
Evelyn and Walter Haas, Jr. Fund 2023 Grantee Perception Report

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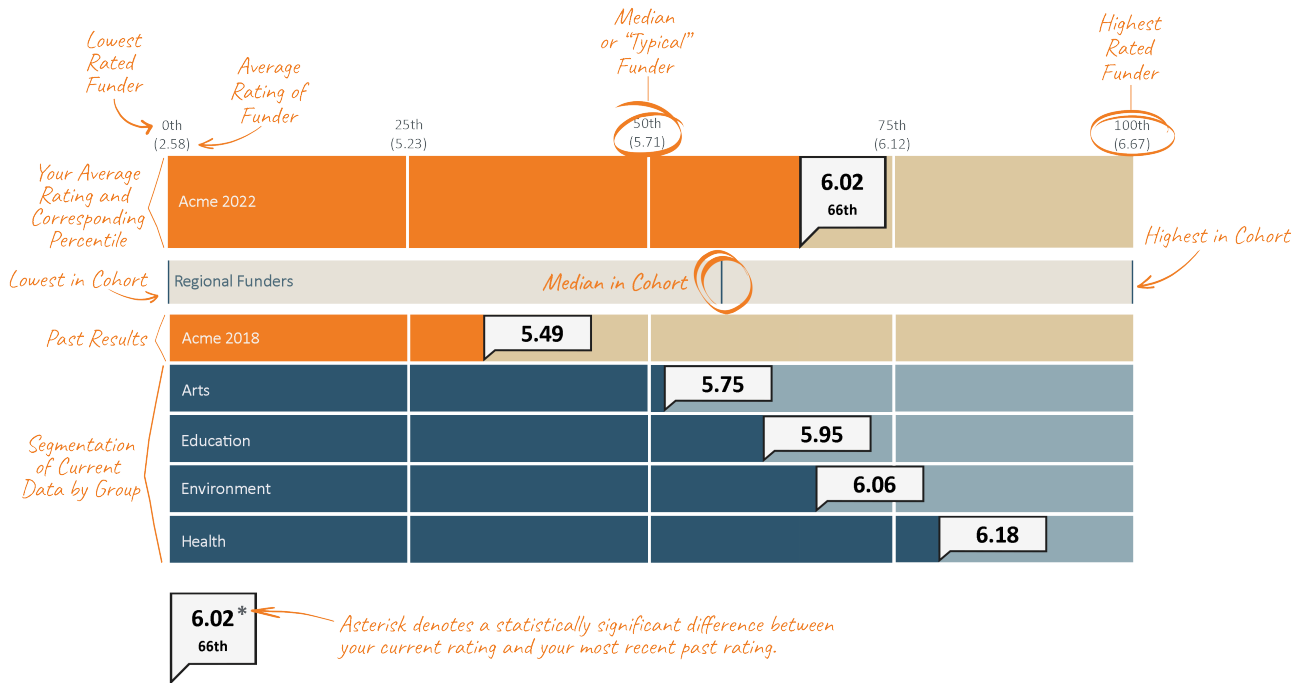
The online version of this report can be accessed at cep.surveystats.org

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Interpreting Your Charts

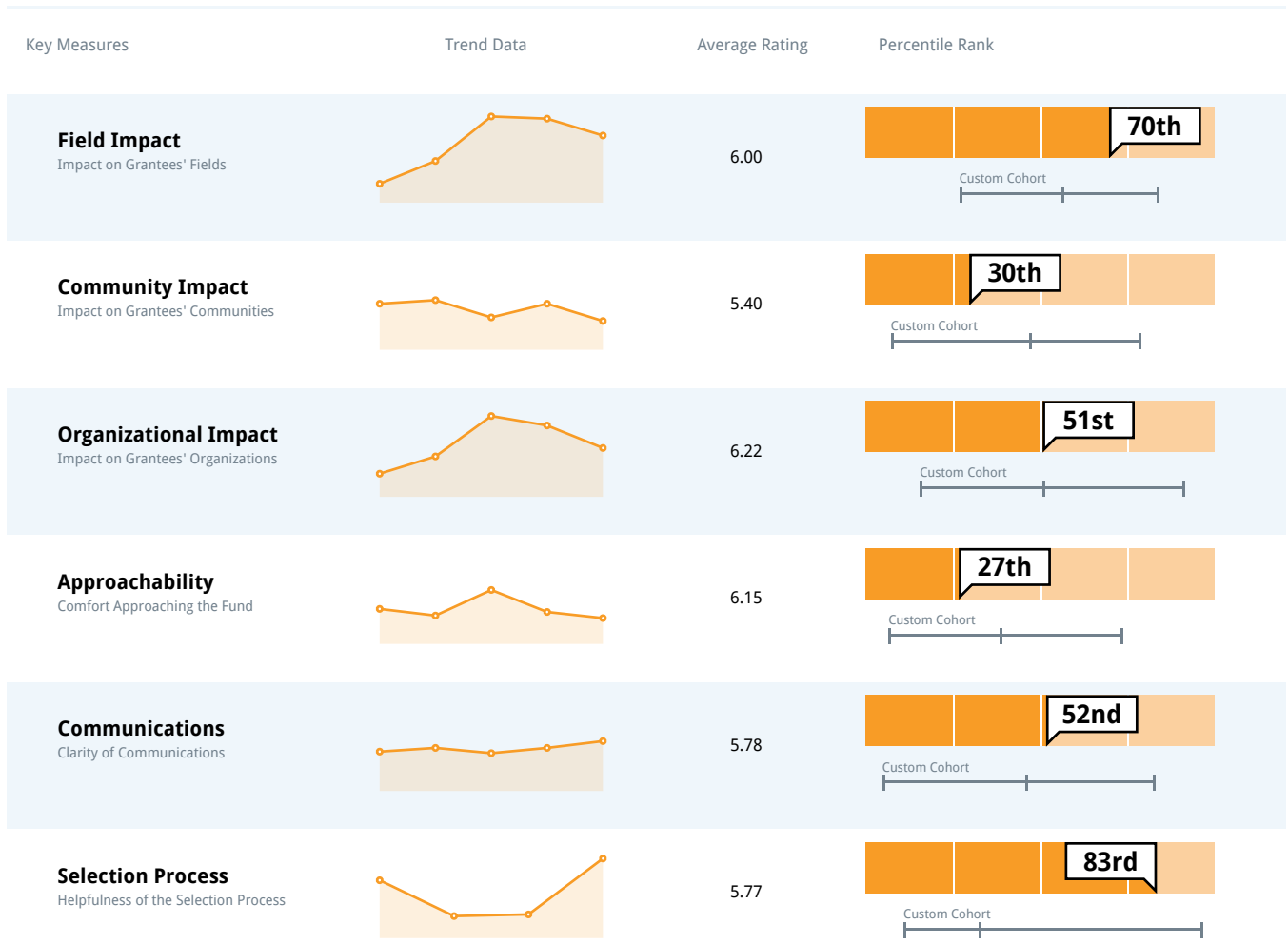
Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.



Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than eight responses.

Key Ratings Summary

The following chart highlights a selection of your key results. Each of these data points corresponds to an individual survey measure that is displayed with additional detail in the subsequent pages of this report.



Survey Population

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
The Haas, Jr. Fund 2023	February and March 2023	108	72	67%
The Haas, Jr. Fund 2015	May and June 2015	120	77	64%
The Haas, Jr. Fund 2012	February and March 2012	108	83	77%
The Haas, Jr. Fund 2007	May and June 2007	276	174	63%
The Haas, Jr. Fund 2004	February and March 2004	190	153	81%

Survey Year	Year of Active Grants
The Haas, Jr. Fund 2023	2022
The Haas, Jr. Fund 2015	2014
The Haas, Jr. Fund 2012	2011
The Haas, Jr. Fund 2007	2006
The Haas, Jr. Fund 2004	2003

Throughout this report, Evelyn and Walter Haas, Jr. Fund's survey results are compared to CEP's broader dataset of more than 50,000 grantee responses from over 300 funders built up over more than a decade of grantee surveys. A list of some funders who have recently participated in the GPR can be found at <https://cep.org/gpr-participants/>.

In order to protect the confidentiality of respondents results are not shown when CEP received fewer than eight responses to a specific question.

Subgroups

In addition to showing the Haas, Jr. Fund's overall ratings, this report shows ratings segmented by Program Area. The online version of this report also shows ratings segmented by grantees' Funding Relationship with the Haas, Jr. Fund, Respondent Gender, and Respondent Person of Color Identity.

Program Area	Number of Responses
College Success/Education Equity	8
Democracy	31
Immigrant Rights	25

Funding Relationship	Number of Responses
First grant from Haas, Jr. Fund	14
Consistent funding in the past	47
Inconsistent funding in the past	10

Respondent Gender	Number of Responses
Identifies as a Man	21
Identifies as a Woman	46

Respondent Person of Color Identity	Number of Responses
Does not identify as a Person of Color	30
Identifies as a Person of Color	40

Subgroup Methodology and Differences

The following page outlines the methodology used to determine the subgroups that are displayed in the report, along with any differences in grantee perceptions. Differences should be interpreted in the context of the Haas, Jr. Fund's goals and strategy.

CEP conducts statistical analysis on groups of 10 or larger. Ratings described as "significantly" higher or lower reflect statistically significant differences at a P-value less than or equal to 0.1. Ratings described as "trending" higher or lower reflect a 0.3-point difference larger or smaller than the overall average rating.

Subgroup Methodology

Program Area: Using data grantees provided in the survey, CEP tagged grantees based on their program area. CEP did not survey LGBT Equality grantees who were receiving tie-off grants in 2023, and therefore only included a small number of grantees from that program area.

- The respondent population includes six grantees who report receiving an LGBT Equality grant, and two grantees who report receiving a Community Partnerships and Initiatives grant. Ratings from these grantees are represented in the overall Haas, Jr. Fund rating, but CEP was unable to break out their program area ratings due to the size of these two groups.
- Additionally, six grantees report receiving grants from two separate program areas, and their ratings are represented in both program area average ratings.

Funding Relationship: Using data grantees provided in the survey, CEP tagged grantees based on their current funding relationship with the Haas, Jr. Fund.

Respondent Gender: Using data grantees provided in the survey, CEP tagged grantees based on their gender identity. Those segmented as "Identifies as a Man" selected "Man" only, and those segmented as "Identifies as a Woman" selected "Woman" only.

Respondent Person of Color Identity: Using data grantees provided in the survey, CEP tagged grantees based on their Person of Color identity.

Subgroup Differences

Program Area: Immigrant Rights grantees rate significantly higher than Democracy grantees on many measures in the report, particularly for measures about understanding and grantmaking processes.

Funding Relationship: Consistently funded grantees rate significantly higher than other grantees on eight measures in the report, including several measures related to diversity, equity, and inclusion.

Respondent Gender: No grantees consistently rate higher than others when segmented by respondent gender.

Analyses also show there are no significant differences between grantees who identify as women and those who identify as men in terms of grant size, grant type (restricted vs. unrestricted), grant length, annual organizational budget, non-monetary assistance, funding history, contact frequency, contact initiation, contact change, site visits, or whether grantees had a discussion with the Fund about how their work would be assessed.

Respondent Person of Color Identity: Grantees who identify as a person of color rate significantly lower than grantees who do not identify as a person of color on seven measures in the survey, including measures related to the Fund's understanding.

Analyses also show there are no significant differences between grantees who identify as people of color and those who do not in terms of grant size, grant type (restricted vs. unrestricted), grant length, annual organizational budget, non-monetary assistance, funding history, contact frequency, contact initiation, contact change, site visits, or whether grantees had a discussion with the Fund about how their work would be assessed.

For more information, please see the ["Respondent Demographics"](#) section.

Comparative Cohorts

Customized Cohort

The Haas, Jr. Fund selected a set of 13 funders to create a smaller comparison group that more closely resembles The Haas, Jr. Fund in scale and scope.

Custom Cohort

Arcus Foundation
Barr Foundation
Evelyn and Walter Haas, Jr. Fund
Kenneth Rainin Foundation
Marguerite Casey Foundation
Stuart Foundation
Stupski Foundation
Surdna Foundation, Inc.
The Grove Foundation
The James Irvine Foundation
The Skillman Foundation
Walter and Elise Haas Fund
Weingart Foundation

Standard Cohorts

CEP also included 18 standard cohorts to allow for comparisons to a variety of different types of funders.

Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	36	Funders with median grant size of \$20K or less
Large Grant Providers	110	Funders with median grant size of \$200K or more
High Touch Funders	34	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Proactive Grantmakers	106	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	103	Funders that make at most 10% of grants by invitation only
Intermediary Funders	23	Funders that primarily regrant philanthropic dollars
International Funders	66	Funders that fund outside of their own country
European Funders	27	Funders that are headquartered in Europe

Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than \$5 Million	58	Funders with annual giving of less than \$5 million
Funders Giving \$50 Million or More	88	Funders with annual giving of \$50 million or more

Foundation Type Cohorts

Cohort Name	Count	Description
-------------	-------	-------------

Private Foundations	170	All private foundations in the GPR dataset
Family Foundations	85	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	30	All health conversion foundations in the GPR dataset
Corporate Foundations	25	All corporate foundations in the GPR dataset

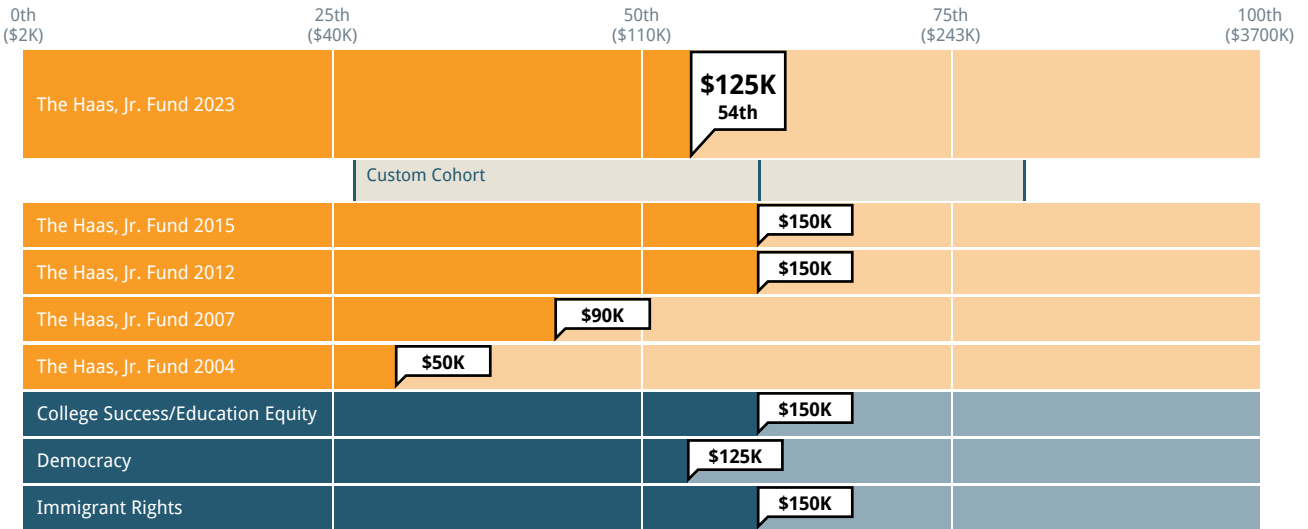
Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	42	Funders that are primarily based outside the United States
Recently Established Foundations	52	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	172	Funders who surveyed grantees during COVID-19 (2020 - 2022)

Grantmaking Characteristics

Funders make different choices about the ways they organize themselves, structure their grants, and the types of grantees they support. The following charts and tables show some of these important characteristics. The information is based on self-reported data from funders and grantees, and further detail is available in the Contextual Data section of this report.

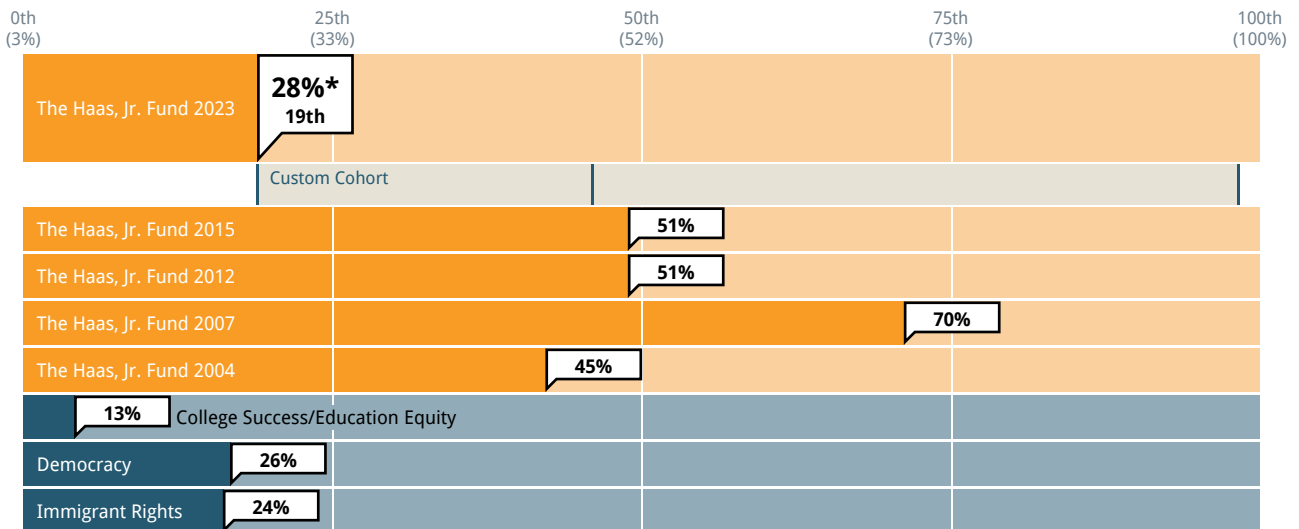
Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Program Area

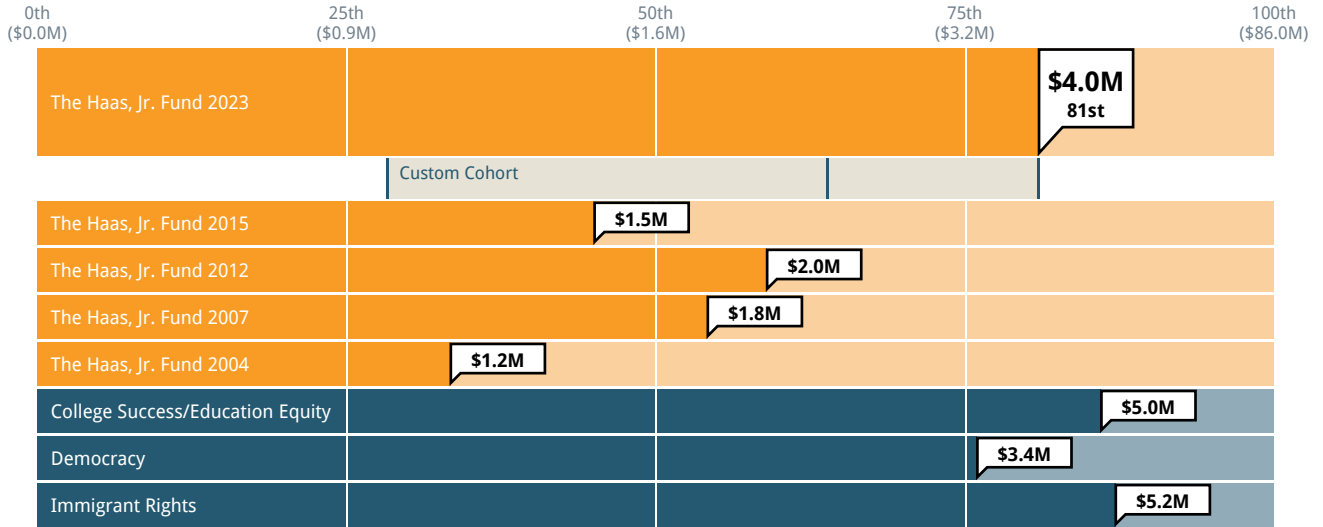
Proportion of Multi-year Grants

Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Median Organizational Budget



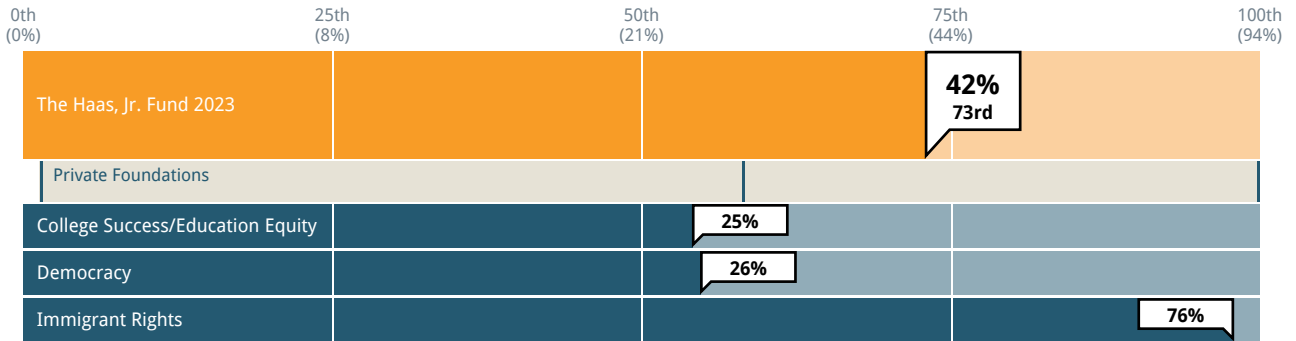
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort					
Grant History	The Haas, Jr. Fund 2023	The Haas, Jr. Fund 2015	The Haas, Jr. Fund 2012	Average Funder	Custom Cohort
Percentage of first-time grants	20%	11%	10%	29%	28%

Selected Cohort: Custom Cohort			
Program Staff Load			
	Dollars awarded per program full-time employee	Applications per program full-time employee	Active grants per program full-time employee
The Haas, Jr. Fund 2023	\$3.4M	18	16
The Haas, Jr. Fund 2015	\$3.5M	29	35
The Haas, Jr. Fund 2012	\$2.3M	11	30
The Haas, Jr. Fund 2007	\$1.7M	15	52
The Haas, Jr. Fund 2004	\$2.4M	27	50
Median Funder	\$2.7M	24	31
Custom Cohort	\$3.2M	18	28

Proportion of Unrestricted Funding

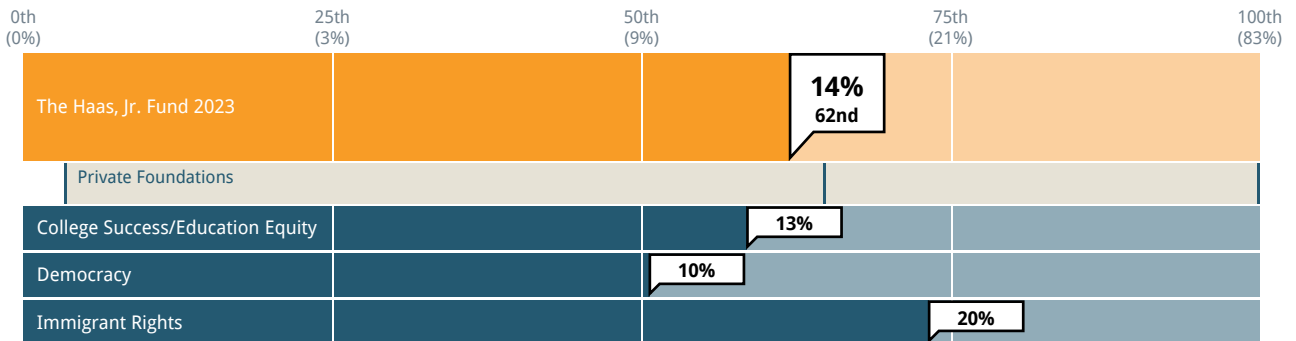
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g., general operating, core support)'



Cohort: Private Foundations Past results: on Subgroup: Program Area

Proportion of Multi-year Unrestricted Grants

Proportion of grantees that report receiving grants for two years or longer and who report receiving general operating support funding that was not restricted to a specific use.

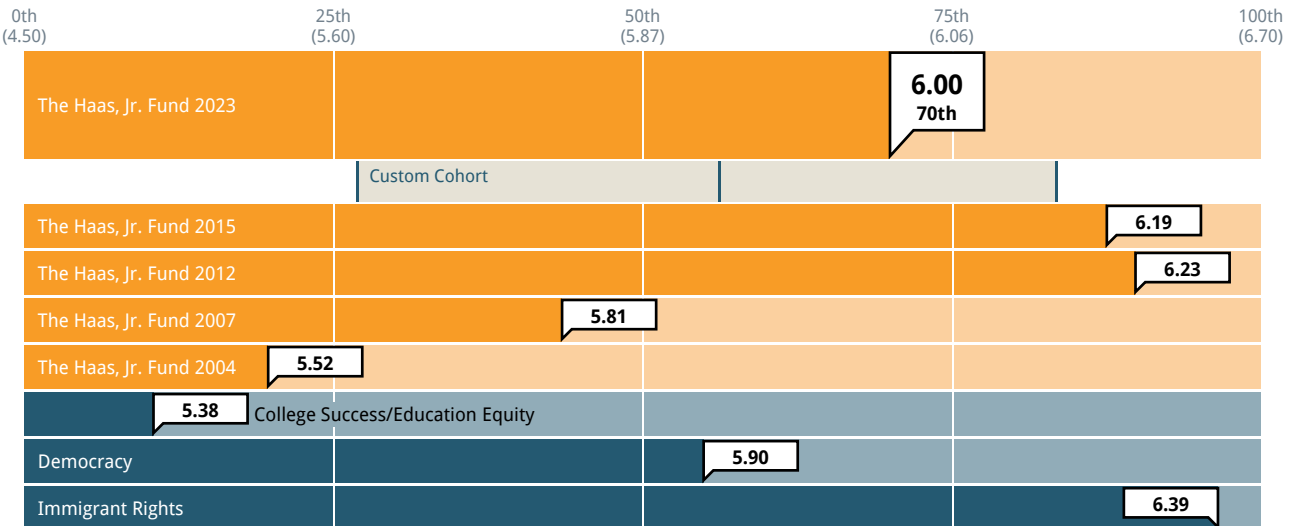


Cohort: Private Foundations Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Fields

Overall, how would you rate the Haas, Jr. Fund's impact on your field?

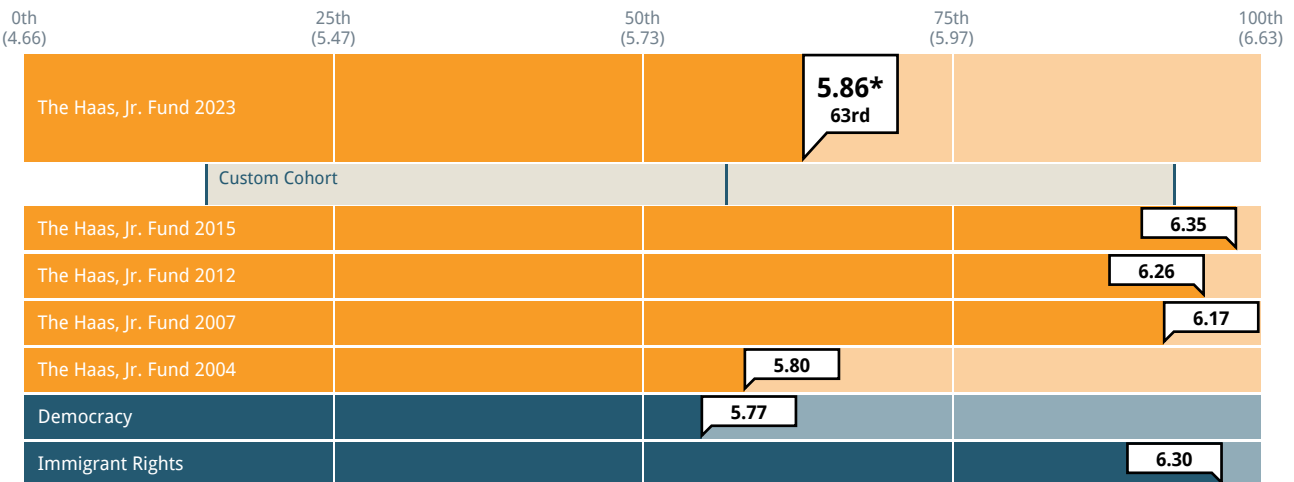
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Haas, Jr. Fund understand the field in which you work?

1 = Limited understanding of the field 7 = Regarded as an expert in the field

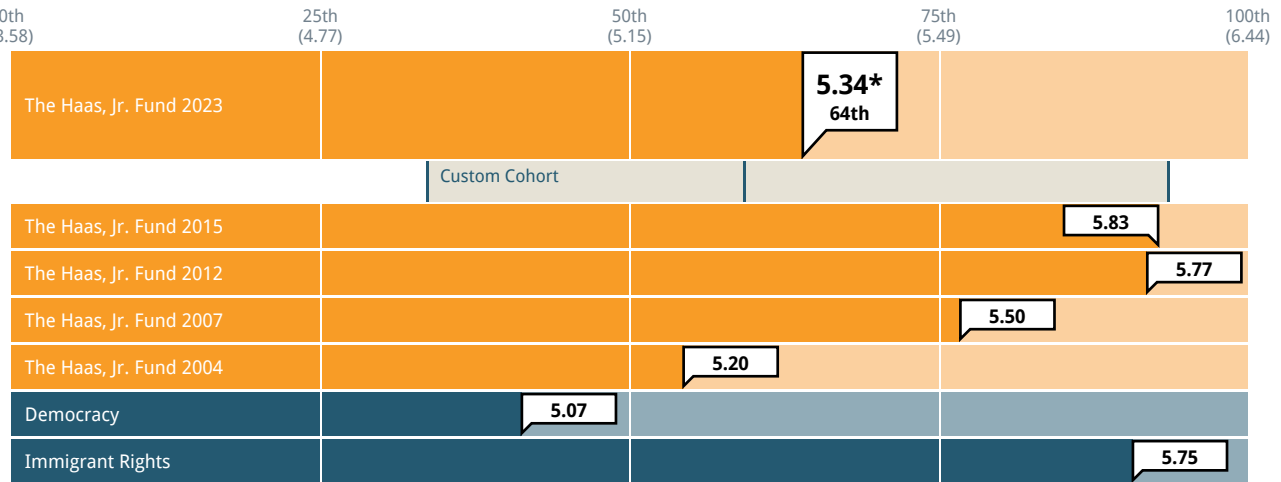


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Advancing Knowledge and Public Policy

To what extent has the Haas, Jr. Fund advanced the state of knowledge in your field?

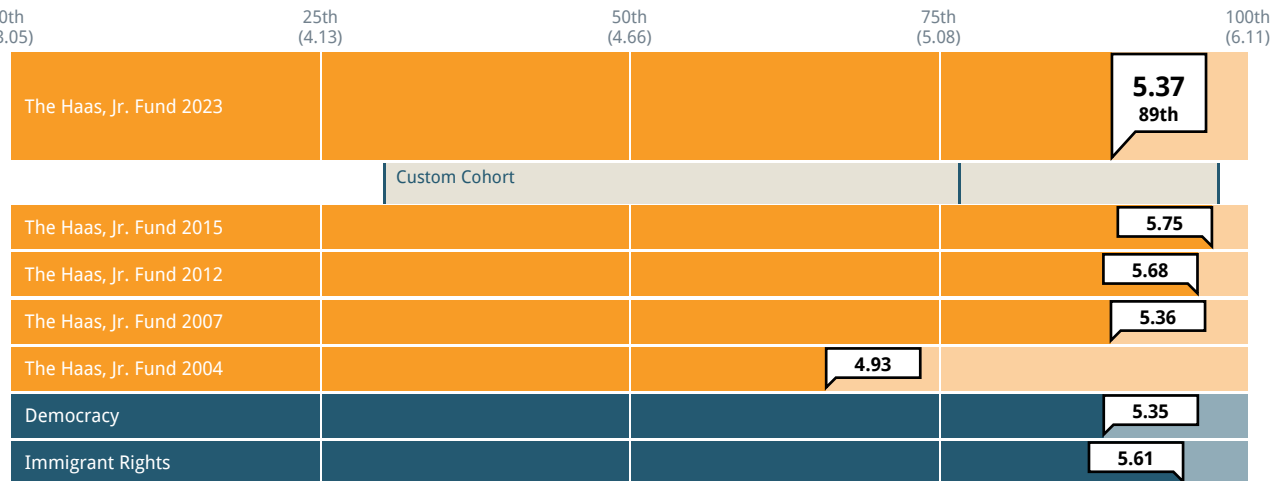
1 = Not at all 7 = Leads the field to new thinking and practice



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent has the Haas, Jr. Fund affected public policy in your field?

1 = Not at all 7 = Major influence on shaping public policy

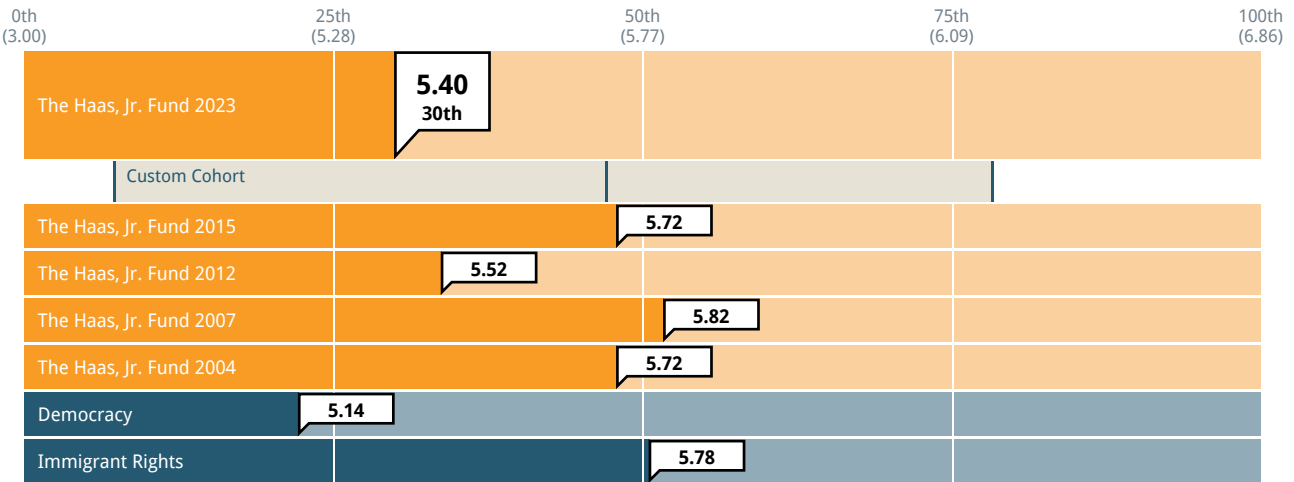


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Local Communities

Overall, how would you rate the Haas, Jr. Fund's impact on your local community?

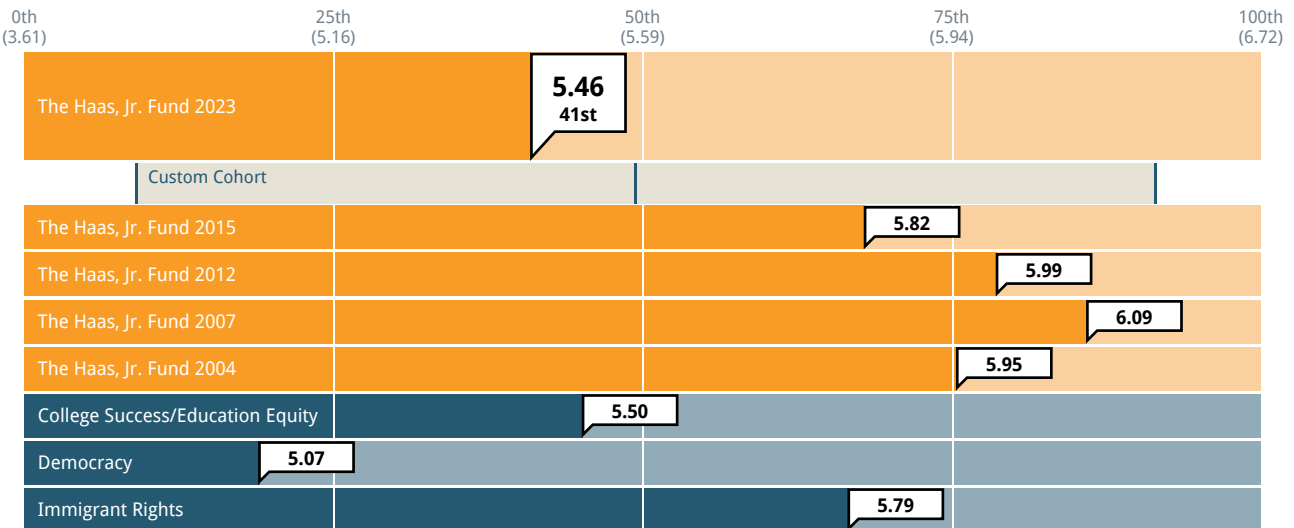
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Haas, Jr. Fund understand the local community in which you work?

1 = Limited understanding of the community 7 = Regarded as an expert in the community

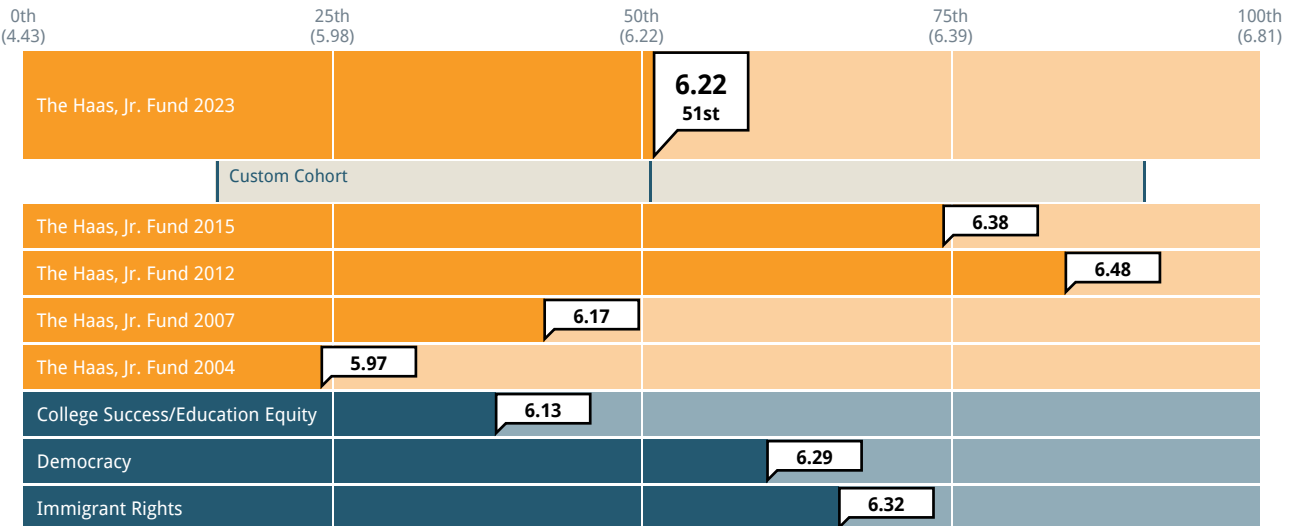


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Organizations

Overall, how would you rate the Haas, Jr. Fund's impact on your organization?

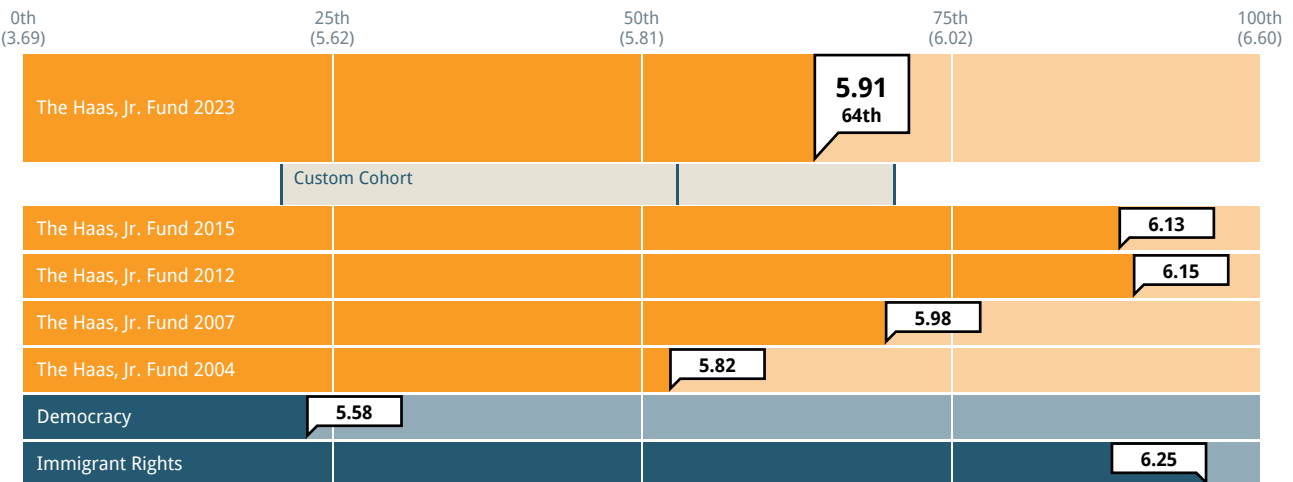
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Haas, Jr. Fund understand your organization's strategy and goals?

1 = Limited understanding 7 = Thorough understanding

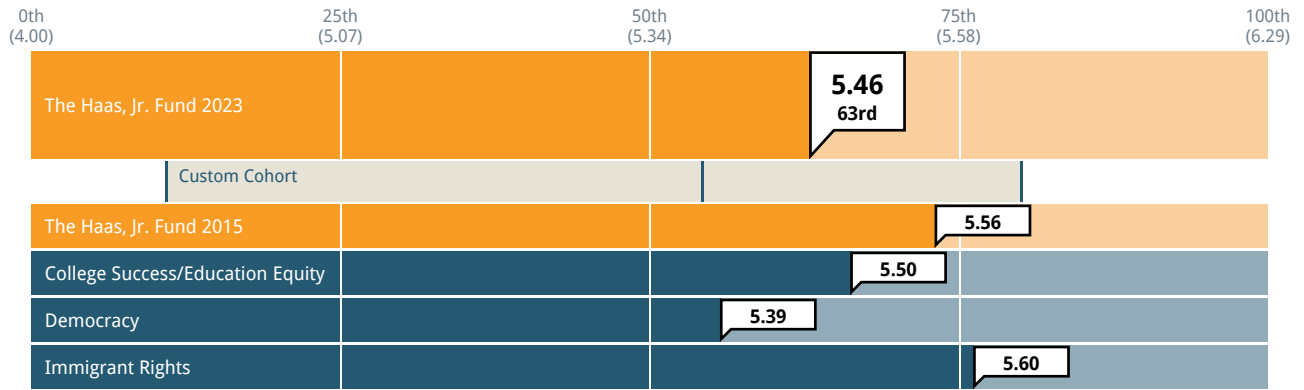


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Grantee Challenges

How aware is the Haas, Jr. Fund of the challenges that your organization is facing?

1 = Not at all aware 7 = Extremely aware

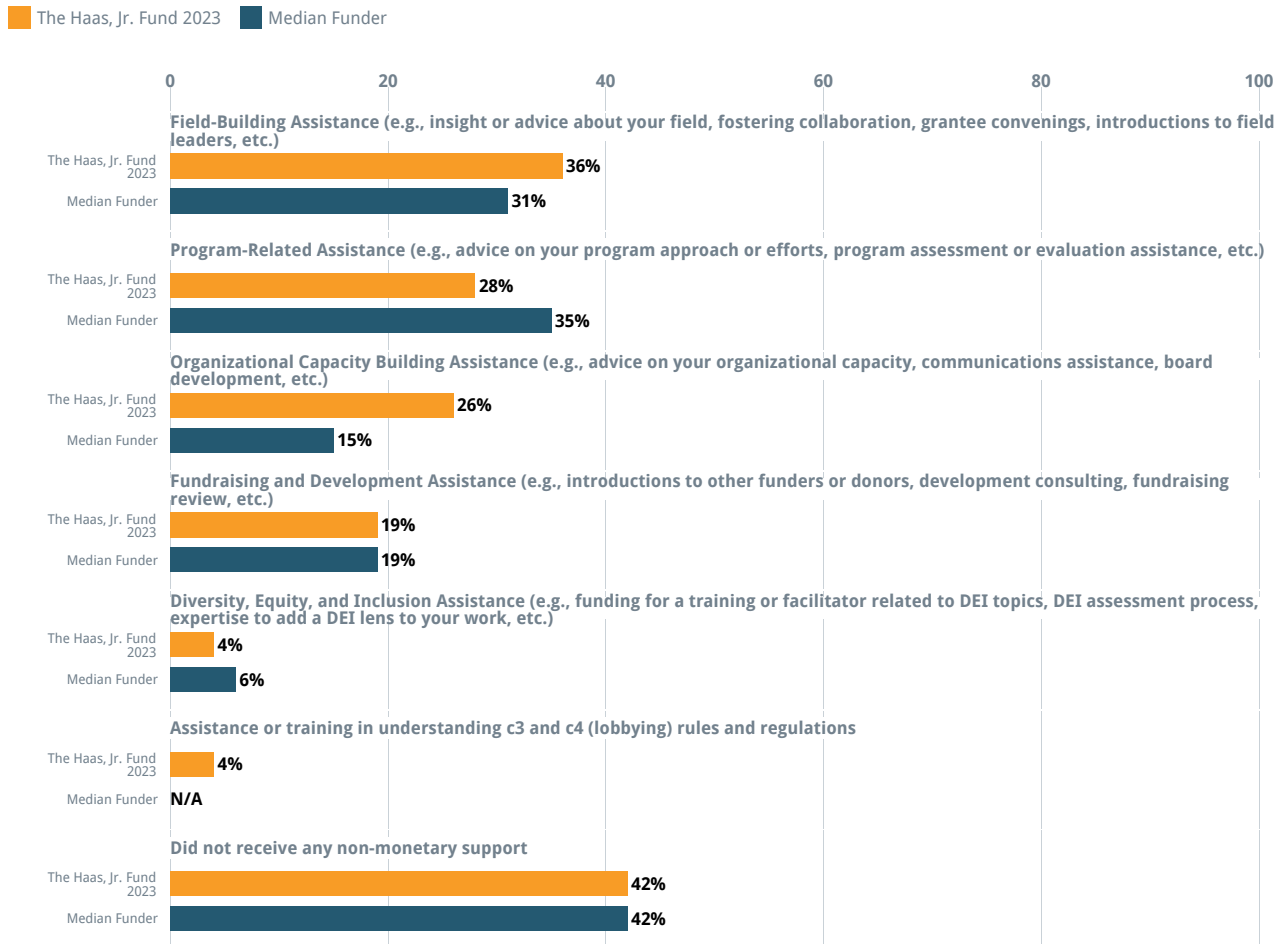


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Non-Monetary Assistance

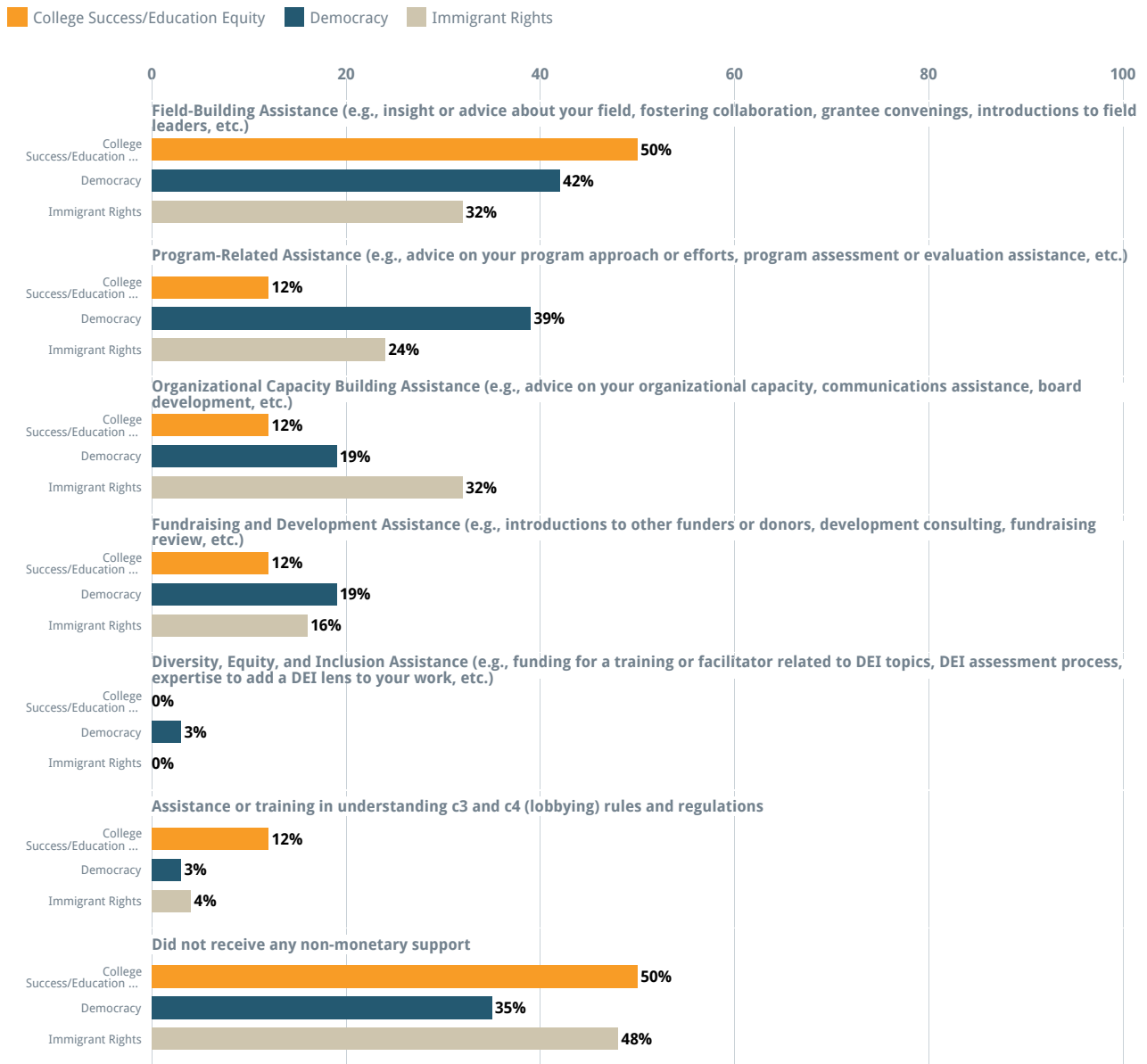
Note: The following questions were recently added to the grantee survey and depict comparative data from fewer than 25 funders in the dataset.

Please indicate any types of non-monetary assistance that were a component of what you received from the Haas, Jr. Fund (from staff or a third party paid for by the Haas, Jr. Fund).



Cohort: None Past results: on

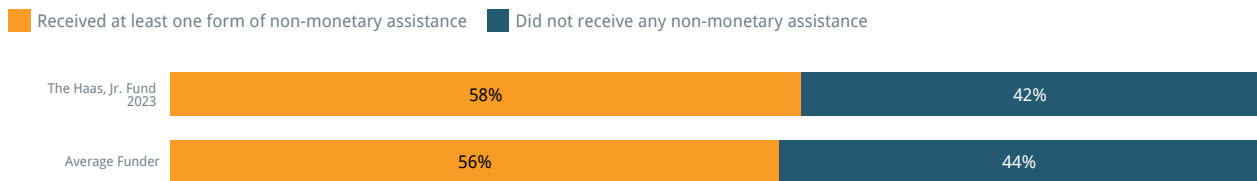
Please indicate any types of non-monetary assistance that were a component of what you received from the Haas, Jr. Fund (from staff or a third party paid for by the Haas, Jr. Fund). - By Subgroup



Subgroup: Program Area

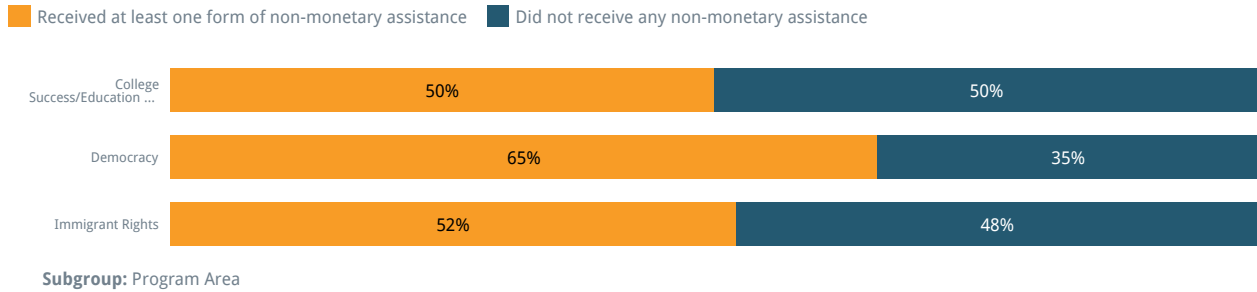
Note: Respondents could select all forms of non-monetary support they received in the previous question. Therefore, the following chart provides a summary of the proportion of grantees who indicated that they received at least one form of non-monetary assistance.

Proportion of Grantees Receiving Non-Monetary Assistance



Cohort: None Past results: on

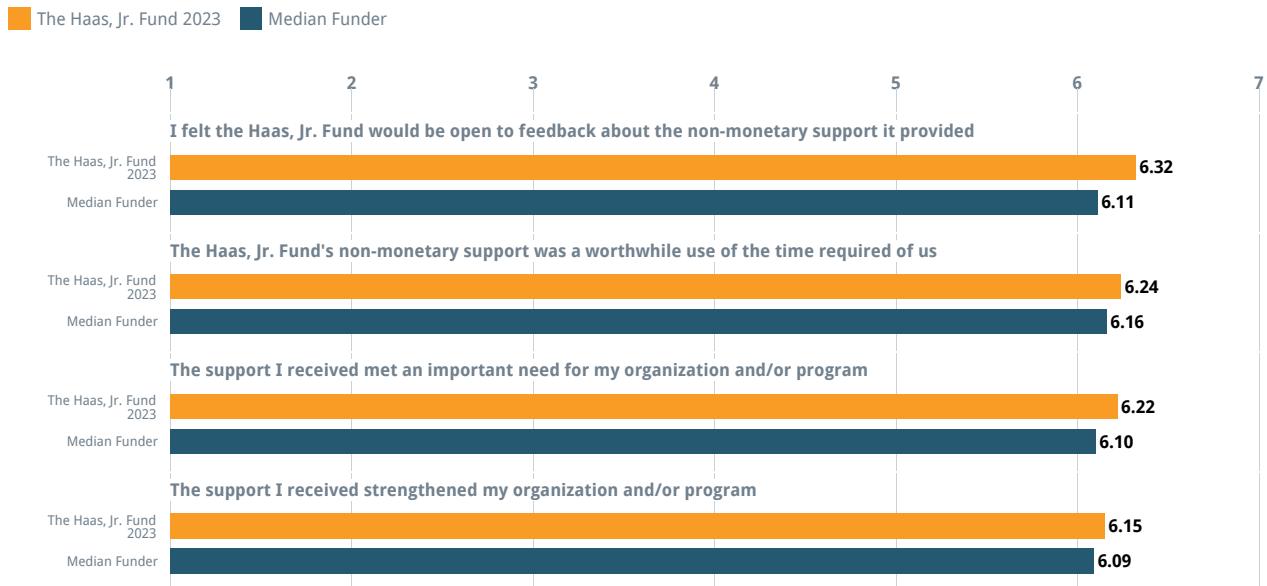
Proportion of Grantees Receiving Non-Monetary Assistance - By Subgroup



Note: The following question was asked only of grantees who indicated receiving at least one form of non-monetary assistance in the previous question.

Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Haas, Jr. Fund:

1 = Not at all 7 = To a great extent

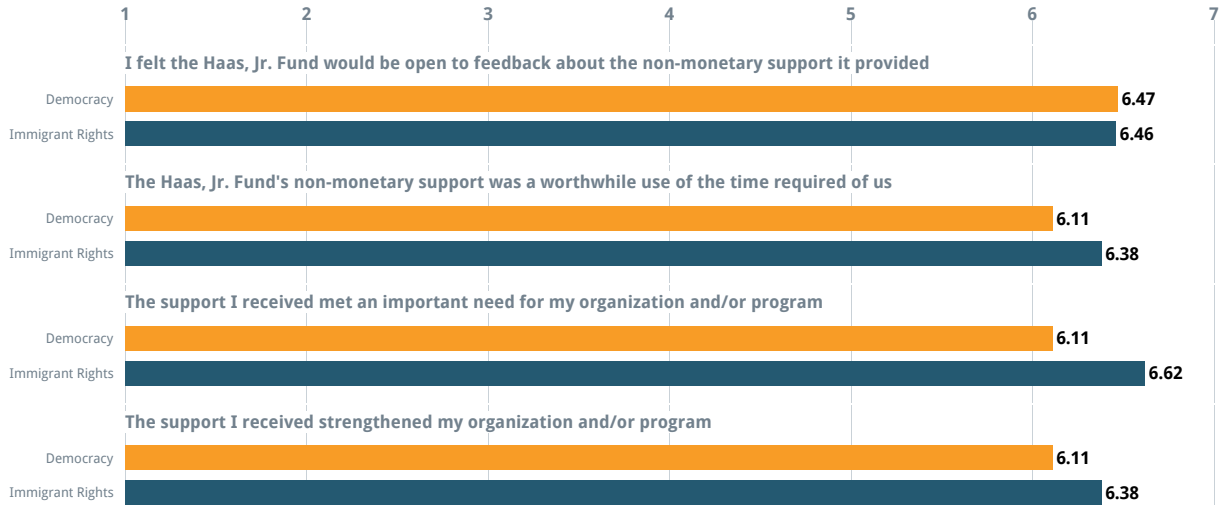


Cohort: None **Past results:** on

Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Haas, Jr. Fund: - By Subgroup

1 = Not at all 7 = To a great extent

Democracy Immigrant Rights

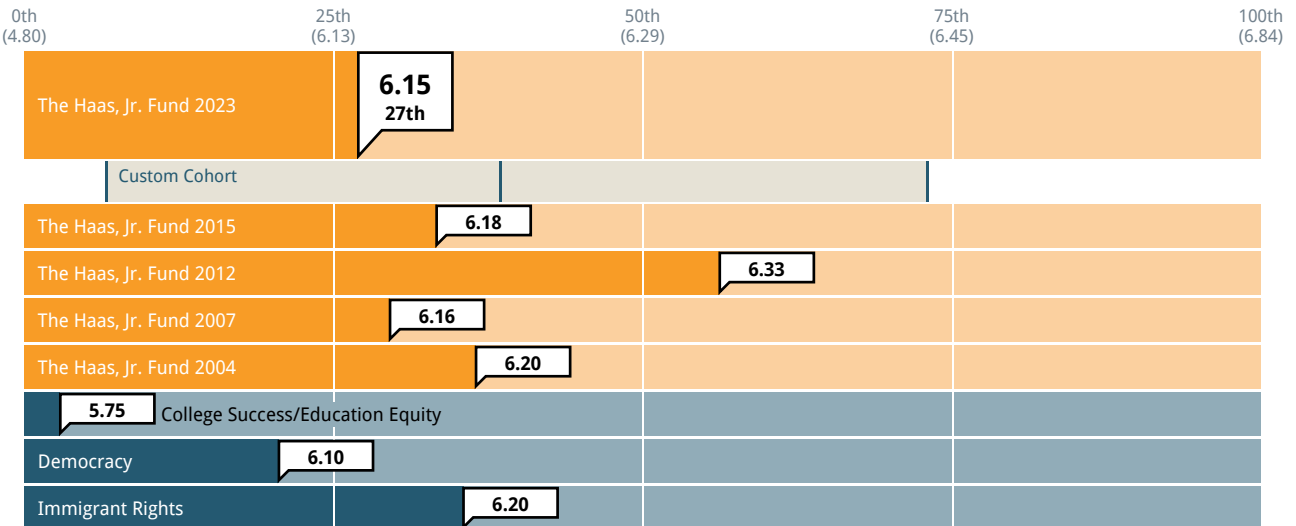


Subgroup: Program Area

Funder-Grantee Relationships

How comfortable do you feel approaching the Haas, Jr. Fund if a problem arises?

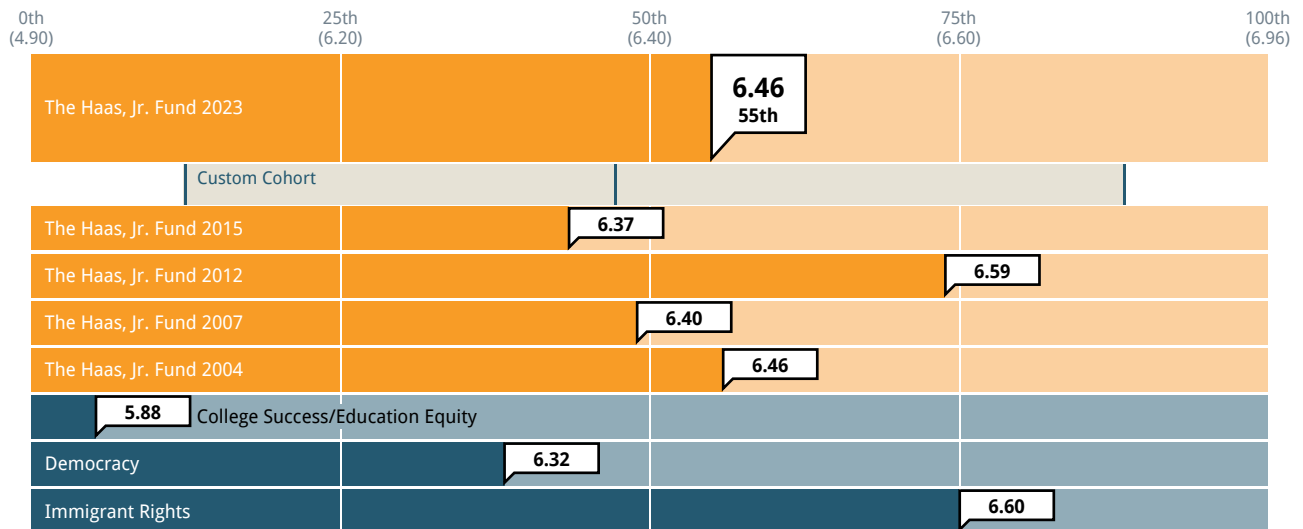
1 = Not at all comfortable 7 = Extremely comfortable



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Overall, how responsive was Haas, Jr. Fund staff?

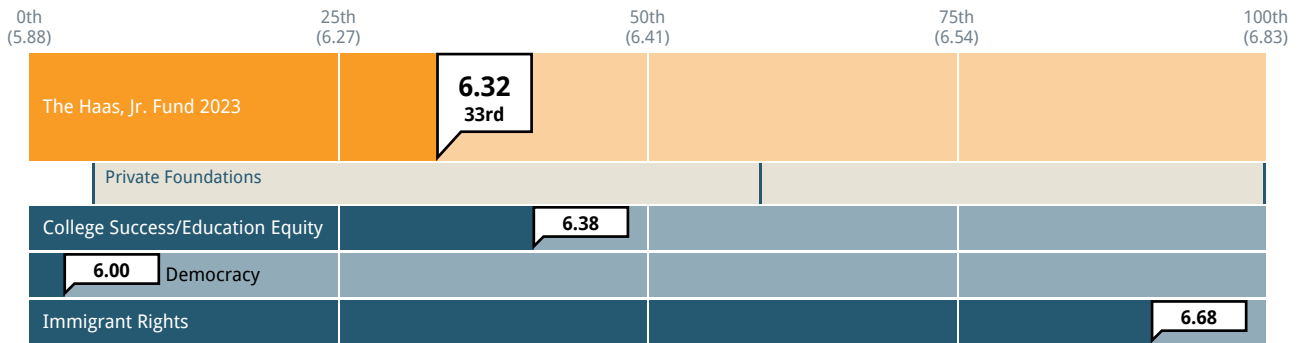
1 = Not at all responsive 7 = Extremely responsive



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent did the Haas, Jr. Fund exhibit trust in your organization's staff during this grant?

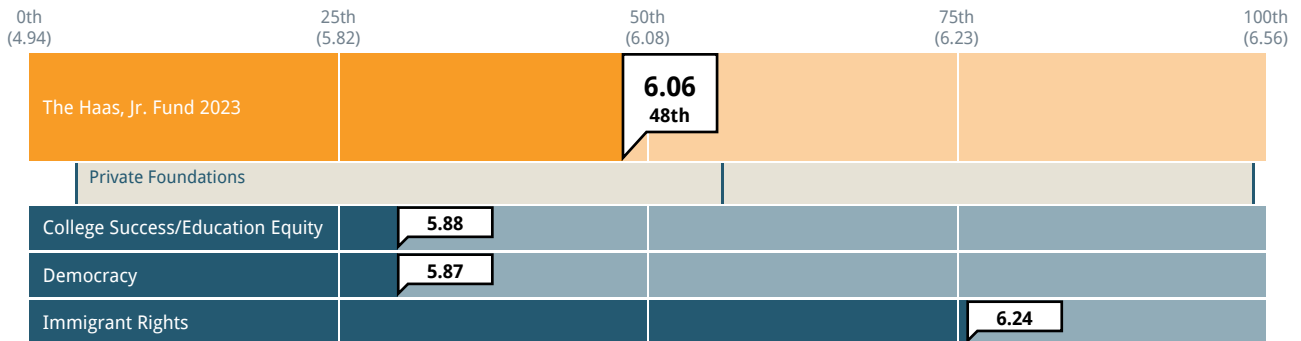
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent did the Haas, Jr. Fund exhibit candor about the Haas, Jr. Fund's perspectives on your work during this grant?

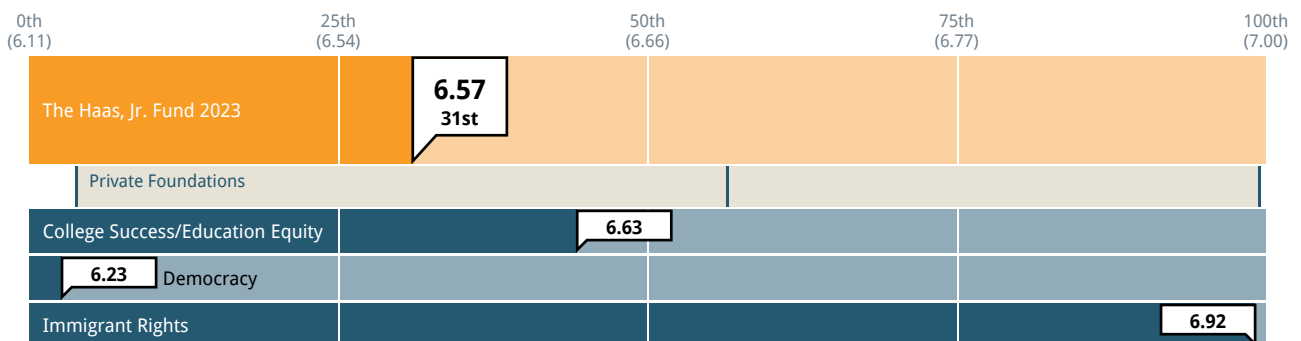
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent did the Haas, Jr. Fund exhibit respectful interaction during this grant?

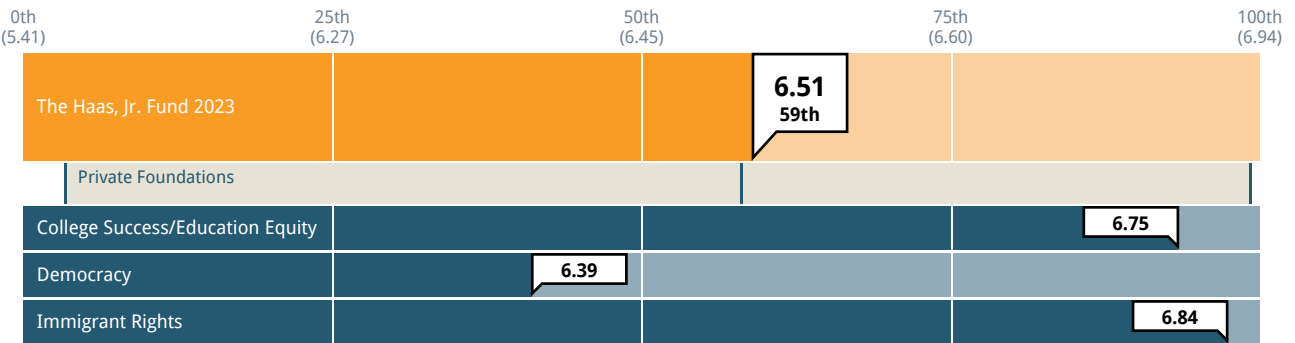
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent did the Haas, Jr. Fund exhibit compassion for those affected by your work during this grant?

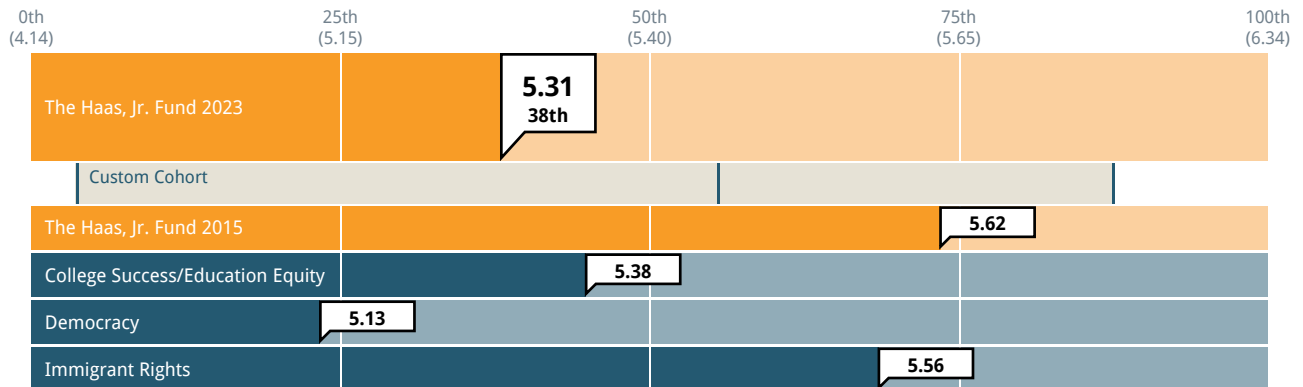
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent is the Haas, Jr. Fund open to ideas from grantees about its strategy?

1 = Not at all 7 = To a great extent

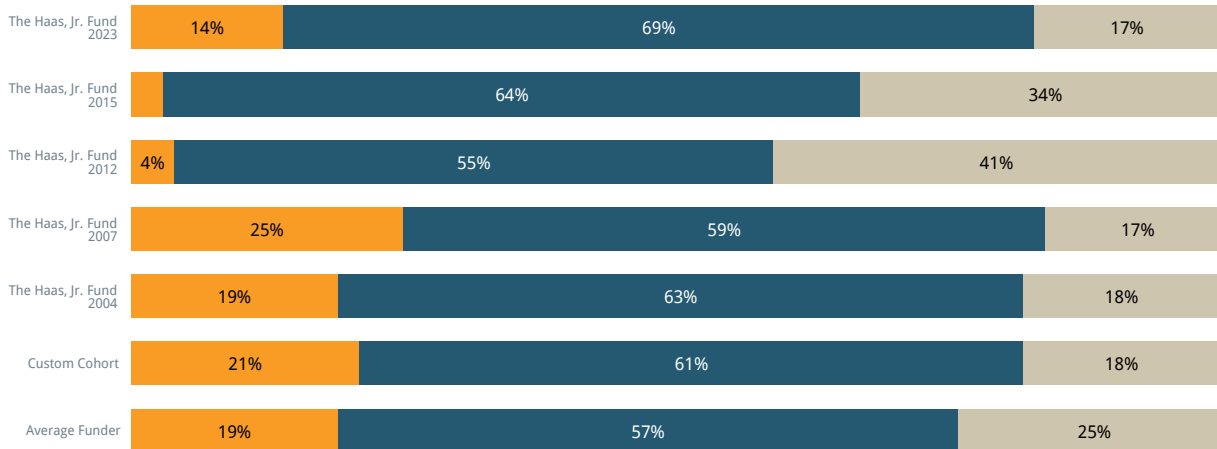


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Interaction Patterns

How often do/did you have contact with your program officer during this grant?

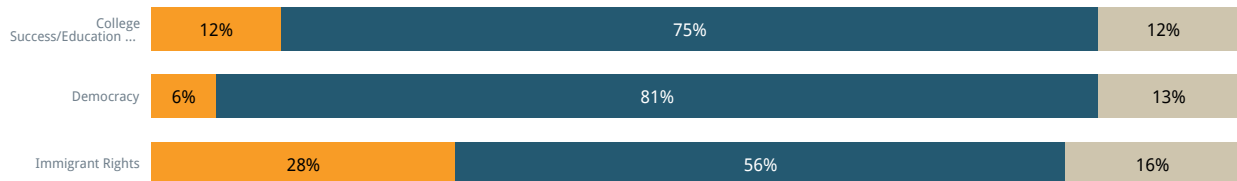
Yearly or less often Once every few months Monthly or more often



Cohort: Custom Cohort Past results: on

How often do/did you have contact with your program officer during this grant? - By Subgroup

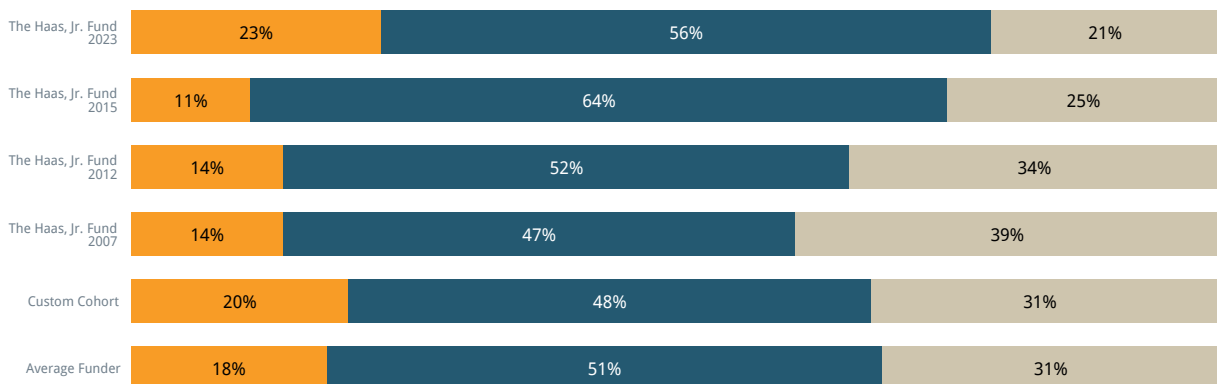
Yearly or less often Once every few months Monthly or more often



Subgroup: Program Area

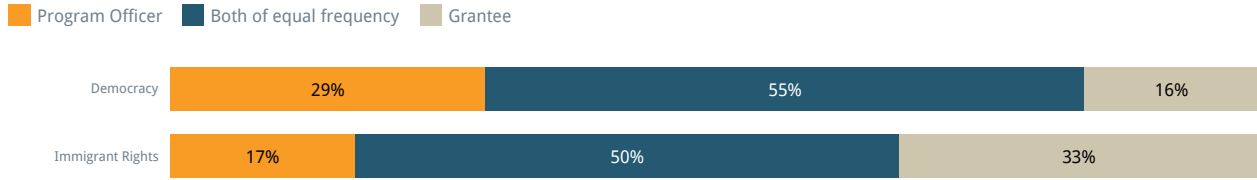
Who most frequently initiated the contact you had with your program officer during this grant?

Program Officer Both of equal frequency Grantee



Cohort: Custom Cohort Past results: on

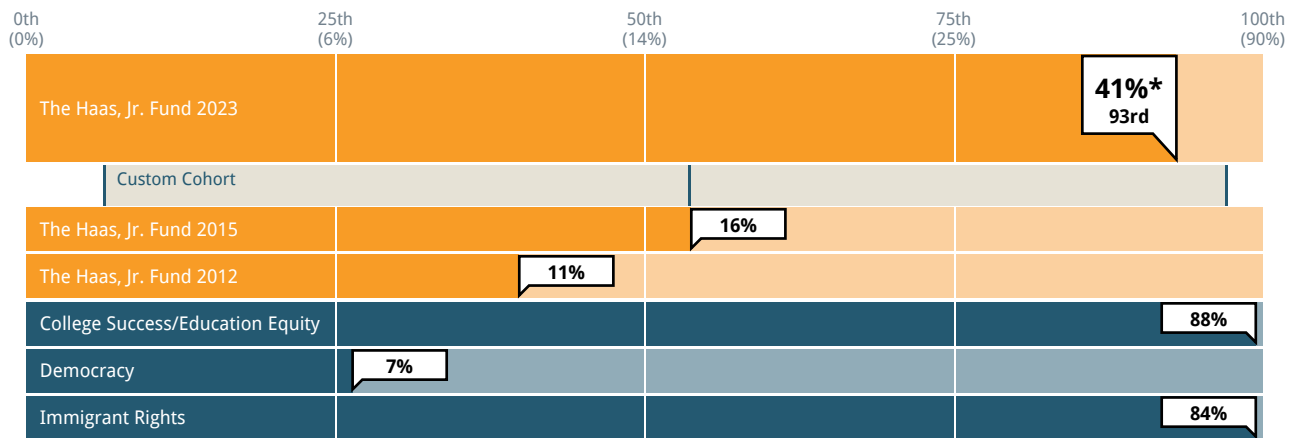
Who most frequently initiated the contact you had with your program officer during this grant? - By Subgroup



Subgroup: Program Area

Has your main contact at the Haas, Jr. Fund changed in the past six months?

Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Please note that CEP recently modified the following question. The prior question was: "At any point during this grant, including the grant awarding process, did the Foundation staff visit your offices or programs?" The question anchors have not been modified.

At any point during this grant, including the grant awarding process, did Haas, Jr. Fund staff conduct a site visit?

Yes, in person and/or virtual (orange) No (dark blue) Don't know (light grey)



Cohort: Private Foundations Past results: on

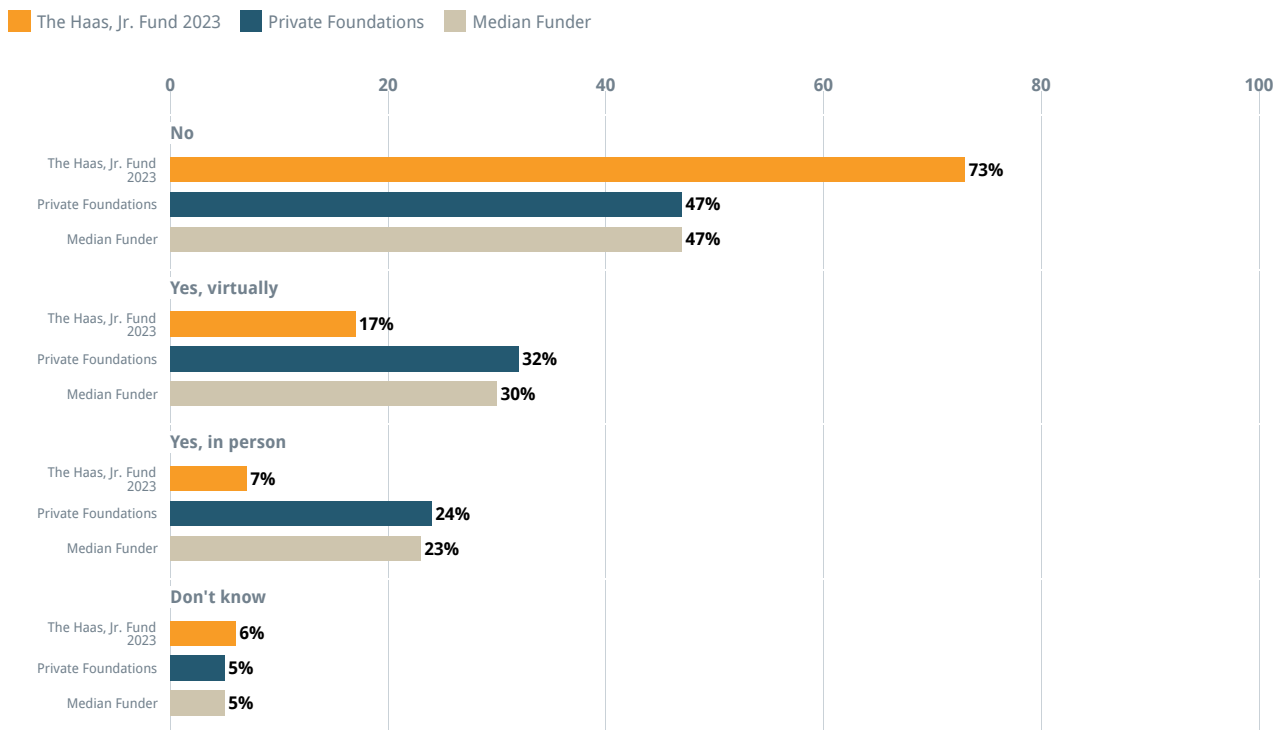
At any point during this grant, including the grant awarding process, did Haas, Jr. Fund staff conduct a site visit? - By Subgroup



Subgroup: Program Area

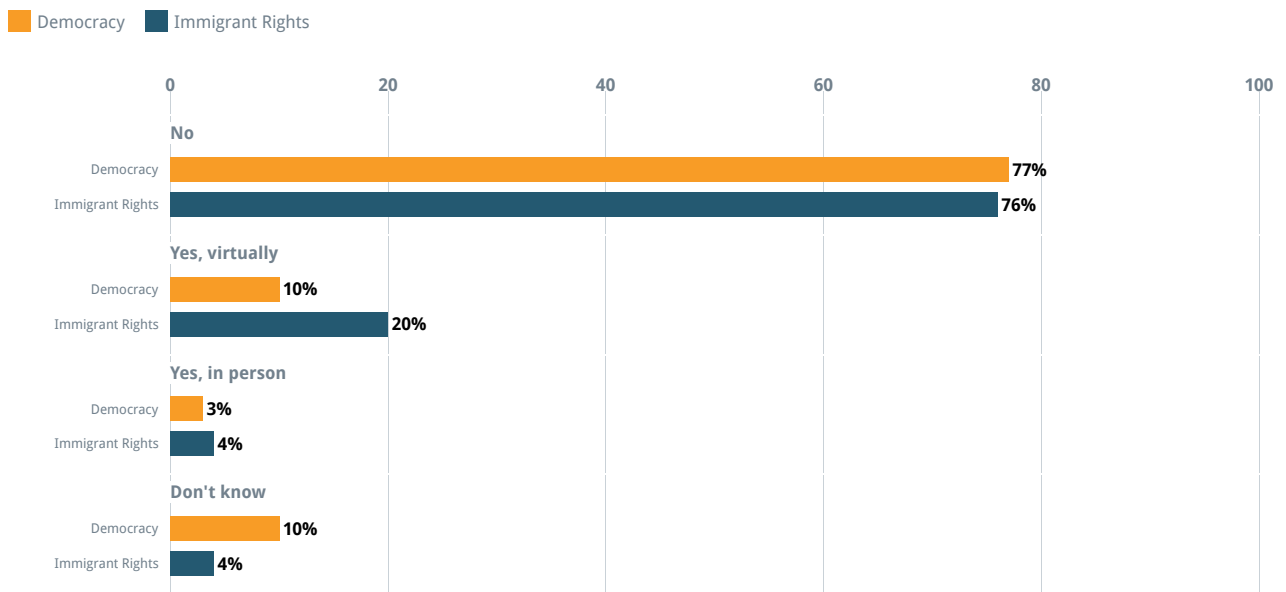
In the survey, respondents were asked the site visit question in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous site visit question.

At any point during this grant, including the grant awarding process, did Haas, Jr. Fund staff conduct a site visit?



Cohort: Private Foundations Past results: on

At any point during this grant, including the grant awarding process, did Haas, Jr. Fund staff conduct a site visit? - By Subgroup

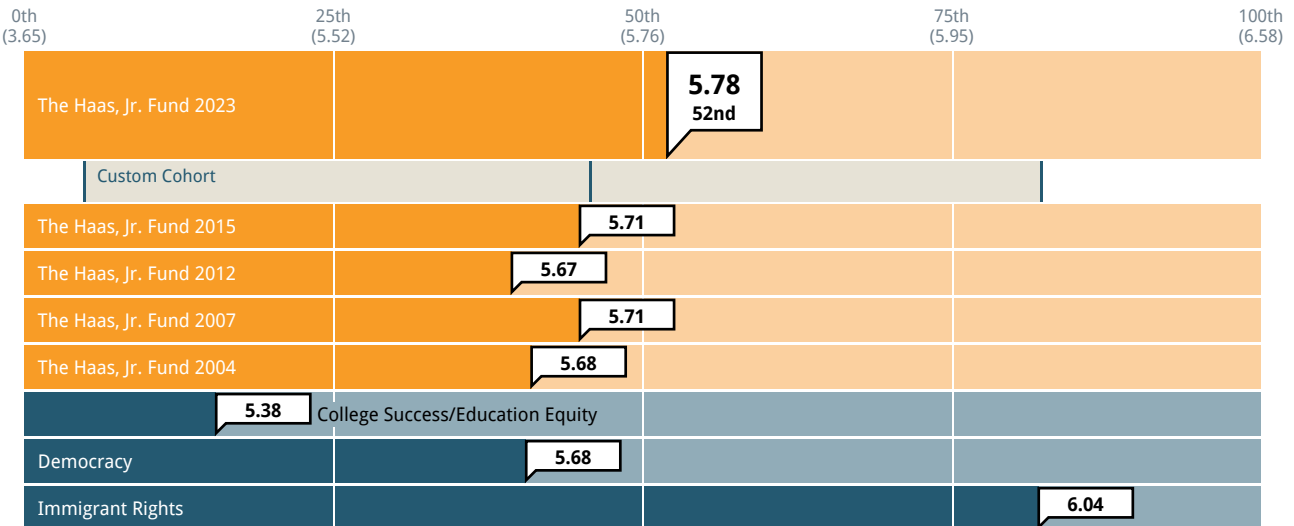


Subgroup: Program Area

Communication

How clearly has the Haas, Jr. Fund communicated its goals and strategy to you?

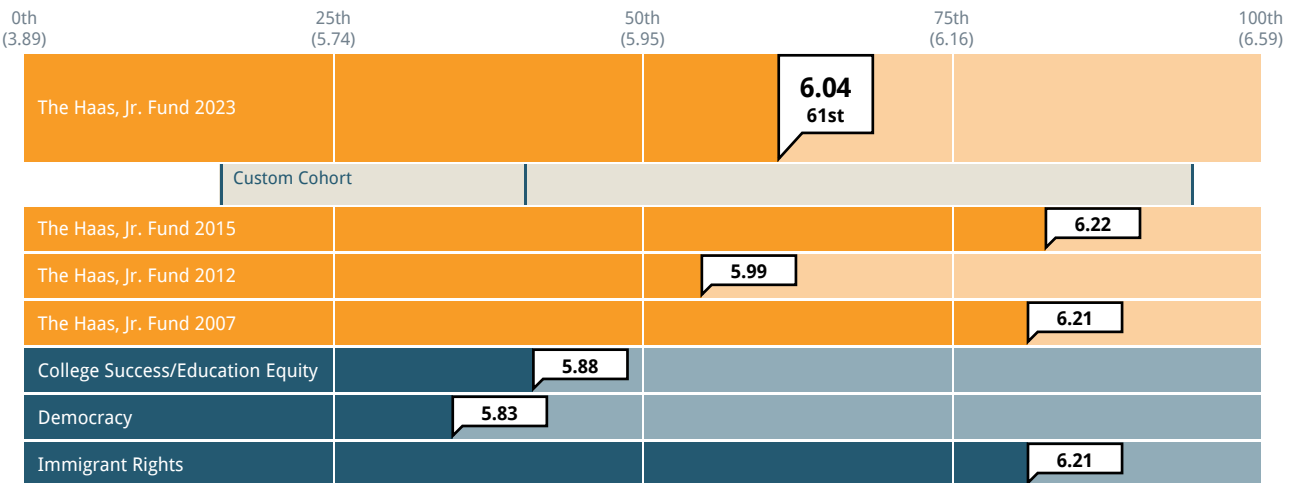
1 = Not at all clearly 7 = Extremely clearly



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Haas, Jr. Fund?

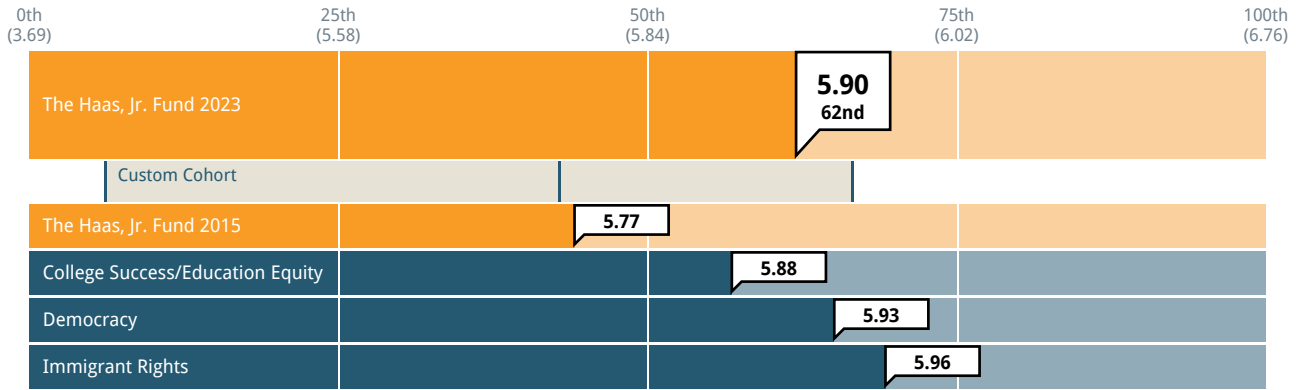
1 = Not at all consistent 7 = Completely consistent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Overall, how transparent is the Haas, Jr. Fund with your organization?

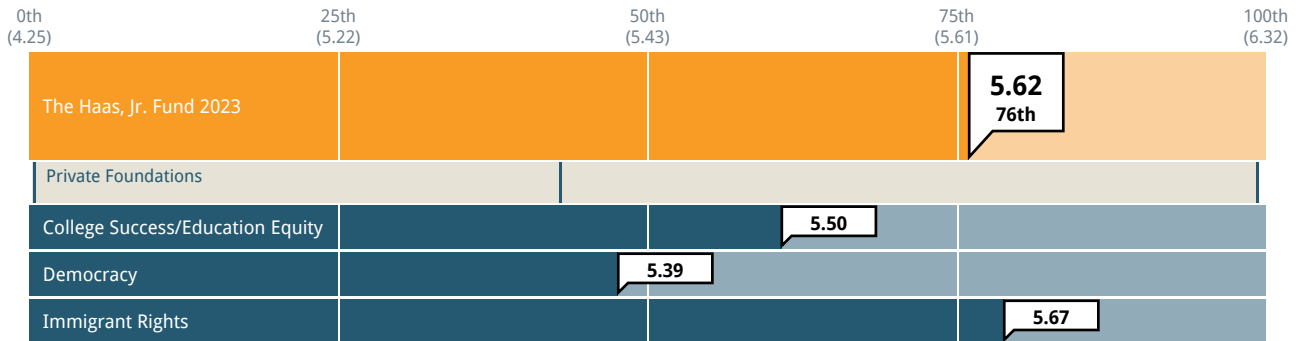
1 = Not at all transparent 7 = Extremely transparent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well do you understand the way in which the work funded by this grant fits into the Haas, Jr. Fund's broader efforts?

1 = Limited understanding 7 = Thorough understanding

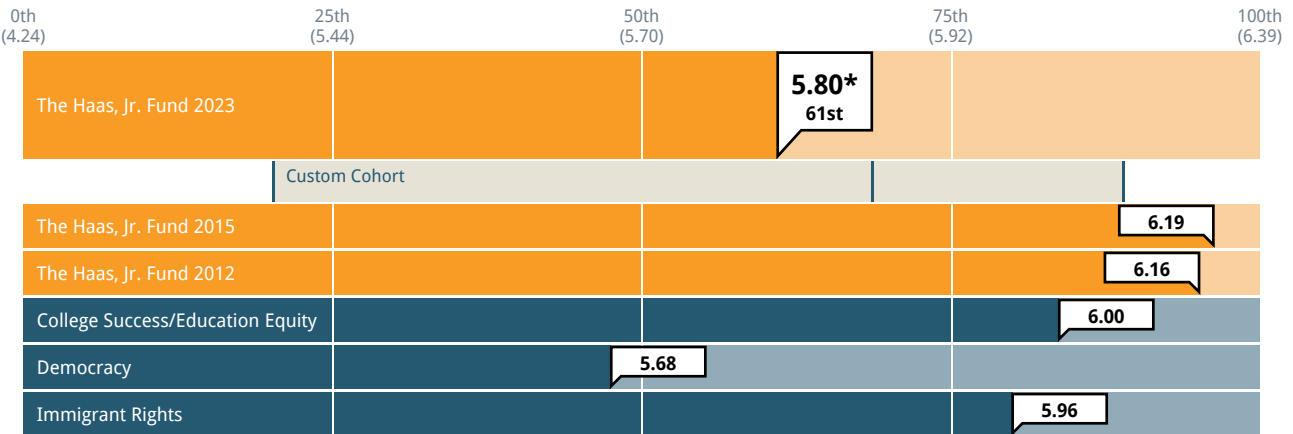


Cohort: Private Foundations Past results: on Subgroup: Program Area

Contextual Understanding

How well does the Haas, Jr. Fund understand the social, cultural, or socioeconomic factors that affect your work?

1 = Limited understanding 7 = Thorough understanding

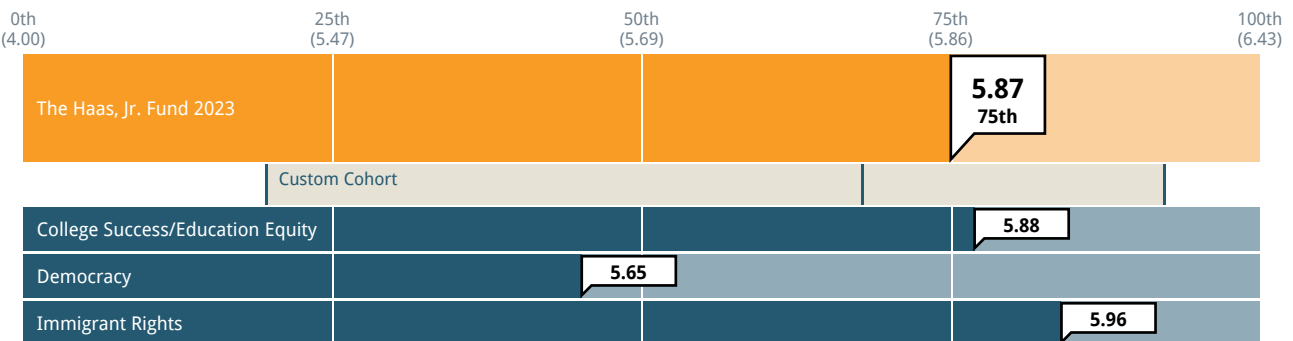


Cohort: Custom Cohort Past results: on Subgroup: Program Area

In the following questions, we use the phrase “the people and communities that you serve” to refer to those your organization seeks to serve through the services and/or programs it provides.

How well does the Haas, Jr. Fund understand the needs of the people and communities that you serve?

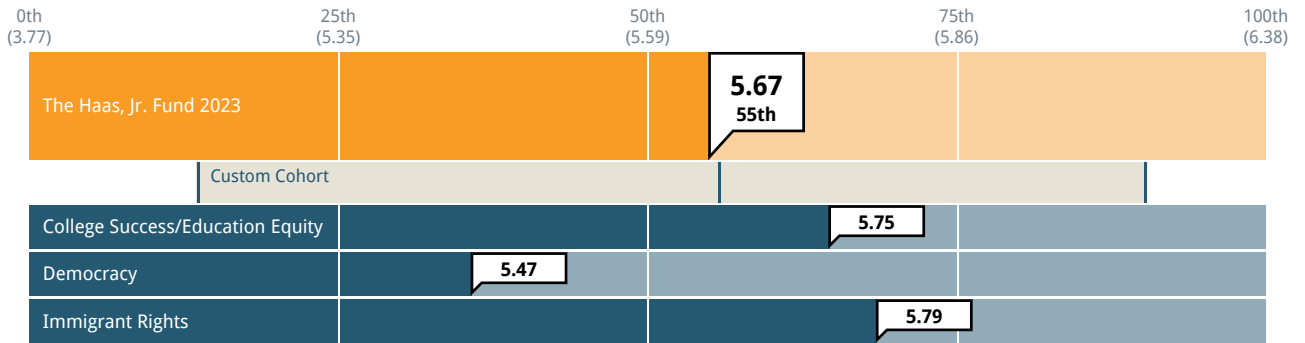
1 = Limited understanding 7 = Thorough understanding



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent do the Haas, Jr. Fund's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?

1 = Not at all 7 = To a great extent



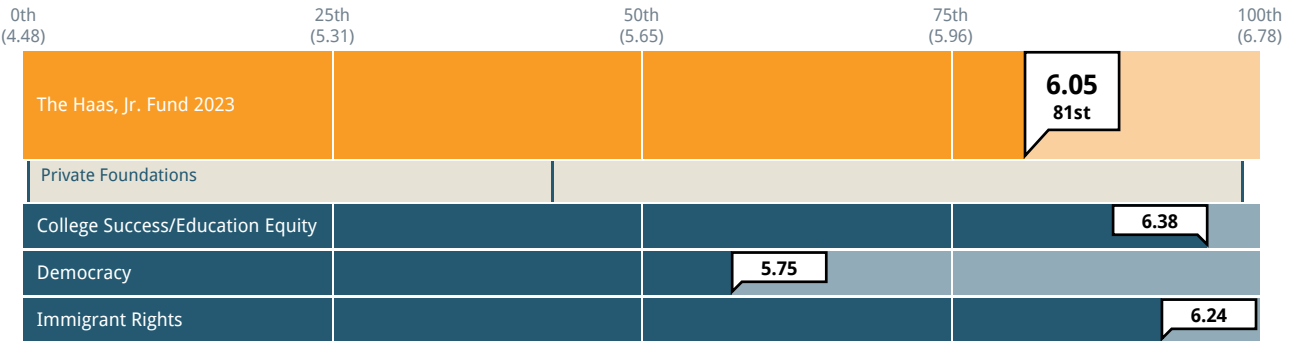
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Diversity, Equity, Inclusion

Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:

The Haas, Jr. Fund has clearly communicated what diversity, equity, and inclusion means for its work

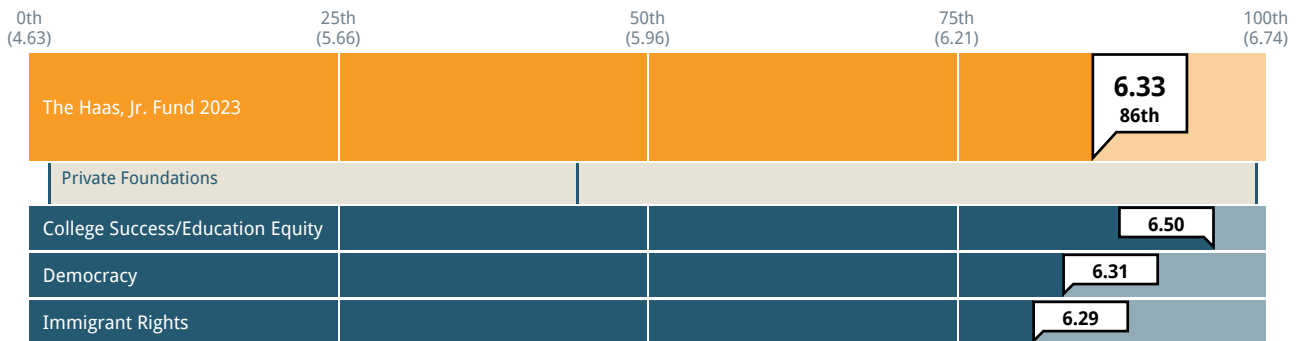
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Private Foundations Past results: on Subgroup: Program Area

Overall, the Haas, Jr. Fund demonstrates an explicit commitment to diversity, equity, and inclusion in its work

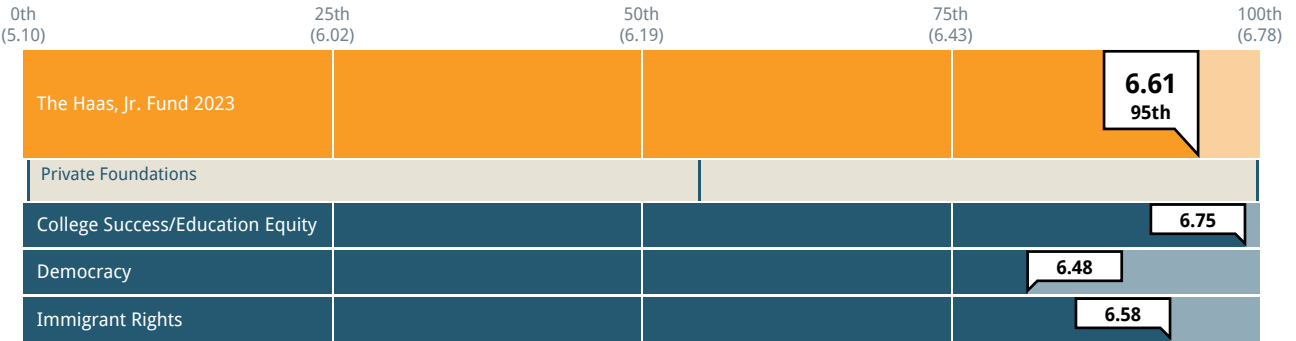
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Private Foundations Past results: on Subgroup: Program Area

Overall, most staff I have interacted with at the Haas, Jr. Fund embody a strong commitment to diversity, equity, and inclusion

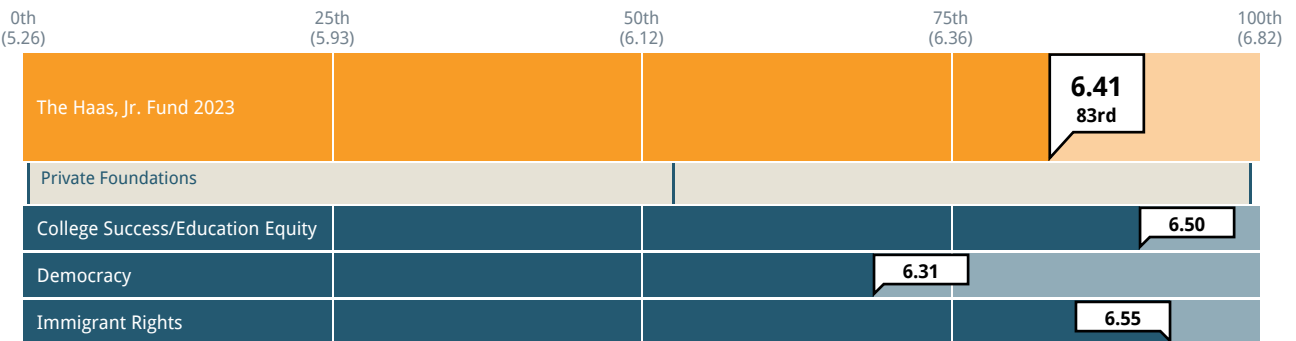
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Private Foundations Past results: on Subgroup: Program Area

I believe that the Haas, Jr. Fund is committed to combatting racism

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

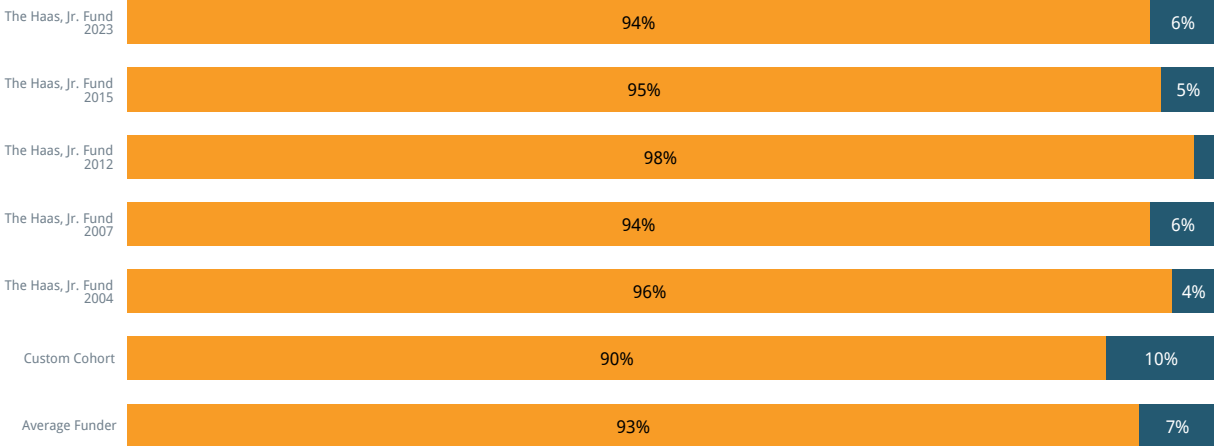


Cohort: Private Foundations Past results: on Subgroup: Program Area

Grant Processes

Did you submit a proposal to the Haas, Jr. Fund for this grant?

Submitted a proposal Did not submit a proposal



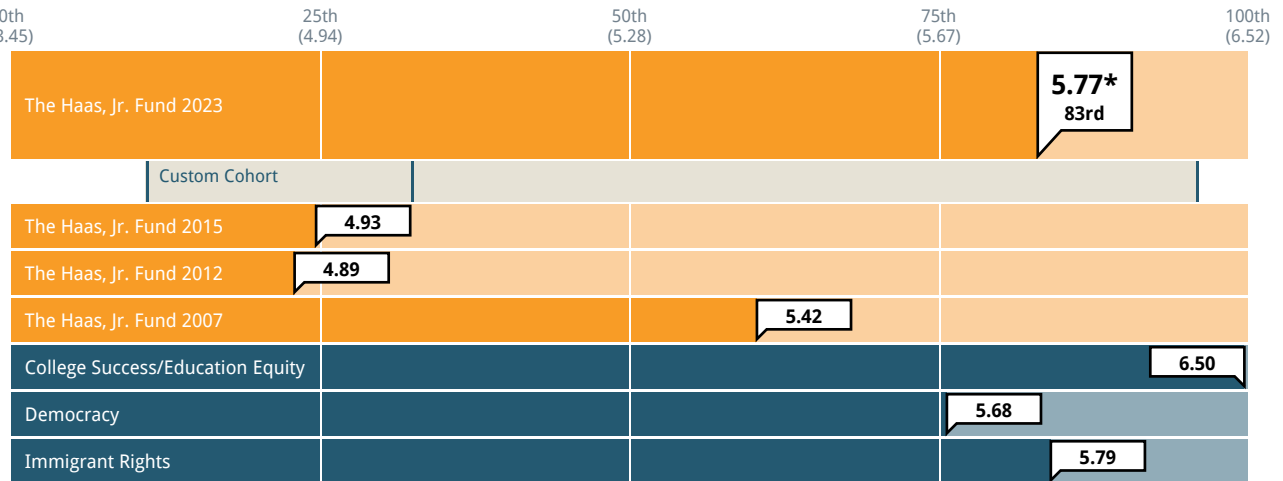
Cohort: Custom Cohort Past results: on

Selection Process

Please note that CEP modified the following question in 2022. The prior question text was: "How helpful was participating in the Foundation's selection process in strengthening the organization/program funded by the grant?" The corresponding anchors were "not at all helpful" and "extremely helpful."

To what extent was the Haas, Jr. Fund's grant awarding process a helpful opportunity to strengthen the efforts funded by the grant?

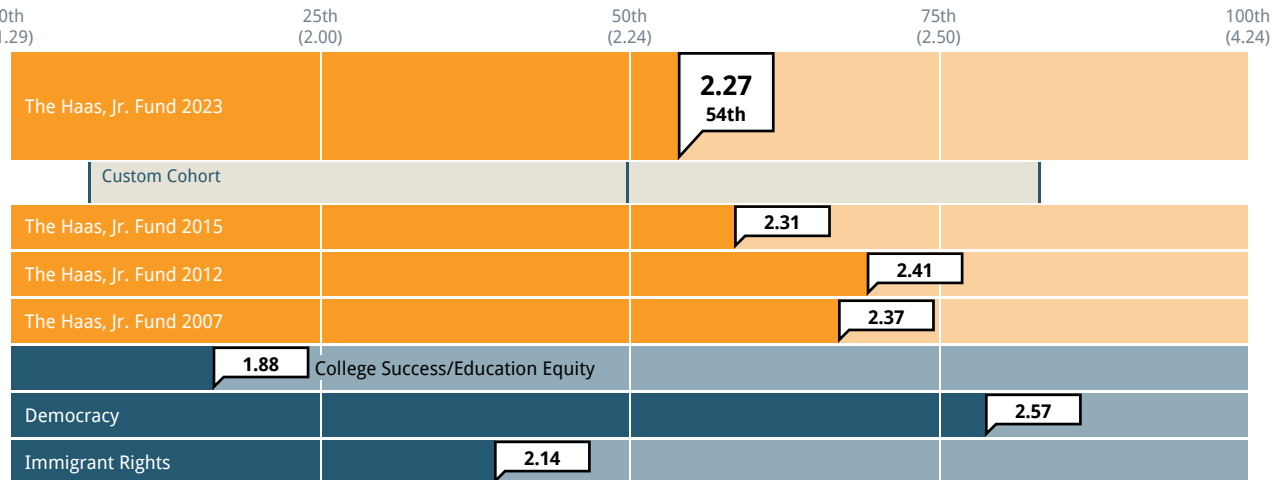
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

As you developed your grant proposal, how much pressure did you feel to modify your organization's priorities in order to create a grant proposal that was likely to receive funding?

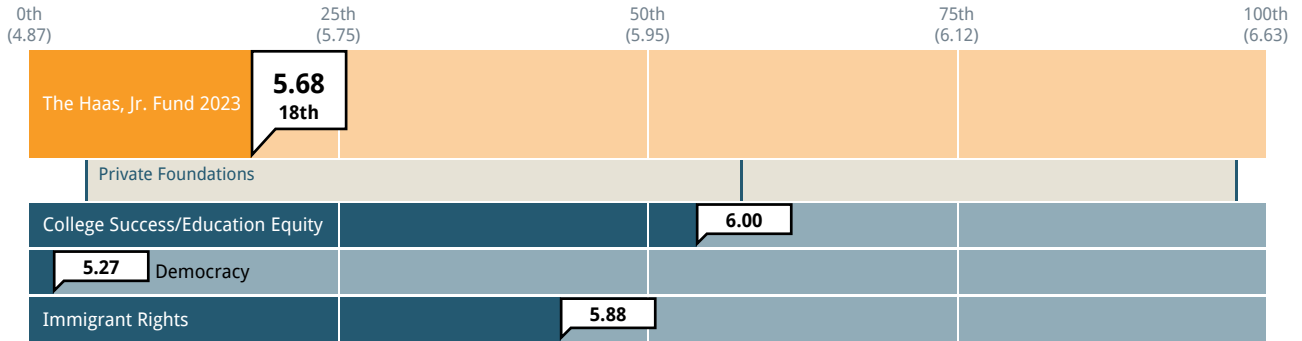
1 = No pressure 7 = Significant pressure



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund's grant awarding process an appropriate level of effort given the amount of funding received?

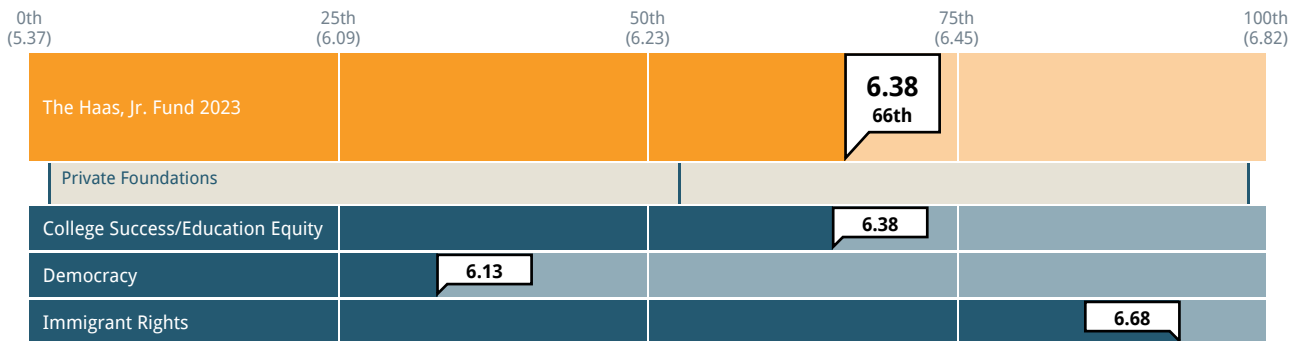
1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund clear and transparent about the grant awarding process requirements and timelines?

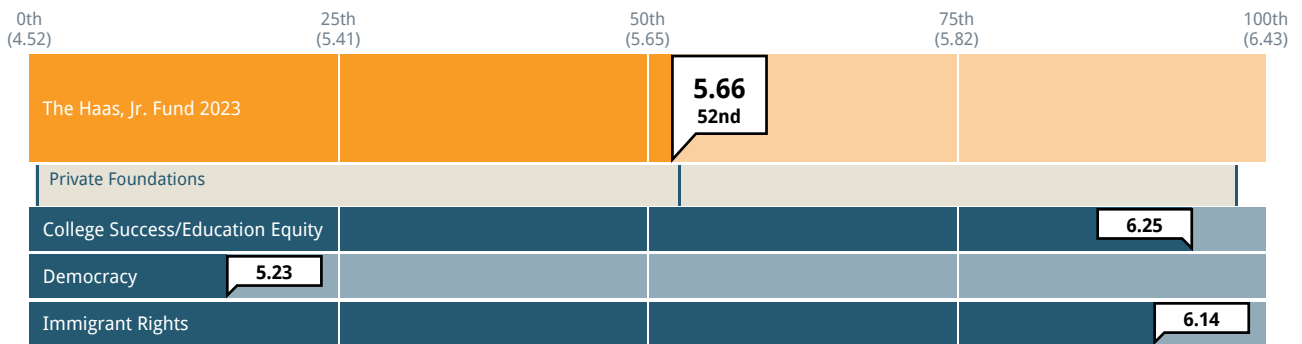
1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund clear and transparent about the criteria the Haas, Jr. Fund uses to decide whether a proposal would be funded or declined?

1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Program Area

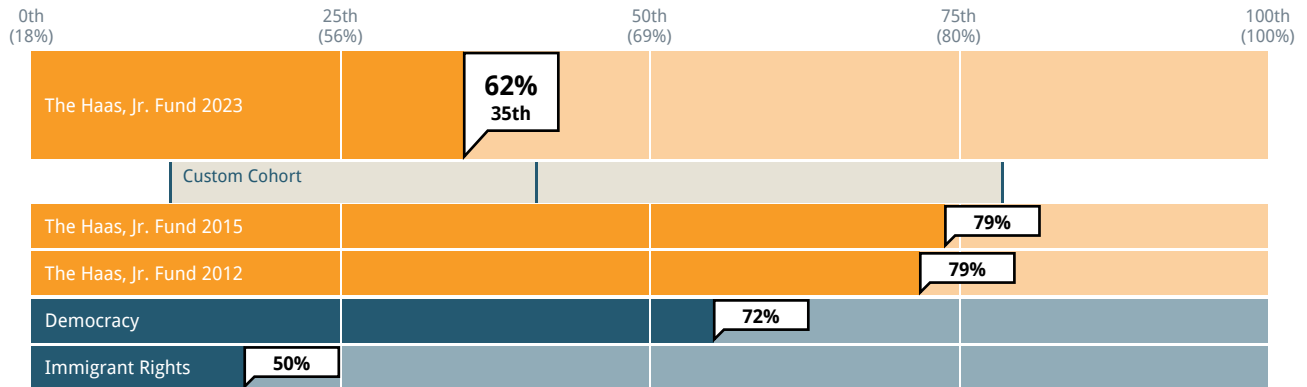
Reporting and Evaluation Process

Definition of Reporting and Evaluation

- "Reporting" - The Haas, Jr. Fund's standard oversight, monitoring, and grant reporting.
- "Evaluation" - formal activities *beyond reporting* undertaken by The Haas, Jr. Fund to assess or learn about a grant, a program, or The Haas, Jr. Fund's efforts.

At any point during the proposal or the grant period, did the Haas, Jr. Fund and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?

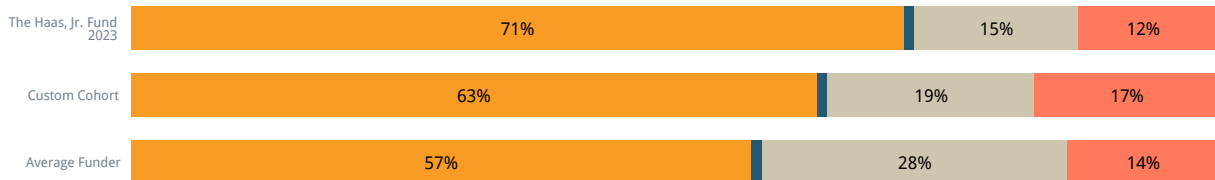
Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Participation in Reporting and/or Evaluation Processes

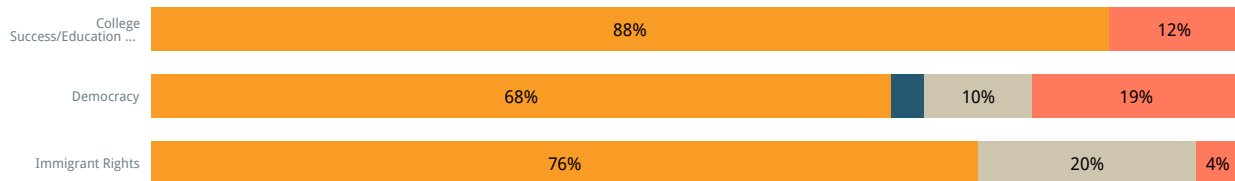
- Participated in a reporting process only
- Participated in an evaluation process only
- Participated in both a reporting and an evaluation process
- Participated in neither a reporting nor an evaluation process



Cohort: Custom Cohort Past results: on

Participation in Reporting and/or Evaluation Processes - By Subgroup

- Participated in a reporting process only
- Participated in an evaluation process only
- Participated in both a reporting and an evaluation process
- Participated in neither a reporting nor an evaluation process



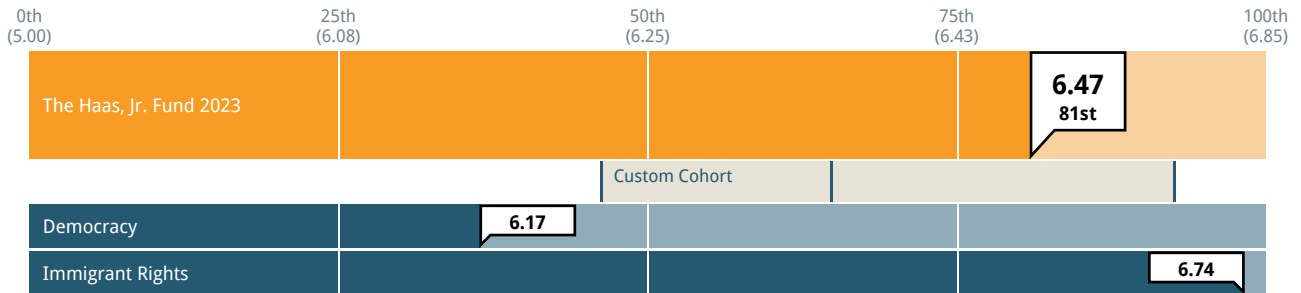
Subgroup: Program Area

Reporting Process

The following questions were only asked of grantees that indicated having participated in a reporting process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

To what extent was the Haas, Jr. Fund's reporting process straightforward?

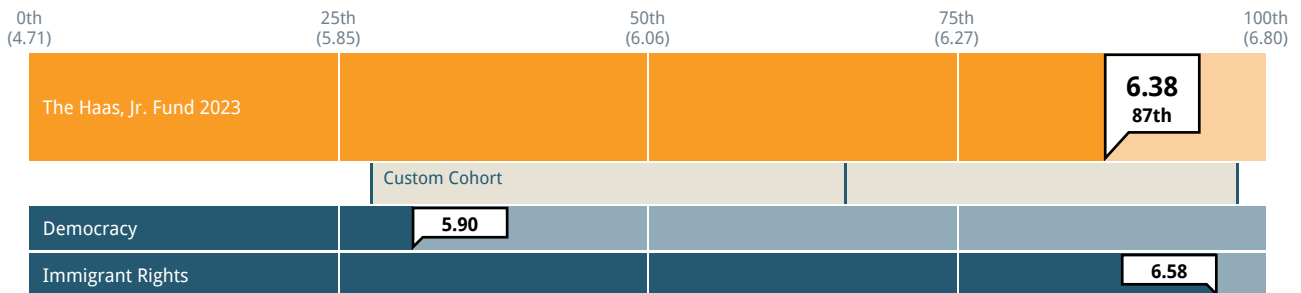
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund's reporting process adaptable, if necessary, to fit your circumstances?

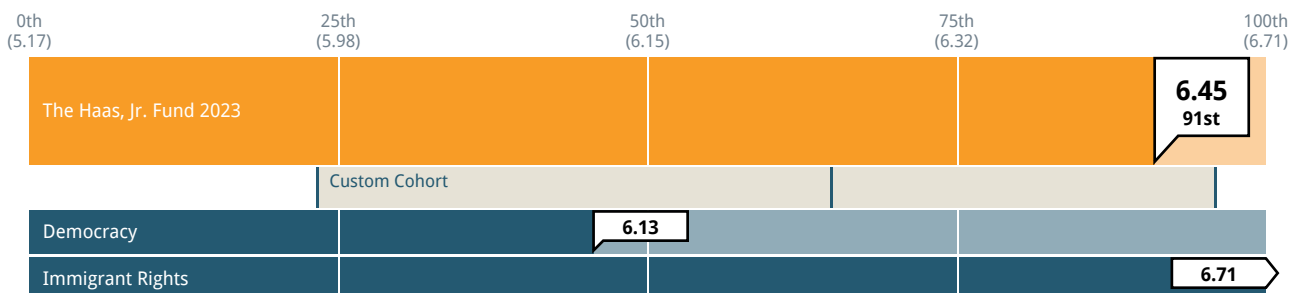
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund's reporting process relevant, with questions and measures pertinent to the work funded by this grant?

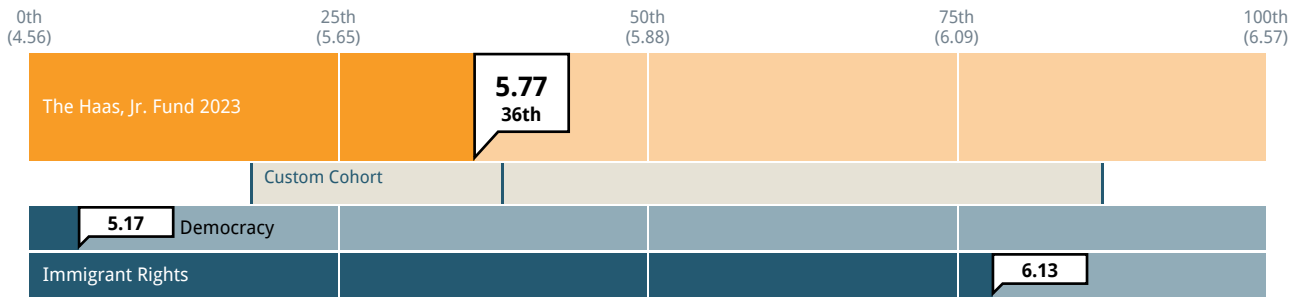
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent was the Haas, Jr. Fund's reporting process a helpful opportunity for you to reflect and learn?

1 = Not at all 7 = To a great extent



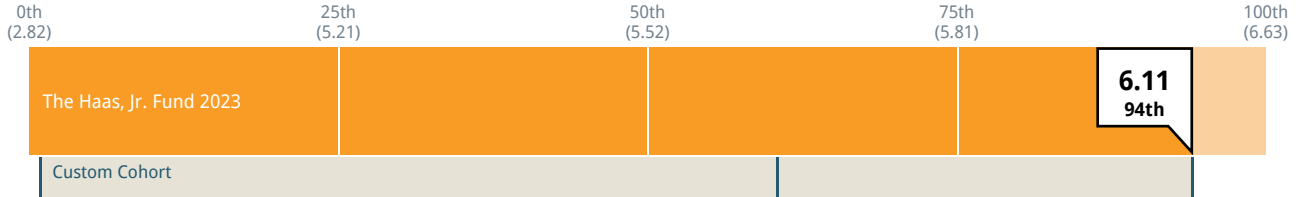
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Evaluation Process

The following questions were only asked of grantees that indicated having participated in an evaluation process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

To what extent did the evaluation incorporate input from your organization in the design of the evaluation?

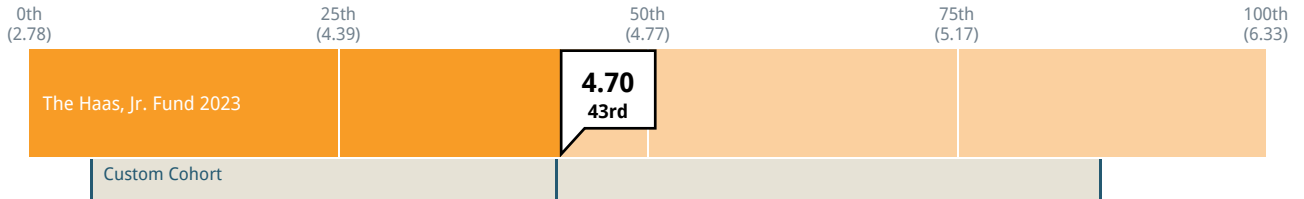
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent did the evaluation result in your organization making changes to the work that was evaluated?

1 = Not at all 7 = To a great extent

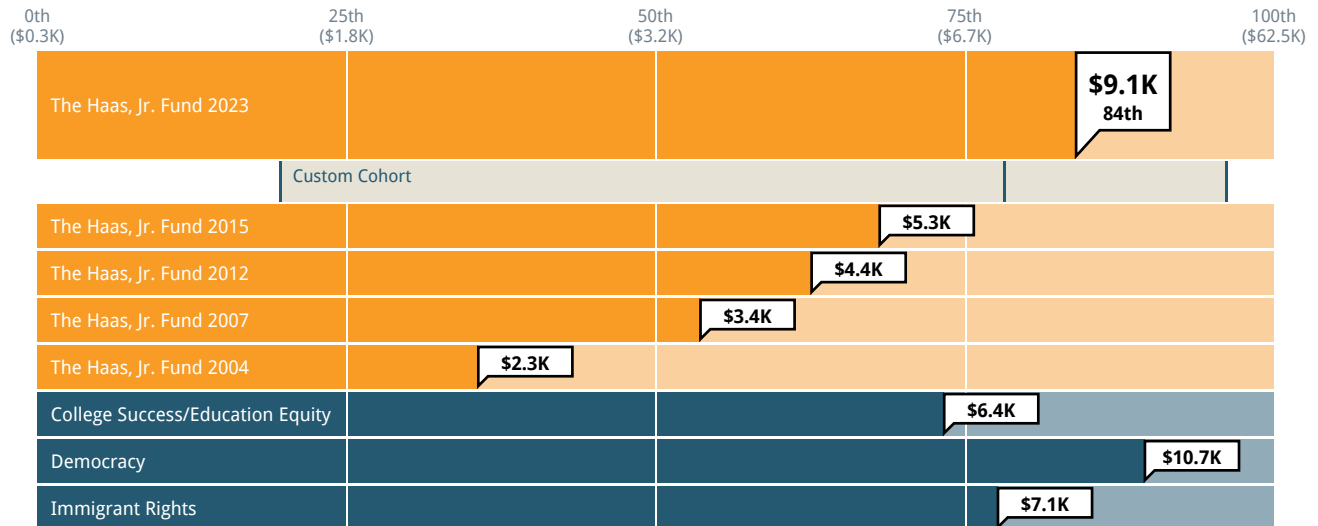


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Dollar Return and Time Spent on Processes

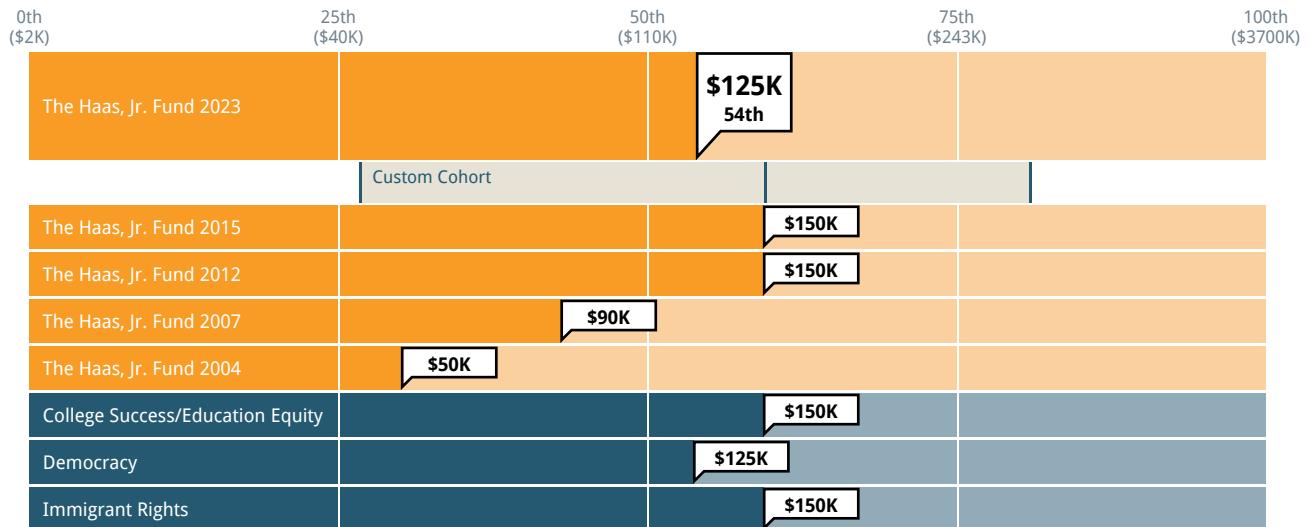
Dollar Return: Median grant dollars awarded per process hour required

Includes total grant dollars awarded and total time necessary to fulfill the requirements over the lifetime of the grant



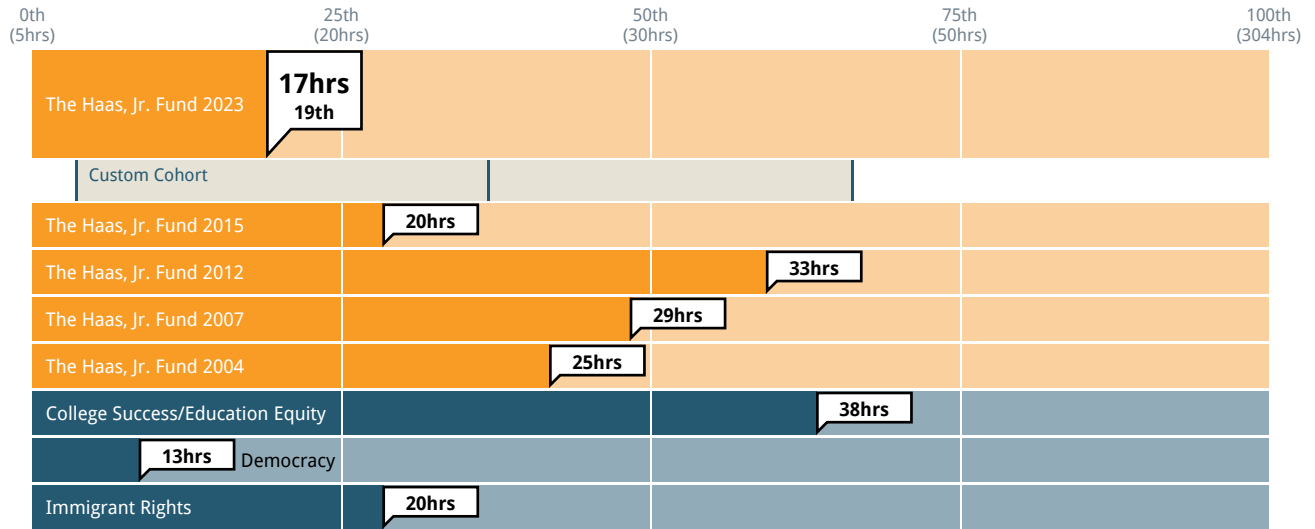
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Program Area

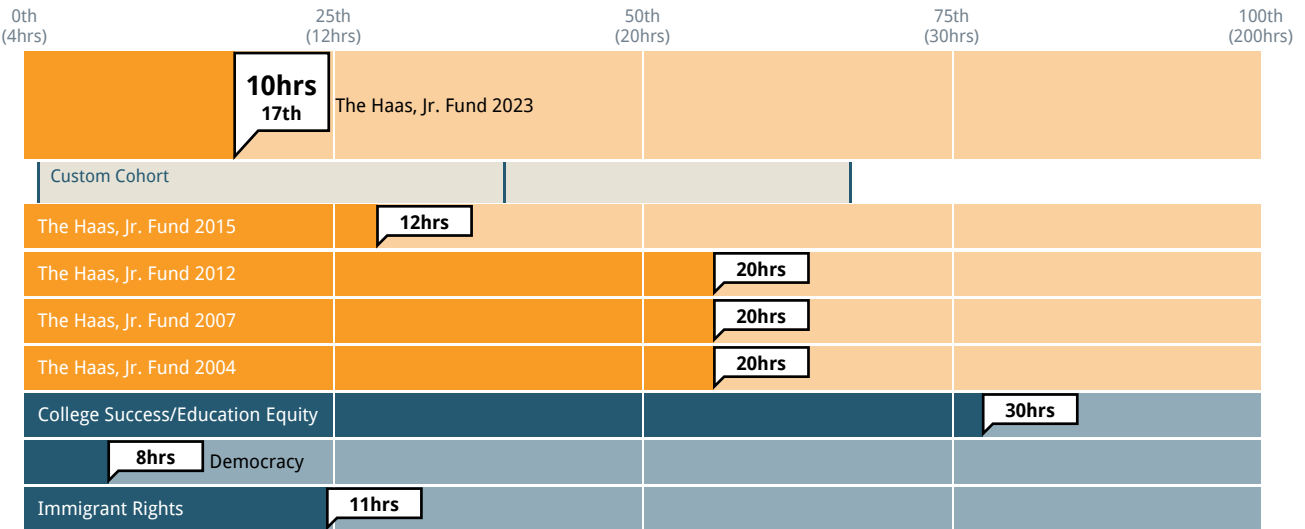
Median hours spent by grantees on funder requirements over grant lifetime



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Time Spent on Selection Process

Median Hours Spent on Proposal and Selection Process



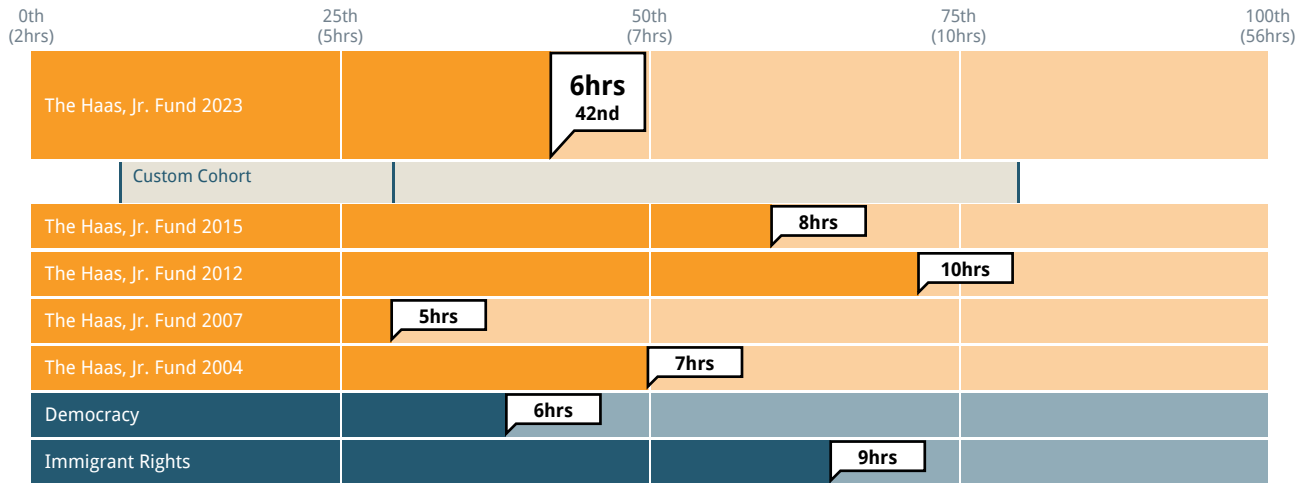
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort								
Time Spent On Proposal and Selection Process								
	1 to 9 hours	10 to 19 hours	20 to 29 hours	30 to 39 hours	40 to 49 hours	50 to 99 hours	100 to 199 hours	200+ hours
The Haas, Jr. Fund 2023	46%	26%	13%	0%	7%	9%	0%	0%
The Haas, Jr. Fund 2015	33%	26%	15%	5%	10%	5%	1%	4%
The Haas, Jr. Fund 2012	14%	28%	24%	9%	7%	12%	3%	4%
The Haas, Jr. Fund 2007	20%	28%	25%	6%	10%	9%	1%	1%
The Haas, Jr. Fund 2004	17%	24%	29%	8%	9%	7%	3%	1%
Average Funder	25%	22%	17%	7%	11%	10%	6%	3%
Custom Cohort	30%	25%	18%	6%	9%	8%	2%	1%

Selected Subgroup: Program Area			
Time Spent On Proposal and Selection Process (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
1 to 9 hours	38%	55%	33%
10 to 19 hours	0%	32%	33%
20 to 29 hours	12%	6%	21%
30 to 39 hours	0%	0%	0%
40 to 49 hours	25%	3%	4%
50 to 99 hours	25%	3%	8%
100 to 199 hours	0%	0%	0%
200+ hours	0%	0%	0%

Time Spent on Reporting and Evaluation Process

Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort							
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)							
	1 to 9 hours	10 to 19 hours	20 to 29 hours	30 to 39 hours	40 to 49 hours	50 to 99 hours	100+ hours
The Haas, Jr. Fund 2023	62%	20%	10%	0%	7%	2%	0%
The Haas, Jr. Fund 2015	53%	21%	12%	2%	3%	2%	7%
The Haas, Jr. Fund 2012	46%	26%	12%	9%	3%	2%	2%
The Haas, Jr. Fund 2007	66%	20%	7%	2%	2%	1%	2%
The Haas, Jr. Fund 2004	60%	24%	12%	0%	3%	1%	0%
Average Funder	56%	19%	10%	3%	3%	5%	4%
Custom Cohort	62%	19%	10%	2%	3%	3%	2%

Selected Subgroup: Program Area			
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
1 to 9 hours	N/A	83%	50%
10 to 19 hours	N/A	12%	27%
20 to 29 hours	N/A	4%	9%
30 to 39 hours	N/A	0%	0%
40 to 49 hours	N/A	0%	9%
50 to 99 hours	N/A	0%	5%
100+ hours	N/A	0%	0%

Customized Questions

CEP included a series of Haas, Jr. Fund-specific customized questions in the Fund's grantee survey. The following pages outline grantees' responses to those questions.

Support From The LeadersTrust

During the past year, did you receive an "FLA" (a grant award) and/or other support (Capacity Coach partnership, peer learning programming) from The LeadersTrust, an independent capacity building partner of the Haas, Jr. Fund?

Yes No



Cohort: None Past results: on

During the past year, did you receive an "FLA" (a grant award) and/or other support (Capacity Coach partnership, peer learning programming) from The LeadersTrust, an independent capacity building partner of the Haas, Jr. Fund?

Yes No



Subgroup: Program Area

Note: Only respondents who indicated that they received an "FLA" (a grant award) and/or other support (Capacity Coach partnership, peer learning programming) from The LeadersTrust were shown the following question.

Please rate your level of agreement with each of the following statements regarding your experience with the leadership development support from The LeadersTrust:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

■ The Haas, Jr. Fund 2023 ■ The Haas, Jr. Fund 2015 ■ The Haas, Jr. Fund 2012



Cohort: None Past results: on

Please rate your level of agreement with each of the following statements regarding your experience with the leadership development support from The LeadersTrust: - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Consistent funding in the past



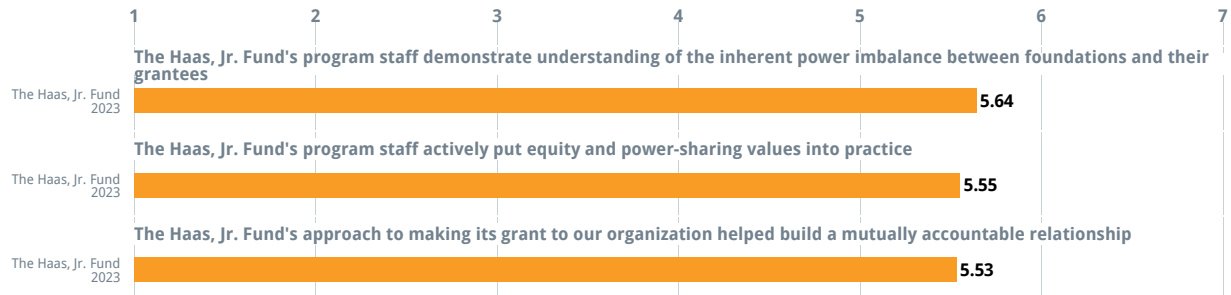
Subgroup: Funding Relationship

Approach to Grantmaking

Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund's approach to its grantmaking:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

The Haas, Jr. Fund 2023



Cohort: None Past results: on

Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund's approach to its grantmaking: - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

College Success/Education Equity Democracy Immigrant Rights



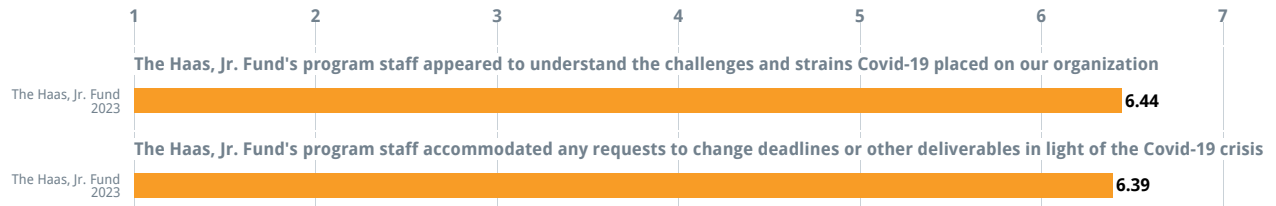
Subgroup: Program Area

COVID-19

Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund and Covid-19:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

The Haas, Jr. Fund 2023

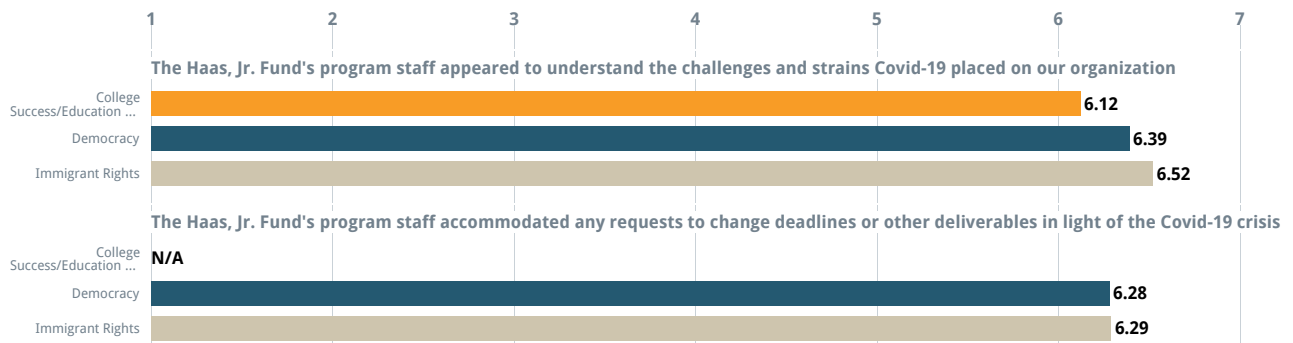


Cohort: None Past results: on

Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund and Covid-19: - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

College Success/Education Equity Democracy Immigrant Rights



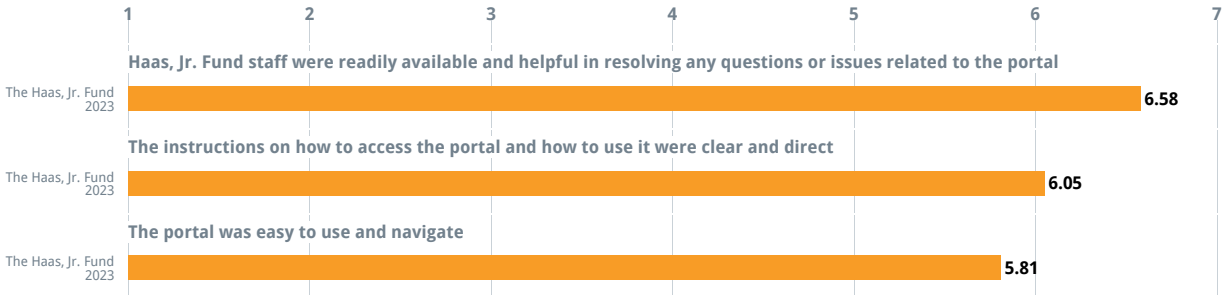
Subgroup: Program Area

Haas, Jr. Fund's Portal

Please rate your level of agreement with each of the following statements regarding your experience with using the Haas, Jr. Fund's portal:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

The Haas, Jr. Fund 2023

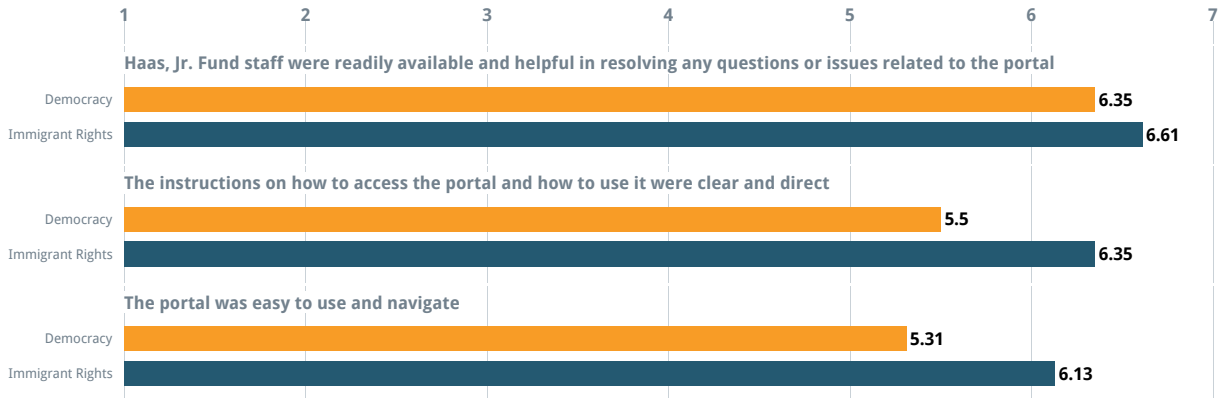


Cohort: None Past results: on

Please rate your level of agreement with each of the following statements regarding your experience with using the Haas, Jr. Fund's portal: - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Democracy Immigrant Rights



Subgroup: Program Area

Grantees' Written Comments

In the Haas, Jr. Fund's Grantee Perception Report survey, CEP asks four written questions:

1. "Please comment on the quality of the Haas, Jr. Fund's processes, interactions, and communications."
2. "Thinking beyond the grant you received, please comment on how the Haas, Jr. Fund influences your field, community, or organization."
3. "What specific improvements would you suggest that would make the Haas, Jr. Fund a better funder?"
4. "Do you have any specific ideas or suggestions about how the Haas, Jr. Fund could improve its on-line portal? If so, please state them here:"

To download the full set of grantee comments and suggestions, please refer to the "Attachments" dropdown menu at the top right of your report. Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducts comprehensive qualitative analysis on two of these questions in the GPR.

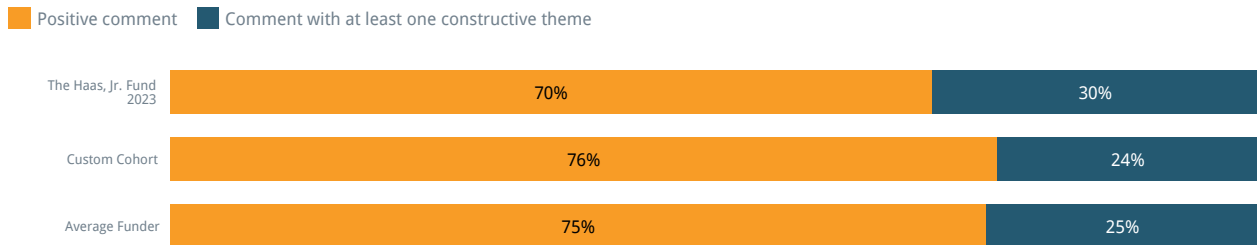
The following pages outline the results of CEP's analyses.

Quality of Processes, Interactions and Communications

Grantees were asked to comment on the quality of the Haas, Jr. Fund's processes, interactions, and communications. Their comments were then categorized by the nature of their content, specifically whether the content is positive, neutral or constructive.

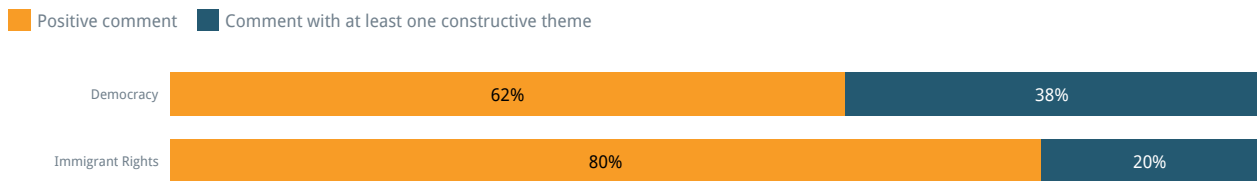
For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

Positivity of Comments about the Quality of the Haas, Jr. Fund's Processes, Interactions, and Communications



Cohort: Custom Cohort Past results: on

Positivity of Comments about the Quality of the Haas, Jr. Fund's Processes, Interactions, and Communications - By Subgroup



Subgroup: Program Area

Suggestion Topics

Grantees were asked to provide any suggestions for how the Fund could improve. The 72 grantees that responded to the survey provided 43 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Proportion of Grantee Suggestions by Topic

Topic of Suggestion	Proportion
Quality of Interactions	23%
Communications	21%
Grantmaking Characteristics	19%
Selection Process	14%
Impact on and Understanding of Grantee Fields and Communities	12%
Non-Monetary Assistance	9%
Other Suggestions	2%

Suggestions

Grantees were asked to provide any suggestions for how the Fund could improve. The 72 grantees that responded to the survey provided a total of 43 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Quality of Interactions (23% N=10)

- Contact Change Practices (N = 4)
 - "I wonder if it would be possible to have more than one Fund staff person interact with grantees in a given program area substantively. That way there is less worry/ concern when the program officer turns over."
 - "If there was a clearer understanding surrounding grant renewals when you've transitioned Program staff, that would be hugely helpful."
 - "Transitional meeting with orgs and key Haas staff when transitioning out."
- Trust in Grantees (N = 3)
 - "Haas Jr. Fund should listen to and trust grantees more as the organizers on the frontlines who know their community best."
 - "More trust in grantees in the democracy space."
 - "Better collaboration and more supportive and collaborative conversation and less being directive of what we should do and how we should do it."
- Site Visit (N = 2)
 - "One improvement might be- some kind of site visit, or chance for us to show and tell, meet our community, come to one of the countless public events that we organize."
 - "We would love a site visit; it's been many many years since Haas came to visit."
- Higher Responsiveness (N = 1)
 - "For PO officers to respond to emails."

Communications (21% N=9)

- Communication Clarity (N = 5)
 - "Better communication with regards to the Fund's priorities and how our work fits in (or doesn't)."
 - "Communication. I'm not sure if I missed a flyer, video trainings or if this wasn't done between my contact and myself. Possible that this was not a priority in communicating HAAS's priorities or scope of work."
 - "I am curious as to how the foundation makes connections between its different program areas and how they handle organizations with program work that may blend different ones."
 - "An onboarding call or series of calls to walk us through what the fund's democracy portfolio looks like and how our work is situated within it."
 - "Post grant strategies clearly on the website."
- Communication Transparency (N = 2)
 - "Greater transparency around grantmaking strategy and priorities."
 - "Transparency about foundation timelines and priorities for renewal grants."
- Communication Consistency (N = 1)
 - "More consistent communication with grantees."
- Other (N = 1)

Grantmaking Characteristics (19% N=8)

- Grant Length (N = 5)
 - "The past few grants have been for shorter 12 month periods. This makes it difficult for us to do long term planning around the grant work or to have the predictability we deserve."
 - "Take better care of your long-term grantees when making major decisions like closing a portfolio. A single 12-month tie-off grant is not sufficient to allow organizations to secure additional funding."
 - "I believe they could be more explicit about transitioning to multi-year grant making. This would really help grantees like us make longer term plans for our organizations."
 - "Long term, multi year funding would be much more stabilizing for small CBO's."
 - "Consider more multiyear support.... We've greatly appreciated this one year project grant, but will need to prepare for a future grant at the same time as completing work on this grant."
- General Operating Support (N = 3)
 - "Consider more ... general operating support."
 - "General support grants instead of project support grants."
 - "The past two grants seemed even more directive and focused than in years past. Despite our strong track record in the field, the fund has been more

narrow in the way it wants us to use its resources."

Selection Process (14% N=6)

- Streamlining of Processes (N = 4)
 - "It would reduce the time it takes to work on proposals to be able to upload documents that answer the questions using formats that we already have available."
 - "Simplify the proposal template, especially the financial/funding info."
 - "Easier application process."
 - "The grant application form ... asks us to calculate the percentage of overall budget each of [our] funding sources makes up, and that honestly is a time suck and feels unnecessary."
- Selection Process Guidelines (N = 2)
 - "Flip the script - ask what a realistic figure is to achieve / move forward the goals we agree on. Ask - what do you need? What level of funding would you need to make an impact on X, Y, and Z?"
 - "Just a bit more clarity of distributions."

Impact on and Understanding of Grantee Fields and Communities (12% N=5)

- Change in Field Orientation (N = 2)
 - "Could be more strategic in allocating funds for maximum impact. For example, Haas exited the LGBTQ funding space just as the LGBTQ community faced a breathtaking array of new attacks."
 - "It was deeply unfortunate that the Fund left the LGBTQ arena. It is much missed and needed more than ever."
- Field Understanding (N = 2)
 - "More consultation with sector leaders before sunsetting grant initiatives."
 - "We would welcome Haas Jr.'s approach in supporting our organization with an intersectional lens, how one issue impacts another issue."
- Change in Community Orientation (N = 1)
 - "Funding statewide is disproportionately concentrated in the LA and Bay Area... As a statewide funder it would help if Haas Jr. Fund determines an equitable distribution of funds to non-LA and non-Bay Area regions."

Non-Monetary Assistance (9% N=4)

- Assistance Securing Additional Funding (N = 2)
 - "We would love more ... funder introductions to those who may be interested in our work."
 - "Would love to do more thought partnership on bringing other funders in too."
- Collaboration Between Grantees (N = 2)
 - "Connect all the grantees within each sector ... in order to collaborate and be more community-centric."
 - "We would like more opportunities to learn from your organization and other grantees working on our same issue areas."

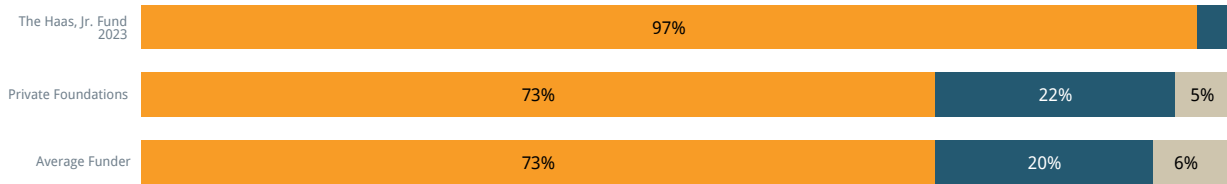
Other Suggestions (2% N=1)

- Increasing Staff Diversity (N = 1)
 - "Ensure that diversity and inclusion in hiring includes Latina/o/x staff in leadership and across various levels of the organization."

Respondents and Communities Served

Are the efforts funded by this grant primarily meant to benefit historically disadvantaged or marginalized groups?

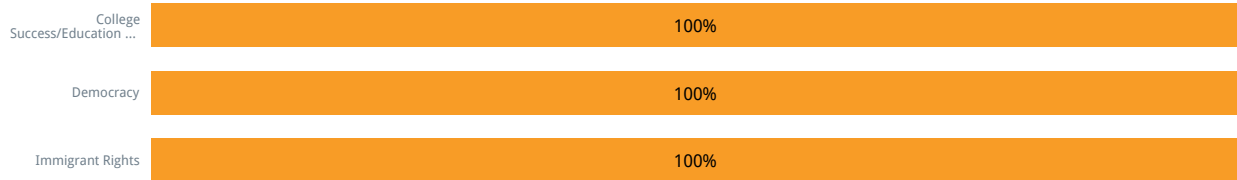
Yes No Don't know



Cohort: Private Foundations Past results: on

Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups? - By Subgroup

Yes No Don't know

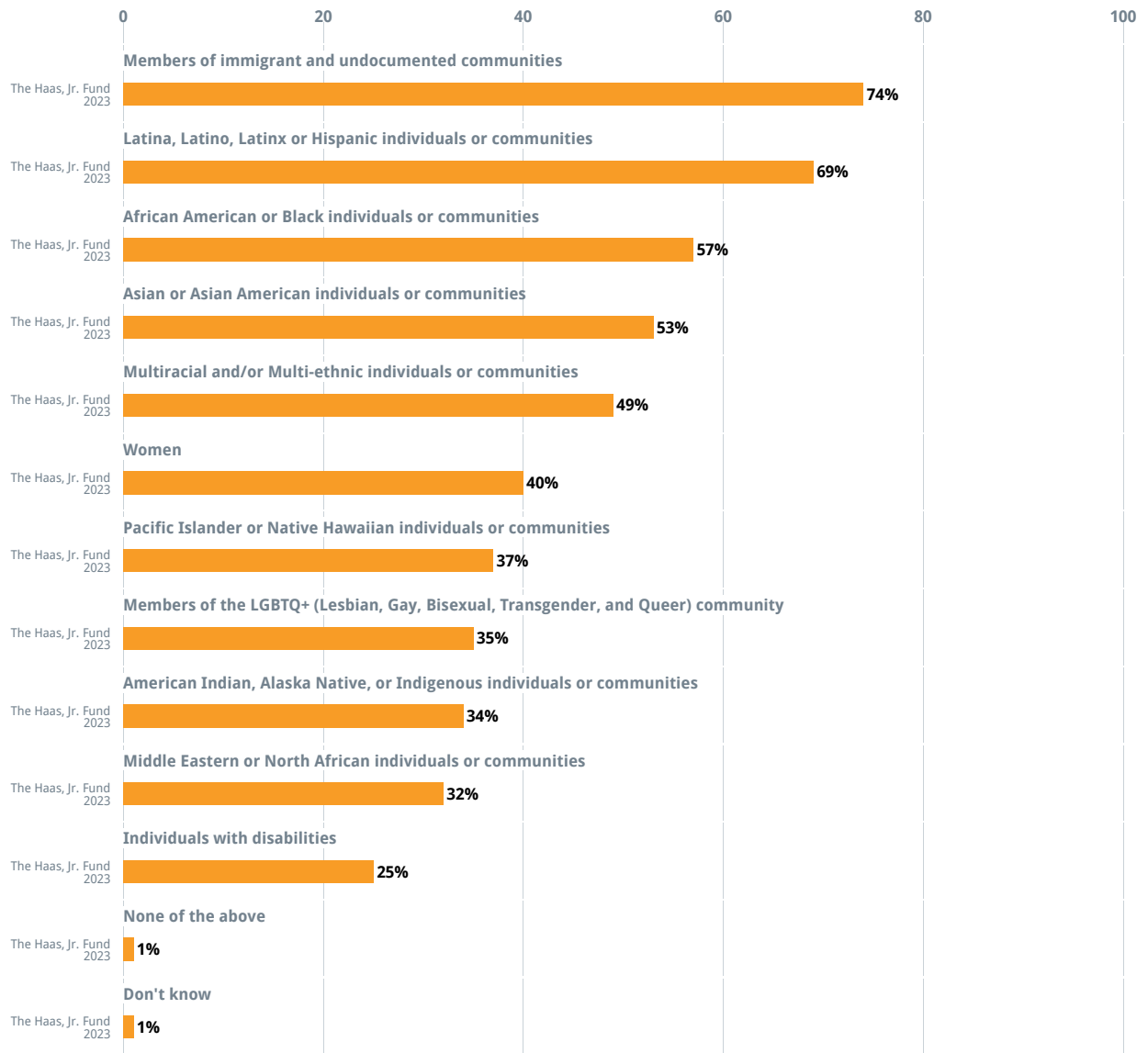


Subgroup: Program Area

The following question is asked only of U.S.-based grantees who answered "yes" to the question "Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?"

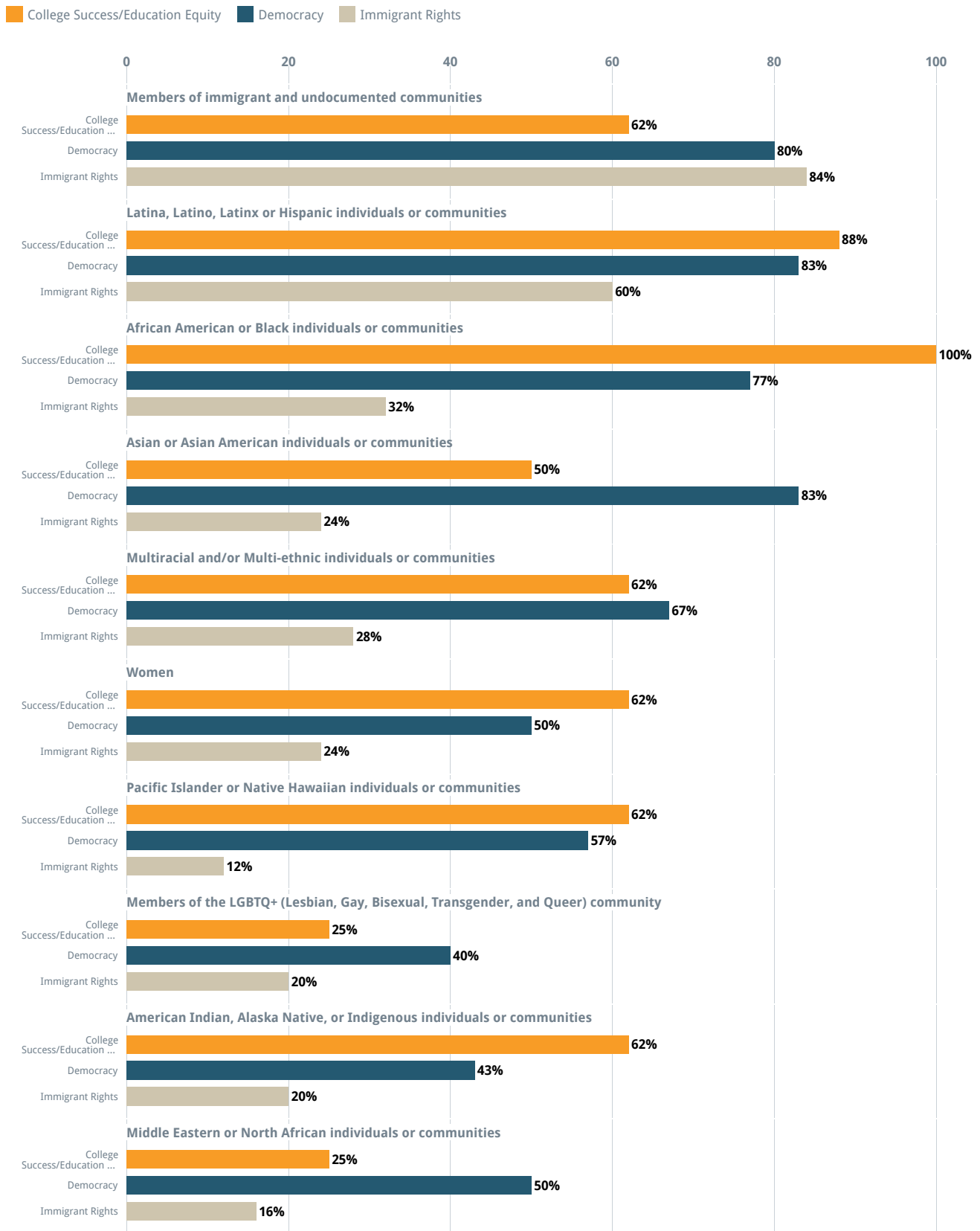
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?

The Haas, Jr. Fund 2023



Cohort: None Past results: on

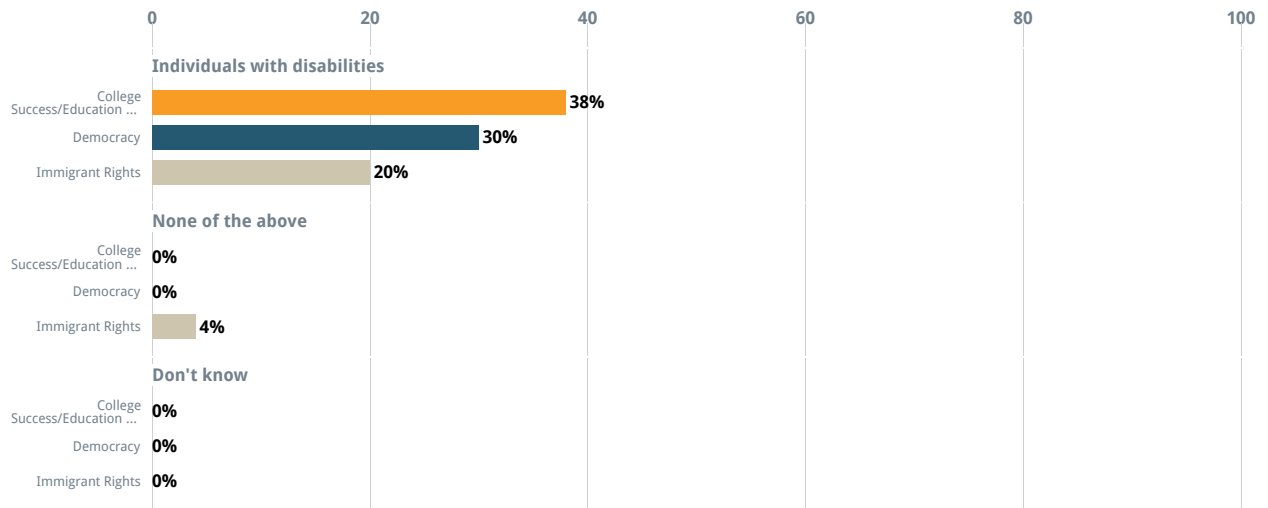
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant? - By Subgroup



Subgroup: Program Area

Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant? - By Subgroup (cont.)

■ College Success/Education Equity
 ■ Democracy
 ■ Immigrant Rights



Subgroup: Program Area

Respondent Demographics

Note: Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

Survey language and response options for questions about race and ethnicity are guided by best practices shared by [National Institutes of Health](#), [Pew Research Center](#), [Psi Chi Journal of Psychological Research](#), and the [US Census Bureau](#).

Survey language and response options for questions about gender and LGBTQ+ identity are guided by best practices shared by [Funders For LGBTQ Issues](#), [HRC Foundation's Welcoming Schools](#), and the [Williams Institute of the University of California – Los Angeles School of Law](#).

Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," and "prefer not to say" - as long as that response option had at least 10 respondents.

Differences in Ratings by Respondent Demographics

It is CEP's standard practice to analyze responses for differences by the following demographics characteristics:

Person of Color Identity

Ratings from grantees who identify as a person of color are significantly *lower* than grantees who identify as not a person of color for the following measures:

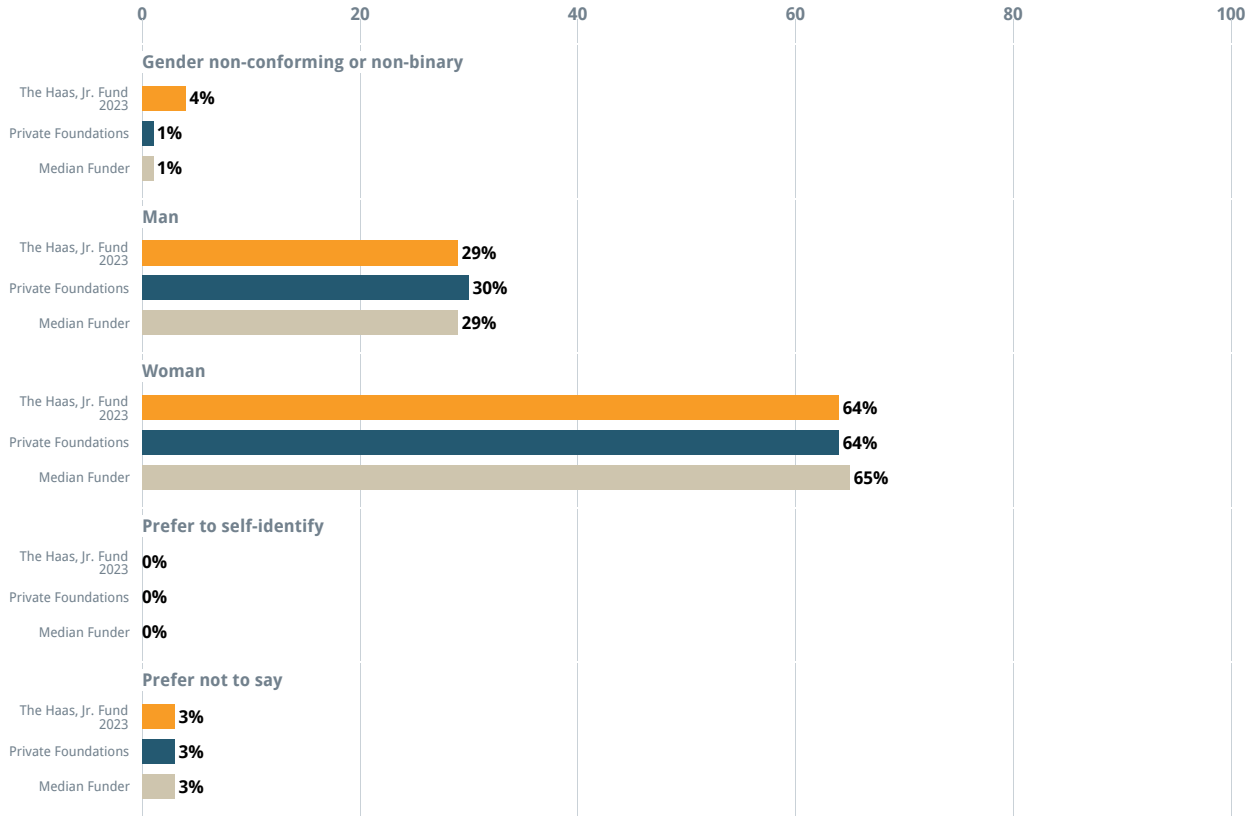
- Understanding of grantees' fields
- Understanding of grantees' local communities
- Understanding of the needs of the people and communities served
- Extent to which funding priorities reflect an understanding of the needs of the people and communities served
- Understanding of grantees' goals and strategy
- Grantees' agreement that the funder has clearly communicated what diversity, equity, and inclusion means for its work
- Haas, Jr. Fund staff were readily available and helpful in resolving any questions or issues related to the portal

There are no consistent statistically significant differences when grantees are segmented by their Gender or LGBTQ+ Identity.

There were too few respondents to analyze by Transgender or Disability Identity.

Please select the option that represents how you describe yourself:

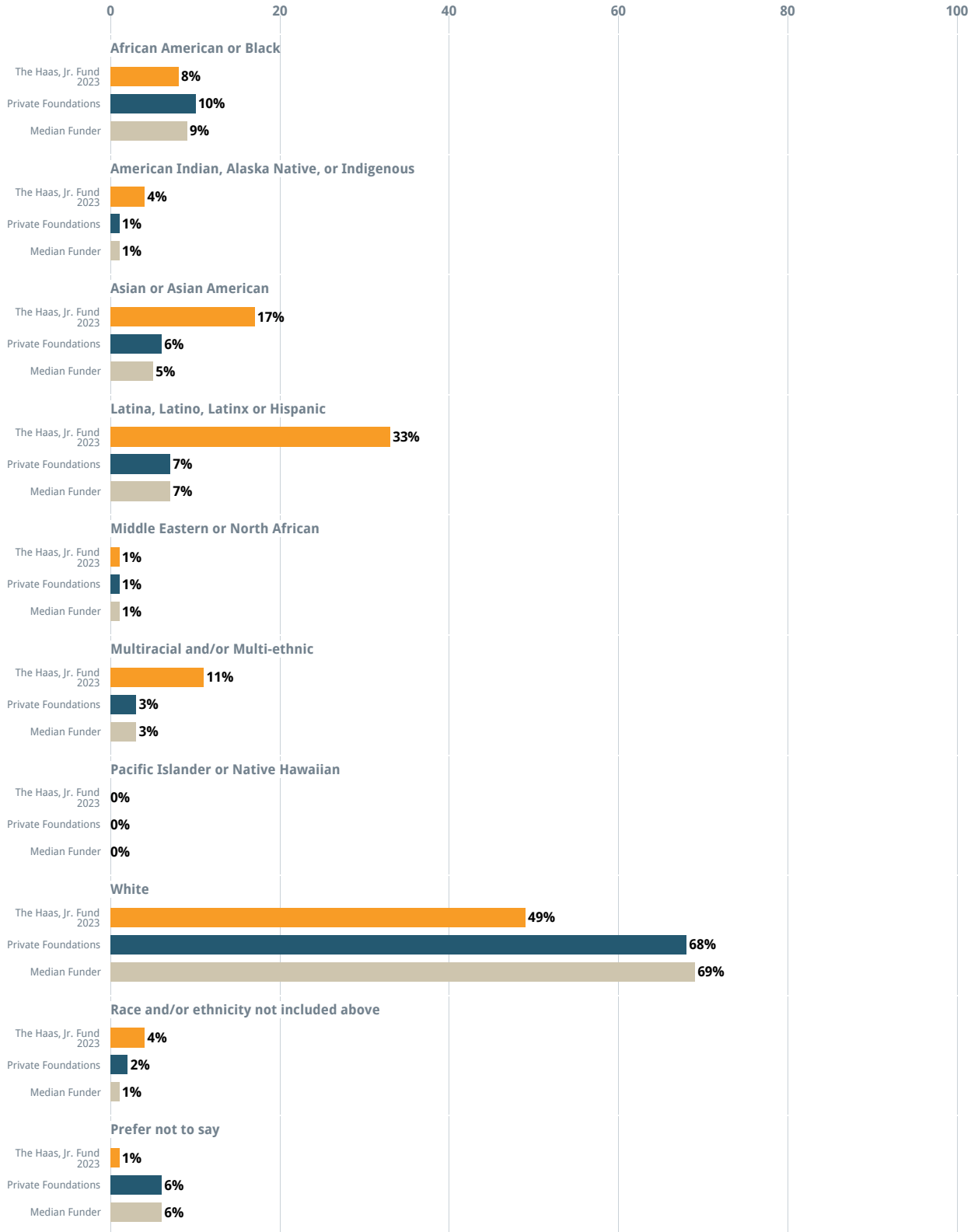
■ The Haas, Jr. Fund 2023
 ■ Private Foundations
 ■ Median Funder



Cohort: Private Foundations Past results: on

How would you describe your race and/or ethnicity?

■ The Haas, Jr. Fund 2023
 ■ Private Foundations
 ■ Median Funder



Cohort: Private Foundations Past results: on

Selected Cohort: None		
Do you identify as a person of color?	The Haas, Jr. Fund 2023	Average Funder
Yes	56%	24%
No	42%	71%
Prefer not to say	3%	5%

Selected Cohort: None		
Are you transgender?	The Haas, Jr. Fund 2023	Average Funder
Yes	1%	1%
No	96%	96%
Prefer not to say	3%	4%

Selected Cohort: None		
Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	The Haas, Jr. Fund 2023	Average Funder
Yes	22%	11%
No	74%	84%
Prefer not to say	4%	5%

Selected Cohort: None		
Do you have a disability?	The Haas, Jr. Fund 2023	Average Funder
Yes	8%	6%
No	89%	89%
Prefer not to say	3%	5%

Respondent Job Title

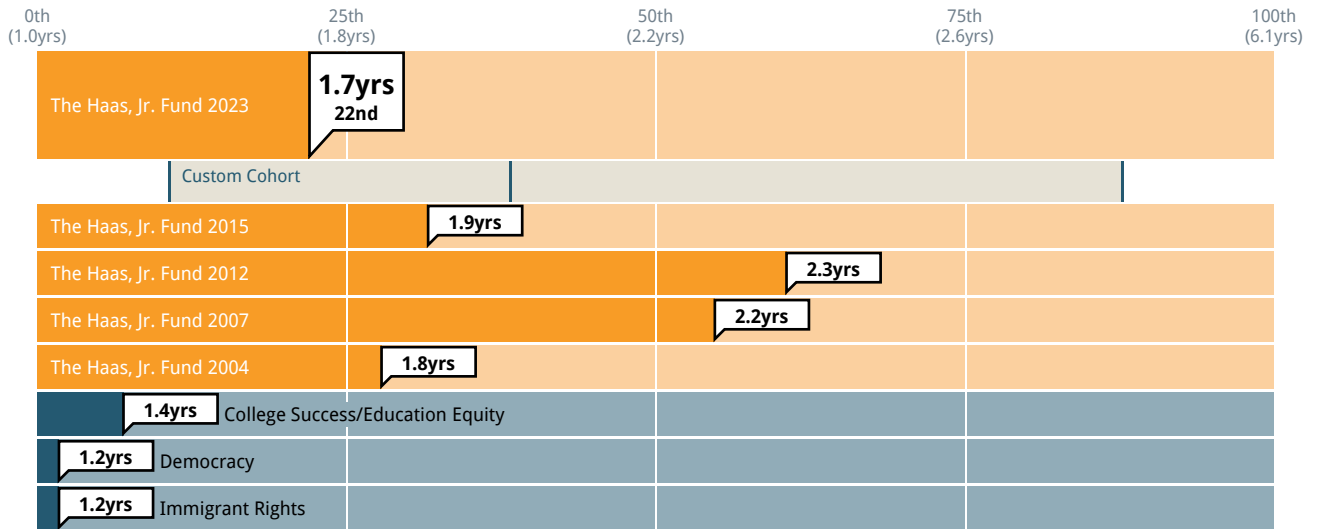
Selected Cohort: Custom Cohort						
Job Title of Respondents						
	Executive Director/CEO	Other Senior Team (i.e., reporting to Executive Director/CEO)	Project Director	Development Staff	Volunteer	Other
The Haas, Jr. Fund 2023	54%	15%	4%	24%	0%	3%
The Haas, Jr. Fund 2015	61%	9%	13%	13%	0%	4%
The Haas, Jr. Fund 2012	66%	12%	7%	13%	1%	0%
The Haas, Jr. Fund 2007	54%	9%	3%	27%	0%	8%
The Haas, Jr. Fund 2004	63%	12%	4%	17%	0%	5%
Average Funder	47%	19%	12%	16%	1%	5%
Custom Cohort	52%	17%	9%	17%	0%	5%

Contextual Data

Please note that all information below is based on self-reported data from grantees.

Grantmaking Characteristics

Average Grant Length



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort	
	Length of Grant Awarded
	Average grant length
The Haas, Jr. Fund 2023	1.7 years
The Haas, Jr. Fund 2015	1.9 years
The Haas, Jr. Fund 2012	2.3 years
The Haas, Jr. Fund 2007	2.2 years
The Haas, Jr. Fund 2004	1.8 years
Median Funder	2.2 years
Custom Cohort	2 years

Selected Cohort: Custom Cohort					
Length of Grant Awarded					
	0 - 1.99 years	2 - 2.99 years	3 - 3.99 years	4 - 4.99 years	5 - 50 years
The Haas, Jr. Fund 2023	72%	22%	1%	1%	3%
The Haas, Jr. Fund 2015	49%	36%	4%	4%	7%
The Haas, Jr. Fund 2012	49%	33%	2%	5%	10%
The Haas, Jr. Fund 2007	30%	55%	6%	3%	5%
The Haas, Jr. Fund 2004	55%	37%	2%	1%	5%
Average Funder	48%	22%	19%	3%	8%
Custom Cohort	45%	32%	17%	1%	5%

Selected Cohort: None		
Proportion of Unrestricted Funding	The Haas, Jr. Fund 2023	Average Funder
No, this funding was not restricted to a specific use (i.e., general operating, core support)	42%	27%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	58%	73%

Grantmaking Characteristics - By Subgroup

Selected Subgroup: Program Area			
Length of Grant Awarded (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Average grant length	1.4 years	1.2 years	1.2 years

Selected Subgroup: Program Area			
Length of Grant Awarded (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
0 - 1.99 years	88%	74%	76%
2 - 2.99 years	0%	26%	24%
3 - 3.99 years	0%	0%	0%
4 - 4.99 years	12%	0%	0%
5 - 50 years	0%	0%	0%

Selected Subgroup: Program Area			
Proportion of Unrestricted Funding (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
No, this funding was not restricted to a specific use (i.e., general operating, core support)	25%	26%	76%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	75%	74%	24%

Grant Size

Selected Cohort: Custom Cohort	
Grant Amount Awarded	
Median grant size	
The Haas, Jr. Fund 2023	\$125K
The Haas, Jr. Fund 2015	\$150K
The Haas, Jr. Fund 2012	\$150K
The Haas, Jr. Fund 2007	\$90K
The Haas, Jr. Fund 2004	\$50K
Median Funder	\$110K
Custom Cohort	\$150K

Selected Cohort: Custom Cohort									
Grant Amount Awarded									
	Less than \$10K	\$10K - \$24K	\$25K - \$49K	\$50K - \$99K	\$100K - \$149K	\$150K - \$299K	\$300K - \$499K	\$500K - \$999K	\$1MM and above
The Haas, Jr. Fund 2023	4%	0%	3%	21%	24%	33%	6%	3%	7%
The Haas, Jr. Fund 2015	0%	1%	11%	17%	14%	34%	12%	3%	8%
The Haas, Jr. Fund 2012	0%	0%	5%	16%	23%	36%	9%	1%	10%
The Haas, Jr. Fund 2007	2%	6%	16%	27%	12%	22%	10%	2%	3%
The Haas, Jr. Fund 2004	3%	12%	27%	32%	9%	13%	1%	0%	3%
Average Funder	8%	11%	12%	14%	10%	16%	10%	9%	10%
Custom Cohort	2%	6%	9%	16%	14%	25%	14%	8%	6%

Selected Cohort: Custom Cohort	
Median Percent of Budget Funded by Grant (Annualized)	
Size of grant relative to size of grantee budget	
The Haas, Jr. Fund 2023	3%
The Haas, Jr. Fund 2015	6%
The Haas, Jr. Fund 2012	5%
The Haas, Jr. Fund 2007	3%
The Haas, Jr. Fund 2004	4%
Median Funder	4%
Custom Cohort	4%

Grant Size - By Subgroup

Selected Subgroup: Program Area			
Grant Amount Awarded (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Median grant size	\$150K	\$125K	\$150K

Selected Subgroup: Program Area			
Grant Amount Awarded (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Less than \$10K	0%	3%	4%
\$10K - \$24K	0%	0%	0%
\$25K - \$49K	0%	6%	0%
\$50K - \$99K	25%	19%	24%
\$100K - \$149K	25%	32%	20%
\$150K - \$299K	38%	32%	44%
\$300K - \$499K	0%	6%	4%
\$500K - \$999K	0%	0%	4%
\$1MM and above	12%	0%	0%

Selected Subgroup: Program Area			
Median Percent of Budget Funded by Grant (Annualized) (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Size of grant relative to size of grantee budget	3%	2%	3%

Grantee Characteristics

Selected Cohort: Custom Cohort	
Operating Budget of Grantee Organization	
Median Budget	
The Haas, Jr. Fund 2023	\$4M
The Haas, Jr. Fund 2015	\$1.5M
The Haas, Jr. Fund 2012	\$2M
The Haas, Jr. Fund 2007	\$1.8M
The Haas, Jr. Fund 2004	\$1.2M
Median Funder	\$1.6M
Custom Cohort	\$2.2M

Selected Cohort: Custom Cohort						
Operating Budget of Grantee Organization						
	<\$100K	\$100K - \$499K	\$500K - \$999K	\$1MM - \$4.9MM	\$5MM - \$24MM	>=\$25MM
The Haas, Jr. Fund 2023	0%	0%	6%	48%	36%	10%
The Haas, Jr. Fund 2015	3%	17%	17%	43%	17%	4%
The Haas, Jr. Fund 2012	1%	8%	20%	44%	15%	12%
The Haas, Jr. Fund 2007	1%	14%	16%	39%	24%	6%
The Haas, Jr. Fund 2004	2%	25%	18%	34%	17%	3%
Average Funder	8%	18%	13%	30%	19%	12%
Custom Cohort	3%	12%	14%	38%	21%	11%

Grantee Characteristics - By Subgroup

Selected Subgroup: Program Area			
Operating Budget of Grantee Organization (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Median Budget	\$5M	\$3.4M	\$5.2M

Selected Subgroup: Program Area			
Operating Budget of Grantee Organization (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
<\$100K	0%	0%	0%
\$100K - \$499K	0%	0%	0%
\$500K - \$999K	0%	10%	0%
\$1MM - \$4.9MM	38%	48%	50%
\$5MM - \$24MM	50%	34%	38%
>=\$25MM	12%	7%	12%

Funding Relationship

Selected Cohort: Custom Cohort	
Funding Status	
Percent of grantees currently receiving funding from the Haas, Jr. Fund	
The Haas, Jr. Fund 2023	88%
The Haas, Jr. Fund 2015	93%
The Haas, Jr. Fund 2012	94%
The Haas, Jr. Fund 2007	92%
The Haas, Jr. Fund 2004	95%
Median Funder	82%
Custom Cohort	80%

Selected Cohort: Custom Cohort					
Pattern of Grantees' Funding Relationship with the Haas, Jr. Fund	The Haas, Jr. Fund 2023	The Haas, Jr. Fund 2015	The Haas, Jr. Fund 2012	Average Funder	Custom Cohort
First grant received from the Haas, Jr. Fund	20%	11%	10%	29%	28%
Consistent funding in the past	66%	79%	79%	53%	54%
Inconsistent funding in the past	14%	10%	11%	18%	17%

Funding Relationship - by Subgroup

Selected Subgroup: Program Area			
Funding Status (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
Percent of grantees currently receiving funding from the Haas, Jr. Fund	100%	84%	92%

Selected Subgroup: Program Area			
Pattern of Grantees' Funding Relationship with the Haas, Jr. Fund (By Subgroup)	College Success/ Education Equity	Democracy	Immigrant Rights
First grant received from the Haas, Jr. Fund	38%	23%	17%
Consistent funding in the past	50%	52%	79%
Inconsistent funding in the past	12%	26%	4%

Funder Characteristics

Selected Cohort: Custom Cohort		
Financial Information		
	Total assets	Total giving
The Haas, Jr. Fund 2023	\$445M	\$24M
The Haas, Jr. Fund 2015	\$557.9M	\$29.6M
The Haas, Jr. Fund 2012	\$439.5M	\$28.6M
The Haas, Jr. Fund 2007	\$601.1M	\$27.8M
The Haas, Jr. Fund 2004	\$516.7M	\$23M
Median Funder	\$281.7M	\$20.5M
Custom Cohort	\$544.9M	\$29.9M

Selected Cohort: Custom Cohort		
Funder Staffing		
	Total staff (FTEs)	Percent of staff who are program staff
The Haas, Jr. Fund 2023	17	41%
The Haas, Jr. Fund 2015	24	35%
The Haas, Jr. Fund 2012	24	51%
The Haas, Jr. Fund 2007	31	53%
The Haas, Jr. Fund 2004	10	100%
Median Funder	17	44%
Custom Cohort	21	46%

Selected Cohort: Custom Cohort					
Grantmaking Processes	The Haas, Jr. Fund 2023	The Haas, Jr. Fund 2015	The Haas, Jr. Fund 2012	Median Funder	Custom Cohort
Proportion of grants that are invitation-only	100%	50%	50%	52%	95%
Proportion of grantmaking dollars that are invitation-only	100%	75%	75%	68%	98%

Additional Survey Information

On many questions in the grantee survey, grantees are allowed to select “don’t know” or “not applicable” if they are not able to provide an alternative answer. In addition, some questions in the survey are only displayed to a select group of grantees for which that question is relevant based on a previous response.

As a result, there are some measures where only a subset of responses is included in the reported results. The table below shows the number of responses included on each of these measures. The total number of respondents to The Haas, Jr. Fund’s grantee survey was 72.

Question Text	Number of Responses
Overall, how would you rate the Haas, Jr. Fund’s impact on your field?	69
How well does the Haas, Jr. Fund understand the field in which you work?	69
To what extent has the Haas, Jr. Fund advanced the state of knowledge in your field?	59
To what extent has the Haas, Jr. Fund affected public policy in your field?	54
Overall, how would you rate the Haas, Jr. Fund’s impact on your local community?	57
How well does the Haas, Jr. Fund understand the local community in which you work?	59
How well does the Haas, Jr. Fund understand your organization’s strategy and goals?	70
Please rate the extent to which you agree with the following statements about the non-monetary support you received from the Haas, Jr. Fund:	
The non-monetary support I received met an important need for my organization and/or program	41
The non-monetary support I received strengthened my organization and/or program	41
The Haas, Jr. Fund’s non-monetary support was a worthwhile use of the time required of us	41
I felt the Haas, Jr. Fund would be open to feedback about the non-monetary support it provided	41
Who most frequently initiated the contact you had with your program officer during this grant?	70
Has your main contact at the Haas, Jr. Fund changed in the past six months?	70
At any point during this grant, including the grant awarding process, did Haas, Jr. Fund staff conduct a site visit?	71
How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Haas, Jr. Fund?	67
How well do you understand the way in which the work funded by this grant fits into the Haas, Jr. Fund’s broader efforts?	71
How well does the Haas, Jr. Fund understand the social, cultural, or socioeconomic factors that affect your work?	71
How well does the Haas, Jr. Fund understand the needs of the people and communities that you serve?	68
To what extent do the Haas, Jr. Fund’s funding priorities reflect a deep understanding of the needs of the people and communities that you serve?	69
Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:	
The Haas, Jr. Fund has clearly communicated what diversity, equity, and inclusion means for its work	64
Overall, the Haas, Jr. Fund demonstrates an explicit commitment to diversity, equity, and inclusion in its work	63
Overall, most staff I have interacted with at the Haas, Jr. Fund embody a strong commitment to diversity, equity, and inclusion	66
I believe that the Haas, Jr. Fund is committed to combatting racism	66
Did you submit a proposal to the Haas, Jr. Fund for this grant?	71
To what extent was the Haas, Jr. Fund’s grant awarding process a helpful opportunity to strengthen the efforts funded by the grant?	69
To what extent was the Haas, Jr. Fund’s grant awarding process an appropriate level of effort given the amount of funding received?	71
To what extent was the Haas, Jr. Fund clear and transparent about the grant awarding process requirements and timelines?	71
To what extent was the Haas, Jr. Fund clear and transparent about the criteria the Haas, Jr. Fund uses to decide whether a proposal would be funded or declined?	64
Have you participated in a reporting or evaluation process?	72
At any point during the proposal or the grant period, did the Haas, Jr. Fund and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?	61

Question Text	Number of Responses
To what extent was the Haas, Jr. Fund's reporting process straightforward?	60
To what extent was the Haas, Jr. Fund's reporting process adaptable, if necessary, to fit your circumstances?	56
To what extent was the Haas, Jr. Fund's reporting process relevant, with questions and measures pertinent to the work funded by this grant?	62
To what extent was the Haas, Jr. Fund's reporting process a helpful opportunity for you to reflect and learn?	61
To what extent did the evaluation incorporate your input in the design of the evaluation?	9
To what extent did the evaluation result in you making changes to the work that was evaluated?	10
Are you currently receiving funding from the Haas, Jr. Fund?	72
Which of the following best describes the pattern of your organization's funding relationship with the Haas, Jr. Fund?	71
Primary Intended People and/or Communities	
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	72
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	68
Custom Questions	
Please rate your level of agreement with each of the following statements regarding your experience with the leadership development support from The LeadersTrust:	
The leadership grant has enabled us to identify our organization's key leadership issues and then invest in relevant solutions	12
The leadership grant process (e.g., Capacity Coach, organizational learning & assessment, prioritization, etc.) helped us develop a strong leadership development plan	11
Our organization is using the right resources (consultants, coaches, trainings) to help us meet our leadership development goals	11
The leadership support will strengthen our ability to achieve our strategic goals and mission	11
Our organization finds the support offered beyond the grant (Capacity Coach thought partnership, the Resource Hub, schedule of peer learning programming) relevant and helpful	11
The leadership support will strengthen our ability to achieve our diversity, equity, and inclusion goals	12
Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund's approach to its grantmaking:	
The Haas, Jr. Fund's program staff demonstrate understanding of the inherent power imbalance between foundations and their grantees	66
The Haas, Jr. Fund's program staff actively put equity and power-sharing values into practice	67
The Haas, Jr. Fund's approach to making its grant to our organization helped build a mutually accountable relationship	66
Please rate your level of agreement with each of the following statements regarding your experience with the Haas, Jr. Fund and Covid-19:	
The Haas, Jr. Fund's program staff appeared to understand the challenges and strains Covid-19 placed on our organization	59
The Haas, Jr. Fund's program staff accommodated any requests to change deadlines or other deliverables in light of the Covid-19 crisis	51
Please rate your level of agreement with each of the following statements regarding your experience with using the Haas, Jr. Fund's portal:	
The portal was easy to use and navigate	62
The instructions on how to access the portal and how to use it were clear and direct	62
Haas, Jr. Fund staff were readily available and helpful in resolving any questions or issues related to the portal	59

About CEP and Contact Information

Mission:

CEP provides data, feedback, programs, and insights to help individual and institutional donors improve their effectiveness. We do this work because we believe effective donors, working collaboratively and thoughtfully, can profoundly contribute to creating a better and more just world.

Vision:

We seek a world in which pressing social needs are more effectively addressed.

We believe improved performance of philanthropic funders can have a profoundly positive impact on nonprofit organizations and the people and communities they serve.

Although our work is about measuring results, providing useful data, and improving performance, our ultimate goal is improving lives. We believe this can only be achieved through a powerful combination of dispassionate analysis and passionate commitment to creating a better society.

About the GPR:

Since 2003, the Grantee Perception Report® (GPR) has provided funders with comparative, candid feedback based on grantee perceptions. The GPR is the only grantee survey process that provides comparative data, and is based on extensive research and analysis. Hundreds of funders of all types and sizes have commissioned the GPR, and tens of thousands of grantees have provided their perspectives to help funders improve their work. CEP has surveyed grantees in more than 150 countries and in 8 different languages.

The GPR's quantitative and qualitative data helps foundation leaders evaluate and understand their grantees' perceptions of their effectiveness, and how that compares to their philanthropic peers.

Additional CEP Resources

Assessment Tools

Donor Perception Report (DPR): The Donor Perception Report provides community foundations with comparative data on their donors' perceptions, preferences for engagement, and giving patterns. Based on research and guidance from a group of community foundation leaders, the DPR is the only survey process that provides comparative data for community foundations.

Staff Perception Report (SPR): The Staff Perception Report explores foundation staff members' perceptions of foundation effectiveness and job satisfaction on a comparative basis. The SPR is based on a survey specific to foundations that includes questions related to employees' impressions of their role in philanthropy, satisfaction with their jobs, their foundation's impact, and opportunities for foundation improvement.

Advisory Services

CEP's data-driven, customized advising leverages CEP's knowledge and experience to help funders answer pressing questions about their work, address existing challenges, hear from valued constituents, and learn and share with peers. Learn more at cep.org/advisoryservices.

Research

CEP's research projects delve into issues that are central to funder effectiveness, examining common practice and challenging conventional wisdom. Our research is informed by rigorous quantitative and qualitative analysis of large-scale data sets, in-depth qualitative interviews with philanthropic leaders, as well as by profiles of high-performing organizations and staff.

CEP's resource library offers resources for grantmakers, individual donors, and more. Explore the full range of resources available in CEP's resource library at cep.org/resources.

YouthTruth Student Survey

YouthTruth supports school systems in gathering and acting on student and stakeholder feedback, helping schools, districts, and education funders think through the ins-and-outs of actionable insights to drive improvement. Learn more at youthtruthsurvey.org.

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