












Who Has Glass Pockets? Indicators

At **Glasspockets.org**, the Foundation Center is cataloging foundations' online transparency and accountability practices. The list below reflects the 23 practices we have identified so far, represented by the magnifying glass icon . Given the relationship between communication practices and transparency, we are also tracking six types of online communication vehicles used by foundations. These are represented by the megaphone icon . Together these indicators provide a snapshot of a foundation's "glass pockets." At Glasspockets.org, you can click on  or  in the foundation profiles and link directly to each indicator listed.






BASIC INFORMATION

-  **General contact information**..... Are the following points of contact provided: telephone number, e-mail/online form, and mailing address?
-  **Mission statement**..... Is a mission or purpose statement available?




GOVERNANCE POLICIES & INFORMATION

-  **Bylaws** Are the foundation's governing bylaws available?
-  **Committee charters**..... Are the foundation's committee charters available?
-  **Code of conduct policies**..... Are policies guiding foundation staff conduct available?
-  **Conflicts of interest policies**..... Is the conflict of interest policy available?
-  **Board of Directors list** Is a list of Board members and their affiliations available?





HR/STAFFING POLICIES & INFORMATION

-  **Whistleblower procedures** Is a policy regarding the reporting of financial improprieties available?
-  **Executive compensation process** Is the process used to determine executive compensation described?
-  **Diversity practices**..... Is there information about the foundation's commitment to diversity or statistical information about the demographics of its workforce/Board members?
-  **Key staff list**..... Are the names of executives and program staff available?
-  **Key staff biographies** Are biographies of executives and program staff available?





FINANCIAL INFORMATION

-  **Audited financial statements**..... Are the most recent audited financial statements available?
-  **Form 990 or 990-PF**..... Is the most recent 990 or 990-PF available?
-  **Investment policies**..... Are policy statements about how the foundation invests its endowment provided?







GRANTMAKING INFORMATION

-  **Grantmaking process** Is there a description provided explaining how the foundation selects its grantees (application process or pre-selection)?
-  **Grantmaking strategy/priorities** Are the foundation's grantmaking priorities or strategy outlined?
-  **Searchable database of past grants** Is there a searchable database of the foundation's grants?
-  **Statement of whether current economic conditions are affecting the foundation's grantmaking** Has the foundation made a statement regarding the effect, if any, of current economic conditions on its grantmaking?

PERFORMANCE MEASUREMENT

-  **Assessment of overall foundation performance** Is there a comprehensive assessment of overall foundation performance and effectiveness that measures progress toward institutional mission and goals?
-  **Knowledge center** Is there a centralized section of the foundation's web site that provides a collection of the foundation's program evaluations and lessons learned reports?
-  **Grantee feedback mechanism** Is there an online mechanism in place so that grantees can regularly provide the foundation with feedback?
-  **Grantee surveys** Has the foundation conducted a periodic survey of its grantees and shared the results publicly?

COMMUNICATIONS CHANNELS

-  **Web site** Does the foundation have a web site?
-  **Current annual report** Is the current annual report on the foundation's web site?
-  **E-newsletter** Does the foundation use e-newsletters, and can the public sign up for them on their web site?
-  **Blog** Does the foundation make use of a blog?
-  **Social media/networking sites** Does the foundation make use of social media/networking sites?
-  **RSS feeds** Does the foundation use RSS feeds to send alerts and updates about its work?

Which foundations have glass pockets? Visit Glasspockets.org to see the current list.

For more information about Glasspockets.org, please contact:

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