good at what they do.
**Equitable.** We need to ensure that organizations have equal access to the resources they need to do their work and that funding is equitably distributed.

Our staff has been working hard to ensure that we continue to deliver the high-quality programs and services our users depend on. At the same time, Candid is forging ahead to meet new, ambitious goals, including initiatives such as:

- Demographics via Candid so that nonprofits and foundations alike can reduce how often they need to input such critical information
- Integrating our multiple databases to power what will be a unified platform
- Creating a department that is charged with expanding access to our resources for underserved communities
- The first full year of our Diversity Resource Groups that were created to foster community, develop internal networks, and provide space for employees to share ideas, experiences, and solutions to common challenges

You can read more about these and other efforts throughout this report.

For me, one of the highlights of 2022 was having the opportunity to meet the staff that make all this possible. In September, we gathered for an all-staff retreat in Philadelphia. For our CEO, Ann Mei Chang, and for so many of our staff, it was the first time in years that colleagues could reconnect in-person to learn from and with each other. I am thrilled to have Ann Mei leading Candid. She and our dedicated staff continue to adapt to change and remain committed to getting you the information you need to do good.
In September 2022, the entire Candid team came together for the first onsite all-staff retreat since 2019. For four days, staff connected in Philadelphia, PA through sessions, workshops, and team outings that included ziplining, a bike tour of downtown Philly, a visit to the city’s “gayborhood,” and more.
155 in-person attendees from 97 cities across 25 states

30 staff-led activities

16 Candid University sessions

5 talent show performances

Philadelphia, PA
Building a “unified platform” is a goal Candid has been working towards since Foundation Center and GuideStar joined forces in February 2019. One of our promises to you as we became Candid was to build a hub for the future of data, information, and knowledge for the social sector. We also committed to developing a new generation of tools designed to champion the causes, organizations, and knowledge that power civil society worldwide. By creating this unified platform, we are working to deliver on these promises.

**What is a unified platform?**

Candid’s “unified platform” is our vision for a single user destination that enables us to collect, analyze, and distribute data and insights from across our products, providing our users with a comprehensive view of the social sector. It aims to synthesize answers to your questions about the social sector, all in one place with personalized user experiences. Historically, we have had several unique offerings that give users a snapshot of the social sector, but that information is trapped in silos. Folks visit Foundation Directory to search for grants data, GuideStar for nonprofit data, Issue Lab for research reports on best practices, Philanthropy News Digest for news, and so on. To increase capacity for insight, we need to cross-reference data and show connections across these categories.

“One of our promises to you as we became Candid was to build a hub for the future of data, information, and knowledge for the social sector.”

Sonali Dhume
Senior Product Manager

John Gonzalez
Vice President of Product Management
Building a unified platform

The behind-the-scenes work to get there
Over the last year, much of the work that has gone into building the infrastructure for this unified platform has taken place behind-the-scenes across every department at Candid. It has required unifying processes and systems, creating wireframes, rebuilding databases, combining product features, and restructuring departments to better equip us to meet our goal.

A big milestone we reached in 2022 was the launch of the new Candid Data System (CDS), a culmination of nearly three years of work. It is a universal database that combines all data across Candid’s products and is the foundation of the unified platform. We have also been working to add more data to CDS. Candid will steadily add data on more than 5 million non-U.S. nonprofits in our Candid nonprofit profiles, starting 2023 through 2024, giving our users a fuller view of the social sector.

Data is central to all we do at Candid, but we also know that a good user experience in accessing this data is key. While we work to build out the backend systems that will power this unified platform, our data science team is conducting experiments and user testing to ensure user input is centered in our product development process. In essence, to achieve a great user experience, we seek to learn what kind of personalization and recommendations are most meaningful and how to serve that content to best meet needs.

What happens next?
This project is big, complex, and exciting. We have completed the work to unify both our data and backend systems and are now turning our attention to the user-facing elements of the integrated product. We are planning a phased release of new products and features in 2023, with initial releases to alpha testers who can help us make refinements before offering them more broadly. Users will see steady improvements and new tools as we work toward the ultimate goal of fully transitioning to the unified platform. As we make progress it will be easier for users to find what they need, for our staff to maintain and improve current core offerings, and to incorporate new features, applications, and partners onto Candid’s platform. This, in turn, will help us deliver on the promise we made when we became Candid to provide the hub for social sector data and information.
These groups offer an opportunity for employees to build awareness and understanding around common topics of interest, develop supportive internal networks, provide professional development opportunities, as well as share ideas, experiences, and solutions to common challenges.

The Queer Collective focuses on community building among members and promoting LGBTQIA+ Pride through queer visibility within Candid and externally.

In recognition of Transgender Day of Visibility, the DRG contributed to publishing a Candid blog, Using data to make transgender people visible. This blog offers a summary of what Candid’s demographic data collection has made visible when it comes to transgender folks in the social sector.

Co-chairs: Chris Bunting, Nicholas Savot

The Women's DRG fosters community and promotes inclusive dialogue to advance equity for women at Candid. We connect through sharing content by and for women, like our favorite female musicians and articles about gender in the workplace. In our first year, our Relationships subcommittee piloted a book club about negotiations with two companion workshops to support our members in navigating personal and professional relationships.

Another small group focused on Gender is creating recommendations to support employees taking parental leave. We look forward to continuing to serve as a support system and source of solidarity for women at Candid.

Co-chairs: Elizabeth Zevada Lee, Jessica Coughlin

The BIPOC DRG was formed as a space to connect and collaborate. Our first year together was spent deepening relationships and brainstorming ways to support Candid’s culture to advance equity. We learned how valuable it is to have a space to talk about challenges and opportunities related to our unique identities, and that it takes time to do this work. Moving into 2023, we are excited to continue deepening our relationships and connecting across the organization to create change.

Co-Chairs: Sarina Dayal, Ivonne Simms
It’s the question on all our minds as we look to a world in which we coexist with COVID-19: what does a return to the office look like? Entirely remote or entirely in-person arrangements don’t appeal to a majority of the workforce, but the murky area in between has proved to be incredibly challenging to navigate. We began exploring scenarios for a return to office plan in 2022 with a guiding directive to be practical, flexible, and human-centered.

We recognized that an all-or-nothing remote or in-person solution wasn’t going to work for Candid. And a hybrid model where employees report to an office a few days a week didn’t seem like the right fit. About a third of our employees are permanently, fully remote. Even if people were open to coming to an office, it would still mean connecting with remote colleagues virtually. Experience told us that this created inequities that made meetings unbalanced and less productive.

Our top priority was to ensure our team’s continued health and safety. For that reason, Candid requires employees to be vaccinated to work in the office. Additionally, we aimed to offer flexibility and accommodate the diverse needs and interests of staff. A flexible working model would also allow us to cast a wider net and recruit across the country. But we continued to struggle figuring out what this would look like.

When we don’t have the answers, we ask questions. Keeping our core values of curiosity, directness, drive, accessibility, and inclusivity in mind, we surveyed staff.

We recognized that an all-or-nothing remote or in-person solution wasn’t going to work for Candid.
The feedback led to several key decisions, including the following:

**Fully remote model:** According to the survey results, less than a quarter of staff wanted to go back to an office full-time. This verified our thinking that an in-person office mandate would not work. It didn’t make sense to force people to commute to the office and get childcare to do what they could easily do from home. With this in mind, Candid does not require employees to work in the office.

**Activity-based gatherings:** Although there was limited interest in coming back to the office full-time, staff expressed a strong desire for opportunities to connect in person to build and maintain relationships. This prompted us to designate an optional in-office week each month to bring together teams across geographies, which we’re calling Candid Connect Week. Candid does not expect teams to meet each month, but we encourage those that do to meet during a Candid Connect Week to facilitate inter-team interactions. The feedback so far is positive, so we’ll continue encouraging teams to come together to enjoy activity-based events and in-person meetings.

**Virtual Town Hall meetings:** Before COVID, groups of in-office employees would congregate while remote employees were relegated to Zoom, which created an uneven experience. Most staff (89%) prefer Candid’s monthly all-staff meetings, which we call Town Halls, to be fully virtual so everyone can participate equally.

**Annual all-staff event:** For the first time since 2019, the entire Candid team came together for an all-staff retreat in Philadelphia, PA, in September. For four days, we connected in sessions and workshops, learned about each other’s work, connected over delicious meals, and bonded in team outings including a trip to the Eastern State Penitentiary Historic Site, a brisk run up the “Rocky” steps, and a whirlwind roller skating adventure.

For some employees, virtual work will be their normal. For others, being in an office every day is how they’ll be most productive. Still, others will thrive more through a hybrid model. Candid leadership reports equal or better productivity from its committed staff of nearly 200 employees. We’re still living in a pandemic and will continue to listen to staff concerns and adapt to an ever-changing environment.
While we continued largely with remote work, 2022 marked a shift as Candid staff warmed to the idea of meeting in-person. In addition to our September all-staff retreat in Philadelphia, we came together for monthly Candid Connect Weeks as teams and colleagues to collaborate, brainstorm, and plan. These weeks also featured fireside chats and office hours with our CEO Ann Mei, celebratory events, and team outings (bowling or pickle ball, anyone?).
In response to the simultaneous global pandemic and racial equity movement, philanthropy committed to act with urgency to better support nonprofit partners as well as the people and communities hit hardest by the impacts of these dual events. Pledges were made to reduce barriers, shift power, and engage in more equitable funding practices. Without a comprehensive baseline of the diversity represented within organizations, philanthropy can’t make good on its promises towards equity. By better understanding the demographic profile of those organizations that are—and are not—receiving funding, we can more closely track if they are representative of the communities they serve and whether they are actually getting the support they need to grow, thrive, and positively impact their constituents.

In support of their own efforts to understand the demographic makeup of nonprofit partners, individual funders often request this information on their own. While well-intentioned, this places a higher burden on nonprofits that are responding to multiple demographic requests from other funding partners, often using different questions and formats. These disorganized efforts take valuable staff time away from mission-critical work.

Candid saw an opportunity to relieve the data-request burden while providing a concrete measurement for the entire sector: enter Demographics via Candid.

“Without a comprehensive baseline of the diversity represented within organizations, philanthropy can’t make good on its promises towards equity.”

Brian Schultz
Director of Partnerships

Michele Dilworth
Senior Director of Partnerships
We rally behind the notion that nonprofits should only have to share their data one time (a principle we call Data1x), where it can be easily accessed and reused by others. With broad adoption this practice will reduce inefficiency, cut out duplicate information requests, and give nonprofits time back to devote to their missions. The information gathered through Demographics via Candid will also contribute to a universal picture of the sector and how it is working towards greater equity.

Through Demographics via Candid, nonprofits are encouraged by partners—funders, nonprofit associations, philanthropy serving organizations, and other stakeholders—to enter their demographic information one time in their Candid profile. Nonprofits receive a unique link that they can use to share their profile with their supporters.

At the same time, our partners commit to retrieving and using the demographic data from Candid’s nonprofit profiles instead of asking for it separately. Candid makes this data freely available through a public Tableau dashboard, a complimentary flat file, and/or an API so that this information can easily be ingested into already existing workflows. We are also partnering with grants management system vendors to ensure smooth integrations are available.

We are witnessing positive momentum since we embarked on this campaign over the summer. We are grateful to early adopters including some of the nation’s largest funders, grantmaker associations, nonprofit membership coalitions, and top grants management software vendors (full list at candid.org/dvc). We look forward to expanding our network of partners working together toward a more equitable sector. With broad adoption this practice will reduce inefficiency, cut out duplicate information requests, and give nonprofits time back to devote to their missions.
Throughout the year, Candid staff attended a variety of conferences virtually and in-person across the U.S. and around the world. We attended and presented at conferences like ComNet, United Philanthropy Forum, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), and even some international conferences in Barcelona, Bali, and Mexico.

Main photo: HRFN Global Conference, November 2022, Oaxaca, Mexico
In the spirit of transparency and mutual learning, Candid published an open grant report to MacKenzie Scott to explain how we plan to use the astounding $15 million grant she provided to support our work. In an effort to further illustrate the transformative potential of general operating support, I wanted to provide that update here, to you, our most steadfast supporters to convey how Candid will use these and other funds to map out our future.

While Candid is privileged to benefit from more resources than many nonprofits, we share the pervasive challenge felt across the social sector of tight budgets and restrictive grants that can take us off mission. Not only was the size of this gift significant, its unrestricted nature allows us to place bold bets to improve the social sector’s collective future. Contrary to the overhead myth, non-programmatic investments in our technology infrastructure, innovation, and human capital are exactly what we need to maximize our impact.

To date, we have decided to deploy just over two-thirds of this grant to:

- **Build an integrated product suite that streamlines data access and unleashes future expansion.**
  To deliver on Candid’s 2030 vision, we must address what we know to be true: people have difficulty finding the information they seek amidst our plethora of tools,
products, and services. Our plan is to simplify and unify Candid’s offerings so that our 525,000 monthly users can, in one place, search and vet nonprofits globally, identify potential sources of funding, and gain insight on broader trends—making the social sector more equitable, efficient, and effective.

Candid will spend $9M of this grant over three years to build a state-of-the-art technology platform that brings together key features of our flagship products such as Foundation Directory, GuideStar/Charity Check, Seals of Transparency, 990 Finder, Philanthropy News Digest, Candid Learning, Foundation Maps, and more. These flexible funds have enabled us to not only invest in the development of a robust new platform, but to also support our existing products in parallel so we can continue to provide vital resources to the millions of people who rely on us. Once deployed, the new suite will simply become Candid.org, with free access to the majority of our data, information, and insights.

—— Establish an innovation fund to seed next generation ideas.
We are also investing $500,000 of this grant to establish the Candid Innovation Fund. The fund will be deployed to test and validate major new ideas from staff for products, features, services, and markets. Our intent is to test a wide range of bold new solutions and identify those with the greatest potential before placing a big bet. For those that demonstrate the strongest potential for impact, we’ll consider larger investments.

—— Take care of our staff.
Throughout the pandemic, Candid saw the wellness and safety of our team as a top priority. Despite enormous personal and professional stress, they continued to deliver data, resources, insights, and training to our colleagues across the sector, supporting their work at a crucial time. To show our appreciation, in November 2021 Candid provided a flat $2,000 grossed-up bonus for every full-time employee (except for the President), as well as a $1,000 bonus for every part-time employee.

Alongside these investments, we are taking a hard look at other ways we can serve the sector. At Candid, we believe that all organizations, particularly historically marginalized ones, should be able to fully benefit from our offerings. Thus, we are actively working to bridge gaps in affordability, awareness, capacity, and social capital. One example is our offer for free access to Foundation Directory Essential to nonprofits with a budget under $1M who earn a Gold Seal of Transparency.

Infrastructure, risk-taking, and staff well-being are all essential for progress, yet difficult for most nonprofits to prioritize given tight budgets and funding constraints. We hope that more donors will follow MacKenzie Scott’s lead in making these types of deep, unrestricted gifts that enable us all to make smart choices for our collective future.
Roughly 10% of U.S. nonprofits are led by individuals from Black, Indigenous, and other communities of color, yet they only receive about 4% of grant dollars annually. The reasons for this are many, but it is no coincidence that over 90% of foundation CEOs are white. Organizations led by individuals of color face barriers to funding that their white-led counterparts simply do not, resulting in significantly less financial support.

Candid is in the unique position of serving as the most comprehensive data source for the social sector. Every day, people look to Candid for data on more than 1.8 million U.S.-based nonprofits and 164,000 funders to help them do good. It is our responsibility to maintain the quality of this vast data collection, but it’s just as important to ensure those who are impacted by pervasive funding disparities can access and use it to deliver on their missions.

Reducing funding inequities is a long-term project that begins at home. Through Go for the Gold, a promotion we made permanent last year, organizations with budgets under $1 million can access Foundation Directory for free when they maintain a Gold Seal of Transparency through their Candid nonprofit profile. When a nonprofit claims and updates their profile, they can then easily share the link to it with potential funders to tell their story.
without needing to build a website. To further support nonprofits in making the case for funding, we encourage them to share their organizational leadership's demographic makeup. This makes it easy for funders centering equity in their grantmaking strategy to find grantees led by and reflective of the communities they serve (learn more at candid.org/dvc). Finally, in early 2023, we will offer virtually all capacity-building trainings at no cost to individuals. This shift acknowledges that cost should not be a barrier for nonprofit leaders to build the skills they need to best serve their communities.

These steps are a solid start to chipping away at pervasive inequities in funding practices. To further this work and deepen our commitment, Candid has formed a new Equitable Access department. This team of experienced, creative, and thoughtful folks is committed to ensuring historically marginalized nonprofits have the same opportunity as their well-resourced peers to secure funding. The team’s emerging strategy will guide our efforts to reduce barriers to funding already identified through a well-established body of research: a lack of social capital, lower visibility among funders and donors, limited capacity, and institutional and interpersonal bias.

These are positive developments, but moving the needle on equitable access to funding will require some big swings. We need to explore how we create more opportunities for Black and other leaders of color by directly connecting them with more funders, and how we can encourage funders to move beyond their current grantee portfolios and provide support with fewer or no restrictions. No solution will be perfect, and we do not have all the answers for how to eliminate the deeply entrenched, historic barriers Black, Indigenous, and people of color-led organizations continue to face. That we have created the space within Candid to step back and focus on the problem reinforces the organization’s willingness to harness our collective knowledge of the sector to direct funding to the places where it will do most good.

Finally, in early 2023, we will offer virtually all capacity-building trainings at no cost to individuals. This shift acknowledges that cost should not be a barrier for nonprofit leaders to build the skills they need to best serve their communities.
Input from current and potential users of Candid’s tools is crucial to building products for a more efficient and effective social sector. One form this input takes at Candid is User Experience Research (UXR). While we have several channels for gathering customer feedback, UXR is unique since it is about partnering with our current and prospective users to help us understand and adjust to their needs and motivations during the product development process. The goal is to come as close as possible to co-creating products with the people who do or could use them, increasing our likelihood of success in creating built-in value and usability. When done well, UXR allows us to design in anticipation of our users’ needs rather than reactively correcting issues as they emerge.

We’re in the early stages of developing the next generation of Candid’s products, and UXR is deeply integrated into our process. To stay focused on our users’ needs, we’re creating a set of persona archetypes based on in-depth conversations with current and potential users. Sometimes we encounter unexpected insights or novel ways that people use our products. For example, one customer mentioned that they can review up to 500 funder profile pages in one day using Foundation Directory, a time-consuming and tedious exercise! This raises the question of whether we may be able to help get the information they need more quickly and efficiently. Insights like this one serve as design prompts for our teams as they create new and improved versions of our products.

When done well, UXR allows us to design in anticipation of our users’ needs rather than reactively correcting issues as they emerge.

Devin Harvath
User Experience Research Manager
As new design concepts are developed, our team shares early concepts and gathers feedback from potential and current users through surveys and both moderated and unmoderated usability tests. So far in this research, participants have made clear they need tools that allow them to both quickly scan organization profiles as well as dive deep into the details when necessary—for example, when using GuideStar to review potential grantee profiles.

At Candid, we believe that when more of our team members have the chance to interact with our customers, they’ll structure their work with a better understanding of the people we serve. We do this through a program called Follow Me Home (FMH). FMH is a practice developed by the software company Intuit through which all Candid staff can have one-on-one conversations with our users. The program is still in its early stages, but we’re already seeing positive signs of progress towards a more user-centered Candid. For example, several people have shared that they spend valuable time copying information from Candid into their other systems and wish they could export the data more efficiently and seamlessly integrate it into their workflows. This is the kind of feedback we’ll integrate into product development to ensure our tools are enhanced with usability top of mind.

We’re also getting feedback from our users to test big ideas and in the process avoid costly and time-consuming initiatives that aren’t needed. When a “big idea” concept is identified, such as mobile phone alerts of relevant fundraising opportunities, we design an experiment to understand whether this service would be valuable to our customers. In the case of mobile phone alerts, we asked some of our users whether they’d be interested in signing up to receive text messages from us about relevant funding opportunities. The answer we got was “no!” But the good news is we didn’t have to develop complex new systems to find out.

Centering user input will ultimately help us get more resources to organizations that can do the most good. We’re always looking for ways to partner with our users and others who can advise us on an ongoing basis, while balancing our research recruiting to make sure we’re hearing from people with a variety of backgrounds and perspectives.
Philanthropy and COVID-19: Examining two years of giving

— $1 billion in 2021 COVID-19 philanthropy collected by Candid to date
— 18% of this was explicitly designated as flexible funding/general support
— 31% decline in COVID-19-related funding in 2021 compared to 2020, among surveyed U.S. foundations

Measuring the state of disaster philanthropy 2022: Data to drive decisions

— $5.2 billion in funding to date by foundations and public charities dedicated to disasters and humanitarian crises in 2020
— 96% of the $5.2 billion went toward epidemics (largely the coronavirus pandemic)
— 19x increase in disaster-related giving in 2020 compared to 2019, based on giving by 222 large U.S. foundations

Advancing Human Rights: Annual Review of Global Foundation Grantmaking, 2019 Key Findings

— $4.1 billion in human rights grants in 2019, a 10% increase from 2018 and a 242% increase over the past decade. However, human rights grants are still just 2% to 8% of total annual foundation funding.
— 26% of human rights funding was reported as flexible general support, but there are regional disparities.
— Of the 26,000+ human rights grants awarded in 2019, only 28% were intended to benefit more than one population and just 7% reference three or more—suggesting that much of the funding is failing to address intersectionality.
Candid.