



RACE TO LEAD REVISITED

Webinar Presented by the Building Movement Project



**RACE
TO LEAD**



An initiative of
Building Movement Project

Today's Agenda

1. Review the Findings
2. Clarifying / Data Questions
3. Discussion with:
 - Margaret Mitchell, President & CEO, YWCA of Greater Cleveland
 - Edgar Villanueva, Senior VP, Schott Foundation and Author, *Decolonizing Wealth*
 - Kerrien Suarez, Executive Director, Equity in the Center
4. Q & A with Panelists



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About the Survey

In 2016, the Building Movement Project conducted a survey of nonprofit employees across the country. More than 4,000 people answered questions about their experiences of race and leadership in nonprofit settings.

In 2019, BMP did the survey again. This time more than 5,000 nonprofit staff participated.



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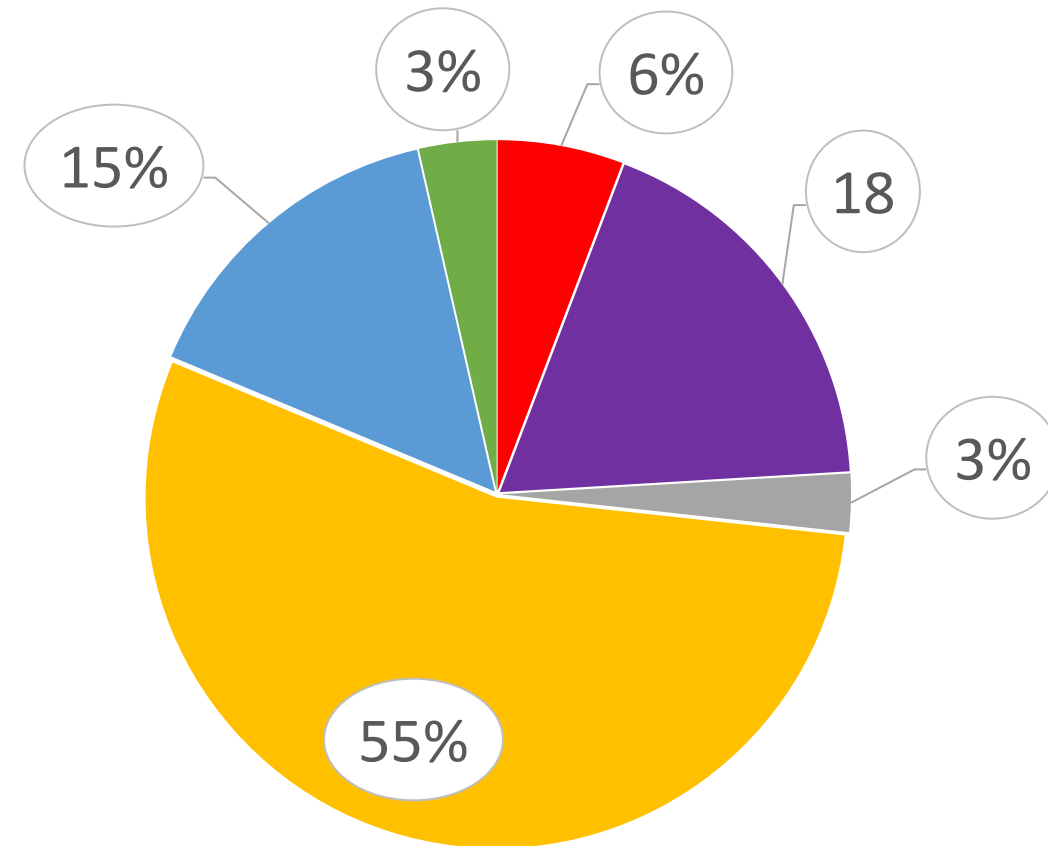
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Poll 1: Did you fill out the Race to Lead Surveys?

Column1

449 Respondents

- Yes, I participated in 2019 and 2016
- Yes, I participated in 2019 only
- Yes, I participated in 2016 only
- No, I didn't know about the survey(s)
- No, I wasn't eligible (not a nonprofit employee)
- No, I knew about the survey but didn't fill it out



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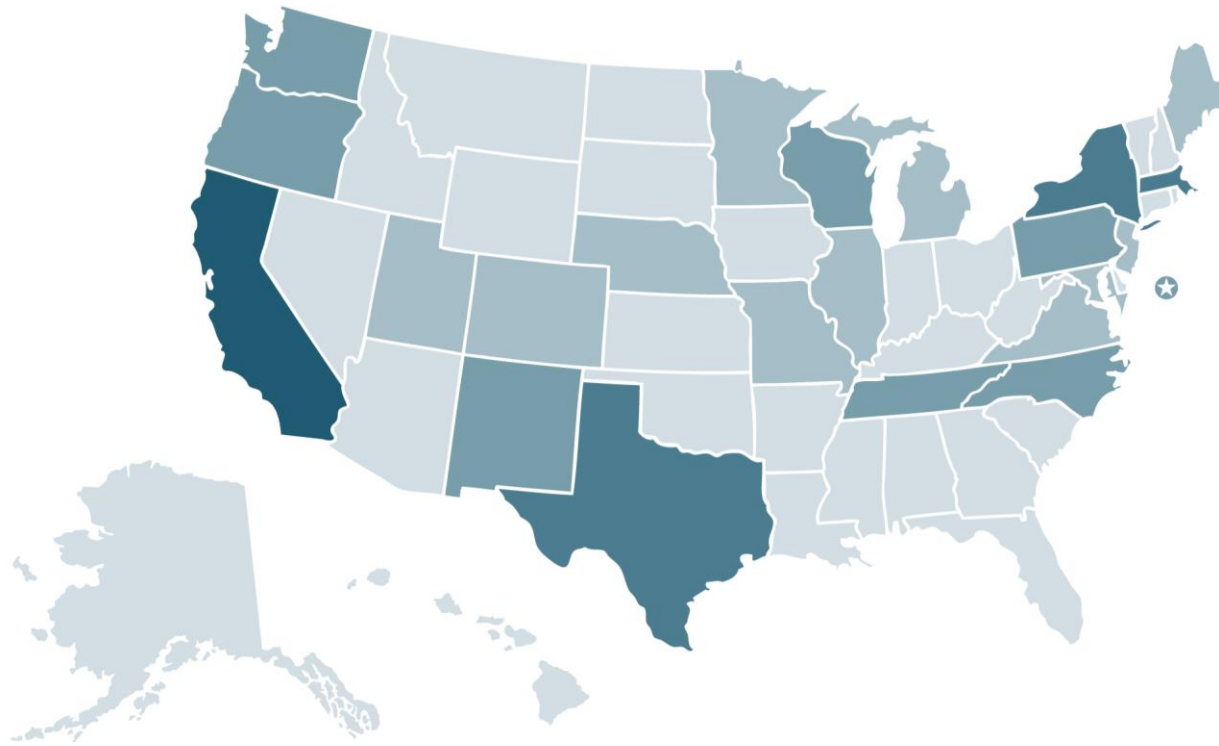
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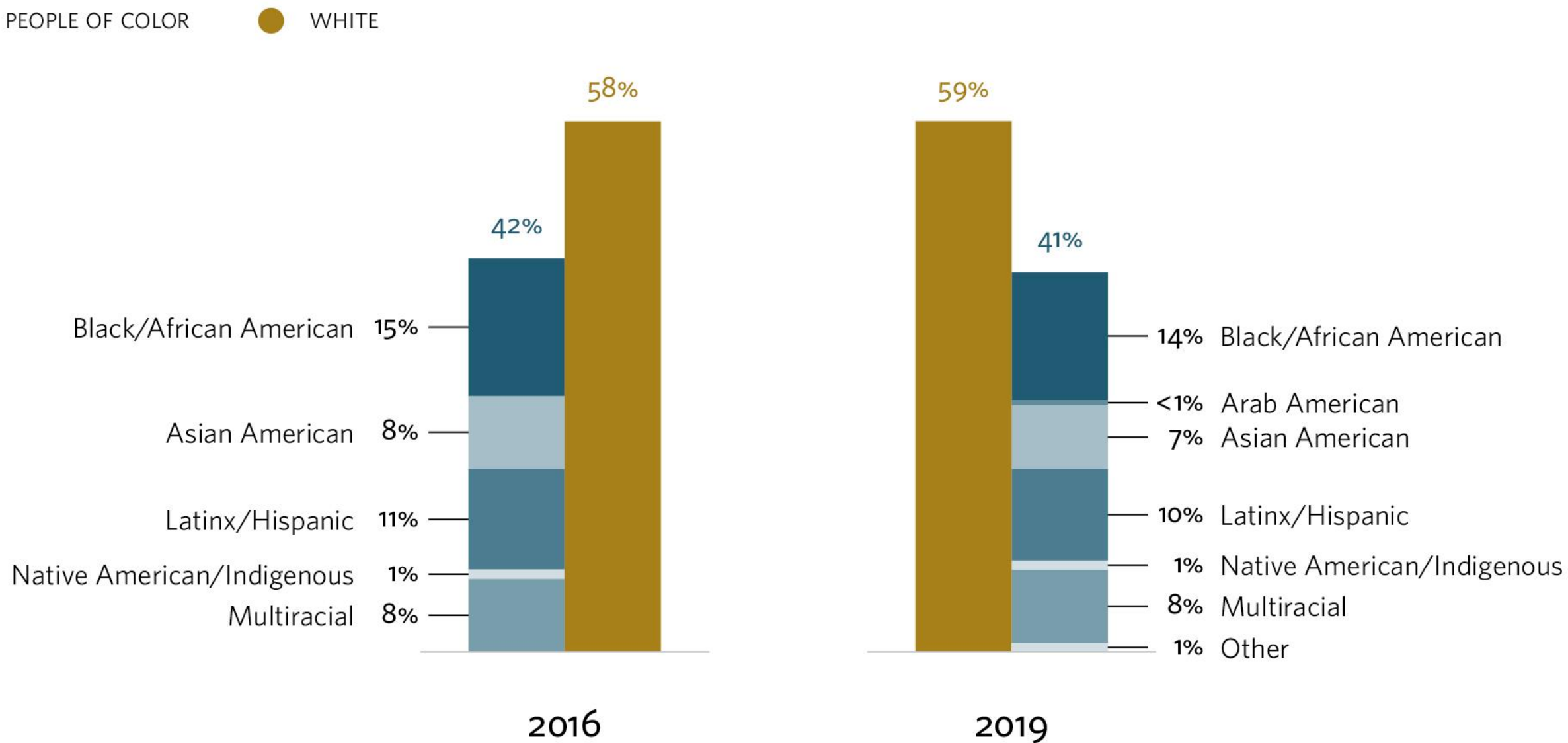
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Demographics of the Race to Lead Sample

The composition of the 5,261 survey respondents was remarkably similar to the more than 4,000 participants in the original survey from 2016.



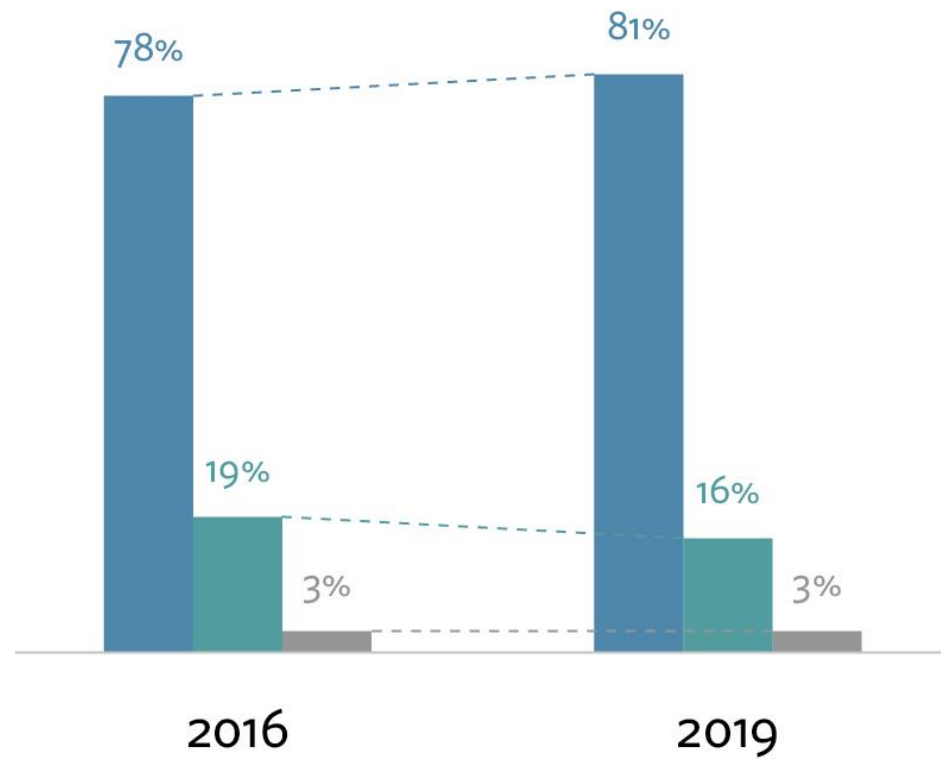
Race and Ethnicity of Respondents



Gender and Sexuality

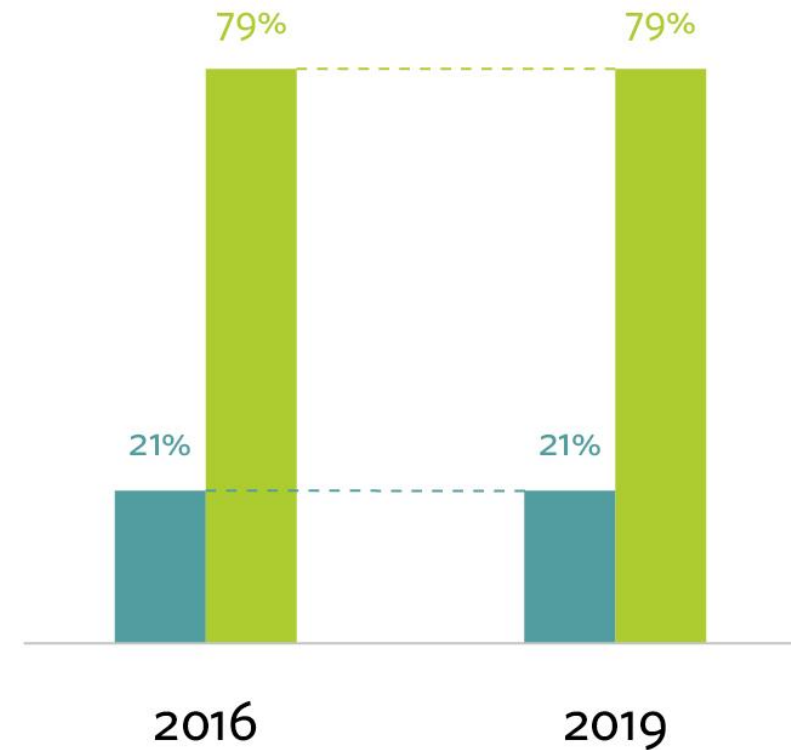
GENDER IDENTITY

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



SEXUAL ORIENTATION

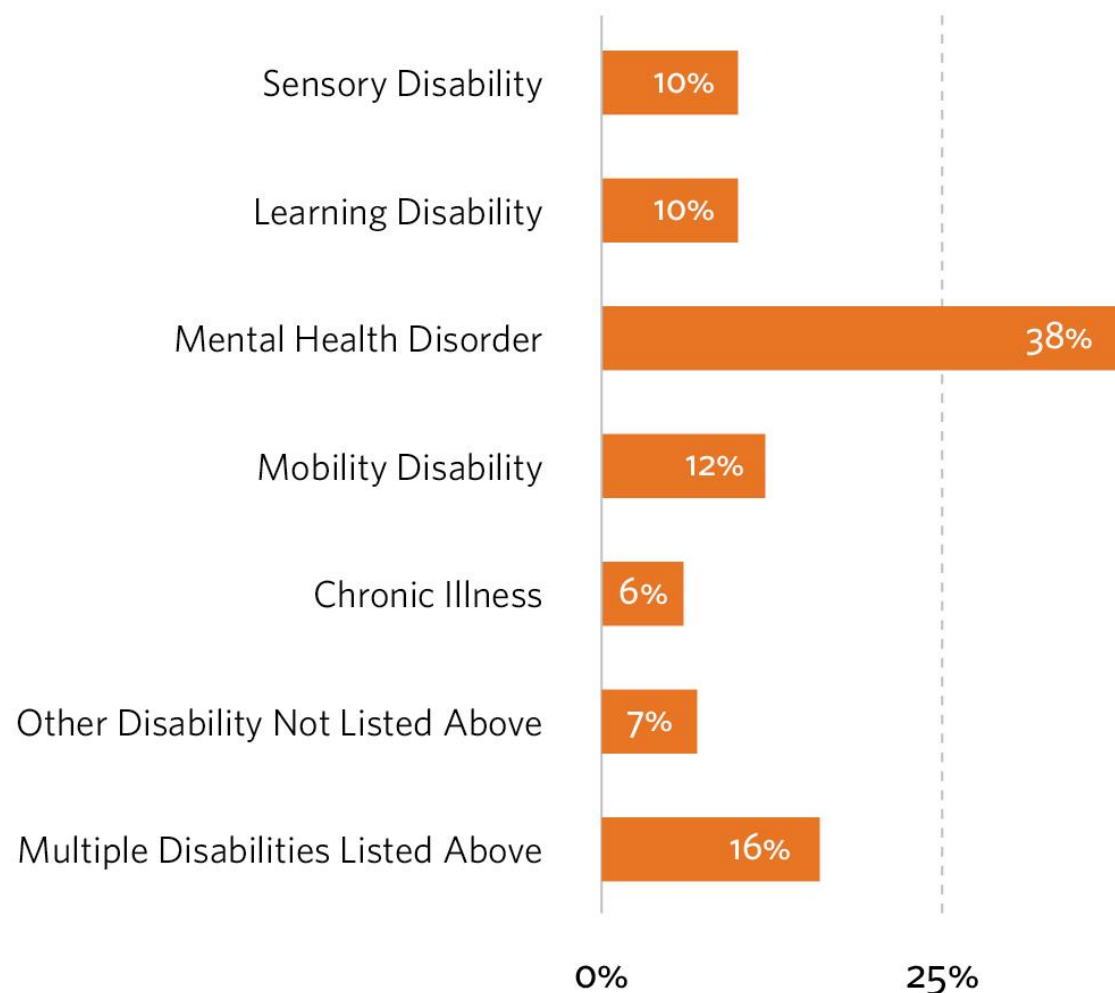
● LGBTQ+ ● STRAIGHT



New Data on Self-Reported Disability

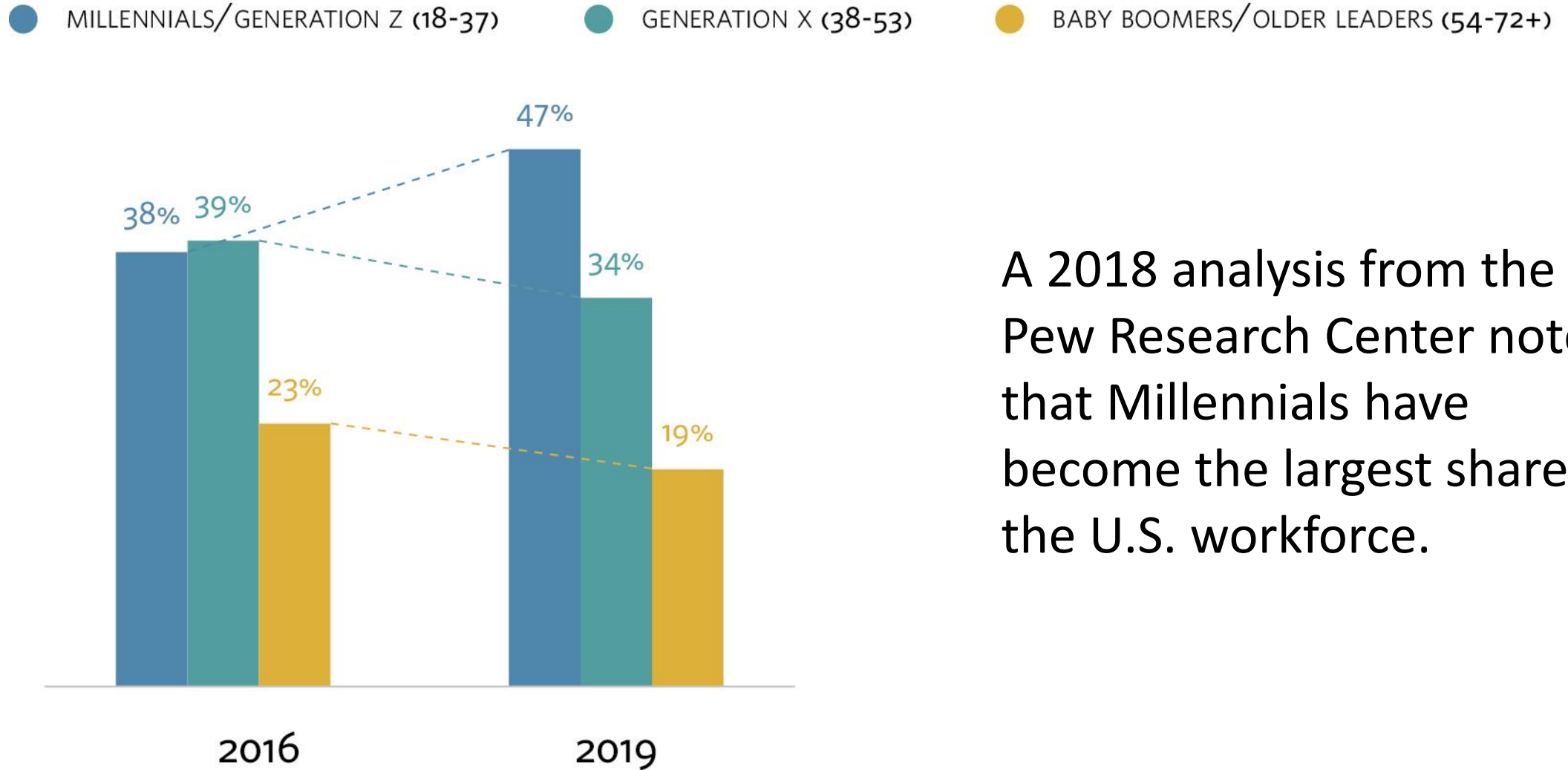
In a new survey question, 10% of respondents—both people of color and white people—reported having a disability.

RESPONDENTS WITH DISABILITIES BY TYPE



The Biggest Change was by Generation

AGE/GENERATION



A 2018 analysis from the Pew Research Center notes that Millennials have become the largest share of the U.S. workforce.

Three Key Findings

- 1 The Findings of the Original Race to Lead Report are Still Relevant Three Years Later**
- 2 There is a White Advantage in the Nonprofit Sector**
- 3 Diversity, Equity, and Inclusion Efforts are Widespread, and People are Uncertain about their Effectiveness**



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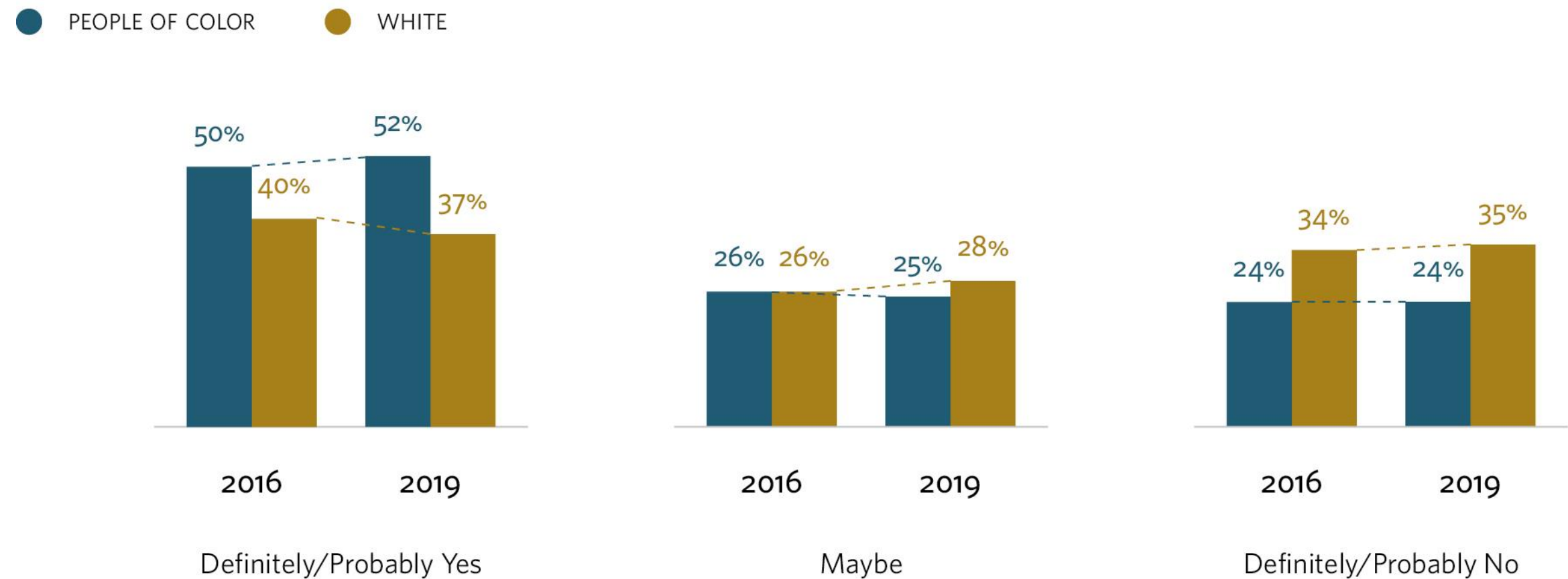
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1. The Same Story

Similar to the first Race to Lead report, we found that people of color and white respondents were similarly qualified and motivated. The barriers to advancement that people of color faced were due to systemic biases.

Level of Interest in Top-Level Leadership Roles



Impact of Race on Career Advancement

PEOPLE OF COLOR

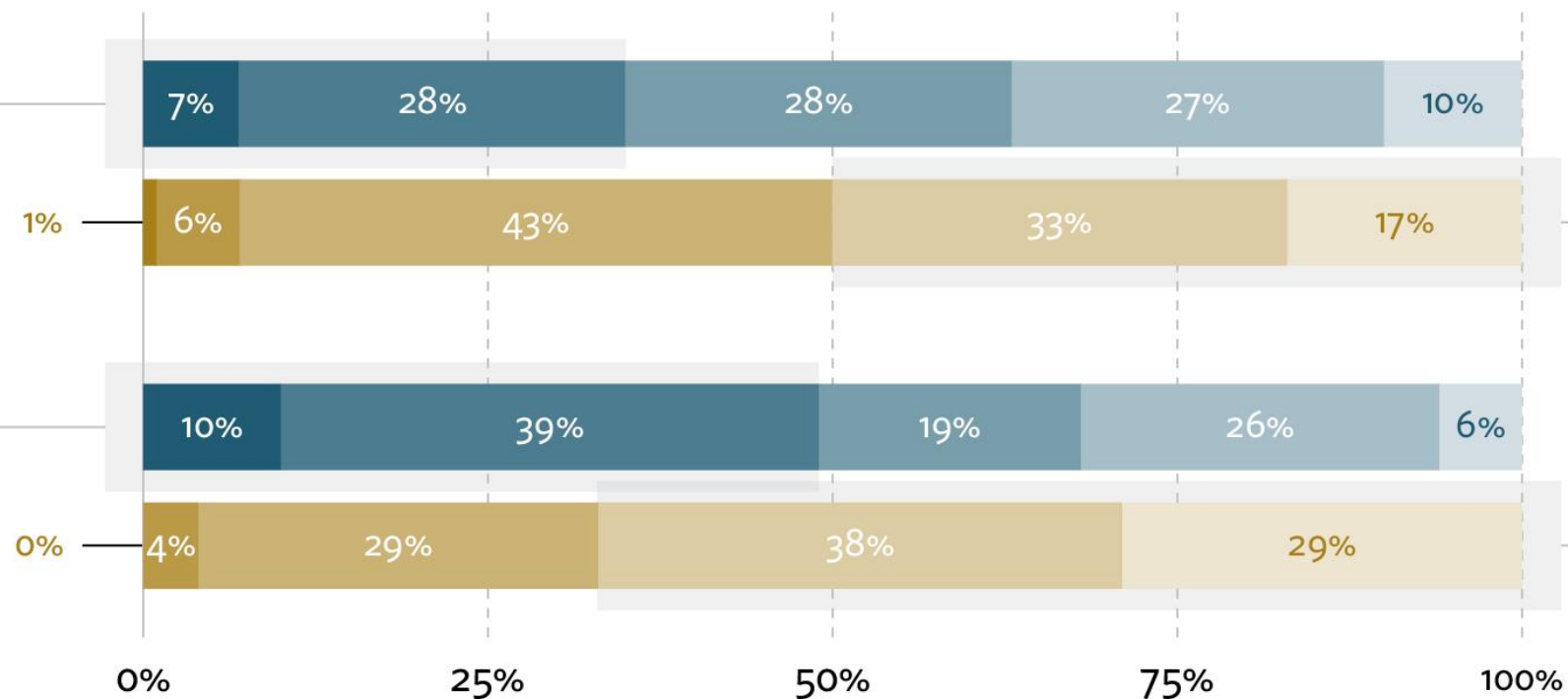
WHITE

2016

Combined Very/
Slightly Negative
for POC:
35% in 2016 and
49% in 2019

2019

Combined Very/
Slightly Positive
for White:
50% in 2016 and
67% in 2019



Person of Color:



Very Negative



Slightly Negative



No Impact



Slightly Positive



Very Positive

White:



Very Negative



Slightly Negative



No Impact



Slightly Positive



Very Positive

In Respondent's Own Words

“It is challenging constantly being the only Latina in all-white and mostly male circles. It is a constant challenge of knowing when to be strategic to stand up for my community and when I need to hold back or else be left out of decision-making circles and labeled as the ‘angry Latina.’”

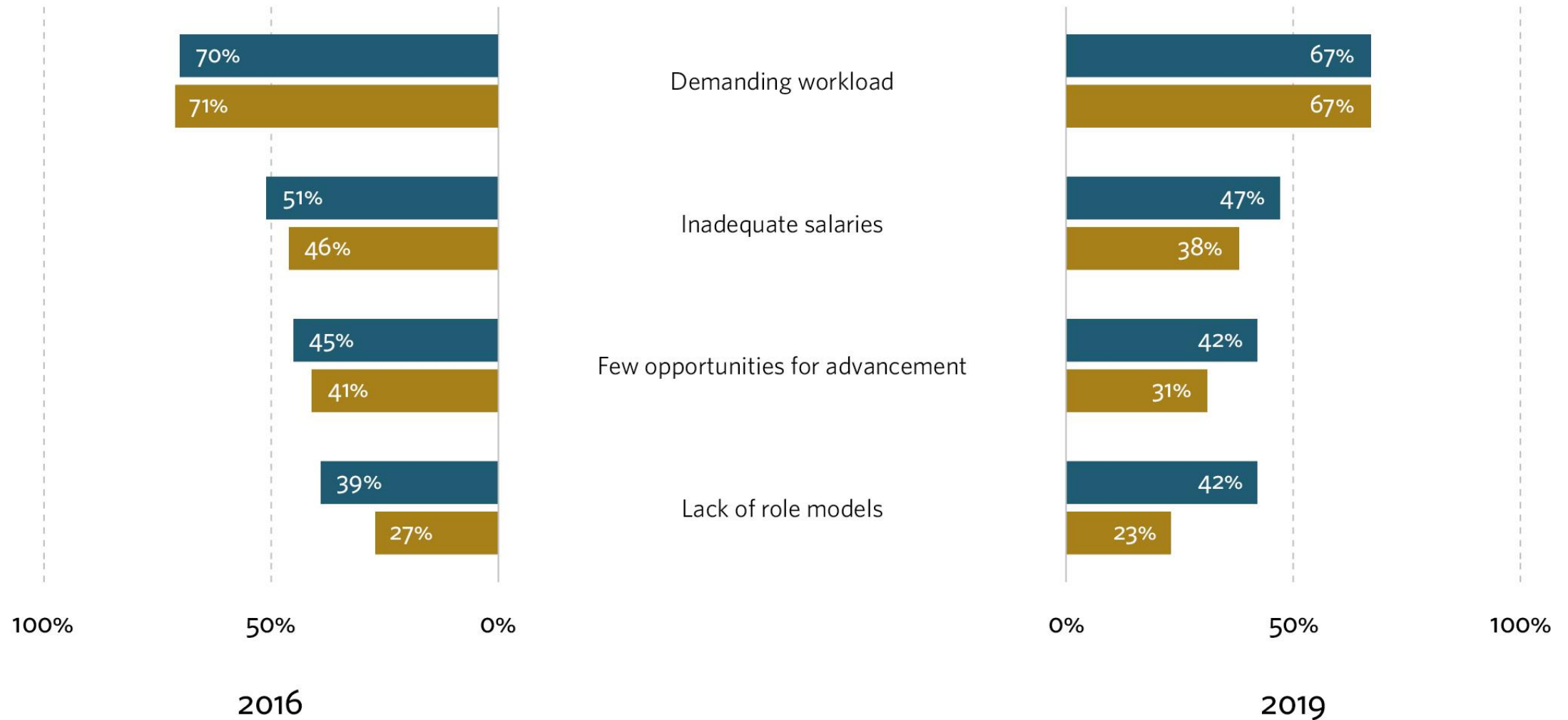
- Latina Survey Respondent

Challenges and Frustrations

● PEOPLE OF COLOR

● WHITE

RESPONSES: OFTEN OR ALWAYS



In Respondent's Own Words

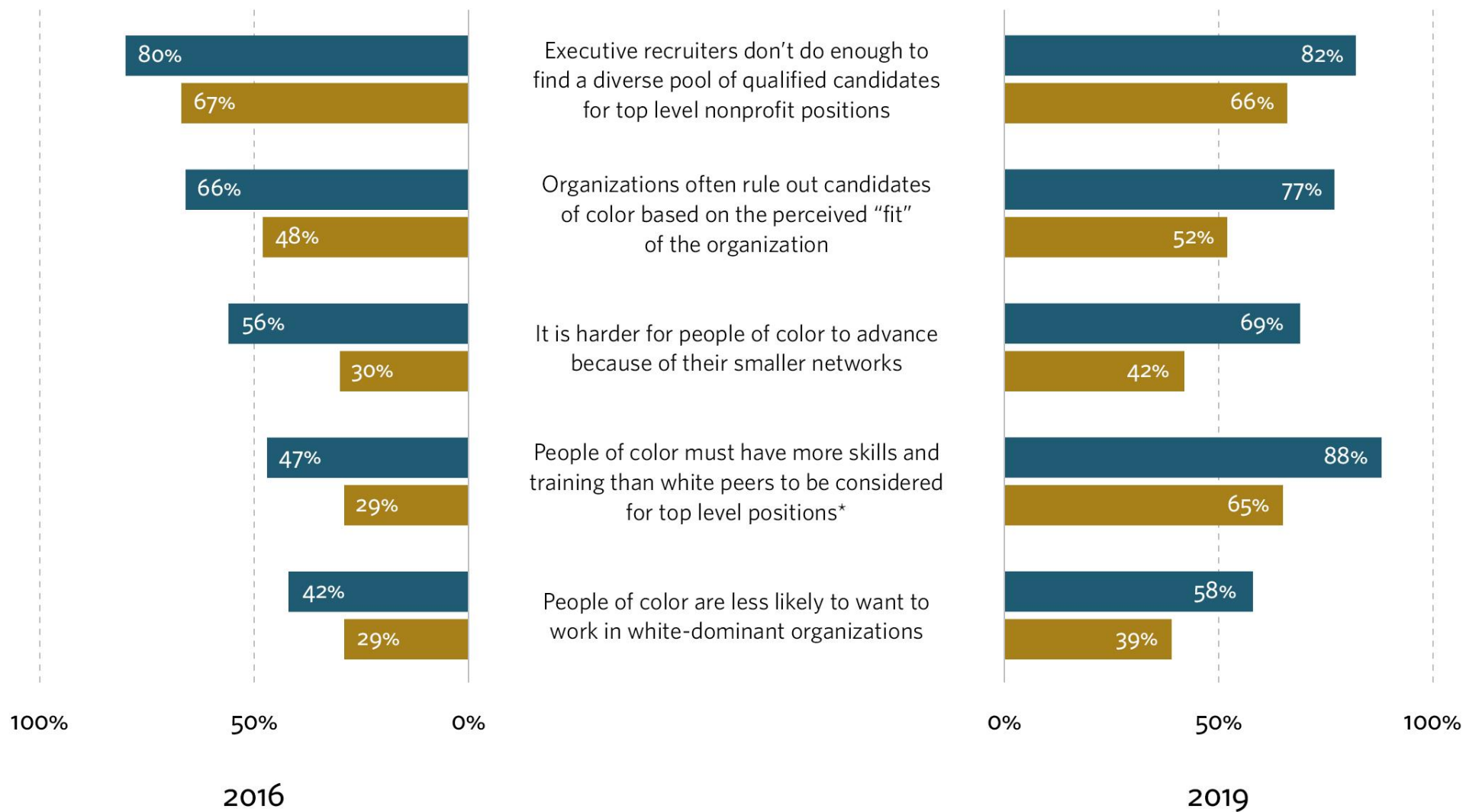
“I've had phenomenal support, mentorship and sponsorship by women of color, mostly Black women like myself, who have provided the emotional support critical to enduring and persisting through microaggressions. I would not have been able to persist [in the nonprofit sector] without them.”

- Black Woman Survey Respondent

Perceptions of the Racial Leadership Gap

● PEOPLE OF COLOR ● WHITE

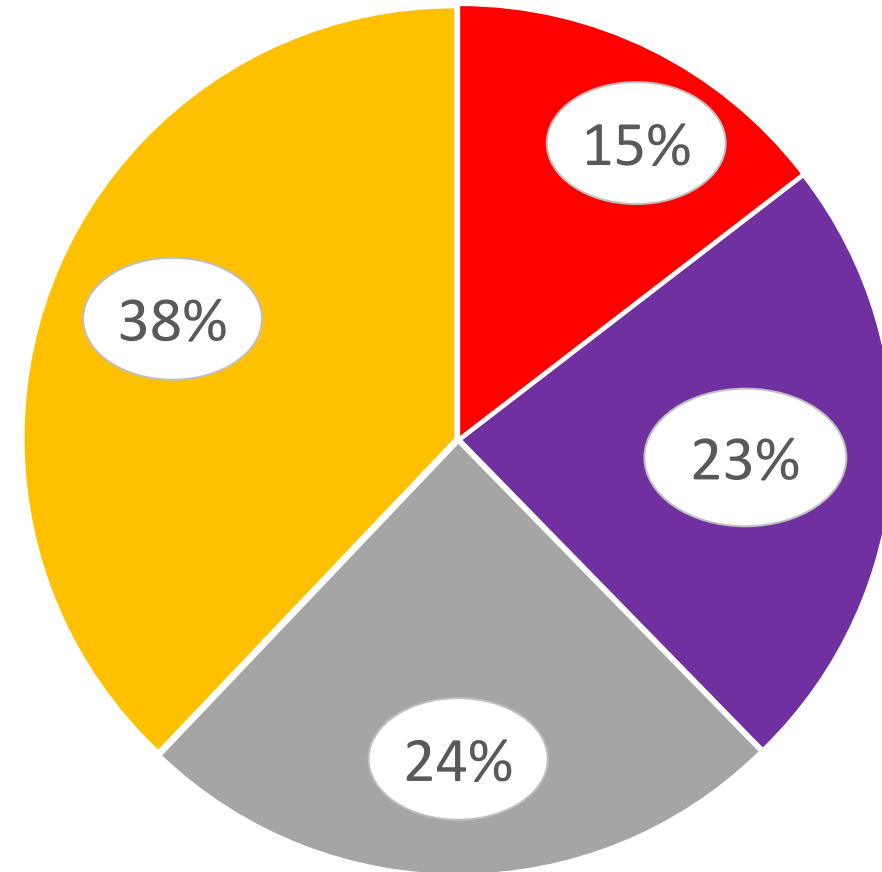
RESPONSES: SOMEWHAT AGREE OR STRONGLY AGREE



Poll 2: How does the racial / ethnic demographics of the people in top leadership roles (staff and board) of the organization where you currently work match or mismatch the demographics of the community you work with?

467 Respondents

- Mostly matches
- Somewhat matches
- Somewhat mismatches
- Mostly mismatches



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2. The White Advantage

The data shows that there is a white advantage in the nonprofit sector in:

1. The racial makeup of people in positions of power in nonprofit organizations;
2. How respondents experience their workplace based on the racial demographics of its leadership
3. Income disparities based on race in both nonprofit organizational budgets and the personal finances of survey respondents.

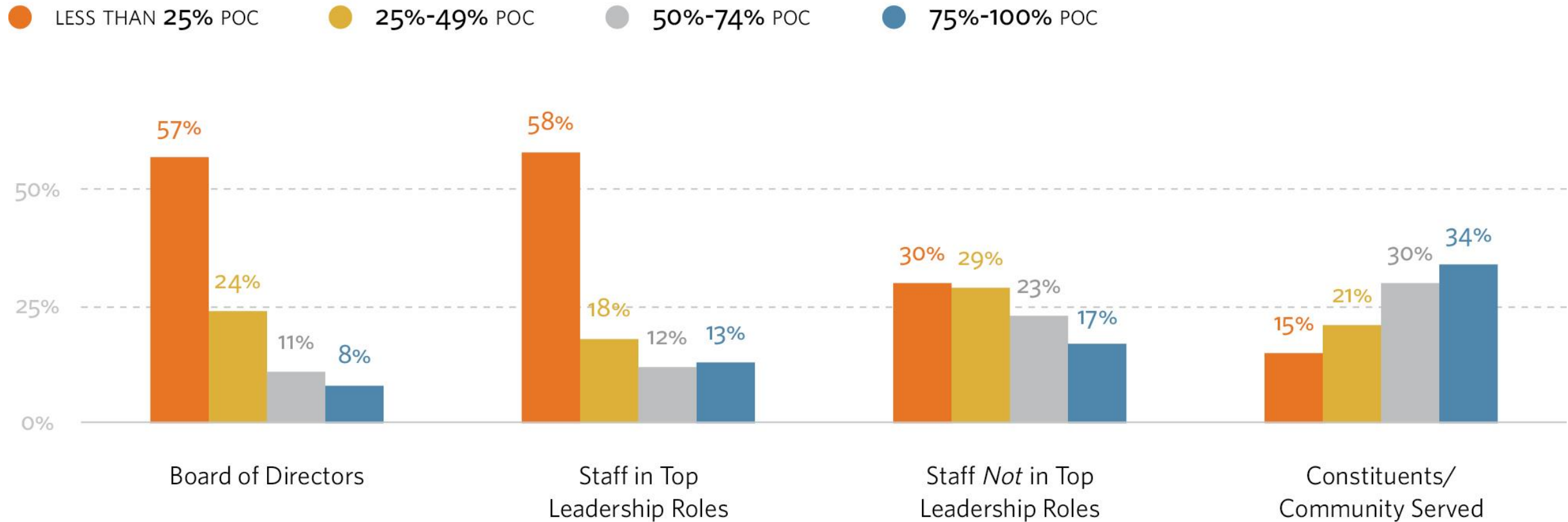
In Respondent's Own Words

“I am usually the only or one of a handful of BIPOCs [Black, indigenous, and people of color] in the room. It's such an isolating, frustrating, and infuriating dynamic ... The lack of leadership of color at every organization I've worked at has impacted not only the running of the organization, but my own professional and even personal development.”

- Black Woman Survey Respondent

The Whiteness of Organizations

RACIAL COMPOSITION OF ORGANIZATIONS BY ROLE (2019)

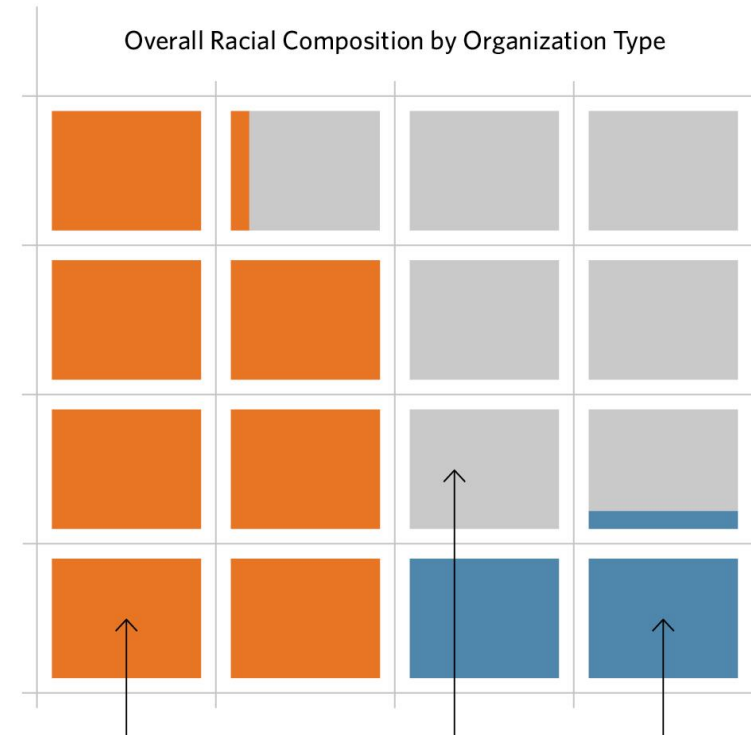


Categorizing Organizations

BOARD OF DIRECTORS AND STAFF LEADERSHIP RACIAL COMPOSITION

● WHITE-RUN: BOARD/LEADERS > 75% WHITE ● ALL OTHER COMPOSITIONS OF BOARD/LEADERS ● POC-LED: BOARD/LEADERS > 50% POC

		Racial Composition of Staff in Top Leadership Roles			
		LESS THAN 25% POC	25-49% POC	50-74% POC	75-100% POC
Racial Composition of Board of Directors	LESS THAN 25% POC	45%	8%	3%	2%
	25-49% POC	11%	7%	4%	2%
	50-74% POC	2%	2%	4%	3%
	75-100% POC	0%	0%	1%	6%



45%

White-Run:
Board/Leaders
> 75% White

41%

All Other
Compositions of
Board/Leaders

14%

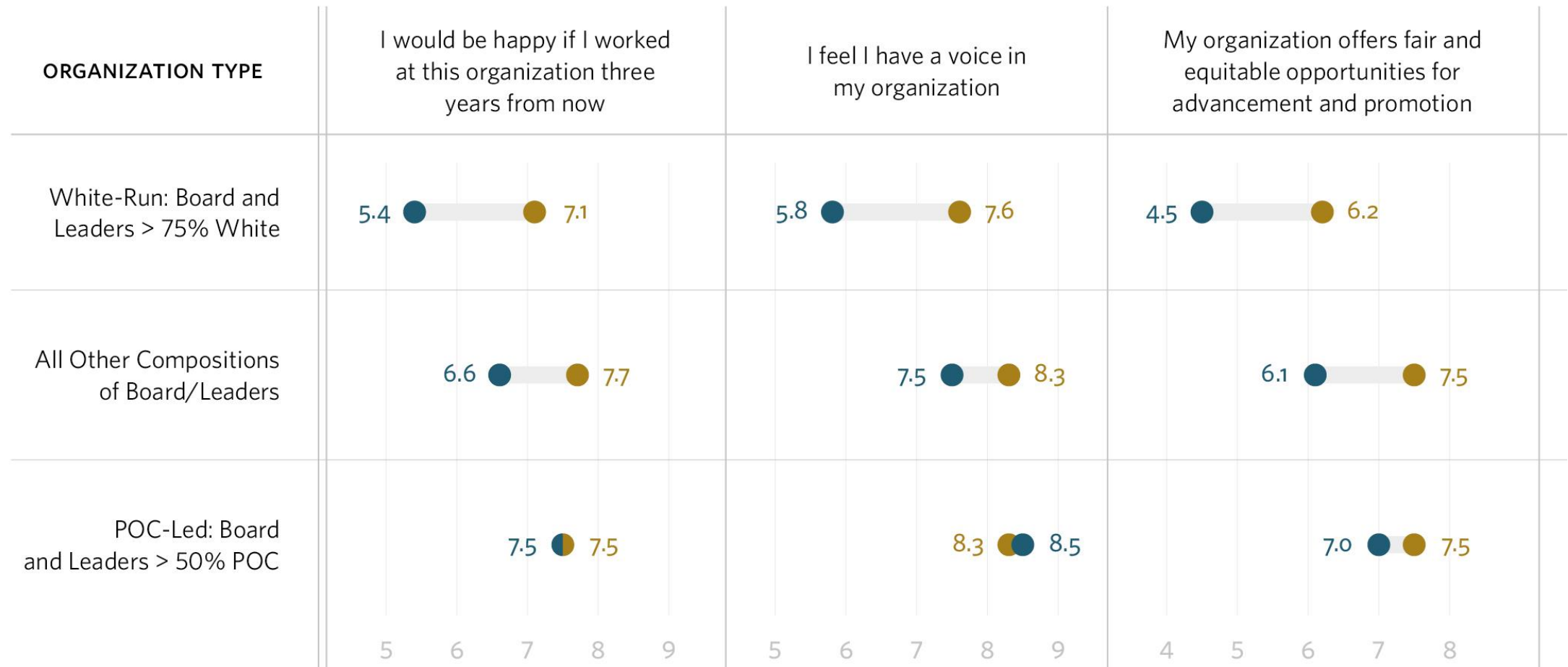
POC-Led:
Board/Leaders
> 50% POC

Smaller Gaps in Workplace Experience in POC-Led Orgs

WORKPLACE EXPERIENCES BY RACIAL COMPOSITION OF ORGANIZATIONAL LEADERSHIP

● PEOPLE OF COLOR ● WHITE

MEAN RESPONSES ON A SCALE OF 1-10



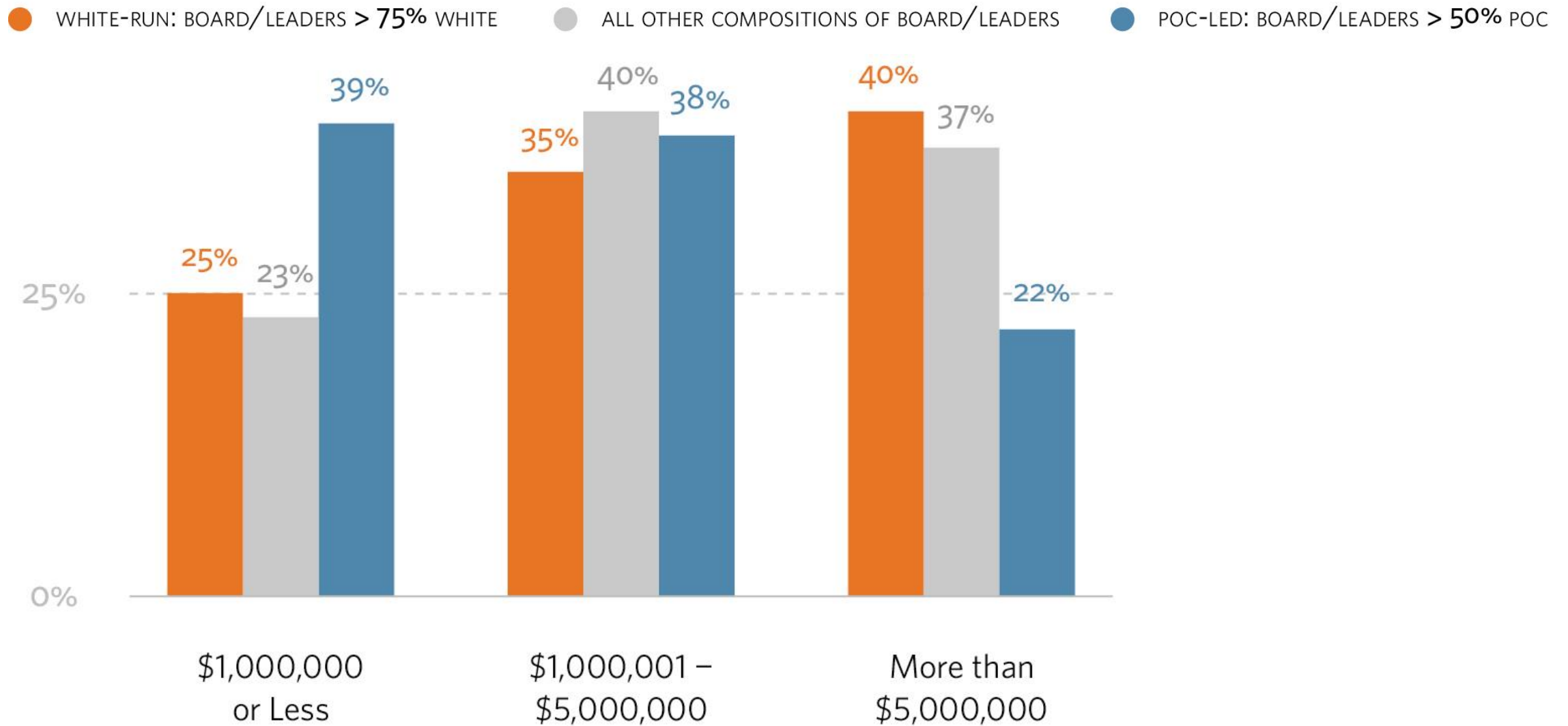
In Respondent's Own Words

“I don’t believe I’m taken as seriously in the workplace because I am a young woman of color. I often question things, which doesn’t always go over well in majority-white organizations. I’ve been used as a ‘token’ brown person.”

- Pakistani Woman Survey Respondent

Money Matters – Organizations

ORGANIZATION BUDGET BY RACIAL COMPOSITION OF ORGANIZATIONAL LEADERSHIP

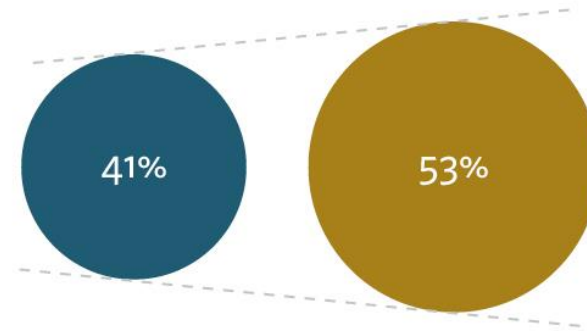


Money Matters – Individuals

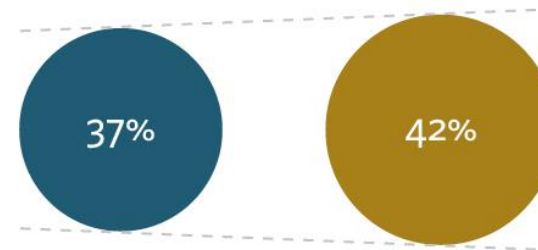
PROMOTIONS, RAISES, AND OTHER INCOME FROM EMPLOYER

● PEOPLE OF COLOR ● WHITE

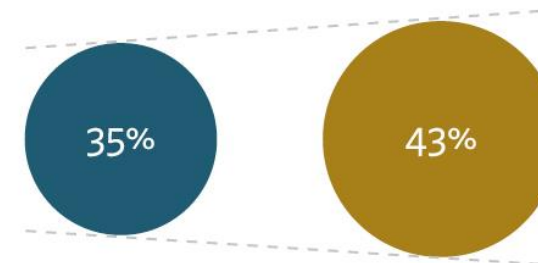
I received a cost of living raise



I received a promotion to a position with more responsibility/higher pay



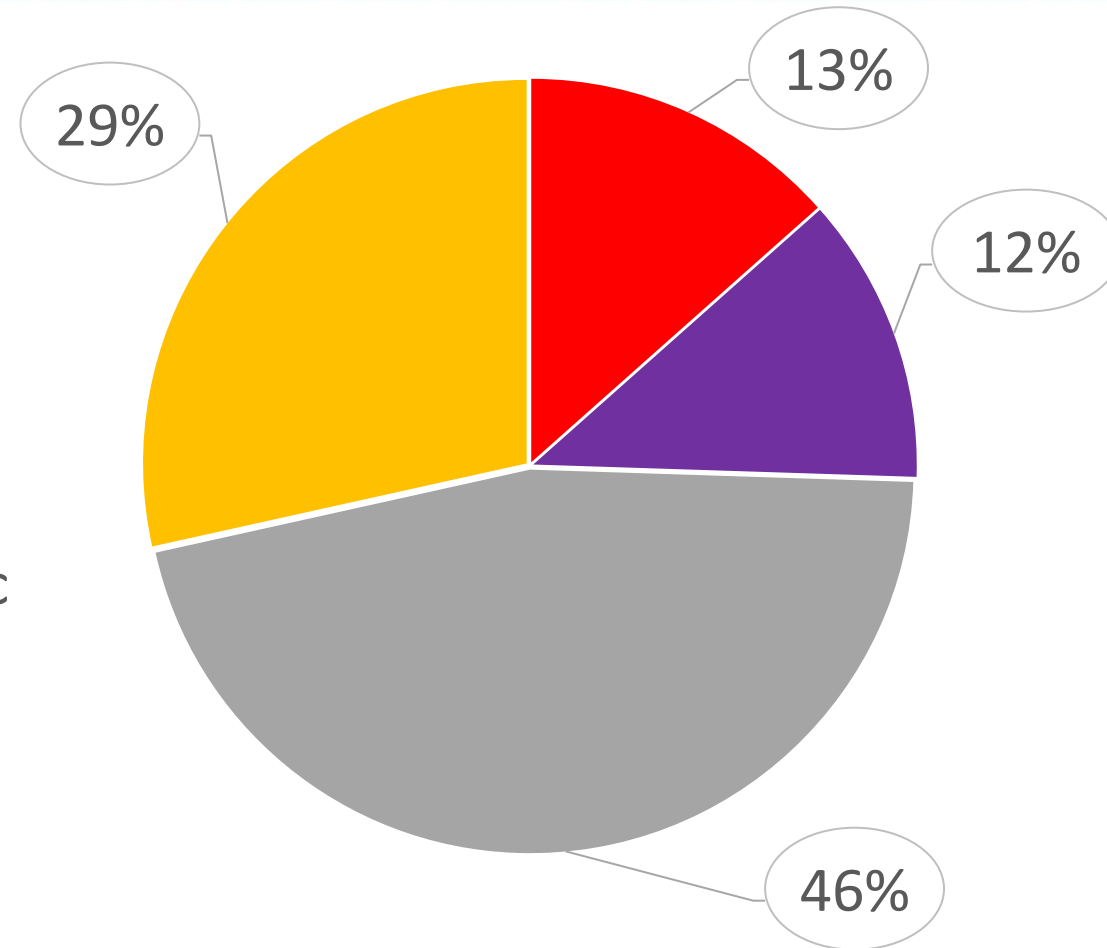
I received a performance-based raise



Poll 3: Please select which of the following DEI activities / strategies you think would be most impactful for your organization:

439 Respondents

- Provide training for staff, leadership, and board
- Clarify that DEI is central to organization's purpose and reflected in mission statement
- Address ways that racial inequity and systemic bias impact issues organization works on
- Increase representation on board/advocacy committees



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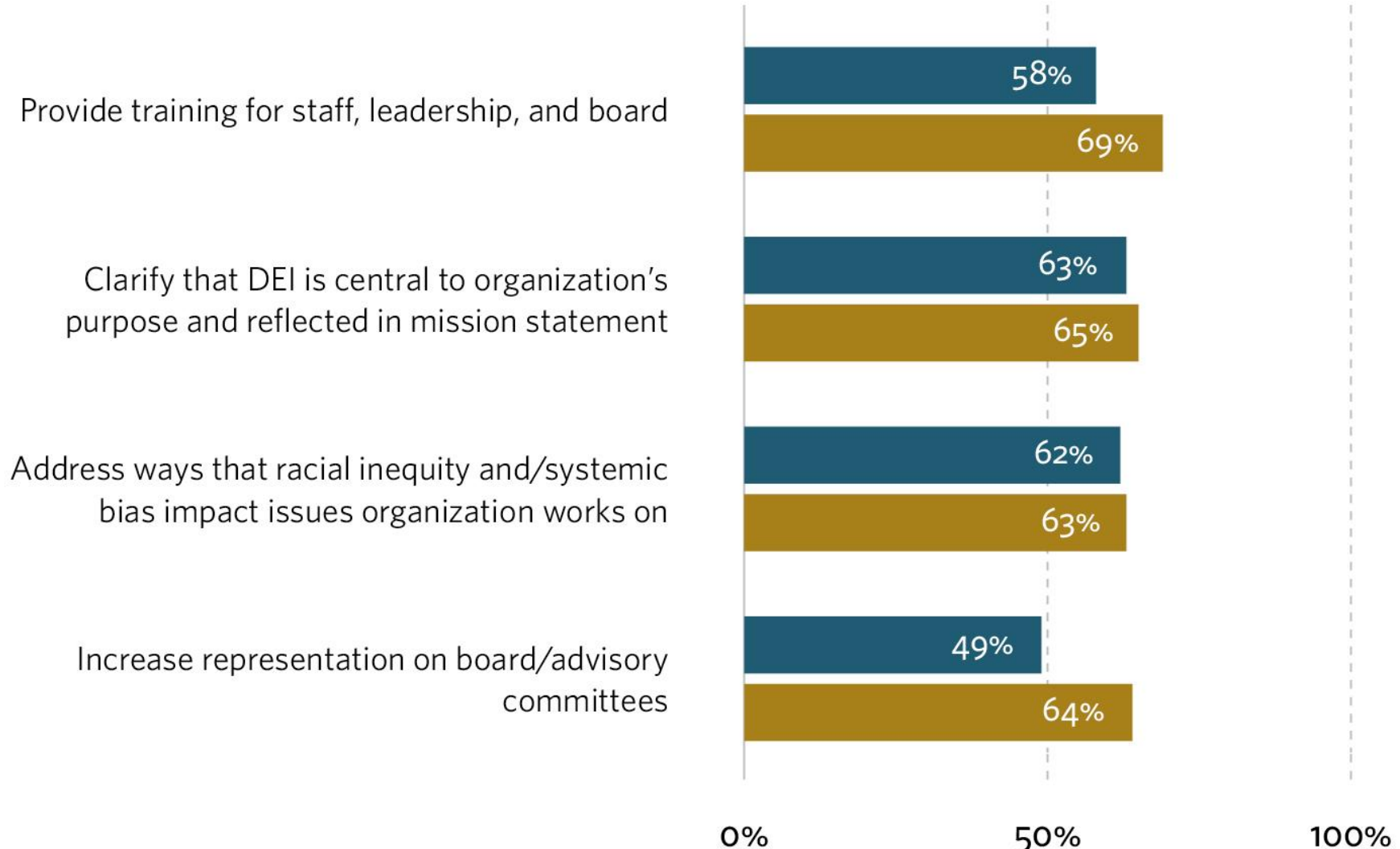
3. DEI Initiatives and Obstacles

The 2019 survey included a range of new questions about respondents' organizations – particularly related to DEI initiatives.

Overall, the data shows that even though **three-quarters of respondents work for organizations with DEI initiatives, the impacts are mixed.**

Organization's Current DEI Strategies

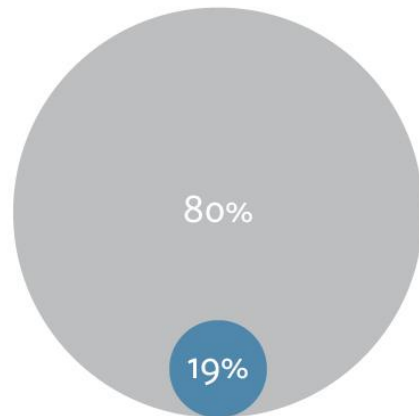
● PEOPLE OF COLOR ● WHITE



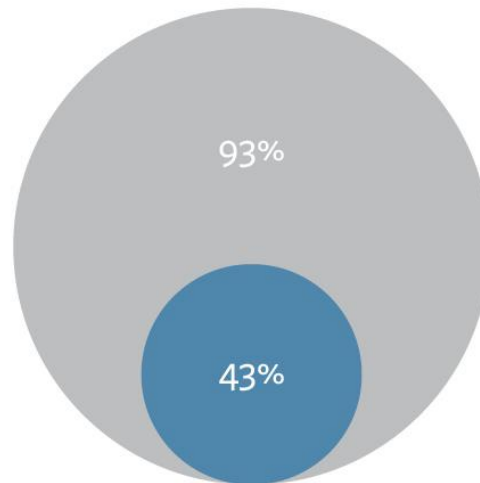
Impact of Race Equity Trainings

POSITIVE IMPACT OF TRAININGS

● TOTAL POSITIVE IMPACT* ● VERY POSITIVE IMPACT



THREE OR FEWER
TRAINING TOPICS



FOUR OR MORE
TRAINING TOPICS

Training Topics:

- 68% Understanding terms
- 63% Implicit bias
- 58% Understanding Structural Racism
- 52% White privilege
- 31% Recruiting a diverse staff
- 18% Racial trauma healing

In Respondent's Own Words

“I have been fortunate that my organization was provided funding for equity training. The trainers helped the group identify ... many of the structural and systemic inequities in our organization's structure and culture. To have been part of this transformation, it takes love, patience, diplomacy, anger and dogged persistence.”

- Asian Woman Survey Respondent

DEI Policies and Commitment

● PEOPLE OF COLOR ● WHITE

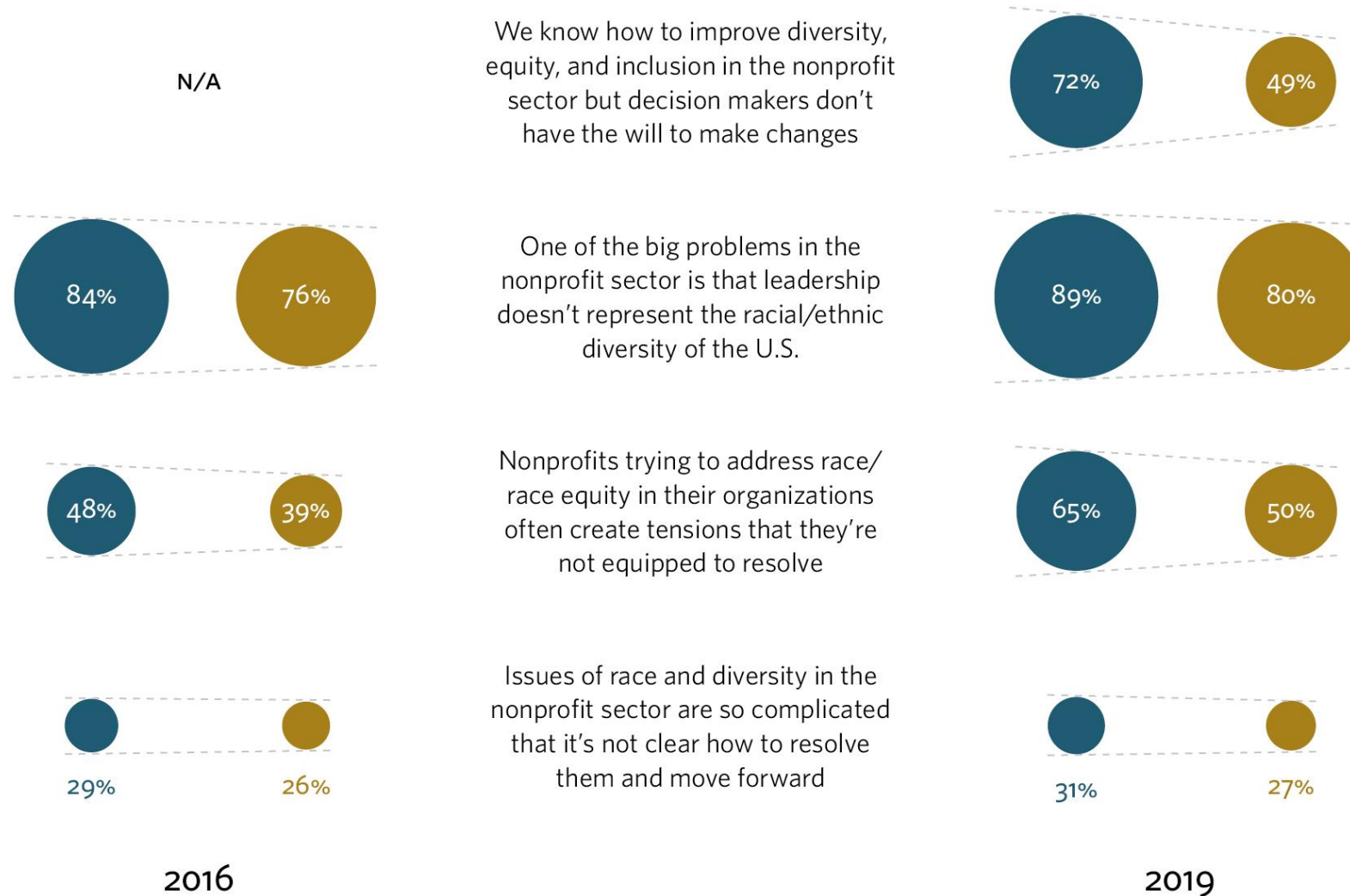
MEAN RESPONSES ON A SCALE OF 1-10



Perceptions on Race in the Nonprofit Sector

● PEOPLE OF COLOR ● WHITE

RESPONSES: SOMEWHAT AGREE OR STRONGLY AGREE



In Respondent's Own Words

“We know the way forward, we can readily identify the barriers – but too often we focus on changing people’s minds about racial inequity, which I sense is beyond anyone’s control. I think we must shift the focus to changing people’s behaviors ... Our country’s history shows [shifting mindsets] is slow and too unpredictable.”

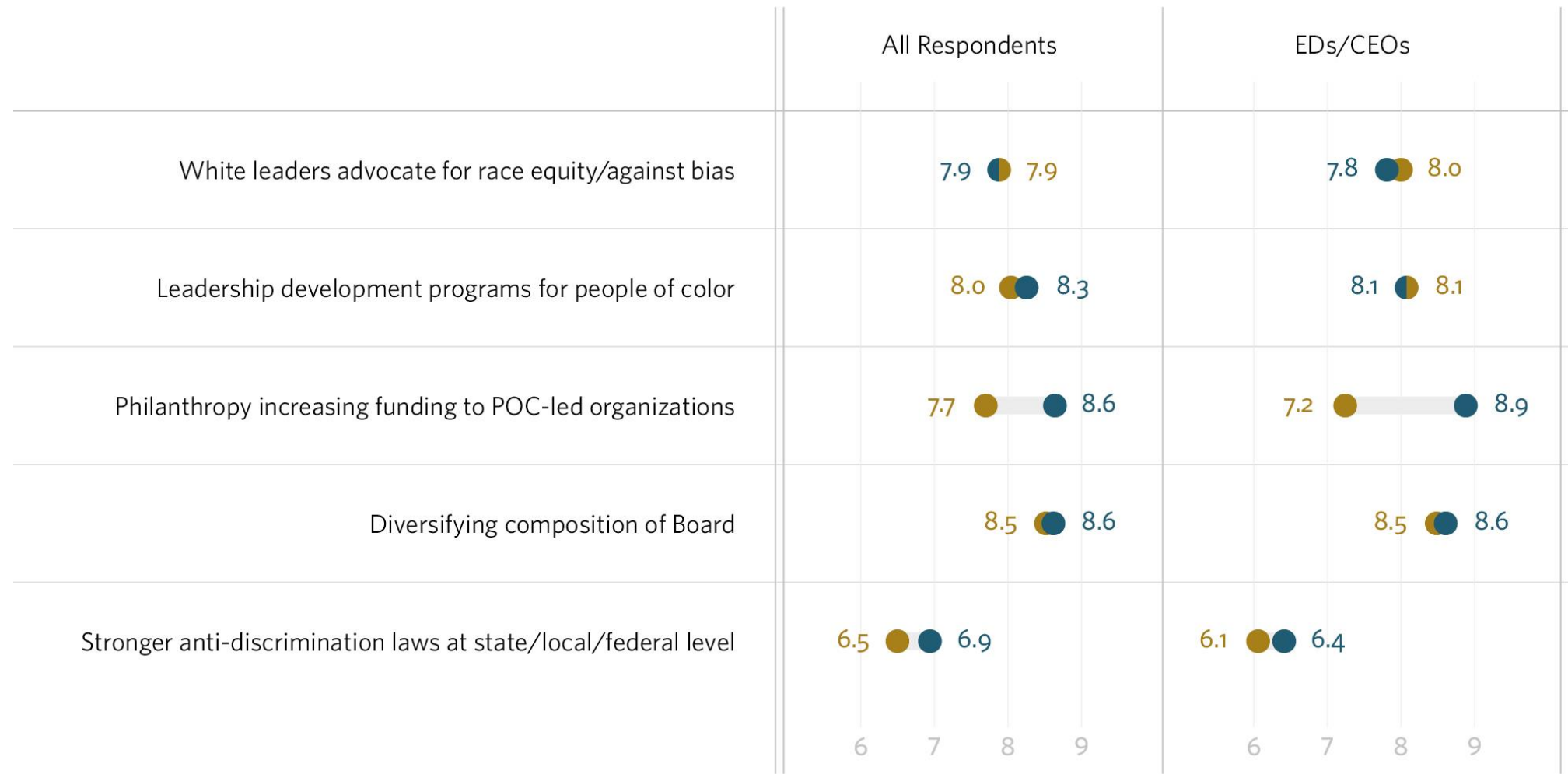
- Black Woman Survey Respondent

Sectoral Strategies for Change

NONPROFIT SECTOR STRATEGIES TO INCREASE LEADERSHIP DIVERSITY

● PEOPLE OF COLOR CEO ● WHITE CEO

MEAN RESPONSES ON A SCALE OF 1-10



Panel Discussion



Margaret Mitchell
President & CEO,
YWCA of Greater Cleveland



Edgar Villanueva
Senior VP, Schott Foundation
and Author, *Decolonizing Wealth*



Kerrien Suarez
Executive Director,
Equity in the Center



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Recommendations from *Race to Lead Revisited*

1

Pay attention to the experiences of people of color in the workplace.

2

Ensure that organizational policies reflect the organizational commitment to equity. Act on those policies consistently.

3

Funders need to change their own practices to ensure groups led by people of color get the resources they need to grow and thrive.

4

Set racial equity goals focused on making the organization's leadership reflect the racial demographics of the population served.

5

Be transparent about DEI progress in organization-wide annual reviews to both guide course corrections and establish ongoing goals.



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Share The Findings and Inform Our Research

- Sample social media images and posts at bit.ly/R2LRevisitedPromos
- Interested in the race equity assessment BMP is developing and piloting with organizations?
Email info@buildingmovement.org
- Sign up for BMP's newsletter list at www.buildingmovement.org



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