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
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

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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

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Who Took the Survey

RACE/ETHNICITY

- **People of Color**
- **White**

### National
- 59% People of Color
  - 14% African American/Black
  - <1% Arab American
  - 7% Asian American
  - 10% Latinx/Hispanic
  - 1% Native American/Indigenous
  - 8% Multiracial
  - 1% Other
- 41% White

### Milwaukee Area
- 35% People of Color
  - 21% African American/Black
  - 1% Asian American
  - 6% Latinx/Hispanic
  - 1% Native American/Indigenous
  - 6% Multiracial
- 65% White
Race and Gender

GENDER IDENTITY

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

NATIONAL
- 81% WOMEN
- 16% MEN
- 3% GENDER NON-BINARY/NON-CONFORMING/GENDERQUEER

MILWAUKEE AREA
- 75% WOMEN
- 22% MEN
- 3% 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+)

NATIONAL

- 47%
- 34%
- 19%

MILWAUKEE AREA

- 39%
- 41%
- 20%
Educational Background

EDUCATIONAL ATTAINMENT

- PEOPLE OF COLOR
- WHITE

NATIONAL

Bachelor’s Degree: 39%, Master’s Degree (or more): 41%, 43%, 44%

MILWAUKEE AREA

Bachelor’s Degree: 41%, Master’s Degree (or more): 42%, 41%, 44%
CURRENT ROLE/POSITION

- **National**
  - Executive Director/CEO: 23%
  - Senior Manager/Director: 31%
  - Middle Manager: 20%
  - Line/ Administrative Support: 26%

- **Milwaukee Area**
  - Executive Director/CEO: 17%
  - Senior Manager/Director: 39%
  - Middle Manager: 20%
  - Line/ Administrative Support: 23%
### Respondent Compensation

<table>
<thead>
<tr>
<th></th>
<th>People of Color</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I received a cost of living raise.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>National</td>
<td>41%</td>
<td>53%</td>
</tr>
<tr>
<td>Milwaukee Area</td>
<td>38%</td>
<td>49%</td>
</tr>
<tr>
<td><strong>I received a performance-based raise.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>National</td>
<td>35%</td>
<td>43%</td>
</tr>
<tr>
<td>Milwaukee Area</td>
<td>42%</td>
<td>52%</td>
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Key Findings

• Aspirations to lead
• Supports and opinions on respondents’ workplace
• Effectiveness of DEI Efforts
Aspirations to Become an ED/CEO

LEVEL OF INTEREST IN TAKING A TOP LEADERSHIP ROLE (AMONG NON-EDS/CEOS)

- **Definitely/Probably Yes**
  - National: 52%
  - Milwaukee Area: 50%
  - People of Color: 37%
  - White: 35%

- **Maybe**
  - National: 25% (People of Color), 28% (White)
  - Milwaukee Area: 26% (People of Color), 33% (White)

- **Definitely/Probably No**
  - National: 24% (People of Color), 35% (White)
  - Milwaukee Area: 24% (People of Color), 32% (White)
Impact of Race on Career Advancement

IMPACT OF RACE ON CAREER ADVANCEMENT

PERSON OF COLOR | WHITE

NATIONAL

0% | 25% | 50% | 75% | 100%

4% | 29% | 67% | 32% | 49%

MILWAUKEE AREA

0% | 25% | 50% | 75% | 100%

4% | 30% | 66% | 27% | 58%

Person of Color: Very/Slightly Negative | No Impact | Very/Slightly Positive

White: Very/Slightly Negative | No Impact | Very/Slightly Positive
Leadership Composition

Racial Composition of Organizational Leadership

- **People of Color**: 61% (National), 65% (Milwaukee Area)
- **White**: 85% (National), 80% (Milwaukee Area)

Role Less Than 50% People of Color

- **Leadership Demographics**
  - National: 61% People of Color, 85% White
  - Milwaukee Area: 65% People of Color, 80% White

- **Board Demographics**
  - National: 70% People of Color, 88% White
  - Milwaukee Area: 67% People of Color, 84% White
“[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
Access to Mentors

**ROLE MODELS AND MENTORS**

- **PEOPLE OF COLOR**
- **WHITE**

**NATIONAL**

- **I had mentors within my job/organization**
  - People of Color: 48%
  - White: 56%

- **I need mentors within my job/organization**
  - People of Color: 38%
  - White: 29%

- **I had mentors outside my job/organization**
  - People of Color: 58%
  - White: 55%

- **I need mentors outside my job/organization**
  - People of Color: 45%
  - White: 40%

**MILWAUKEE AREA**

- **I had mentors within my job/organization**
  - People of Color: 45%
  - White: 65%

- **I need mentors within my job/organization**
  - People of Color: 41%
  - White: 26%

- **I had mentors outside my job/organization**
  - People of Color: 56%
  - White: 55%

- **I need mentors outside my job/organization**
  - People of Color: 47%
  - White: 34%
# Statements on Sector

## Workplace Experiences

<table>
<thead>
<tr>
<th>Geography</th>
<th>I would be happy if I worked at this organization three years from now</th>
<th>I feel I have a voice in my organization</th>
<th>My organization offers fair and equitable opportunities for advancement and promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>![Progress Bar](6.5, 7.4)</td>
<td>![Progress Bar](7.2, 7.9)</td>
<td>![Progress Bar](5.8, 6.7)</td>
</tr>
<tr>
<td>Milwaukee Area</td>
<td>![Progress Bar](6.9, 7.5)</td>
<td>![Progress Bar](7.0, 7.8)</td>
<td>![Progress Bar](5.4, 6.7)</td>
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AVERAGE RESPONSES ON A SCALE OF 1-10
“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

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DEI Initiatives

**CURRENT DEI INITIATIVES**

- Increasing representation on the board
  - National: 58%
  - Milwaukee Area: 61%
- Working with communities on issues of race equity and inclusion
  - National: 50%
  - Milwaukee Area: 62%
- Addressing ways racial inequity/systemic bias impact organization's work
  - National: 62%
  - Milwaukee Area: 66%

(This data was collected from respondents whose organizations were currently implementing DEI strategies.)

**HELPFUL DEI INITIATIVES**

- Providing training on DEI to staff, leaders, and board
  - National: 59%
  - Milwaukee Area: 45%
- Clarifying that DEI is central to organization's mission
  - National: 47%
  - Milwaukee Area: 47%
- Increasing representation on the board
  - National: 64%
  - Milwaukee Area: 55%

(This data was collected from respondents whose organization were not currently implementing DEI strategies.)
“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**

**Organizational DEI Efforts**

- **National**
  - Increasing representation on the board: 58%
  - Working with communities on issues of race equity and inclusion: 50%
  - Addressing ways racial inequity/systemic bias impact organization's work: 62%

- **Milwaukee Area**
  - Increasing representation on the board: 61%
  - Working with communities on issues of race equity and inclusion: 62%
  - Addressing ways racial inequity/systemic bias impact organization's work: 66%

**Current DEI Initiatives**

- Providing training on DEI to staff, leaders, and board: 59%
- Clarifying that DEI is central to organization's mission: 47%

**Helpful DEI Initiatives**

- Increasing representation on the board: 55%

*(This data was collected from respondents whose organizations were currently implementing DEI strategies.)*
“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

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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/