

# 2020 Year-End Survey Report

## Introduction

Expanding the Bench's® (ETB) Advancing Culturally-responsive and Equitable (ACE) Evaluation Network is a community that prides itself on the valuable experience of racially and ethnically diverse evaluators, and whose members are tied together because of a mutual commitment to culturally responsive and equitable evaluation (CREE). While we know that the Network's efforts have created valuable opportunities for ACE Evaluation Network Members to expand the visibility of CREE and enhance their own practice, we're always looking to improve. That's why all Network Members and ACE Evaluation Network Database Users were asked to complete a year-end survey for 2020. Survey results give us direct insight into Network Members' and Database Users' experience with the Network, what is working, and what we can do better.

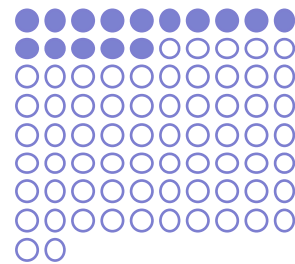
This year, we were pleased to see that most Network Members' responses were positive. Respondents cited tangible work benefits and improvements due to their participation in the Network, but it was impossible to overlook that almost half did not and that we had lower survey participation than normal. While we may attribute this to the COVID-19 pandemic in some respects, we know there are areas where we need to improve.

The survey response rate from Database Users was also lower than expected, though nearly all respondents cited a positive experience with the Database and/or a deep interest in continuing to see the Database grow in size and functionality. Database Users offered a few suggestions for improvement, including the desire for a geographical search function—like searching for an evaluator in a specific state or region—and more clarity in relation to skill sets and areas of expertise.

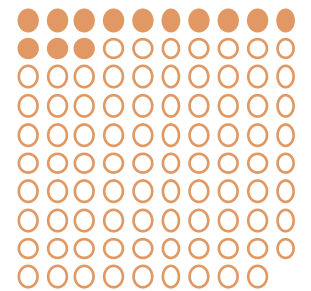
At ETB we listen to all feedback we receive, and we are actively working to adopt and adapt to it. Ultimately, supporting ACE Evaluation Network Members and Database Users as well is our main goal.

## About the Surveys

All ACE Evaluation Network Members were asked to complete the 2020 Year-End Survey, and provide feedback on current activities to inform the future of the Network and ETB's work in the evaluation ecosystem. Database Users were also asked to complete a survey to better understand their experience and to measure the outcomes of their engagement with the Network Members.



**18%**  
or 15 out of 82  
**Network  
Members  
responded**



**13%**  
or 13 out of 99  
**Database  
Users  
responded**

## ACE Evaluation Network Membership Benefits

Of ACE Evaluation Network Members who responded to the survey:

**80%** indicated that the Network has positively impacted the growth and development of their careers.

**It feels like where I belong.**

ACE Evaluation Network Member

**47%** indicated that their membership in the ACE Evaluation Network led to successfully obtaining evaluation work in 2020.

## Database User Benefits

Of Database Users who responded to the survey:

**69%**

searched the Database, or reached out to an ETB Team member for assistance with a search for an evaluator at least once in 2020

**30%**

awarded a contract/work opportunity to an ACE Evaluation Network Member at least once in 2020

**69%**

would recommend the Network to a colleague interested in contracting/hiring an evaluator with experience in CREE

**I would recommend [using the Database], and have, to other peers in philanthropy...It is a great way to get access to experienced evaluators and a helpful searchable database.**

Database User

## CREE Collaborations and Business Development

Of Network Members who responded:

**80%** pursued evaluation-related requests for proposals or other evaluation opportunities shared by the Network

&

**20%** were awarded evaluation-related work or contracts they became aware of through the Network

**33%** submitted a CREE-focused presentation and/or poster to an evaluation-related conference

&

**47%** were invited to present a CREE-focused presentation and/or poster during an evaluation-related conference

**47%** submitted an evaluation-related article(s) that included a CREE focus for publication

&

**33%** were invited to publish an evaluation-related article(s) that included a CREE focus

Of Network Members who responded to the survey:



93%

said that their participation as an ACE Evaluation Network Member and CREE skillset is valued by people with whom they currently work and wish to work with in the future.

87%

incorporated CREE principles, values, and practices into evaluation work

80%

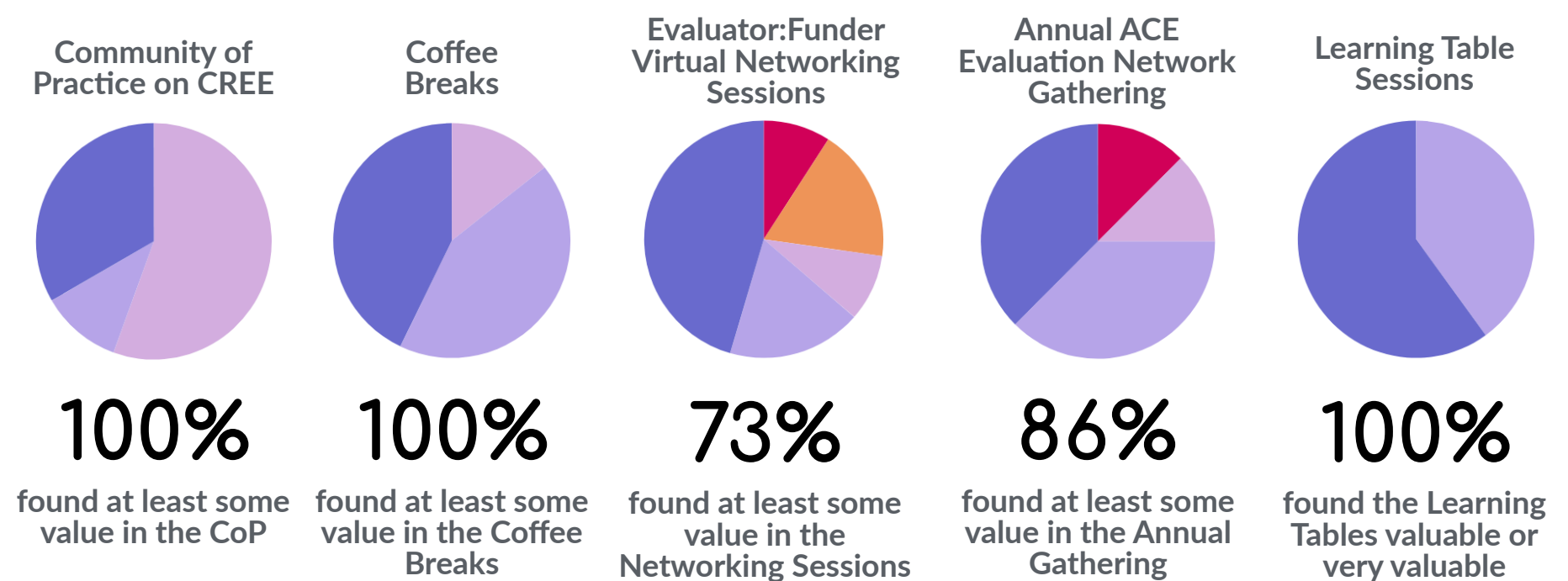
taught CREE principles, values, and practices in an informal or formal setting

67%

established a new effort, program, and/or initiative centered around CREE principles

## Value of Professional Development and Networking Experiences/Events

For the Network Members who participated in the following professional development and networking experiences and/or events:



▲  
KEY

● Not valuable

● Of little value

● Somewhat valuable

● Valuable

● Very valuable

In addition to the many clear and concrete benefits for both CREE evaluators and funders, there is also the less easily-measured but, I would argue, more powerful effect [of the Network], which is simply the fellowship and connectedness I feel being part of a like-minded community.

It's often quite lonely and isolating practicing CREE, and so many of us are sole practitioners or small shops. It has been an incredible balm to find this community that is so generous and welcoming, with folks who don't need to be argued with or persuaded to value CREE, and who therefore can take my own learning and practice to the next level. On a personal level, connecting with other BIPOC evaluators is soul-nourishing and there are vanishingly rare opportunities for that outside of this network. This is such a rare and precious space, and I am so deeply grateful for it.

ACE Evaluation Network Member

Of Network Members that responded:



93%

would recommend the ACE Evaluation Network to a colleague



80%

are in contact with other members of the Network



40%

are in contact with Funders of Evaluation and/or Evaluation Partners they met through the Network

## Action Steps Based on Survey Feedback

- ▶ Continue outreach efforts to Funders of Evaluation and Evaluation Partners who support Database use.
- ▶ Encourage Funders of Evaluation to share opportunities exclusively for Network Members.
- ▶ Innovate alongside the Network's Advisory Team Workgroup to support engagement with independent and organizationally-backed evaluators.
- ▶ Improve the ACE Evaluation Network's Database by adding new filters (such as geographical location) and refine the accuracy of yielded results.
- ▶ Continue Community of Practice, Learning Tables, and Coffee Break offerings in 2021.
- ▶ Create sub-affinity Network Member groups based on region/and or evaluation specialty.
- ▶ Offer more skills-based opportunities for Network Members.
- ▶ Adjust the Coffee Break sign-up process to shift toward a more balanced power-dynamic.
- ▶ Finalize and release the CREE Learning Series for evaluator and funder audiences.