

Building strong EDI foundations

Resilience Fund – 2025 applications and success rates

As a funder committed to equity, diversity and inclusion, the Berkeley Foundation is continually working to become more transparent, accountable and aligned with EDI principles in grant-making.

Our journey so far has been grounded in gathering consistent data. We collect and analyse information from all our partners and from our funding rounds to better understand who we support and where barriers may still exist.

Since January 2024 we have been using the Diversity Equity and Inclusion (DEI) Data Standard to collect data on the organisations applying for our funding. The Standard provides a framework to monitor equity in grant-making. By using it, in conjunction with 360Giving and our internal tools, we hope to identify areas for development within our own funding practice, ensuring it is fair and equitable.

We are grateful to all applicants for completing the DEI data form. Your input and the evidence generated informs our decisions, shapes our EDI approach and helps ensure that our grant-making practice advances equity, broadens access to funding and meaningfully reflects the communities we aim to serve.

You can find more information about the DEI Data Standard [here](#).

What we asked applicant organisations

Using the [categories identified in the DEI Data Standard](#), we asked Resilience Fund applicants to complete an optional DEI monitoring form so that we could better understand the communities they support and their leadership. Information gathered did not inform the decision-making process.

There are some limitations to this data. Completion of the DEI monitoring form was optional and not all applicant organisations completed every question. Where data was incomplete, we have avoided drawing firm conclusions and have used the information to identify broad patterns and areas for further reflection.

Communities supported

We wanted to know if 75% or more of the people receiving support, or those being intentionally targeted by organisations applying to us, share a particular identity or lived experience.

Leadership (key decision-makers)

We wanted to know if the organisations were 'led by' people who share a particular identity or lived experience. In this instance, 'led by' is defined as being where 75% or more of the Board/Management Committee AND 50% of senior staff share a particular

identity or lived experience. Organisations could, if they wished, provide further information using the free text box in the form.

This figure of 75% - or 3 in 4 people – is used widely across the funding sector and was established following consultation conducted by the DEI Data Group with a wide range of stakeholders. We recognise this can only be an estimate and represents just one measure of an organisation's diversity.

About the data collected

Applications for the fourth year of the Resilience Fund opened in March 2025.

We received 129 applications, with 102 (79%) considered eligible for funding. There was a marked improvement in eligibility, compared to the previous year (62%), which can be attributed to clearer programme criteria and better use of our partner network to disseminate news of the fund. 19 organisations were invited to submit a Stage 2 application and five organisations received funding.

Data on communities supported by applicant organisations

All the organisations applying to the fund represented one or more communities, as defined by the DEI Standard (Figure 1).

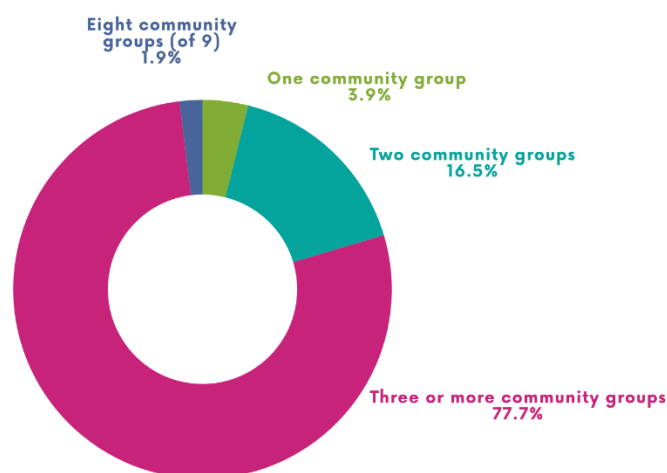


Figure 1: Percentage of organisations at Stage 1, representing different communities as defined by the DEI Standard

Most organisations (80) supported people from three or more community groups. This suggests that many organisations support individuals with intersecting identities and experiences, and that the needs they respond to are often complex.

A closer look at the communities supported by eligible Stage 1 applicants and by organisations invited to submit a Stage 2 application shows a broadly similar pattern of representation across communities (Figure 2).

The majority of applications came from organisations supporting communities experiencing racial inequity, people who are educationally or economically disadvantaged and from those working with children and young people.

In fact, the most common combination at both Stage 1 and Stage 2 was organisations working with children and young people, communities experiencing racial inequity and people who are educationally or economically disadvantaged. This suggests that the fund was effective in attracting applications closely aligned with its purpose and focus.

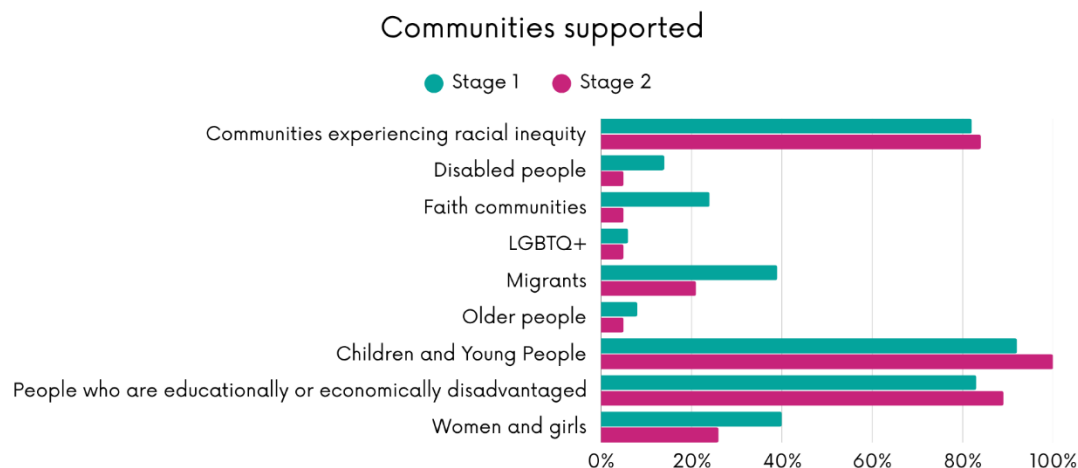


Figure 2: Percentage of eligible Stage 1 organisations and organisations invited to Stage 2 supporting each community within the DEI Data Standard

Data on leadership of applicant organisations

Overall, there is strong alignment between the leadership of the organisations and the communities they support.

Most Stage 1 applications came from organisations led by people with lived experience of racial inequity. Many organisations were led by people who have been economically or educationally disadvantaged.

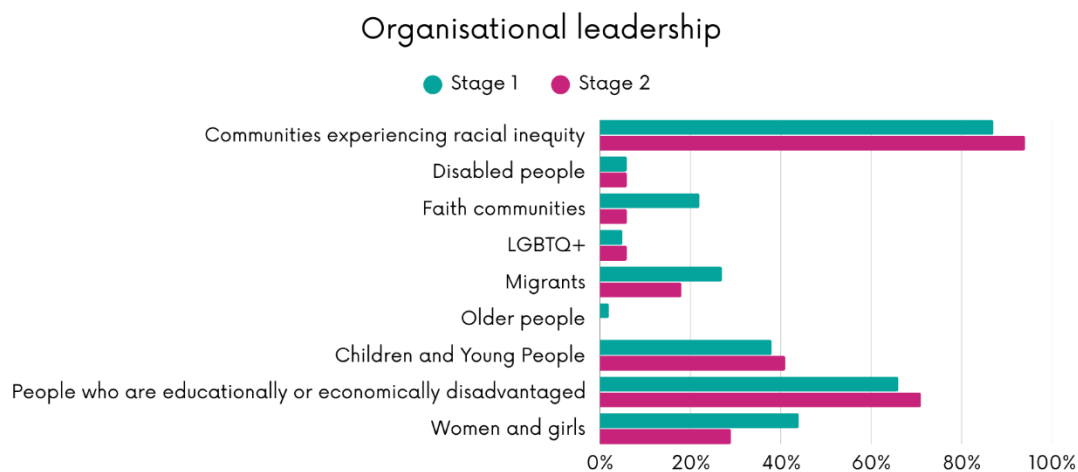


Figure 3: Percentage of eligible Stage 1 organisations and organisations invited to Stage 2 led by individuals from each community within the DEI Data Standard

Data on funded organisations

Figure 4 demonstrates that all our funding was awarded to organisations ‘led by and for’ communities experiencing racial inequity. All funded organisations also supported children and young people and people who are educationally or economically disadvantaged.

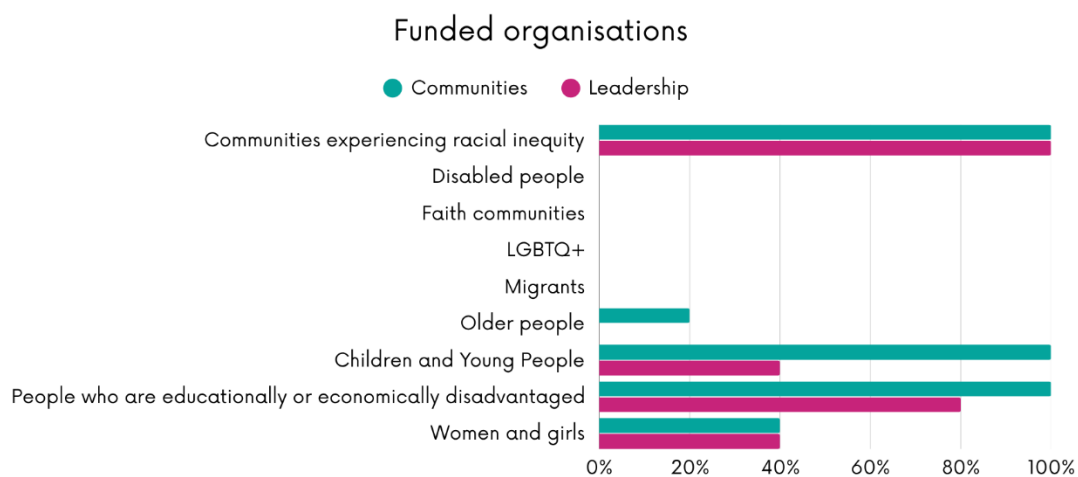


Figure 4: Percentage of ‘Led by and for’ of funded organisations after allocation of funding

Key learnings

- **100% of grants were awarded to organisations working with children and young people. All grant partners were also working with communities experiencing racial inequity and facing educational or**

economic disadvantage. This suggests that the fund's focus on supporting young people affected by racism was reflected in the applications received, and subsequently, in those funded.

- Similarly, **100% of grants awarded went to organisations led by people with lived experience of racial inequity.** This shows strong alignment between the funding decisions and the fund's aim.
- One of the fund's key priorities this year was to support organisations led by young people, aged 18 – 30. While 100% of funding went to organisations working with children and young people, **only 40% of organisations that received funding are led by young people.**

The Foundation recognises that a 'youth-led' approach can look different across organisations – from formal leadership roles to peer-led activities and governance structures that centre young people's voices, and might not always align with the DEI Standard's 75% threshold requirement.

We are committed to ensuring that our work is even more visible to organisations led by young people and enabling young leaders to apply for this type of funding.

Success rates in Year 4

- 78% of applications were eligible for funding (102/129)
- 19% of eligible applications were invited to Stage 2 (19/102)
- 63% of Stage 2 applications were shortlisted (12/19)
- 42% of shortlisted applicants were successful (5/12)
- 5% of eligible Stage 1 applications were successful (5/102)
- 26% of Stage 2 applicants were successful (5/19)

Compared to Year 3, we received 30% more eligible applications at Stage 1. This increase is likely attributable to the competition for funding experienced across the sector and the broader range of organisations that align with the fund's focus on youth leadership.

The percentage of shortlisted applications receiving funding remained unchanged, at 42%.