RACE TO LEAD:

WOMEN OF COLOR IN THE NONPROFIT SECTOR

April 18, 2019
GET INVOLVED

Share your story and/or a suggestion for the nonprofit sector

@BldingMovement #WOCequity #remakethetable #racetolead

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AGENDA

1. About BMP and the Race to Lead report series
2. Findings from the Women of Color report
3. Thoughts and recommendations from respondents
4. Questions and answers
TODAY’S PRESENTERS

Ofronama Biu
Senior Research Associate, Building Movement Project

Kelley Robinson
Executive Director, Planned Parenthood Action Fund

Sandra Gasca-Gonzalez
Vice President, Center for Systems Innovation, Annie E. Casey Foundation

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Poll Questions

What is your current or most recent role?

- Board member: 2%
- Consultant/self-employed: 12%
- Senior staff/director: 40%
- Entry-level staff: 10%
- Mid-level staff: 33%
- Other: 3%

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Poll Questions

What types of conversations does your organization have about equity?

- We haven’t talked about any of these issues 10%
- We talk about gender but not race 6%
- We talk about race but not about gender 19%
- We talk about race and gender combined 65%

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Why – despite an increased number of training programs for developing leaders of color and the number of groups working on issues of race/race equity – are there not more leaders of color in nonprofits?
OVERALL FINDINGS

1. People of color aspired to lead more than white nonprofit staff members

2. People of color were just as qualified

3. Systemic barriers were the cause for the lack of leadership of color in the sector
RACE TO LEAD:
CONFRONTING THE NONPROFIT RACIAL LEADERSHIP GAP

To increase the number of people of color leading nonprofits, the sector needs a new narrative about the problem and new strategies to address it. Nonprofits have to transfer the responsibility for the racial leadership gap from those who are targeted by it (aspiring leaders of color), to those governing organizations.

DOWNLOAD REPORT  DOWNLOAD SUMMARY

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What We Want to Explore Now

How does the intersection of race and gender impact career advancement and experiences in the nonprofit sector for women of color?

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METHODOLOGY

1. Race to Lead Survey of over 4,000 respondents

2. Focus groups with 100 participants

3. In-depth interviews with 10 participants
**Respondents by Race and Gender**

- **Women of Color**: 46%
- **Men of Color**: 9%
- **White Women**: 32%
- **White Men**: 10%
- **Black**: 35%
- **Latinx**: 22%
- **Multiracial or Other Race**: 21%
- **Asian/Pacific Islander**: 19%
- **Native American/Indigenous**: 3%

- **Trans and/or Gender Non-Conforming People of Color**: 2%
Racial and gender biases create barriers to advancement for women of color.
ASPIRATIONS TO LEAD (NON-CEOs)

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- Women of Color: 49%
- Men of Color: 54%
- White Women: 40%
- White Men: 43%
Race as Factor in Advancement

- Women of Color: 29% Very/Slightly Positive
- Men of Color: 46% No Impact
- White Women: 47% Very/Slightly Positive
- White Men: 61% Very/Slightly Positive
Gender as Factor in Advancement

Gender:
- Women of Color: 30% Very/Slightly Positive, 44% No Impact, 26% Very/Slightly Negative
- Men of Color: 8% Very/Slightly Positive, 47% No Impact, 21% Very/Slightly Negative
- White Women: 25% Very/Slightly Positive, 54% No Impact, 21% Very/Slightly Negative
- White Men: 6% Very/Slightly Positive, 36% No Impact, 58% Very/Slightly Negative
When the senior leadership identifies and grooms a colleague they think would be an impactful “face” for this organization, that person is white, male and heterosexual. In one instance, I have far more experience and education, yet am not being groomed in this way.

-Black Woman Survey Respondent
Disadvantages of Race and Gender

Working in a space where immigration and labor rights intersect, the leadership has been traditionally male and have not taken kindly to my stepping in.

-Latinx woman survey respondent
Education and training do not provide equity.
Educational Attainment

- Associate Degree or Less
  - Women of Color: 10%
  - Men of Color: 14%
  - White Women: 6%
  - White Men: 8%

- Bachelor's Degree
  - Women of Color: 38%
  - Men of Color: 40%
  - White Women: 42%
  - White Men: 39%

- Master's Degree
  - Women of Color: 36%
  - Men of Color: 45%
  - White Women: 44%

- PhD, JD, MD, etc.
  - Women of Color: 9%
  - Men of Color: 11%
  - White Women: 7%
  - White Men: 6%
Roles for Master’s Degree(+) Leaders

- CEO/Senior Management:
  - Women of Color: 18%
  - Men of Color: 15%
  - White Women: 20%
  - White Men: 13%

- Middle Manager:
  - Women of Color: 57%
  - Men of Color: 25%
  - White Women: 25%
  - White Men: 15%

- Line/Administrative Staff:
  - Women of Color: 59%
  - Men of Color: 21%
  - White Women: 21%
  - White Men: 12%
SALARY (MASTER'S DEGREE AND ABOVE)

- **$0-$50,000**
  - Women of Color: 28%
  - Men of Color: 24%
  - White Women: 30%
  - White Men: 18%

- **$50,001 - $100,000**
  - Women of Color: 54%
  - Men of Color: 47%
  - White Women: 55%
  - White Men: 44%

- **$100,001 or more**
  - Women of Color: 19%
  - Men of Color: 29%
  - White Women: 38%
  - White Men: 15%
FRUSTRATIONS AROUND ROLE AND PAY

Few opportunities for advancement
- Women of Color: 49%
- Men of Color: 34%
- White Women: 43%
- White Men: 43%

Inadequate salaries
- Women of Color: 54%
- Men of Color: 38%
- White Women: 45%
- White Men: 28%
As a woman, I know that I don’t make the same amount of money as my male counterparts. I’m also often put into the role of serving the men. Why do you look to me to get coffee for the CEO? This isn’t Mad Men and I’m [not] his assistant.

-Latinx Woman Survey Respondent
I know what the salary was with the previous Executive Director... I’m still doing the job I did before. Not only do I make twenty thousand dollars less, I also do about three times more workload than he did.

-Woman of Color Focus Group Participant
The social landscape of organizations is fraught for women of color.
LACK OF INTERNAL MENTORS

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Lack of Internal Mentoring

Despite my overwhelmingly positive track record, I've never had a single senior staff person at any of the three nonprofits I've worked for take me under their wing as a mentee and try to groom me for a higher position. And I've never had a supervisor of color.

-Black woman survey respondent
Lack of Feedback and Evaluations

Feedback/Performance Evaluations Received

- Women of Color: 45%
- Men of Color: 48%
- White Women: 50%
- White Men: 52%

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I have experience being not given that ongoing feedback but instead policed as a woman of color in a way that other staff members be it white women or men in general aren't policed. Being questioned about certain aspects of my job that other folks are not questioned...It can be a little bit disheartening.

-Women of Color Focus Group Participant
As an Asian-American woman, I am perceived as not being assertive, and managers have questioned my leadership abilities because they perceive me as being too quiet or asking too many questions...

-Asian woman survey participant
DISTINCTIVE EXPERIENCES

**IMPACT OF RACE**
(Very/Slightly Negative)

- Asian/Pacific Islander Women: 39%
- Black Women: 43%
- Latinx Women: 36%
- White Women: 28%
- Men of Color: 6%
- White Men: 7%

**IMPACT OF GENDER**
(Very/Slightly Negative)

- Asian/Pacific Islander Women: 36%
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- Men of Color: 8%
- White Men: 6%

*Impact of Race or Gender on Career Advancement by Ethnicity and Gender*

* Insufficient sample size to report findings for Native American women or transgender women of color.
I feel like a lot of times, I have to be the token. I have to be the mascot.... I do have a staff of other trans women, and other trans people who can step up to the role, they don’t want to do it. They’re not getting paid to do it. There’s no commission off of it or anything, so why would they.....

~ Trans woman of color interviewee
I have experienced very stereotypical comments where I’m like, “Wait a minute guys, I thought we were all on the same team in terms of not doing that stuff.”...It hurt my feelings, it scared me, it was weird. But it also made me know that, okay, our work is not anywhere close to done.

~ Native American woman interviewee
WOC Report: Call to Action

**Systems Change**
- Leverage the power of philanthropy
- Advocate for enforcement of anti-discrimination laws

**Organizational Change**
- Address internal biases on the basis of both race and gender
- Pay women of color fairly and create transparency around pay scales to expose discrimination

**Individual Support**
- Create peer support affinity groups for women of color
RESPONDENTS

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BMP’s Research Agenda

1. CEOs / Executive Directors
   • New report coming soon on CEOs/Executive Directors in the sector

2. Deep Dive in Specific Places
   • Conduct qualitative research to better understand the leadership opportunity in particular cities / states.

3. Re-Survey in Summer 2019
   • Collect data 3 years later to measure change and continue to build momentum.

4. Build Organizational Assessment
   • Vision is for tool to offer nonprofits a snapshot of internal issues/practices AND help them determine how to pursue their own race/gender equity journeys.

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STAY CONNECTED

Share your story and/or a suggestion for the nonprofit sector

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Questions or want to collaborate?

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