# WEBINAR: *RACE TO LEAD*

## IN THE MILWAUKEE AREA

A conversation about the upcoming release of BMP's new brief, featuring:

**Tessa Constantine**
Research Analyst,
Building Movement Project

**Meralis Hood**
Executive Director,
City Year Milwaukee

**Undraye Howard**
Senior Director, Alliance for
Strong Families & Communities

**Ashley Lee**
Executive Director,
Public Allies Milwaukee

**Sean Thomas-Breitfeld**
Co-Director,
Building Movement Project

**Tuesday, 7/14** 10am CT **bit.ly/MilwaukeeWebinar**

RACE TO LEAD | An initiative of Building Movement Project

# The Nonprofit Racial Leadership Gap in the Milwaukee Area: A Race to Lead Brief

Sean Thomas-Breitfeld, *Co-Director*

Tessa Constantine, *Research Analyst*

# Today's Agenda

1. Review the Findings
2. Clarifying / Data Questions
3. Discussion with:
   - Meralis Hood, Executive Director, City Year Milwaukee
   - Undraye Howard, Senior Director, Alliance for Strong Families & Communities
   - Ashley Lee, Executive Director, Public Allies Milwaukee
4. Q & A with Panelists

# Milwaukee Area Report Methodology

- Race to Lead 2019 Survey
- Focus groups in December 2019

More than

5,200

Respondents Nationwide

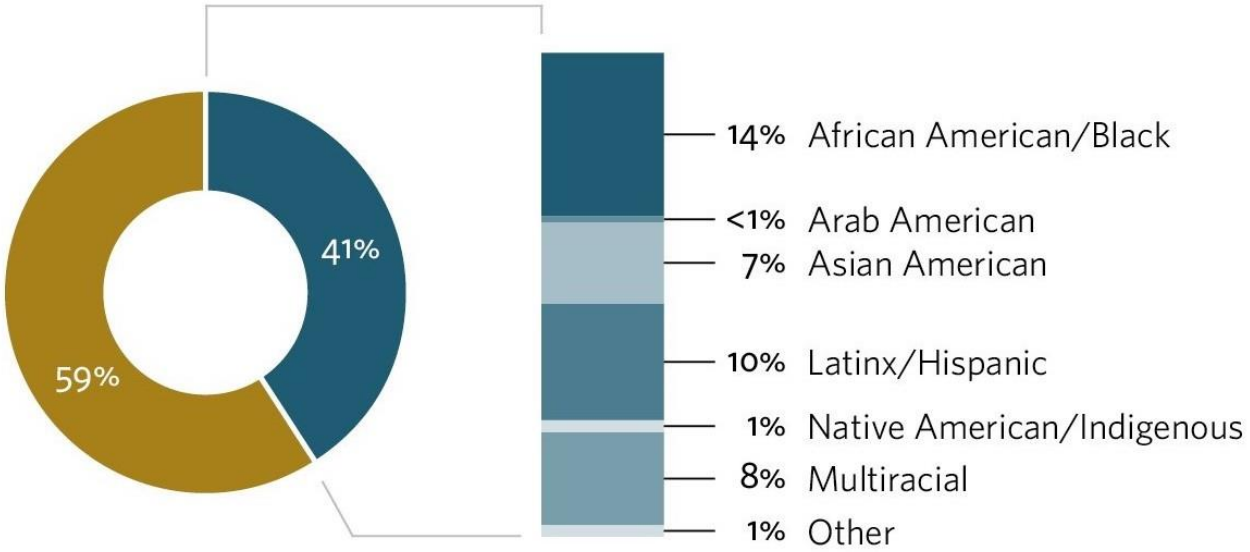
**223 Nonprofit staff in the Milwaukee Area**

# Who Took the Survey

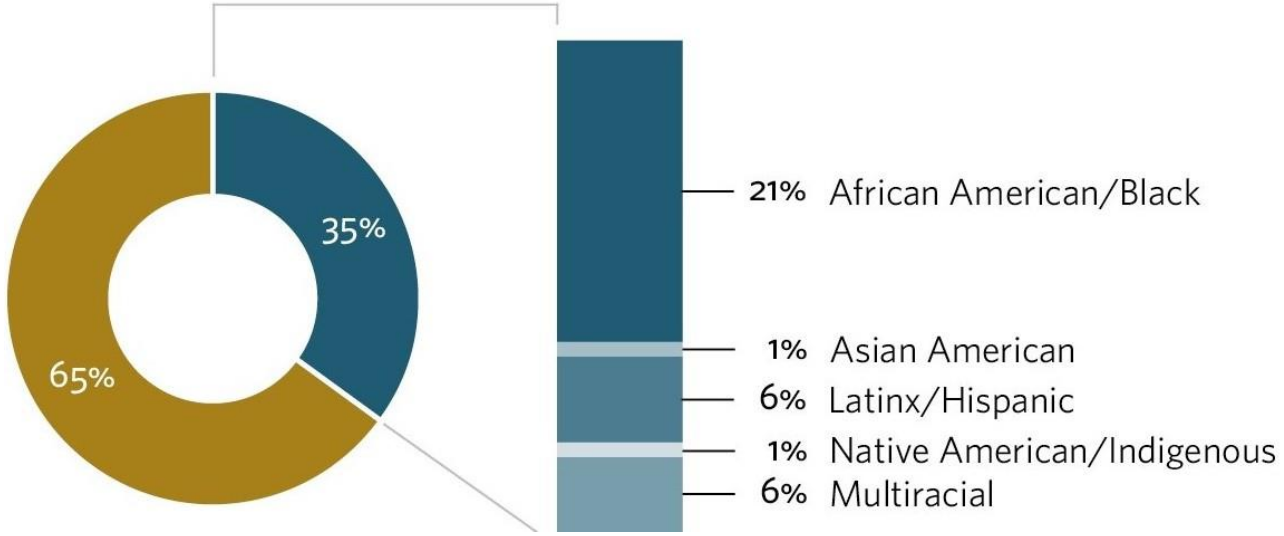
RACE/ETHNICITY

PEOPLE OF COLOR  WHITE

**National**



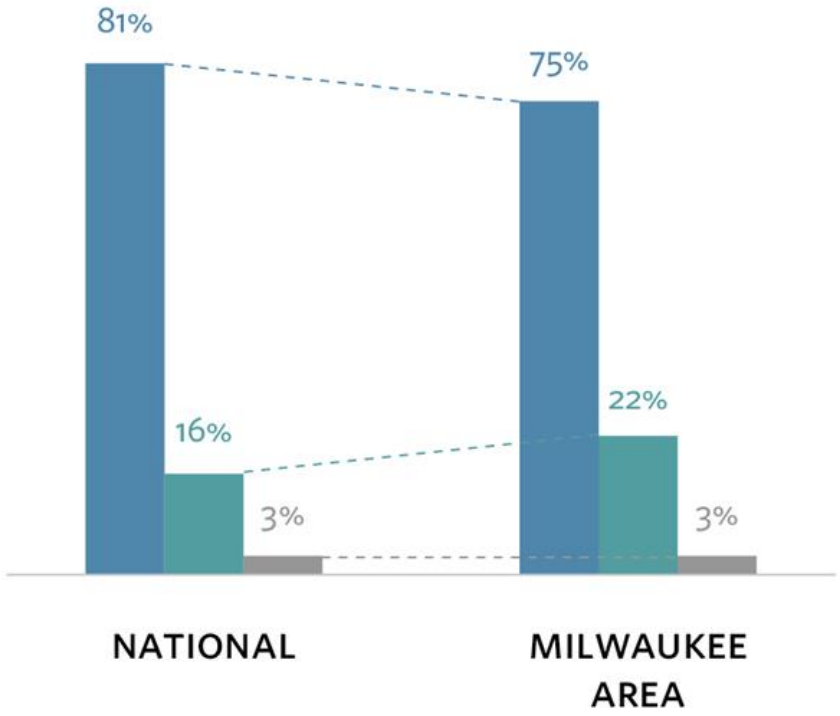

**Milwaukee Area**



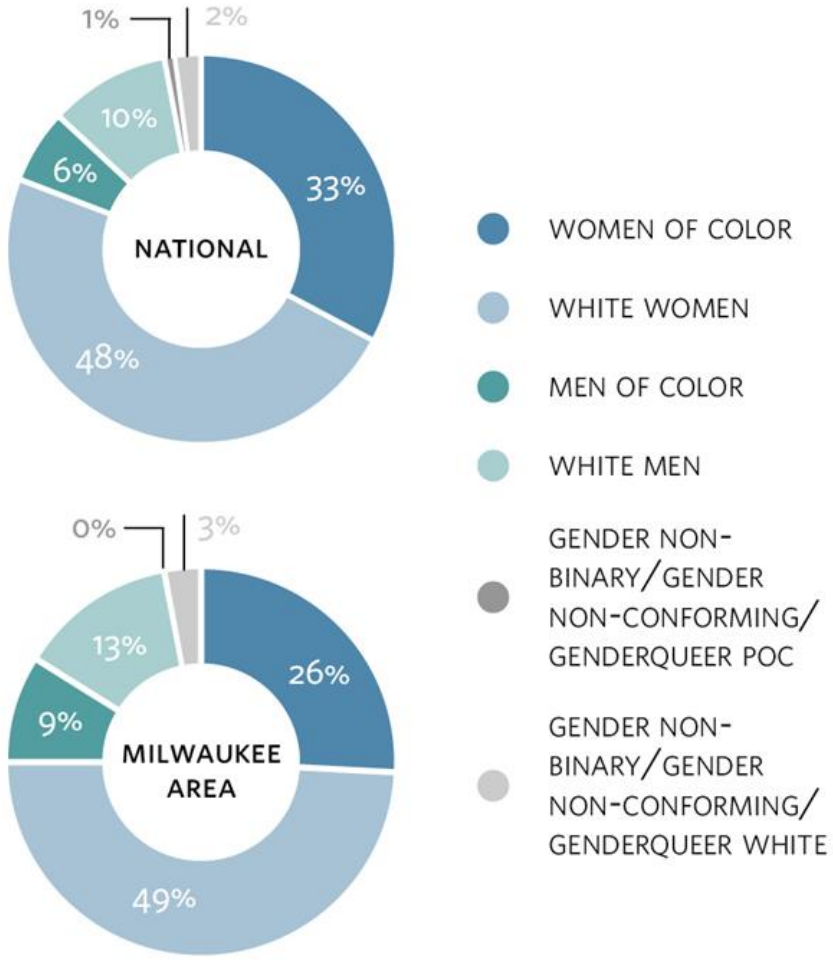
# Race and Gender

**GENDER IDENTITY**

WOMEN* MEN* GENDER NON-BINARY/NON-CONFORMING/GENDERQUEER



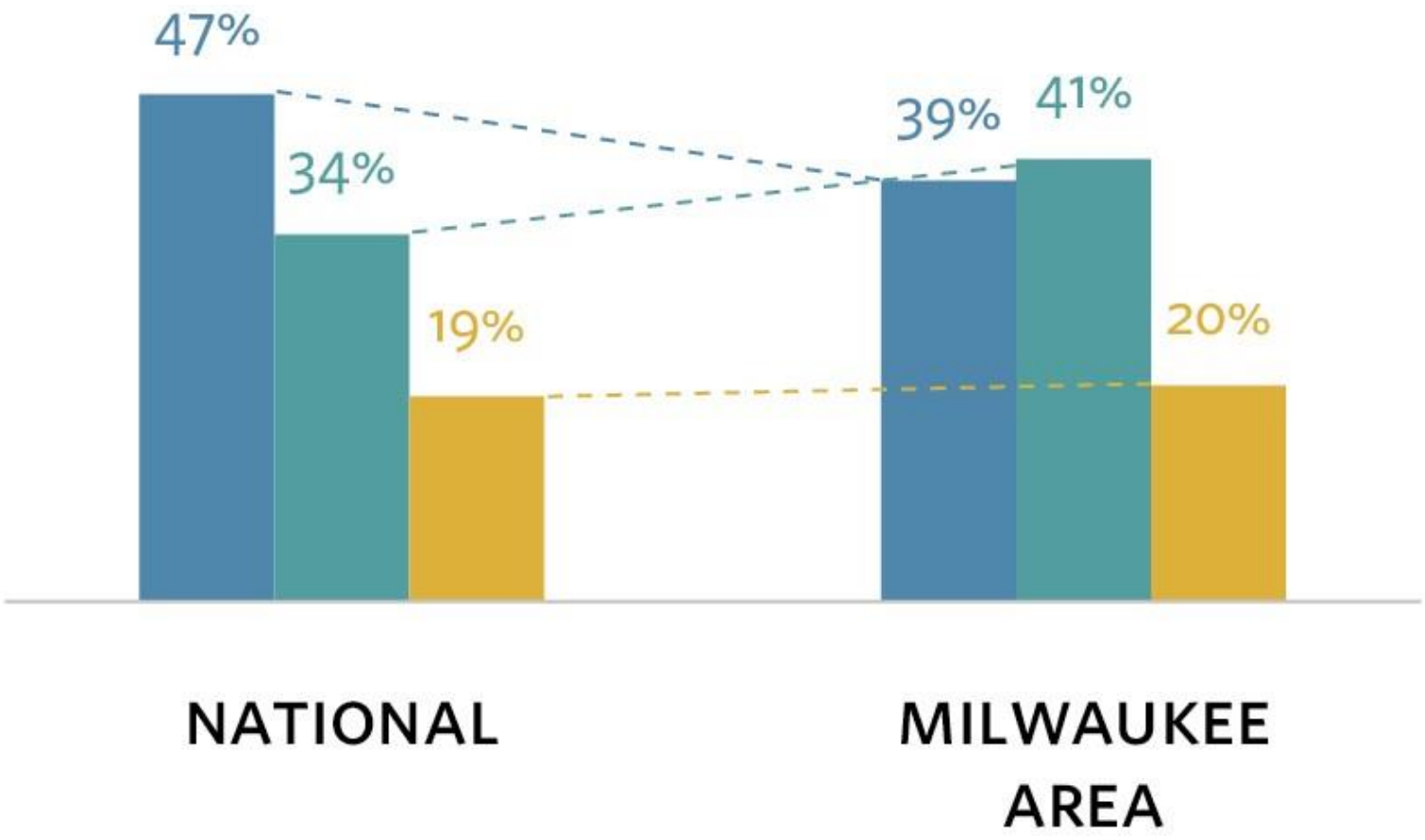

* Both cisgender and transgender respondents are included in the "women" and "men" categories.



# Age and Generation

**AGE/GENERATION**

MILLENNIALS/GENERATION Z (18-37) GENERATION X (38-53) BABY BOOMERS/OLDER LEADERS (54-72+)

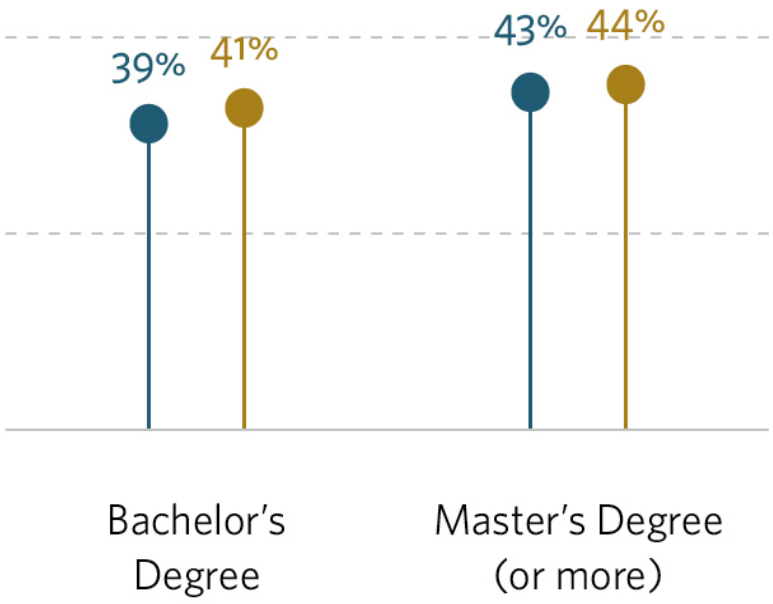


# Educational Background

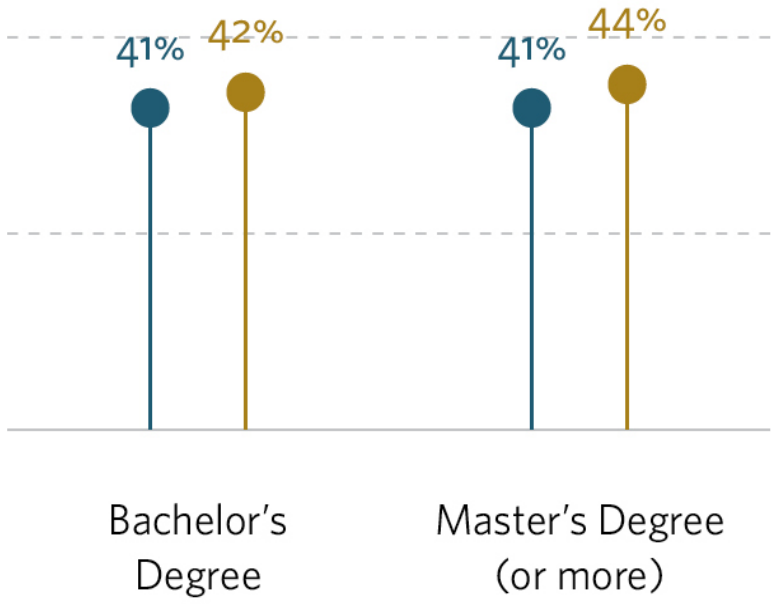
## EDUCATIONAL ATTAINMENT

PEOPLE OF COLOR  WHITE

### NATIONAL

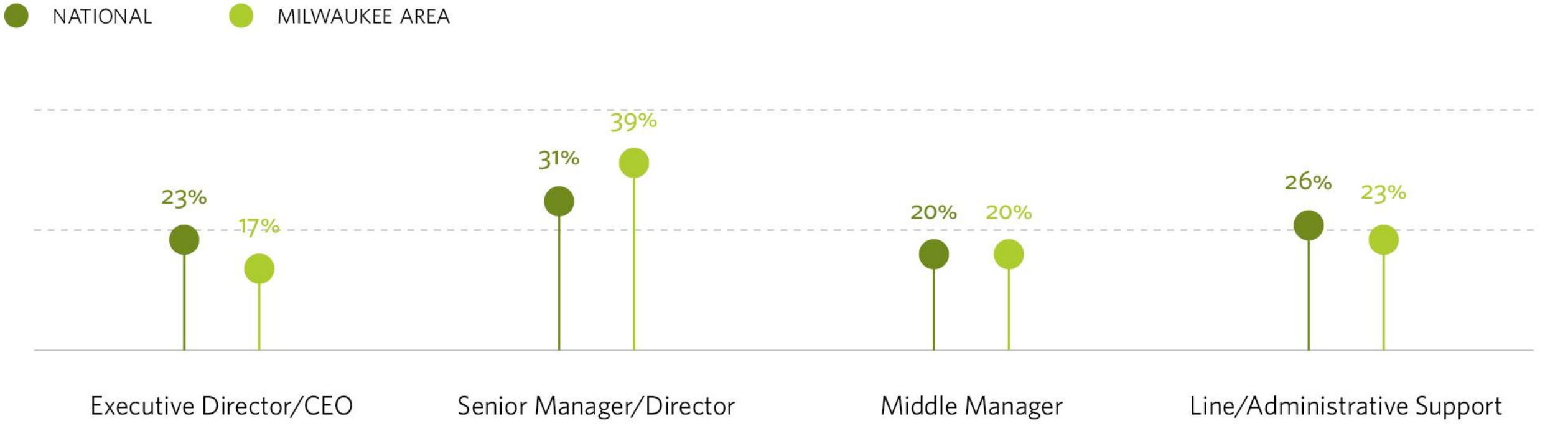



### MILWAUKEE AREA

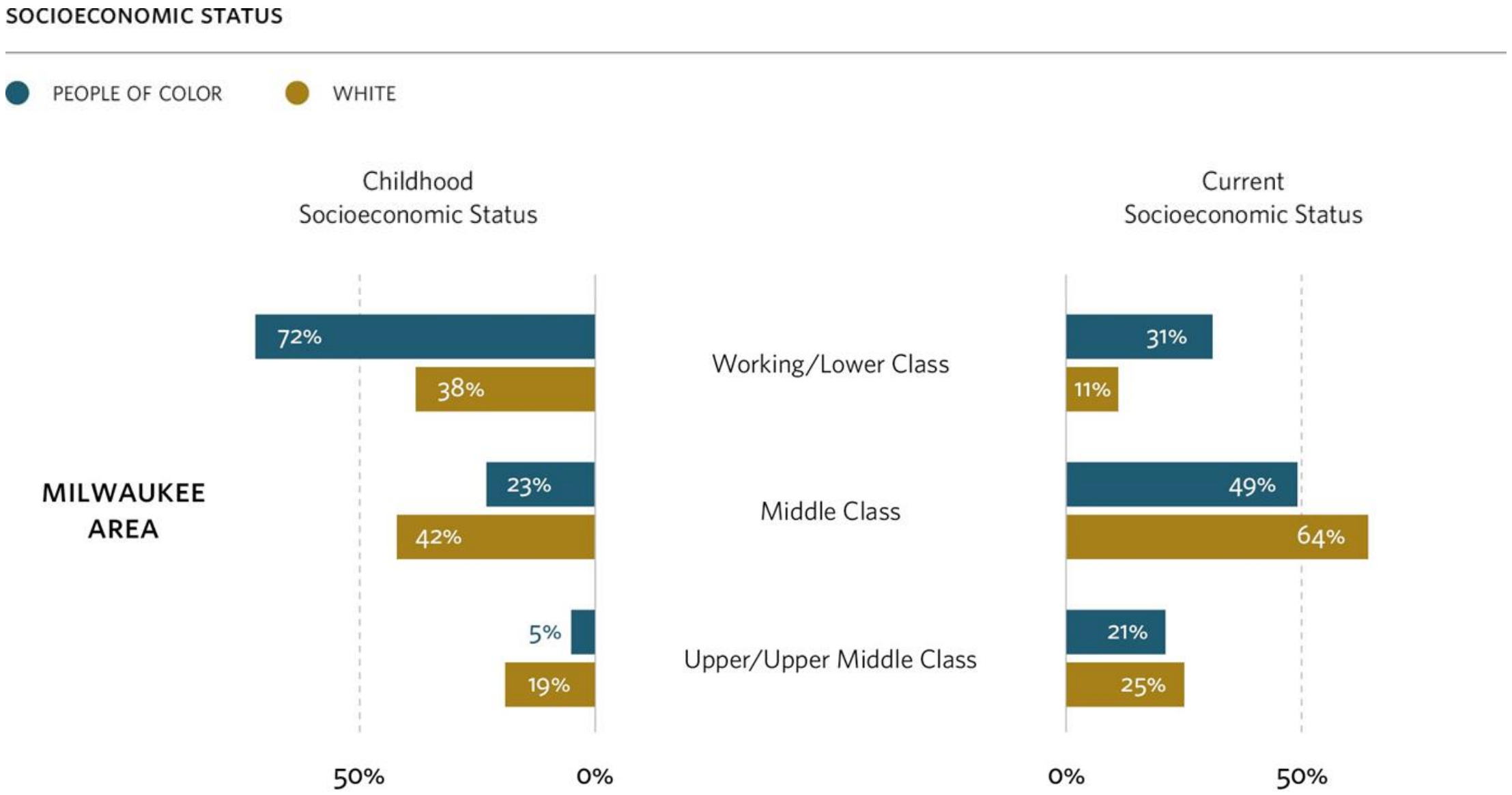


# Roles

**CURRENT ROLE/POSITION**



# Socioeconomic Status

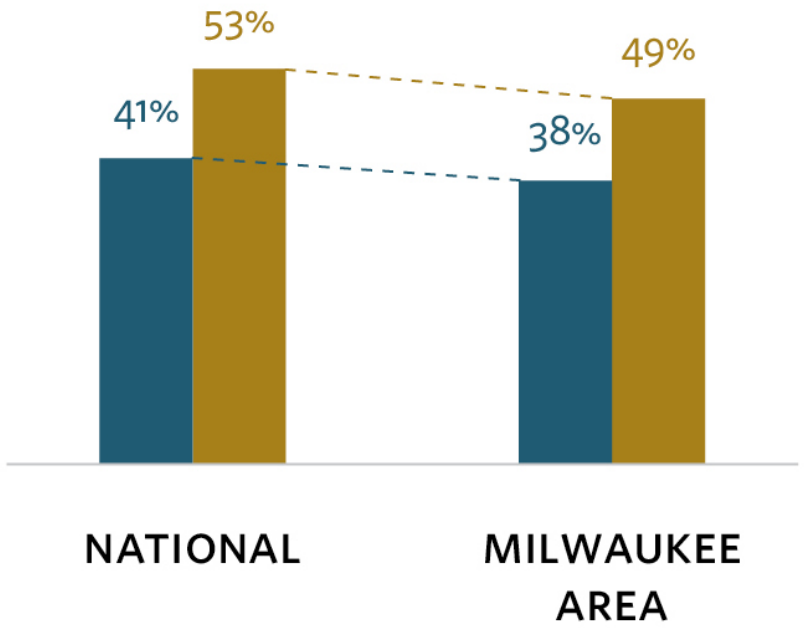


# Raises

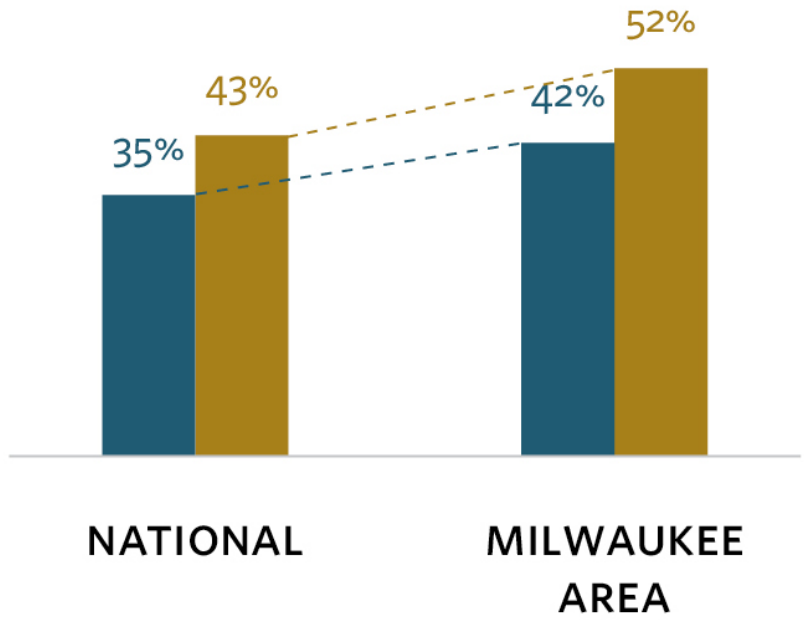
## RESPONDENT COMPENSATION

PEOPLE OF COLOR  WHITE

*I received a cost of living raise.*




*I received a performance-based raise.*

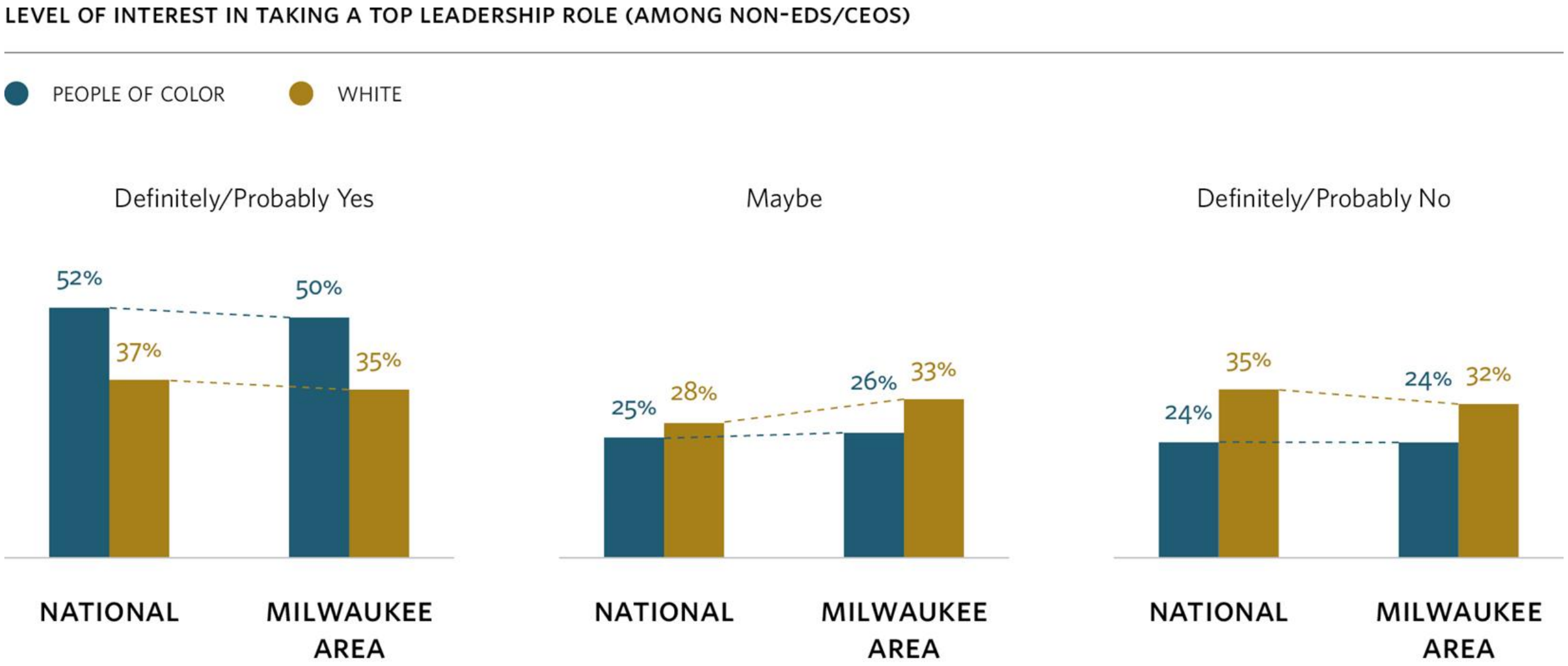


# Key Findings

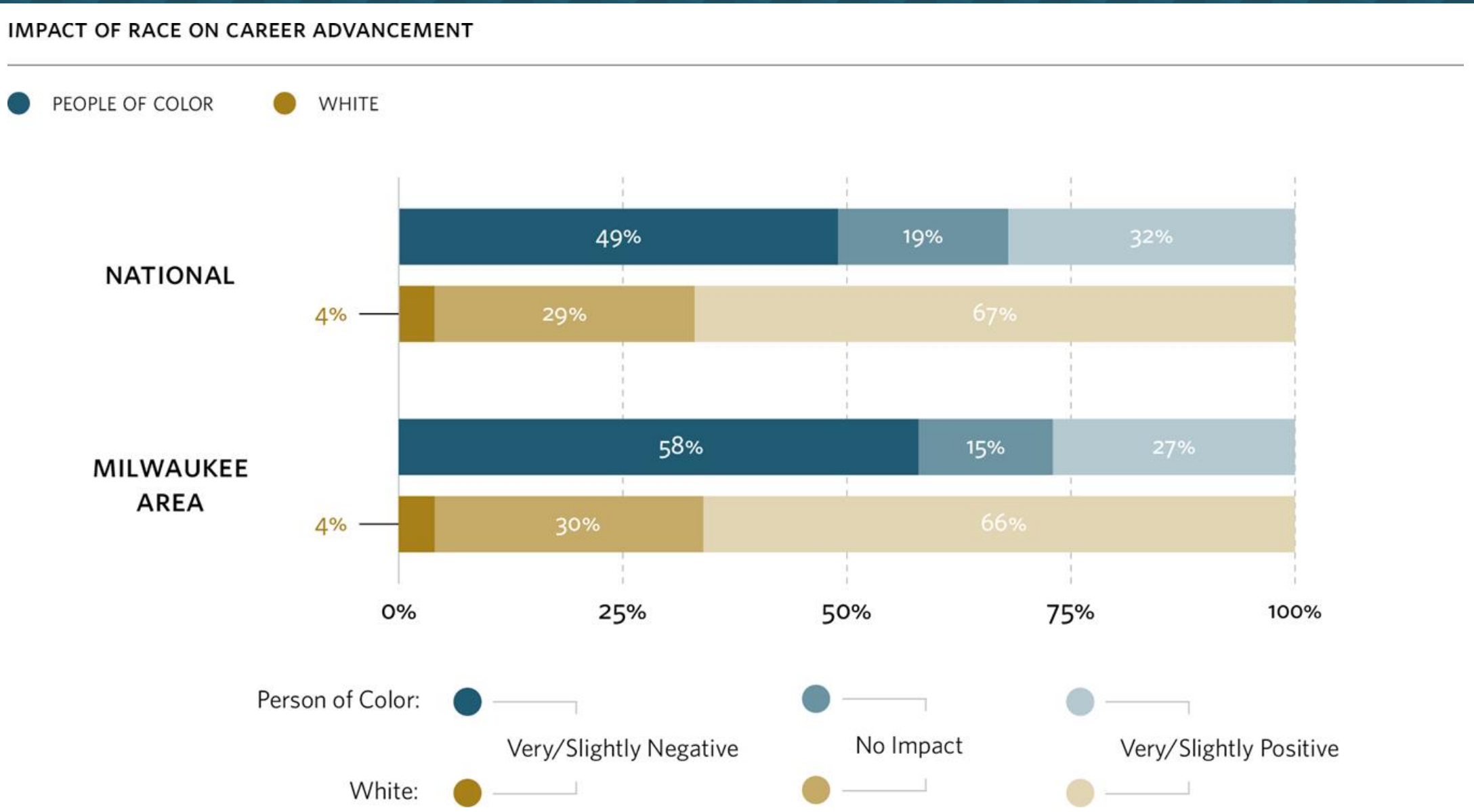
- Aspirations to lead
- Supports and opinions on respondents' workplace
- Effectiveness of DEI Efforts

# Aspirations to Lead

# Aspirations to Become an ED/CEO



# Impact of Race on Career Advancement



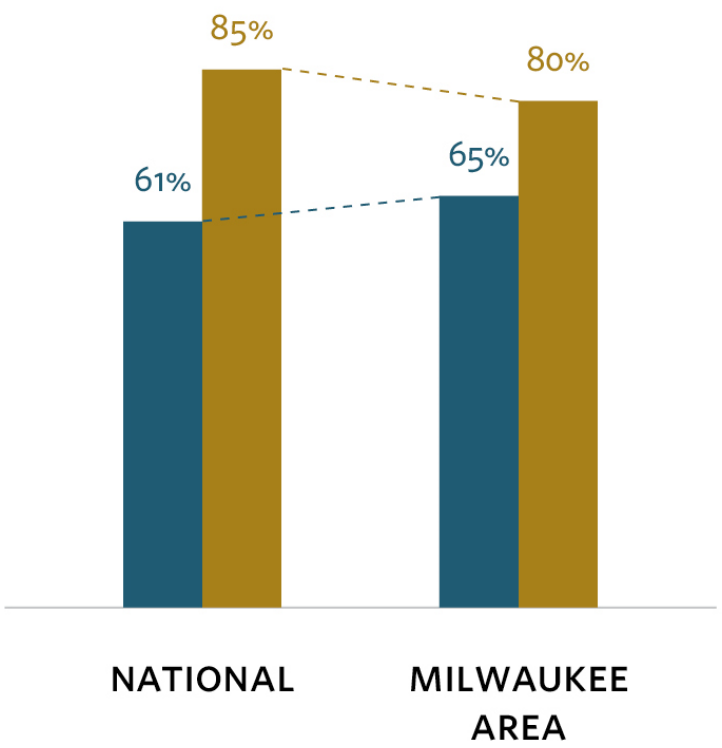
# Leadership Composition

## RACIAL COMPOSITION OF ORGANIZATIONAL LEADERSHIP

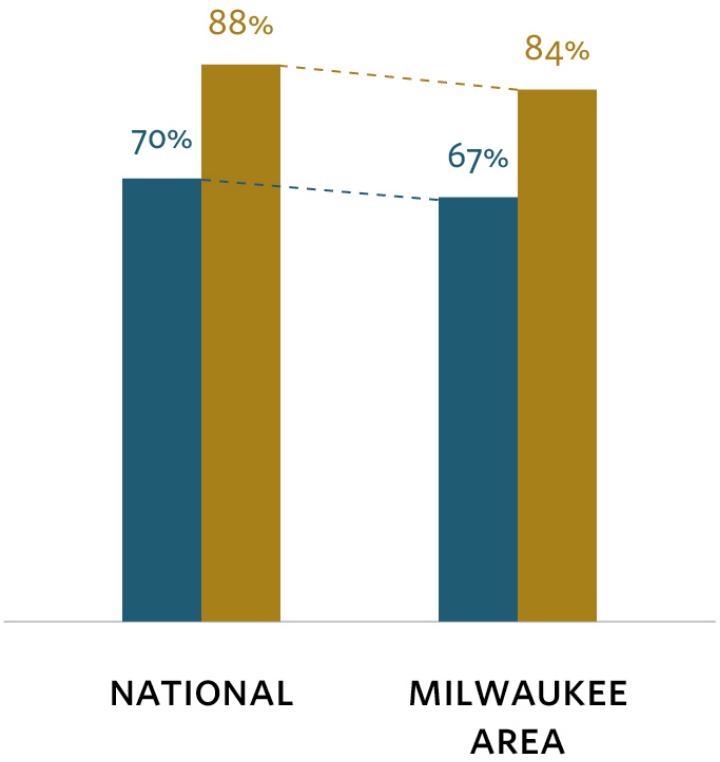
PEOPLE OF COLOR  WHITE

ROLE LESS THAN **50%** PEOPLE OF COLOR

Leadership Demographics




Board Demographics



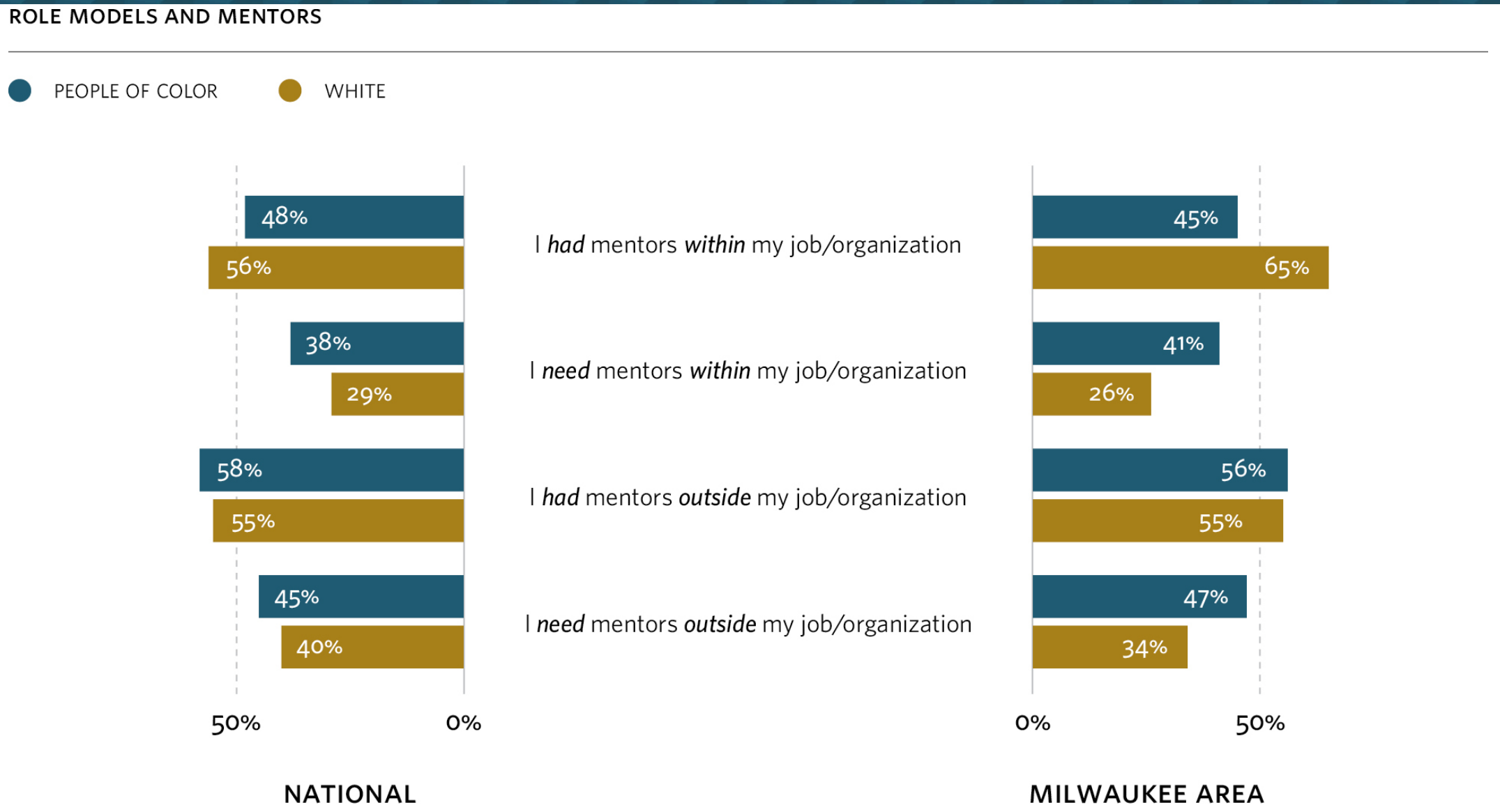
# Changing Leadership Composition

"[White people in leadership] have been in their roles for more than 20 years. So while the conversation [around DEI] occurs, there's no real strategy around succession planning…there's an awareness, but the intentionality of people to move in that direction [is] slow."

-Person of Color Generation X/Baby Boomer Focus Group Participant

# Supports and Opinions on the Sector

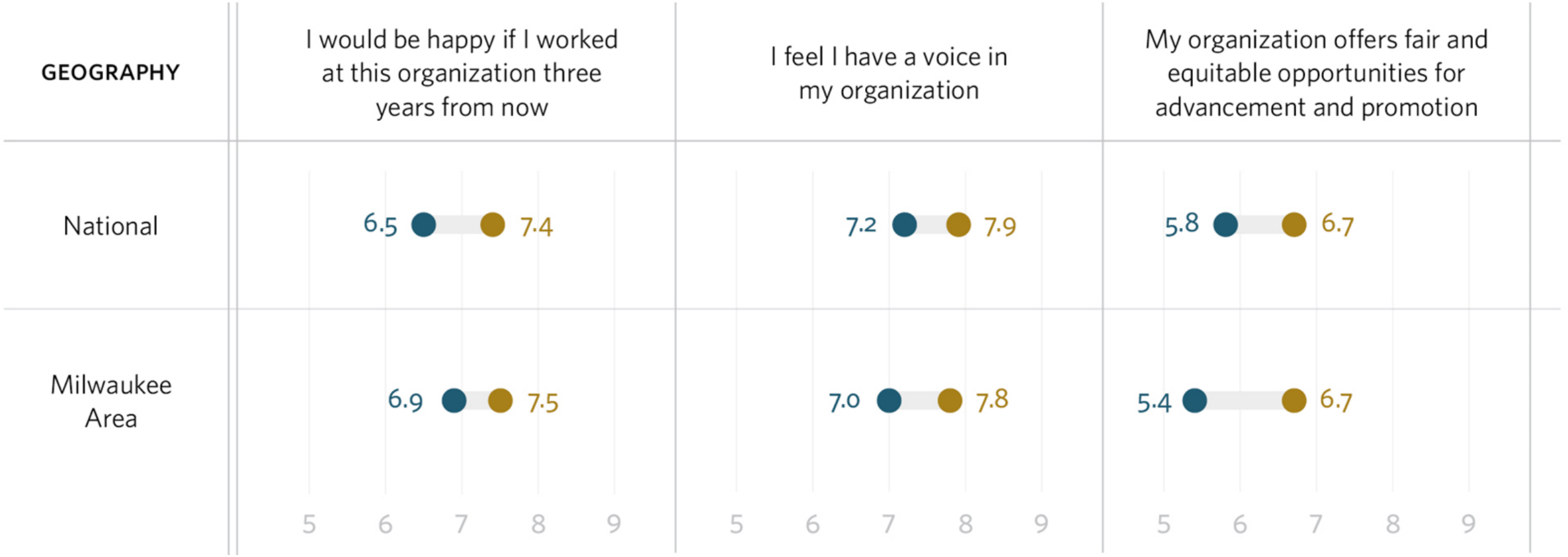
# Access to Mentors



# Statements on Sector

**WORKPLACE EXPERIENCES**

PEOPLE OF COLOR  WHITE  AVERAGE RESPONSES ON A SCALE OF **1–10**



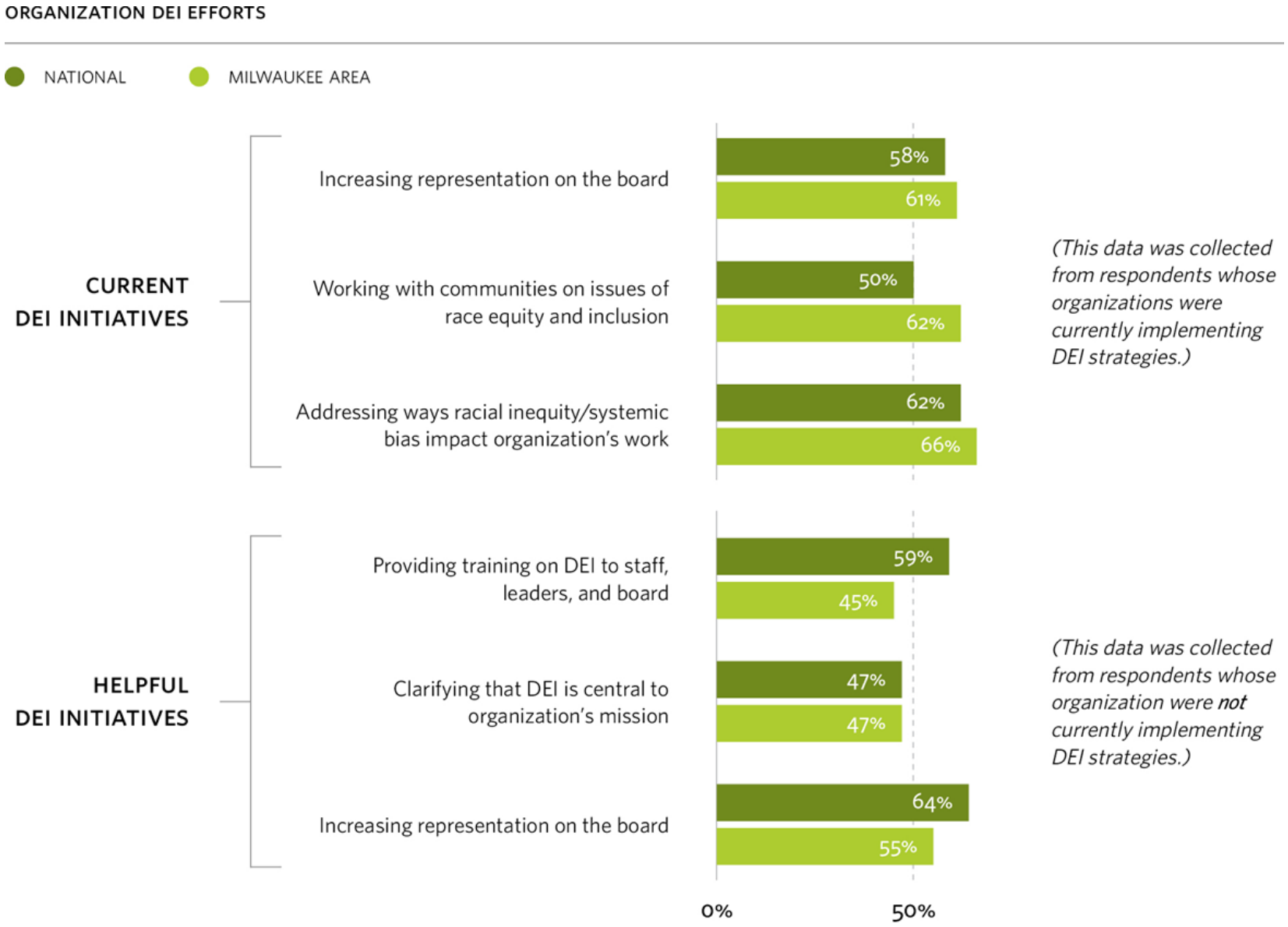
# Having a Voice

"I have a voice when it's convenient and the person with the power has said, 'Now you listen to her.' But then it's abruptly taken back after the moment has passed that the voice needs to be heard."

-Person of Color Generation X/Baby Boomer
Focus Group Participant

# DEI Efforts in Organizations

# DEI Initiatives

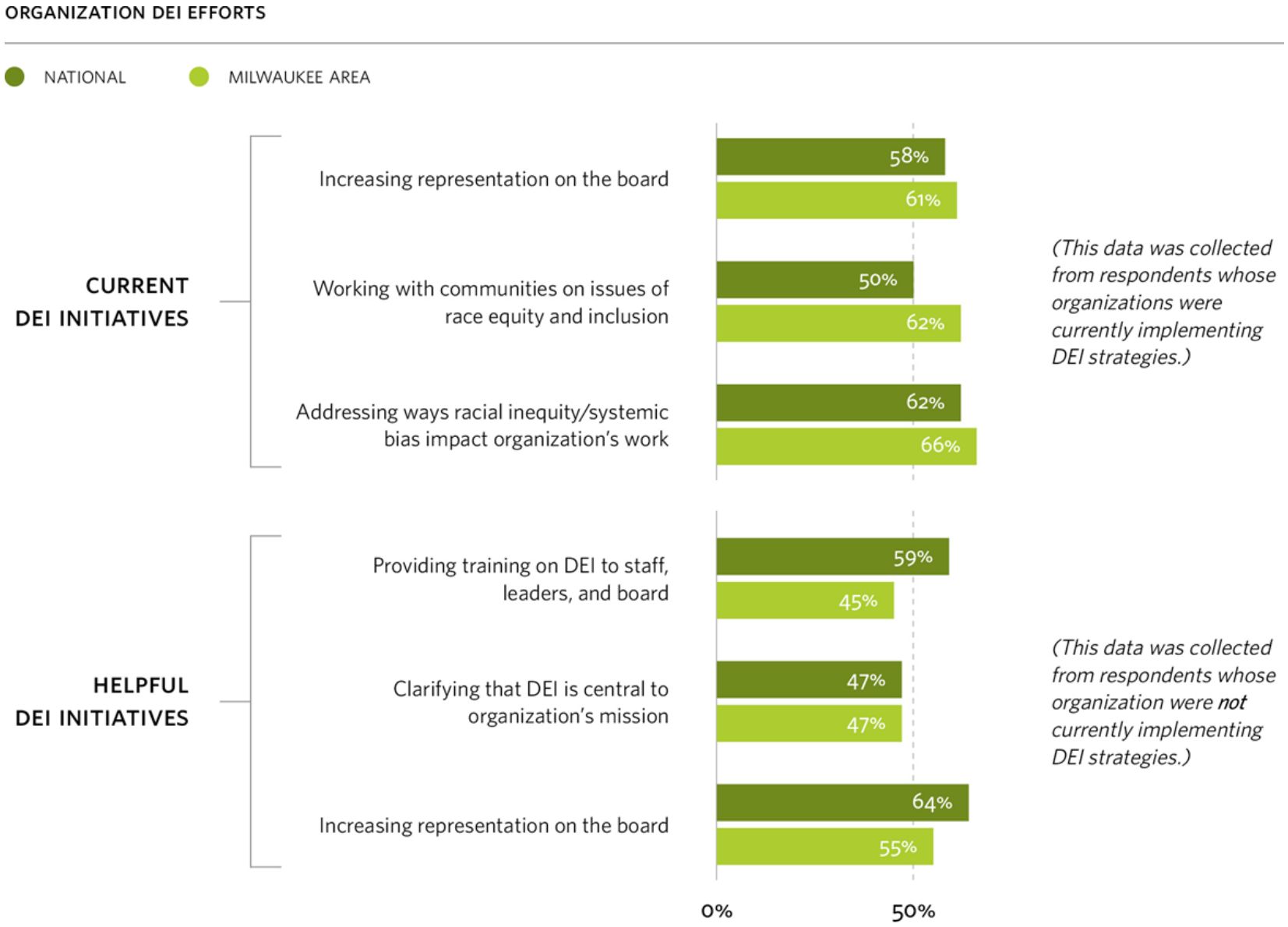


# Providing Training

"I think 'Okay, we're trained in something but what is the follow up?' I think maybe we're making steps, but I don't see this as a priority."

—Person of Color Millennial/Gen Z
Focus Group Participant

# DEI Initiatives



# Diversity of Boards

"There is this trend that's occurring…Even on the standard [funding] applications, they will ask about the diversity of your board…Because of the issue of equity, you're seeing more of it, [though] it's slow moving."

—Person of Color Generation X/Baby Boomer Focus Group Participant

# Opportunities for Organizations

- Leadership taking a stand
  - Assessing the experiences of POC
  - Ensuring all stakeholders understand the historic structures undergirding racism
  - Creating policies and practices that ensure equity
  - Address racism and other forms of discrimination where it may occur;

- Assuring that leadership (including Boards) reflects the community served and that leaders of color have real voice and power

- Creating benchmarks and continuously measuring results

# Opportunities for the Sector

- Funders financially supporting and scaling-up POC-led organizations

- Funders and nonprofits, in partnership with each other and community, engaging in systems change work and advocacy to address inequities

# Panel Discussion

**Meralis Hood**
**Executive Director,**
**City Year Milwaukee**

**Undraye Howard**
**Senior Director,**
**Alliance for Strong Families & Communities**

**Ashley Lee**
**Executive Director,**
**Public Allies Milwaukee**

# Contact Us

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Download the report here: racetolead.org/milwaukee/