Pandemic & Protest: Perspectives from Nonprofit Leaders of Color

Data, key findings, and recommendations from the new report by Building Movement Project and Solidarity Is
A new report from the Building Movement Project & Solidarity IS

- Data from over 400 nonprofit leaders of color
- Key findings
- Testimonials and quotes
- Recommendations for philanthropy, nonprofits, and the government

Available for download bit.ly/COVIDPOC
Pandemic & Protest: Perspectives from Nonprofit Leaders of Color

Join the Building Movement Project for a presentation of On the Frontlines and a panel discussion on how POC-led nonprofits are confronting COVID-19 and demanding systems change.

#POCNonprofits
#OnTheFrontlines

Tues, Oct 20th | 3pm - 4:30pm ET
bit.ly/COVIDPOCWebinar

Deepa Iyer
Director of Movement Building, Building Movement Project

Sean Thomas-Breitfeld
Co-Director, Building Movement Project

Janeen Comenote
Executive Director, National Urban Indian Family Coalition

Angela Lang
Executive Director, Black Leaders Organizing for Communities

Kavita Mehra
Executive Director, SAKHI for South Asian Women
Welcome

Attendees are not visible. Please use the chat to send questions to the panelists and tech issues to BMP Admin.

This webinar is being recorded, and we will share the link along with additional materials.

Please tweet along: #POCNonprofits #OnTheFrontlines
The Report’s Learning Questions

✓ Given the disproportionate impact of COVID-19 on communities of color, how are POC-led nonprofits responding?
✓ What needs do POC-led nonprofits anticipate over the next 3-6 months?
✓ How have 2020’s uprisings affected POC-led nonprofits?
✓ How is the current environment affecting POC leaders?
✓ What changes must be made in order to rebuild a different future?
# About the Nonprofit Leaders of Color

## Survey Respondents/Interviewees by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Responded to Survey</th>
<th>Interviewed</th>
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<tbody>
<tr>
<td>Asian American</td>
<td>23%</td>
<td>22%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>39%</td>
<td>24%</td>
</tr>
<tr>
<td>Latinx/Chicanx/Hispanic</td>
<td>21%</td>
<td>29%</td>
</tr>
<tr>
<td>Multi-racial/Other Race</td>
<td>11%</td>
<td>15%</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Arab American</td>
<td>1%</td>
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</table>
About the Nonprofit Groups

Respondent Demographics
by Service Area, Staff, and Budget

- Health and Human Services: 25%
- Advocacy/Policy Change/Systems Change: 23%
- Grassroots (Organizing and Civic Engagement): 14%
- Education: 10%
- Community Economic Development: 9%
- Intermediary/Capacity Builder: 9%
- Arts: 6%
- All Others: 5%
About the Nonprofit Groups

Respondent Demographics
by Service Area, Staff, and Budget

Organization Budget
- Less than $1 million: 13%
- $1-5 million: 34%
- More than $5 million: 53%

Number of Staff
- Less than 10 Staff: 25%
- 10-20 Staff: 50%
- More than 20 Staff: 25%
The Findings

1. The Crisis Is About To Get Worse
2. Nonprofits Are Making Up For Government Inefficiencies
3. The Climate is Taking an Immense Toll on POC leaders, particularly women of color
4. The Long-Term Financial Stability of POC-Led Nonprofits Is At Stake
5. It’s Time For Systemic Change and Solidarity
The Crisis Is About To Get Worse
Community Effects of COVID-19

Has your community been impacted?

- Community impacted by loss of life due to COVID-19: 37%
- Constituents include people who cannot maintain social distance or are unable to shelter in place: 58%
- Constituents have increased worker safety concerns: 61%

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Economic Effects of COVID-19

Are there economic ramifications?

- Constituents have lost employment: 81%
- Constituents have lost health care benefits: 41%
- Constituents have lost housing/ inability to pay rent: 62%
- Constituents have lost basic services: 53%
“In the middle of responding to COVID, we are also dealing with racism, bigotry, and Islamophobia.”

COVID-19 Related Discrimination
Is there any related discrimination?

- Community is facing new concerns about discrimination due to immigrant status: 55%
- Community is seeing an increase in violence and harassment: 43%

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“After people have a roof over their heads and enough food to eat, the next emergency is ...mental health.”

“I’m really worried about the trauma in our communities. No one’s talking about it.”
Programmatic Adaptations

How have programs changed?

- Direct Services
  - Decreased: 6%
  - No Change: 17%
  - Increased: 35%
  - N/A*: 51%

- Mutual Aid
  - Decreased: 11%
  - No Change: 12%
  - Increased: 43%

- Advocacy
  - Decreased: 21%
  - No Change: 15%
  - Increased: 48%

- Coalition Work
  - Decreased: 19%
  - No Change: 19%
  - Increased: 54%
  - N/A*: 5%

- Grassroots Organizing
  - Decreased: 15%
  - No Change: 17%
  - Increased: 35%

- Education
  - Decreased: 14%
  - No Change: 15%
  - Increased: 38%

* Respondents selected an answer option that read “Not Part of Our Program Work”
### Anticipated Community Needs

*What needs do you anticipate in your community over the next 3-6 months?*

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<tbody>
<tr>
<td>Ongoing urgent need for food</td>
<td>Housing instability and homelessness, with evictions and foreclosures</td>
<td>Ongoing joblessness and loss of health insurance</td>
<td>Mental health problems and trauma from compounded stresses</td>
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<tr>
<td>Resurgent outbreaks of COVID-19</td>
<td>Ongoing need for PPE for essential workers confronting unsafe workplace conditions</td>
<td>A wave of domestic violence while sheltering in place</td>
<td>Disenfranchisement/obstacles to voting, exacerbated by the need to social distance</td>
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<tr>
<td>Education losses for children/youth unable to access remote education and for youth who leave school to earn money for their families</td>
<td>Small business closures, impacting owners and workers, representing a loss of essential neighborhood institutions</td>
<td>Surveillance/criminalization of communities of color, immigrants, and activist community members exacerbated by the pandemic</td>
<td>Rise in drug overdoses/ increased need for harm reduction related to managing addiction</td>
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“I can’t even foresee the breadth and depth of the continued suffering at the community level.”
✓ How has your organization adapted to meet community needs?

✓ What community needs do you anticipate over the next 3-6 months?
The Climate is Taking an Immense Toll, particularly on women leaders of color.
Staff Accommodations

Has COVID-19 changed the workplace?

- Reduced Workday: 79% Yes, 21% No
- Reduced Workweek: 78% Yes, 22% No
- Changed Staff Expectations: 67% Yes, 33% No
- Changed Leave and Caregiving: 58% Yes, 42% No
- Provided Resources for Staff Well-being: 52% Yes, 48% No
“For women of color, there’s an extra expectation that we show up as not just leaders, but like mom and sister, especially in a time of crisis like this one.”

“I’m holding the organization even more: staff emotions, constant fundraising, worries about revenue, balancing childcare.”
The Long-Term Financial Stability of POC-Led Nonprofits Is At Stake
Initial Revenue Impacts during the COVID-19 pandemic

- **Grants**
  - Decreased: 37%
  - No Change: 33%
  - Increased: 30%

- **Earned Income**
  - Decreased: 65%
  - No Change: 29%
  - Increased: 6%

- **Individual Donations**
  - Decreased: 64%
  - No Change: 19%
  - Increased: 17%

- **Government Funding**
  - Decreased: 53%
  - No Change: 27%
  - Increased: 20%
“We are running full-force ahead right now – increasing staff and spending money to save as many lives as possible. And we are doing so with deep anxiety that the money might run out.”

“Even during COVID-19, there is philanthropic inequality. Bigger organizations are resourced even more, while those doing the work at the community level are still struggling.”

—Glenn Magpantay, National Queer Asian Pacific Islander Alliance
✓ How are you preparing – both at a personal leadership level as well as an organizational sustainability level – to respond to the current climate?
It’s Time For Systemic Change and Solidarity
Grant Changes During Pandemic

by Race/Ethnicity

- **All Respondents**
  - Decreased: 38%
  - No Change: 33%
  - Increased: 30%

- **Asian American**
  - Decreased: 32%
  - No Change: 31%
  - Increased: 37%

- **Black/African American**
  - Decreased: 46%
  - No Change: 32%
  - Increased: 23%

- **Latinx/Chicanx/Hispanic**
  - Decreased: 34%
  - No Change: 34%
  - Increased: 32%
“This moment is calling for us to center African Americans. That path is not clear to me yet. We need to deepen our analysis.”

-An Asian American leader
Recommendations: Systemic and Policy Changes

- Access to Basic Services for All
- Provide Universal Access to Health Care
- Ensure Food and Housing Access
- Safeguard Rights of Workers
- Provide Access to Technology and Education
- Defund and Dismantle Policing Systems
### Recommendations: Philanthropy

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<tr>
<th>Commit</th>
<th>Align</th>
<th>Balance</th>
<th>Sustain</th>
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<tr>
<td>Commit to supporting Black- and POC-led organizations</td>
<td>Align internal commitments to racial equity with external grantmaking</td>
<td>Balance rapid response funding with a decades-long strategy</td>
<td>Invest in POC leaders with an emphasis on sustainability</td>
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## Recommendations: the Nonprofit Sector

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<th>Create</th>
<th>Cultures of well-being</th>
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<td><strong>Recognize &amp; respond</strong></td>
<td>To the effects of the current climate</td>
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<tr>
<td><strong>Listen and Follow</strong></td>
<td>Knowledge and experiences of POC leaders</td>
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How have the 2020 uprisings affected your organization’s work on justice and solidarity?
The Findings

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