Objective: Create and utilize funding sources to support diversity, inclusion, and cultural and linguistic competence efforts.

In order to stand by the mission of diversity and inclusion, funders and funding must accompany the call for increased recruitment, research, and implementation. Investing in diversity and inclusion with funding support shows true commitment to transforming the workforce to reflect the population served. Many funders are beginning to recognize the value in funding initiatives solely focused on diversity. For example, The Rockefeller Brothers Fund (2015), states: We believe the Fund has a moral obligation to do its part to address past and current injustices to groups that have been historically disadvantaged and socially, politically, and economically excluded… In pursuing our social change mission, we seek to manage our philanthropic programs and organizational culture in a manner that embraces diversity and inclusion.

D5, a coalition to advance philanthropy's diversity, equity, and inclusion, reinforces these ideals. As part of their mission, they assert, "As our constituencies become increasingly diverse, we need to understand and reflect their rich variety of perspectives in order to achieve greater impact." D5 sees three powerful impacts of funding diversity:
1. *Advance the common good.* Those of us in philanthropy have dedicated ourselves to promoting the common good. Advancing diversity, equity, and inclusion (DEI) in our organizations and grant making helps us live up to our values.
2. *Increase effectiveness.* Diverse perspectives within foundations can help build better relationships with grantees, improve team problem-solving, and lead to better outcomes.
3. *Enhance impact.* Our constituencies, from the communities we serve to our partners in business and government, are becoming increasingly diverse. We need to understand and reflect this rich variety of perspectives in order to achieve greater impact (D5, 2015)

The AUCD network would benefit from the creation of and direction to funding sources that directly address diversity, inclusion, and cultural and linguistic competence; this priority was nearly universally identified by stakeholders contributing to the development of this Toolkit. At the same time, current funding available to UCEDDs, LENDs, and AUCD Central Office can benefit from re-allocation in order to meet federal mandates and respond to priorities in diversity, inclusion, and cultural and linguistic competence. The impact of new funding, and use of existing funds, will not only enable key initiatives to be implemented, but also reinforce the importance of the energy behind these causes via fiscal allocation.

Strategies:
1. Join listservs to receive updates on funding opportunities and other resources related to diversity, inclusion, and cultural and linguistic competence.

2. In developing grant applications from any funder, identify and highlight area of RFP that addresses diverse populations, cultural and linguistic competence, and/or inclusion. Focus on those sections of the application, using the opportunity to strengthen partnerships with and address needs of underserved communities.

3. In developing budgets for grant applications, dedicate resources for participation by people who may not be literate, communicate verbally, or speak English. Dedicate budget lines to verbal and nonverbal language support including linguistic, interpreter, transcription, translation services, speech-to-text and text-to speech services. Dedicate resources to pay community members for their meaningful participation as content experts given their life experiences.

4. Allocate core grant funding to diversity, inclusion, and cultural and linguistic competence efforts to support all projects, in recognition of this core topic.

5. Identify areas where progress can be made without additional funding, and take steps to make improvements in those areas. When relevant funding becomes available, a record of progress in this priority area will be helpful to include in an application.

6. Review existing budgets in every funded project; realign where needed to allocate funds for diversity, inclusion, and cultural and linguistic competence efforts in all projects.

7. Use targeted funding, endowments, unobligated funds to create needed positions.

8. Apply for minority pipeline grant opportunities.