



Funder Survey: Understanding Accountability Practices in a Changing Philanthropic Landscape

Introduction

This survey aims to understand different approaches to accountability and stakeholder engagement in funding organizations during a period of significant change and chaos across philanthropy, development, human rights and humanitarian sectors.

Definition of Accountability Structures:

We define accountability structures as the formal and informal structures, processes, and practices that funding organizations use to:

1. ensure transparency in decision-making
2. share or distribute power with the communities they aim to serve
3. hold themselves responsible for their actions, commitments, and impact
4. respond to feedback from their stakeholders

Examples include advisory committees, participatory grantmaking processes, community review panels, and feedback systems that influence organizational decisions.

We're particularly interested in how accountability structures are maintained, adapted, or challenged when funding priorities shift or resources are constrained. At this critical time when our sector is experiencing significant funding shifts and constraints, interrogating and recommitting to genuine solidarity and accountability is key. Your responses will help develop field-wide insights on effective accountability approaches, especially related to girl and young feminists and broader social movements. All organizational information will be kept confidential and anonymous in any public reporting unless explicit permission is granted for attribution.

All participants will be entered into a draw for a goody bag worth over \$100 containing Curiosa Cards for shared leadership, a beautiful print, a book and an extra surprise.

Estimated completion time is 15-20 minutes. Please complete this survey by 9 May 2025.



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SECTION 1: ORGANIZATIONAL INFORMATION

Contact Person Details

* 1. Name

* 2. Role/Position

* 3. Email

Organizational Details

* 4. Organization name

* 5. Organization type ☐

Private foundation ☐

Public foundation

☐ Women's fund

☐ Community foundation

☐ Government donor

☐ Intermediary organization

☐ INGO

☐ Multilateral agency (e.g. UN) ☐

Other (please specify)

* 6. Geographic focus

☐ Local

☐ National

☐

☐ Regional

International

7. Annual grantmaking budget range

☐ \$500,000 - \$1 million USD ☐

\$1 million - \$5 million USD ☐ \$5

million - \$20 million USD ☐ \$20

million - 100 million USD ☐ 100

million and over

* 8. Number of staff

☐ 1-5

☐ 6-15

☐ 16-50

☐ 51-100

☐ Over 100

* 9. Would you be willing to have your organization named in research outputs?

☐ Yes

☐ No

☐ Please check with me first



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SECTION 2: ACCOUNTABILITY OVERVIEW

* 10. Who are you primarily accountable to? (Select all that apply)

☐ Movement actors and communities related to your focus areas ☐

Grantee partners

☐ Board of trustees ☐

Your donors

☐ Other peer funders ☐

☐ General public

☐ Other (please specify)

* 11. What accountability structures does your organization currently use? (Select all that apply)

☐ Advisory committees/councils

☐ Participatory grantmaking ☐

Community review panels

☐ Movement representatives on board

☐ Regular feedback sessions with grantee partners ☐

Public reporting on goals and metrics

☐ Independent oversight committee

☐ None at this stage, but we are interested in developing some Other

☐

(please specify)

12. Please share any additional details about your accountability structures that you think are important. Feel free to elaborate on how your accountability structures have adapted to current challenges or share links

* 13. What motivated your organization to implement accountability structures? (Select all that apply)

☐ Board / donor requirement

☐ Desire to share decision-making power ☐

Response to movement demands

☐ Improve grantmaking effectiveness

☐ Build stronger relationships with communities ☐

Institutional commitment to participation

☐ External pressure Other

☐

(please specify)



SECTION 3: ACCOUNTABILITY STRUCTURES

Note: This can refer to advisors, steering committees, panelists etc.

14. Who participates in your accountability structures? (Select all that apply)

☐ Movement leaders over the age of 18 years ☐

Adolescents / girls 18 years and under

☐ Young people (19-30) ☐

Indigenous communities

☐ Community representatives

☐ Current grantee partners ☐

Issue experts

☐ Board members Other

☐

(please specify)

15. If you have an advisory or steering committee of some sort, what is the typical tenure?

☐ 6 months

☐ 1 year

☐ 2 years

☐ 3 years

☐ No time limit

☐ Varies by advisory group

☐ Other (please specify)

* 16. What areas of your organization have accountability structures? (Select all that apply)

☐ Organizational/operational strategy (governance, staffing, policies) ☐

Programmatic strategy and design

☐ Resource distribution / /grant-making decisions

☐ Influencing work (advocacy, strategic partnerships, communications) ☐

Monitoring, evaluation, learning and research

☐ We don't currently have formal accountability structures Other

☐

(please specify)

17. What level of decision-making power do members of your accountability structure members of your accountability structure have?

Please describe the extent to which advisors in your accountability structures have decision-making authority. For example, do they have full decision-making power in certain areas, shared decision-making with staff/board, serve in a consultative capacity only, or does their authority vary depending on the type of decision? Feel free to provide specific examples that illustrate how advisor input influences your organization's decisions.

18. What are the different ways that members of your accountability structure have continued to engage when their term ends? (Select all that apply)

☐ Join organizational staff ☐

Join board of directors ☐

Become grantee partners

☐ Continue relationship as alumni network ☐

No formal continued relationship

☐ We don't track this information Other

☐

(please specify)



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19. Do you provide compensation for advisors or participants in your accountability structures? (Select all that apply)

☐ Yes, financial compensation only

☐ Yes, non-financial compensation only

☐ Yes, both financial and non-financial compensation ☐ No

compensation is provided

☐ Other (please specify)

20. What types of financial compensation do you provide? (Select all that apply)

- ☐ Regular stipends
- ☐ Per-meeting honoraria
- ☐ Reimbursement for expenses (travel, childcare, internet access) ☐

Consulting fees

- ☐ Not applicable
- ☐ Other (please specify)

21. What is the typical financial compensation range per advisor per year? (If applicable)

- ☐ Under \$1,000 ☐
- ☐ \$1,000 - \$2,500 ☐
- ☐ \$2,500 - \$5,000 ☐
- ☐ \$5,000 - \$10,000
- ☐ Over \$10,000
- ☐ Varies significantly by role or region ☐

Not applicable

- ☐ Other (please specify)

22. What types of non-financial compensation or support do you provide? (Select all that apply)

- ☐ Professional development opportunities ☐

Training and skill-building

- ☐ Networking access
- ☐ Recommendation letters

- ☐ Mentorship

- ☐ Access to organizational resources/space ☐

Gift cards or vouchers

- ☐ Public recognition

- ☐ Not applicable

Other (please specify)



SECTION 5: IMPACT & LEARNING

23. What impact have accountability structures had on your organization? (Select all that apply)

☐ Changed funding priorities

☐ Modified grantmaking practices

☐ Improved relationships with movements ☐

Changed organizational policies

☐ Increased transparency ☐

Enhanced decision-making

☐ Modified hiring of staff and board

☐ Influenced or shaped learning, research and evaluation priorities No significant changes

☐ Other (please specify)

24. Can you share a specific example of how your accountability structures have impacted your organization's work?

25. What challenges have you encountered? (Select all that apply)

☐ Time and resource constraints

☐ Power dynamics

☐ Clear decision-making processes

☐ Managing different perspectives ☐

Institutional resistance

☐ Safeguarding, safety or security

☐

Other (please specify)

26. Please elaborate on specific challenges you've faced and any strategies you've used to address them

27. How do you assess the effectiveness of your accountability structures? (Select all that apply)

☐ Regular feedback surveys

☐ Impact assessment

☐ External evaluation

☐ Informal feedback ☐

Movement feedback

☐ We don't currently measure impact

☐

Other (please specify)

28. What metrics or indicators do you use to measure the success of your accountability work?
Please upload any relevant frameworks or documentation.

Choose File

Choose File

No file chosen

29. Would you be willing to participate in a follow-up interview or workshop about accountability practices?

☐ Yes

☐

No