

2024 Data Snapshot: Centering Equity in Our Work

Archived Data from May 1, 2024

Centering Equity in Our Work

To advance health equity, St. David's Foundation centers our work on addressing individual and systemic barriers to health for individuals whose household income falls below the minimum level necessary for survival with an intentional focus on historically marginalized identity groups (e.g., Black, Hispanic, women, members of the LGBTQ community, refugees, and undocumented immigrants).

We believe that data can serve as an instrument for accountability regarding who we are and who we serve through our investments and programs.

This diversity dashboard is intended to reinforce our commitment to [health equity](#) and provide transparency into our work.



Who We Serve

The Foundation's newly adopted [strategic plan](#) focuses our investments and actions on the communities with the greatest health needs in our geography.

The following metrics highlight 2023 data on who received funding through our [Grantmaking](#) efforts, who received care through our [Mobile Dental Program](#), and the recipients of our [St. David's Neal Kocurek Scholarship Program](#) as a baseline for our 2024-2030 strategic plan.

Baselines serve as an important starting point, and the metrics reveal where we have gaps in our data (undisclosed values) that we are actively working to close.



Grant Recipients

We believe that organizations that represent and work within the communities most impacted by health inequities are uniquely positioned to effect change. We are committed to continuously improving our grantmaking practices to center those most impacted by health inequities. We monitor the following metrics and will continue to gather grantee feedback to ensure our funding aligns with this commitment.

- In 2023, the Foundation’s active grant portfolio included 167 organizations, representing over \$124 million in previously awarded funding.¹
- Just over a third, 37% or \$46 million, of our active funding was invested into 53 organizations that have a majority of People of Color (POC) on their board and executive staff, and 81% of our funding was invested in organizations in which most of those served by the organizations were POC.
- About \$3.5 million, or 3%, of our active grant investments were made to new partners: organizations receiving a grant from the Foundation for the first time in at least 5 years.
- Additionally, 14% of funding, representing \$16.8 million, was focused in one or more of our rural counties: Bastrop, Caldwell, or Hays.

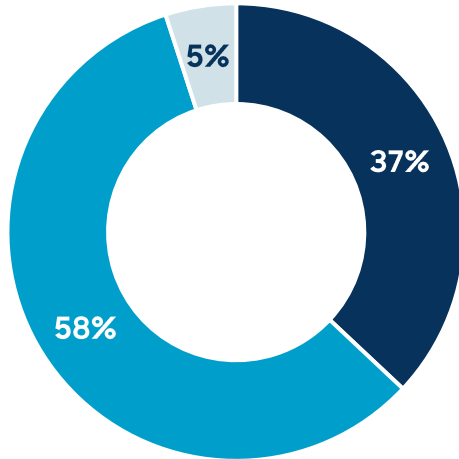
¹The majority of active 2023 grantees started their funding terms in 2022 or 2023, but it is important to note that multiyear amounts are reflected within the \$124.07M total.

167
Active Grant
Partners in 2023

Funding to Active Grant Partners

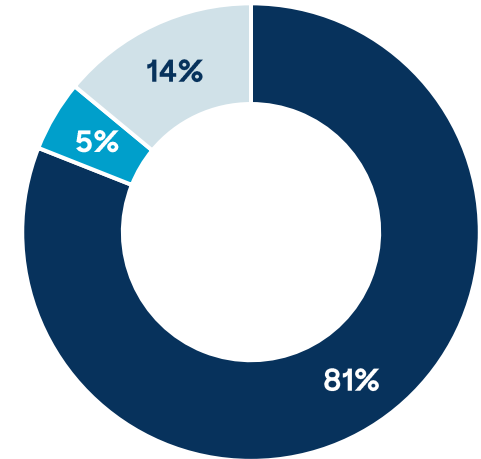
Organizations Led by People of Color

- Majority POC-Led | 37%
- Not Majority POC-Led | 58%
- Undisclosed | 5%



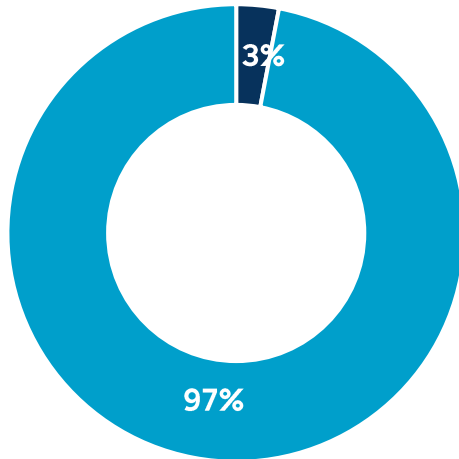
Organizations Primarily Serving People of Color

- Majority POC-Serving | 81%
- Not Majority POC-Serving | 5%
- Undisclosed | 14%



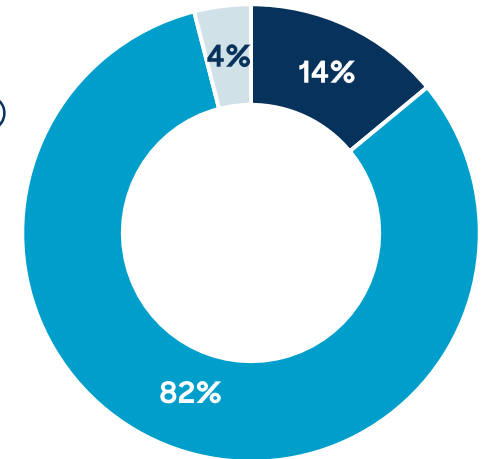
Organizations Receiving a Grant for the First Time

- New Partners | 3%
- Existing Partners | 97%



Organizations Primarily Serving Rural Counties (Bastrop, Caldwell, Hays)

- Rural-Focused | 14%
- Not Rural-Focused | 82%
- Undisclosed | 4%



Mobile Dental Program

Through our mobile dental program, the Foundation provides free dental care to select elementary school students in our five-county area. As the Foundation works to address health disparities in our region, we continue to evolve our dental program to serve those young patients with the greatest need. We use the following metrics, community data, and feedback to assess whether we are reaching our target populations.

- Throughout 2023, 5,335 patients were treated through our dental program, and just under half of the patients, or 2,301 individuals, qualified for the Federal Free or Reduced Lunch program, indicating a household income of less than 130% of the Federal Poverty Level.
- Approximately one-quarter of patients seen, 1,201 individuals, self-reported having no health insurance.
- When looking at available data alone, the percentage of patients with a low-income increases to 56%, and the percentage of uninsured patients increases to 32%.
- Over 4,500 patients, 88%, treated were People of Color, with a total of 61% Hispanic/Latinx.
- Finally, 176 patients, 3% of all patients seen in 2023, reside in rural areas.²

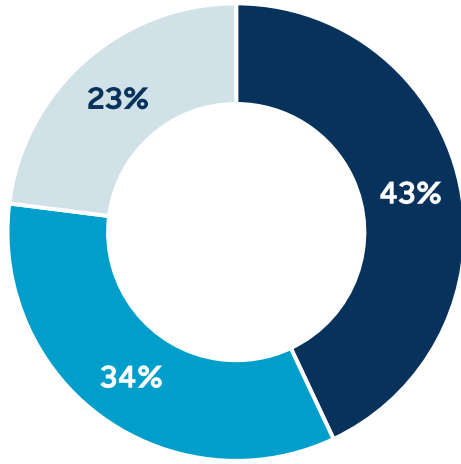
² We use the [Federal Office of Rural Health Policy](#)'s zip code-level designation of rural areas. For 2023, these designations are based on the 2010 US Census.

Dental Patients

5,335
Dental Program
Patients in 2023

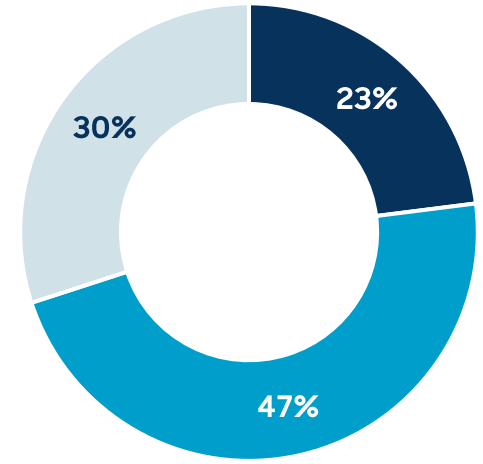
Patients With Low Income

- Eligible for Free/Low Cost Lunch 43%
- Not Eligible for Free/Low Cost Lunch | 34%
- Undisclosed 23%



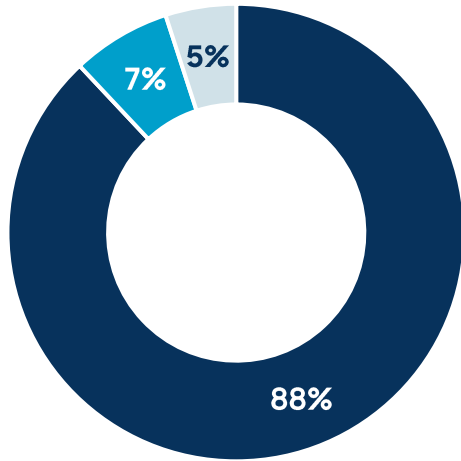
Patients Without Health Insurance

- Uninsured Patients 23%
- Insured Patients 47%
- Undisclosed 30%



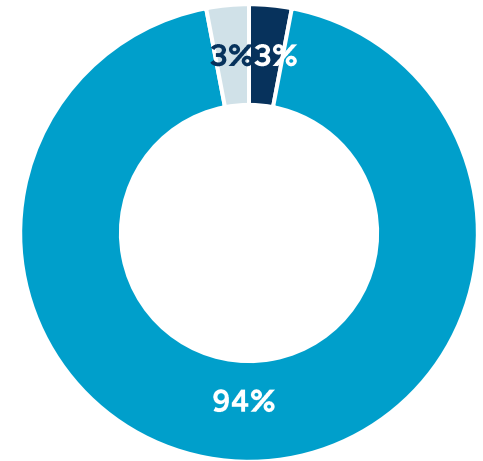
Patients Who Identify As People of Color

- POC Patients 88%
- White Patients 7%
- Undisclosed 5%



Patients Who Live in Rural Areas

- Patients From Rural Areas | 3%
- Patients Not From Rural Areas | 94%
- Undisclosed 3%



Kocurek Scholars

The St. David's Neal Kocurek Scholarship program aims to support our scholars through scholarships and wraparound services to help foster a robust and diverse pipeline of future healthcare workers. Through a merit and needs-based program, we provide funding and other support services to Central Texas students seeking post-secondary degrees in healthcare. We continue to improve equity in the application process and enhance the diversity of lived experience of our scholars. We use the following metrics to evaluate progress toward those goals.

- In 2023, the program supported 277 active Kocurek Scholars receiving financial support and helpful resources to support their academic journey.
- Of those individuals, 87 are first-generation students, 183 are People of Color, and 11 scholars are from one of the rural areas within Central Texas.²
- While financial need is heavily considered in our application review process, we have not previously recorded scholars' individual or familial income in our records after the application cycle. We are currently working to enhance our data collection and retention process to collect and report on such information in the future.

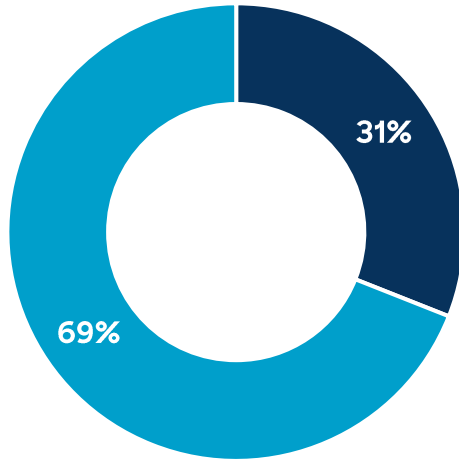
² We use the [Federal Office of Rural Health Policy](#)'s zip code-level designation of rural areas. For 2023, these designations are based on the 2010 US Census.

Active Scholars

277
Active Scholarship
Recipients in 2023

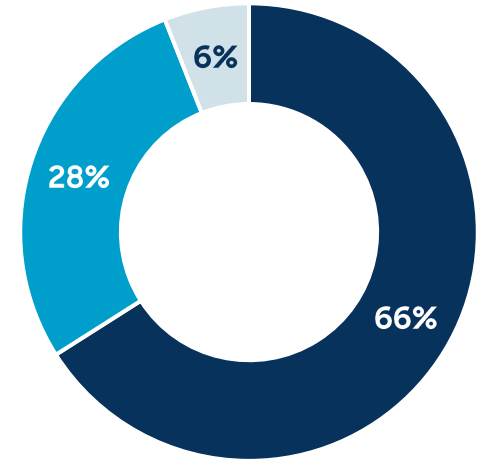
First-Generation College Attendees

- First-Generation Scholars | 31%
- Not First-Generation Scholars | 69%



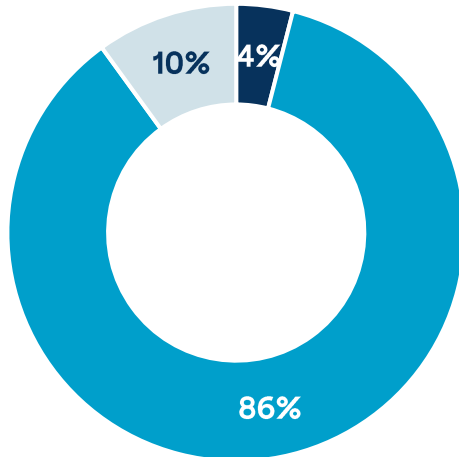
Scholars Who Identify As People of Color

- POC Scholars 66%
- White Scholars 28%
- Undisclosed 6%



Scholars From Rural Areas

- Scholars From Rural Areas | 4%
- Scholars From Non-Rural Areas 86%
- Undisclosed 10%



Who We Are

We recognize that equity encompasses more than diversity. Yet, we believe collecting and reflecting on data is essential to advancing equity.

The demographic information shared helps us understand who we are in terms of various demographic groups and ensure we promote a work environment in which everyone has an equal opportunity to flourish and reach their full potential.

To that end, we are committed to collecting and publishing demographic information about Foundation leadership and staff annually.



Race/Ethnicity

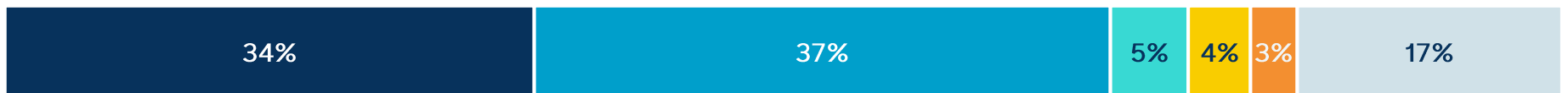
*2024: Leadership Responses (18 of 21), Foundation Staff Responses (80 of 91). In order to protect the confidentiality of respondents, racial categories with fewer than 5 individuals (including African American/Black, American Indian or Alaska Native, and Middle Eastern or North African) were combined into the 'Other Race' category.

SDF Board & Executive Staff



● White | 64% ● Latino/a | 9% ● Asian | 5% ● Multi-racial | 0% ● Other Race | 5% ● Undisclosed | 17%

All SDF Staff Members



● White | 34% ● Latino/a | 37% ● Asian | 5% ● Multi-racial | 4% ● Other Race | 3% ● Undisclosed | 17%

Gender Identity

*2024: Leadership Responses (18 of 21), Foundation Staff Responses (80 of 91)

SDF Board & Executive Staff



● Men | 45% ● Women | 36% ● Undisclosed | 18%

All SDF Staff Members

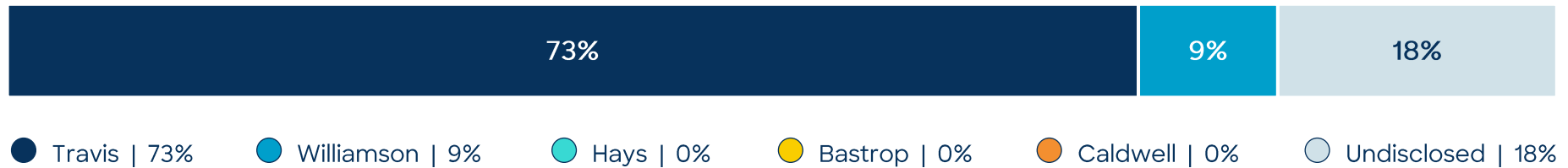


● Men | 19% ● Women | 69% ● Undisclosed | 12%

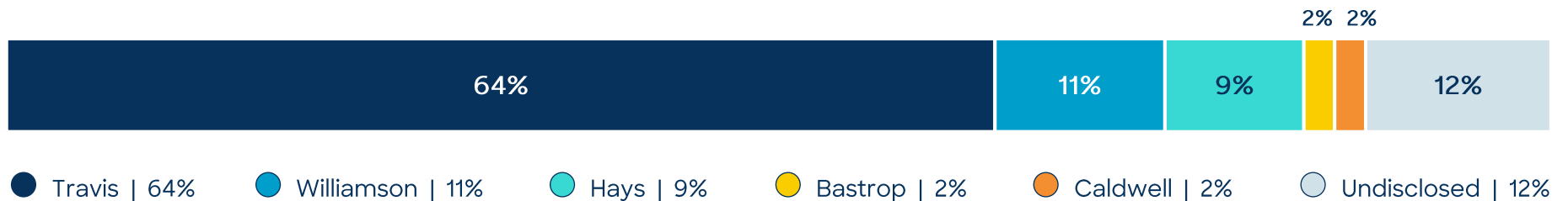
County of Residence

*2024: Leadership Responses (18 of 21), Foundation Staff Responses (80 of 91)

SDF Board & Executive Staff



All SDF Staff Members



St. David's Foundation is a community-focused and equity-driven organization supporting health and well-being in Central Texas. It is one of the largest health foundations in the United States, funding more than \$100 million annually in a five-county area surrounding Austin, Texas. To learn more, visit stdaidsfoundation.org.

