



# Invitation to Tender: Equity in funding practice

We are looking to work with a researcher to deliver a report analysing UK funding through the DEI Data Standard.

*Updated: Please note we have changed the deadline for proposals to 5pm on 12 April.*

## I. Context

There is a concern amongst UK funders that not enough money is going to organisations led by and for communities of historically marginalised and disadvantaged people, such as those individuals living with disabilities, or who experience racial inequity.

The [Diversity, Equity and Inclusion \(DEI\) Data Standard](#) was created by an independent working group of UK funders who believe that without an effective framework to capture DEI data, there can be no effective action to identify and target funding to address structural inequalities. The Standard, launched in October 2021, was designed in consultation with sector specialist organisations with lived experience in a process managed by [The Social Investment Consultancy \(TSIC\)](#) and [360Giving](#). Two years on, the Standard has been adopted by over a dozen funders with more funders enroute to utilising the standard.

The purpose of the DEI Data Standard was to be able to make an intersectional analysis of funding practices in the UK from a DEI perspective. This built on work by the [Funders for Race Equity Alliance](#) and the DEI Funder's Alliance (now dissolved).

Two years from launch and the working group agreed to commission a report utilising the collected data. Four funders from the DEI Data Standard group have agreed to fund this research project: City Bridge Foundation, Paul Hamlyn Foundation, The Henry Smith Charity and Esmée Fairbairn Foundation. Esmée Fairbairn Foundation will lead the day-to-day management of this project.

## 2. Why the research is needed

The foundation sector continues to struggle with issues related to DEI, and there is still much unknown about the funding landscape from a DEI perspective. To date there has been no quantitative intersectional analysis of the UK funding landscape – this report will be the first.

While interests in issues relating to race spiked as a result of the murder of George Floyd and the ensuing Black Lives Matter protests, whether there was a true shift in practice and equitability of funding remains to be seen.

### 3. Research objectives

This research, which will encompass a quantitative analysis as well as qualitative research with funders and funded organisations, will have four purposes:

- a) To use the collected DEI Data to analyse the equitability of the UK funding landscape from an intersectional perspective.
- b) To understand whether funding practices negatively or positively impact equitable funding.
- c) To understand perceptions of funders and funded organisations in relation to equitability of funding in the UK.
- d) To find out whether the DEI Data Standard has impacted funder practice.

We envisage the following components of the work:

- a) Literature review (including the [RACE Report](#), [Funders for Race Equality Alliance's Racial Justice Audit](#)).
- b) Collection and cleaning/preparing DEI data from funders.
- c) Data analysis.
- d) Consult with sector specialist organisations on interpretation of findings and design of qualitative component.
- e) Qualitative research on funding practices and inequity through:
  - i. Interviews with funders
  - ii. Interviews with applicants and funded organisations led by communities of historically marginalised and disadvantaged people
- f) Recommendations for DEI in the funding sector.

### 4. Audience & Dissemination

The researchers will work with Esmée Fairbairn Foundation to disseminate the results of this research to ACF member organisations, applicants and funded organisations. This is likely to involve one or two dissemination events of the report.

### 5. Budget and timings

We anticipate that this piece of work will take approximately 50 full days to complete, and we would like the work to be concluded by the end of September 2024.

We anticipate undertaking this research every three years, to understand trends. The costs of the first year of this research will be higher than research in subsequent years, as we agree to and set the questions which can be compared over time.

Esmée Fairbairn Foundation would oversee the proof reading, sense checking and design of the final report.

In addition to the budget for the work, Esmée Fairbairn Foundation will pay costs for grant recipient organisations asked to contribute their time in interviews.

**The total maximum budget for this piece of work is £35,000 (including all costs and any VAT payments).**

### 6. What we are looking for in a consultant

- Experience of delivering quantitative and qualitative research
- Knowledge and understanding about equity and funding practices
- Ability to clearly communicate key findings to interested stakeholders and audiences

## 7. Guidance when submitting a bid

We are inviting expressions of interest for this work by 12 April 2024 to start work in May 2024 with the final report delivering by end of August 2024. This will then be followed by a period of dissemination.

We are inviting expressions of interest from both organisations and consultants / freelancers. We are particularly interested in hearing from people who have experience of analysing and interpreting datasets (ideally funding data) and those with lived experience.

- Expressions of interest, should be sent to Josh Cockcroft: [josh@esmeefairbairn.org.uk](mailto:josh@esmeefairbairn.org.uk) by 5pm on 12 April.
- Your submission should be 3-5 pages, including the budget.
- Any queries about this tender should also be directed by email to Josh at the above address. If you would like to discuss the project before you submit a bid, please email Josh and suggest times when you would be available to speak.

Proposals should set out:

- a) Your / your organisation's relevant experience for carrying out this work, particularly in terms of your experience of analysing and interpreting datasets. You should include details and links of any relevant published work;
- b) How you propose to carry out this work. Although we have set out some parameters for the work above, we welcome proposals that challenge the assumptions we have made and propose realistic alternatives;
- c) Your capacity to deliver to the proposed deadline – there may be some flexibility around the timeline;
- d) An assessment of the risks to carrying out this work and how you plan to mitigate them;
- e) Budget for the work including a full breakdown of costings alongside assumptions on time and corresponding day rates for anyone working on the project;
- f) Details, including CVs of key staff to be involved in the delivery of this work.