



On the Frontlines:
Nonprofits Led by People of Color
Confront COVID-19 and Structural Racism



Pandemic & Protest: Perspectives from Nonprofit Leaders of Color

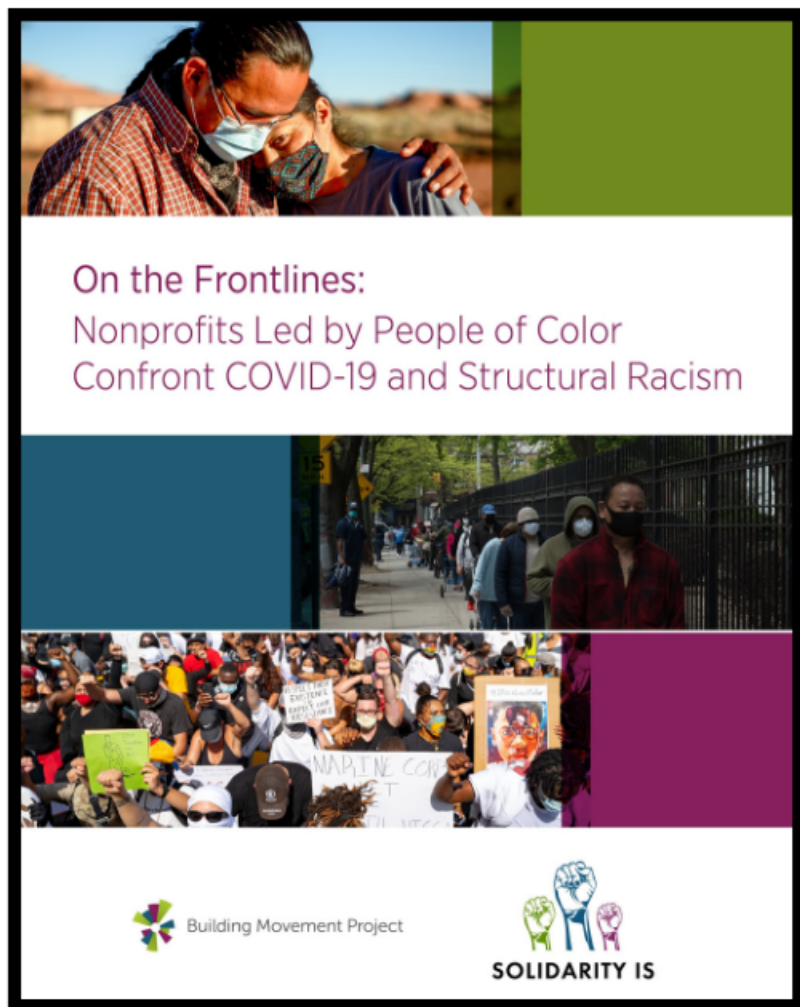
Data, key findings, and recommendations
from the new report by Building Movement
Project and Solidarity Is



Building Movement Project
Activating Nonprofits | Fueling Change



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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



On the Frontlines:
Nonprofits Led by People of Color
Confront COVID-19 and Structural Racism



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



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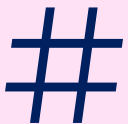
Welcome



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





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**COLLABORATION ACROSS RACE IN
THE REPRODUCTIVE MOVEMENT:**
A Case Study of the Reproductive Health Equity Act
in Oregon

INTRODUCTION

In 2017, the most comprehensive reproductive health bill in the country passed the Oregon state legislature. The Reproductive Health Equity Act (RHEA) includes the right to reproductive health services for all of the state's residents including transgender people, provides full public funding for reproductive care for those ineligible for Medicaid based on citizenship status, and includes the right to abortion. The sweeping legislation contains pre- and post-partum care, counseling for breast and cervical cancer, voluntary sterilization, and counseling on relationship safety and requires private insurance companies to cover these services at no out-of-pocket cost to patients.

The passage of the Reproductive Health Equity Act (RHEA) was particularly remarkable given that two years earlier, a similar but less inclusive bill was defeated. This case study explores what allowed for this dramatic turnaround in such a short time.

The Pro-Choice Coalition of Oregon (PCCO) created the RHEA, building support until it was signed into law on August 15, 2017. RHEA's passage and the work of the Pro-Choice Coalition of Oregon is an example of how leading across movements can result in extraordinary wins.

The Building Movement Project interviewed a dozen people who were involved in the Pro-Choice Coalition, from central players to outside supporters, and identified four main factors that made this cross-movement collaboration a success:

1. People of color-led groups and community leaders played a leading role in the development and passage of the bill, countering the common misperception that supporters of reproductive health are primarily middle-class white women.
2. Long before RHEA was proposed, communities of color were building relationships with one another as well as with predominantly white reproductive justice advocates, which facilitated the bill's passage.
3. Coalition partners took time to build trust and identify "bottom line" issues that were non-negotiable for all.
4. Opportunities to plan and strategize were provided, and the bill moved forward, despite financial support from outside groups.

Cross-movement coalition work is not easy. It requires trust, shared values, and common goals. It is a process of building relationships and creating a shared vision. The Building Movement Project is a national organization that provides support and resources for cross-movement coalition work.

Nonprofits Integrating Community Engagement Guide



Building Movement Project
www.buildingmovement.org

social service and social change:

A Process Guide

Building Movement Project
Inspiring Activism in the Nonprofit Community

Mapping Our Roles in A Social Change Ecosystem



Created by Deepa Iyer (Solidarity Is and Building Movement Project)
Available for individual and organizational use with attribution

Race to Lead: Women of Color in the Nonprofit Sector

By Ofronama Bui



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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?



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About the Nonprofit Leaders of Color

Survey Respondents/Interviewees

by Race/Ethnicity

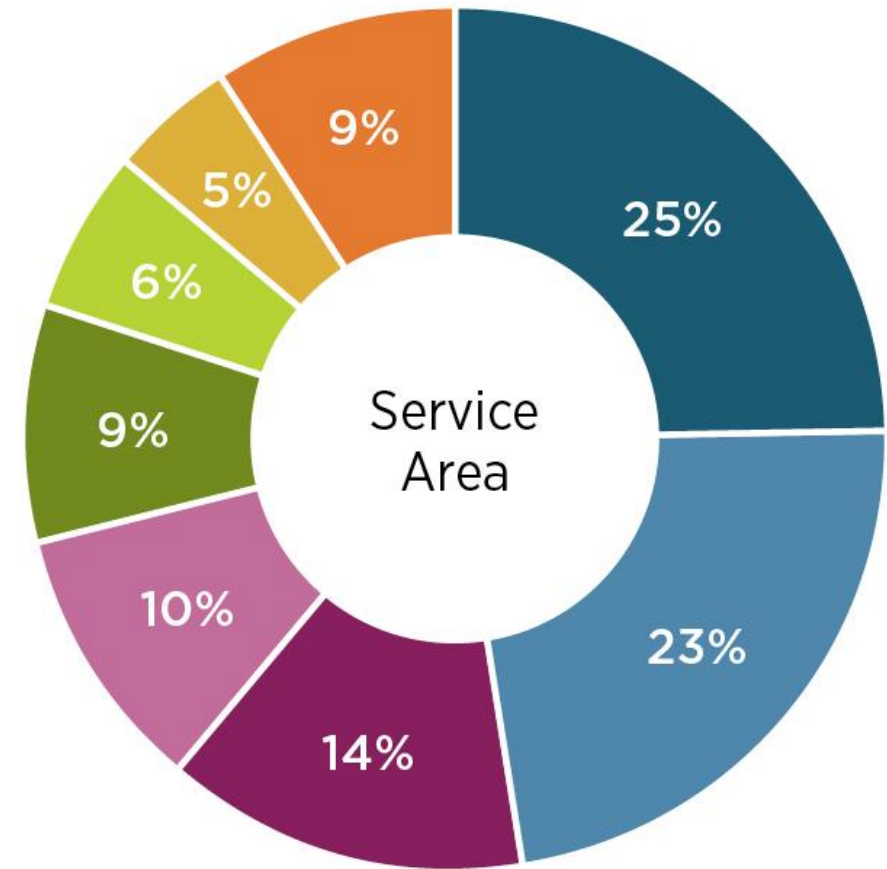
Race/Ethnicity	Responded to Survey	Interviewed
Asian American	23%	22%
Black/African American	39%	24%
Latinx/Chicanx/Hispanic	21%	29%
Multi-racial/Other Race	11%	15%
Native American/Indigenous	5%	7%
Native Hawaiian/Pacific Islander	1%	2%
Arab American	1%	-



About the Nonprofit Groups

Respondent Demographics

by Service Area, Staff, and Budget



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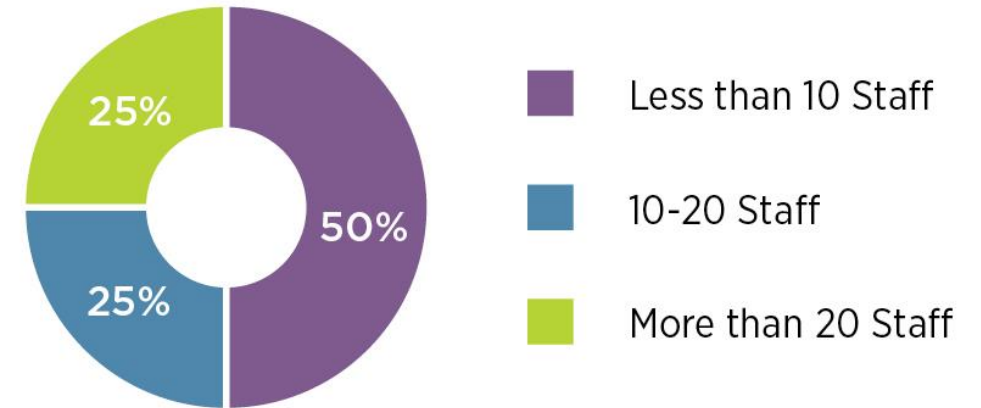
About the Nonprofit Groups

Respondent Demographics

by Service Area, Staff, and Budget



Organization Budget



Number of Staff



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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**



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The Crisis Is About To Get Worse



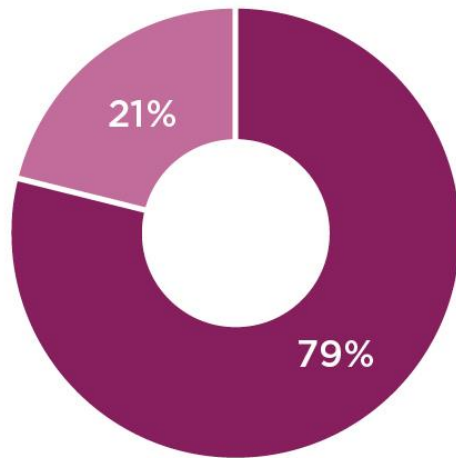
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Community Effects of COVID-19

Has your community been impacted?

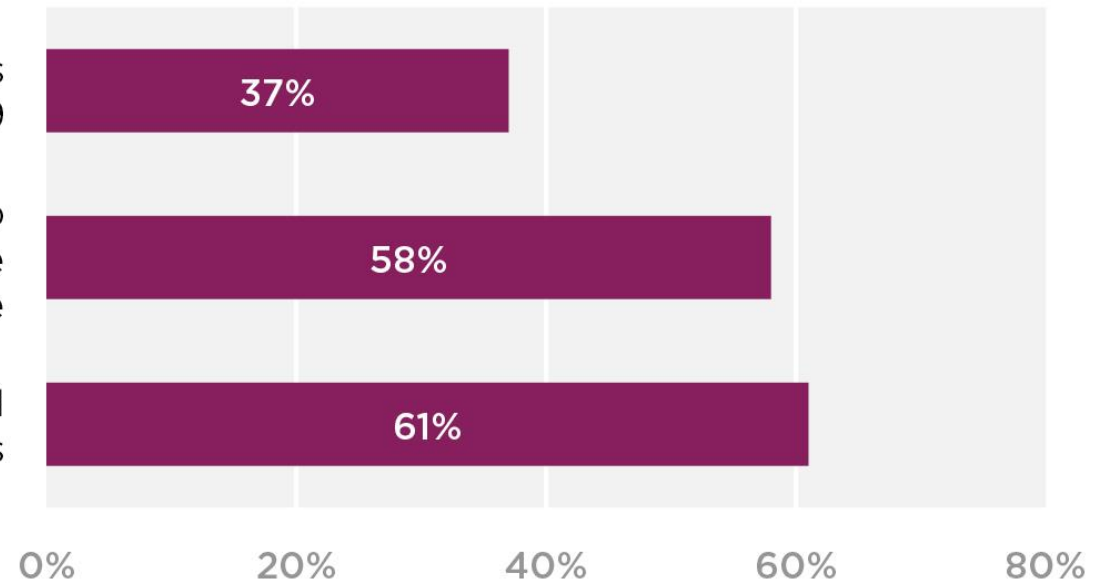


Community impacted by loss of life due to COVID-19

Constituents include people who cannot maintain social distance or are unable to shelter in place

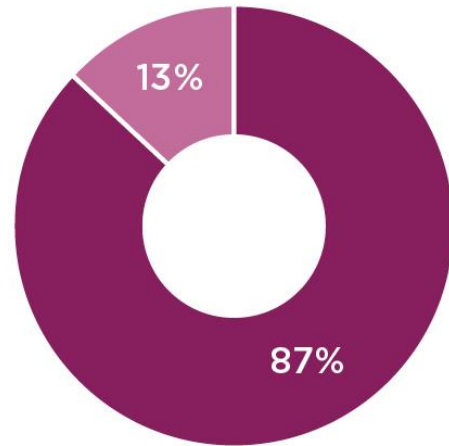
Constituents have increased worker safety concerns

■ Yes ■ No



Economic Effects of COVID-19

Are there economic ramifications?



■ Yes ■ No

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%

0%

20%

40%

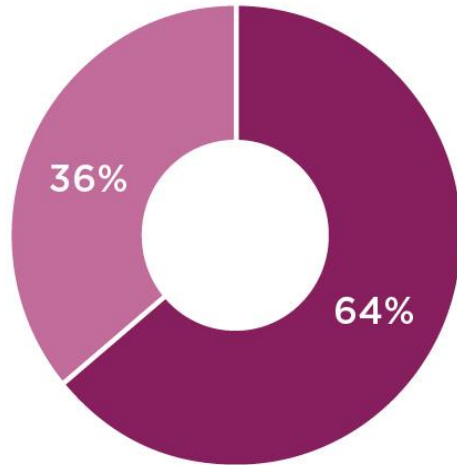
60%

80%

“In the middle of responding to COVID, we are also dealing with racism, bigotry, and Islamophobia.”

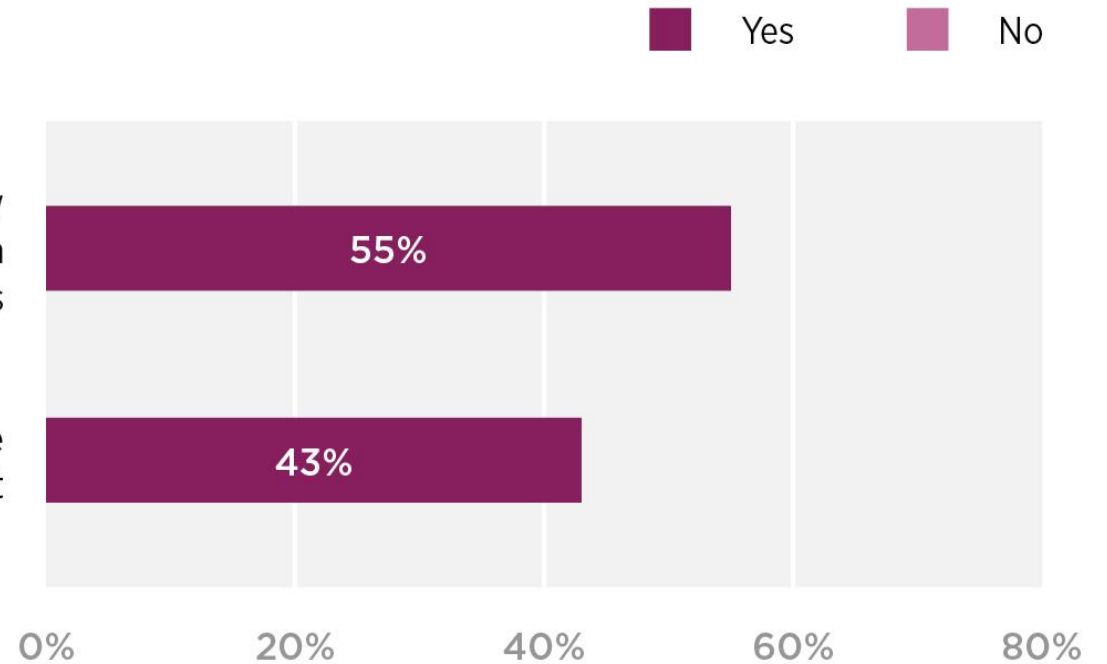
COVID-19 Related Discrimination

Is there any related discrimination?



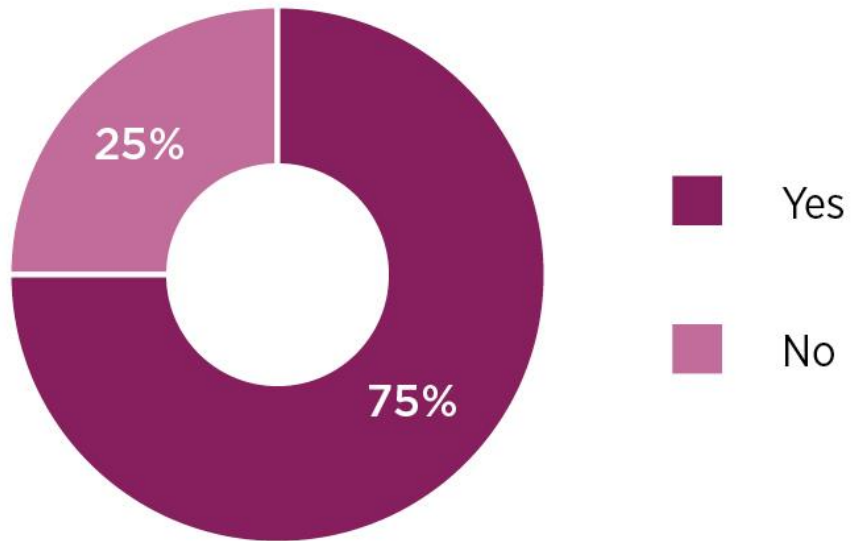
Community is facing new concerns about discrimination due to immigrant status

Community is seeing an increase in violence and harassment



Mental Health Effects of COVID-19

Are there any mental health concerns?



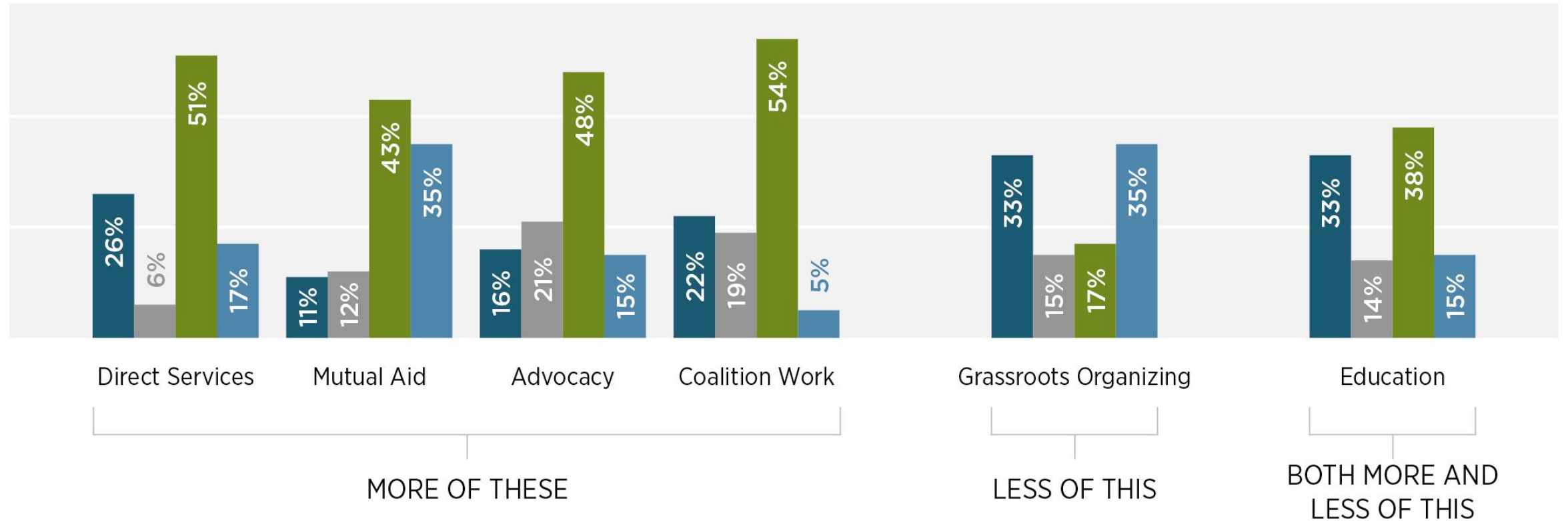
“After people have a roof over their heads and enough food to eat, the next emergency is ...mental health.”

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

Programmatic Adaptations

How have programs changed?

Decreased No Change Increased N/A*



* 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?



Ongoing urgent need for food



Housing instability and homelessness, with evictions and foreclosures



Ongoing joblessness and loss of health insurance



Mental health problems and trauma from compounded stresses



Resurgent outbreaks of COVID-19



Ongoing need for PPE for essential workers confronting unsafe workplace conditions



A wave of domestic violence while sheltering in place



Disenfranchisement/obstacles to voting, exacerbated by the need to social distance



Education losses for children/youth unable to access remote education and for youth who leave school to earn money for their families



Small business closures, impacting owners and workers, representing a loss of essential neighborhood institutions



Surveillance/criminalization of communities of color, immigrants, and activist community members exacerbated by the pandemic



Rise in drug overdoses/increased need for harm reduction related to managing addiction



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“I can’t even foresee the breadth and depth of the continued suffering at the community level.”

Perspectives From Community Leaders

- ✓ *How has your organization adapted to meet community needs?*
- ✓ *What community needs do you anticipate over the next 3-6 months?*

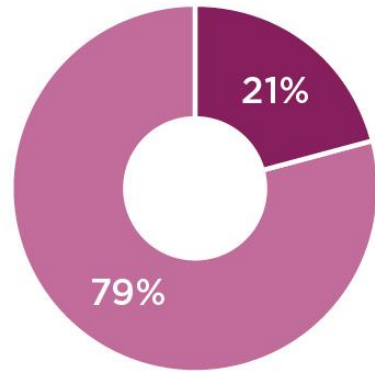


The Climate is Taking an Immense Toll, particularly on women leaders of color

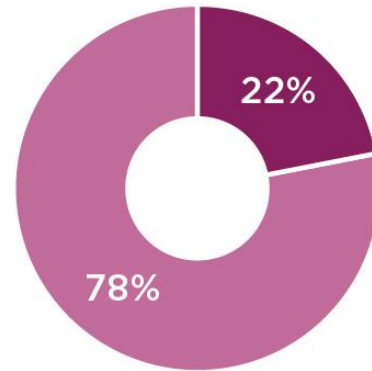
Staff Accommodations

Has COVID-19 changed the workplace?

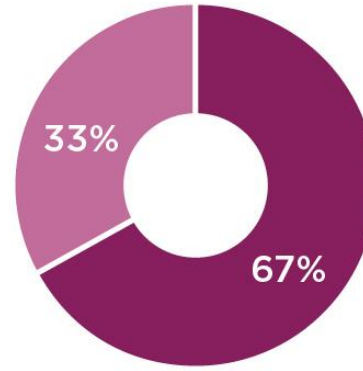
■ Yes ■ No



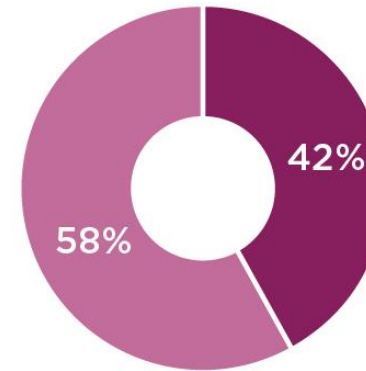
Reduced
Workday



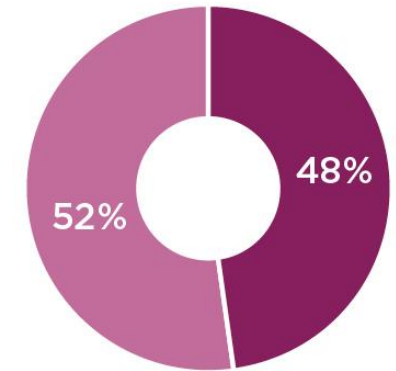
Reduced
Workweek



Changed
Staff Expectations



Changed Leave
and Caregiving



Provided Resources
for Staff Well-being

“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.”




FINAL NOTICE OF EVICTION

Court Case No. 602-14

Address 100 WEST STREET, PINE

A Court Order has been issued requiring that all persons be removed from these premises. State Statutes direct that this final 24-hour notice of eviction be posted. If these premises are not vacated, the Court Services Bureau of North County Police Department is required to remove all persons from the premises.

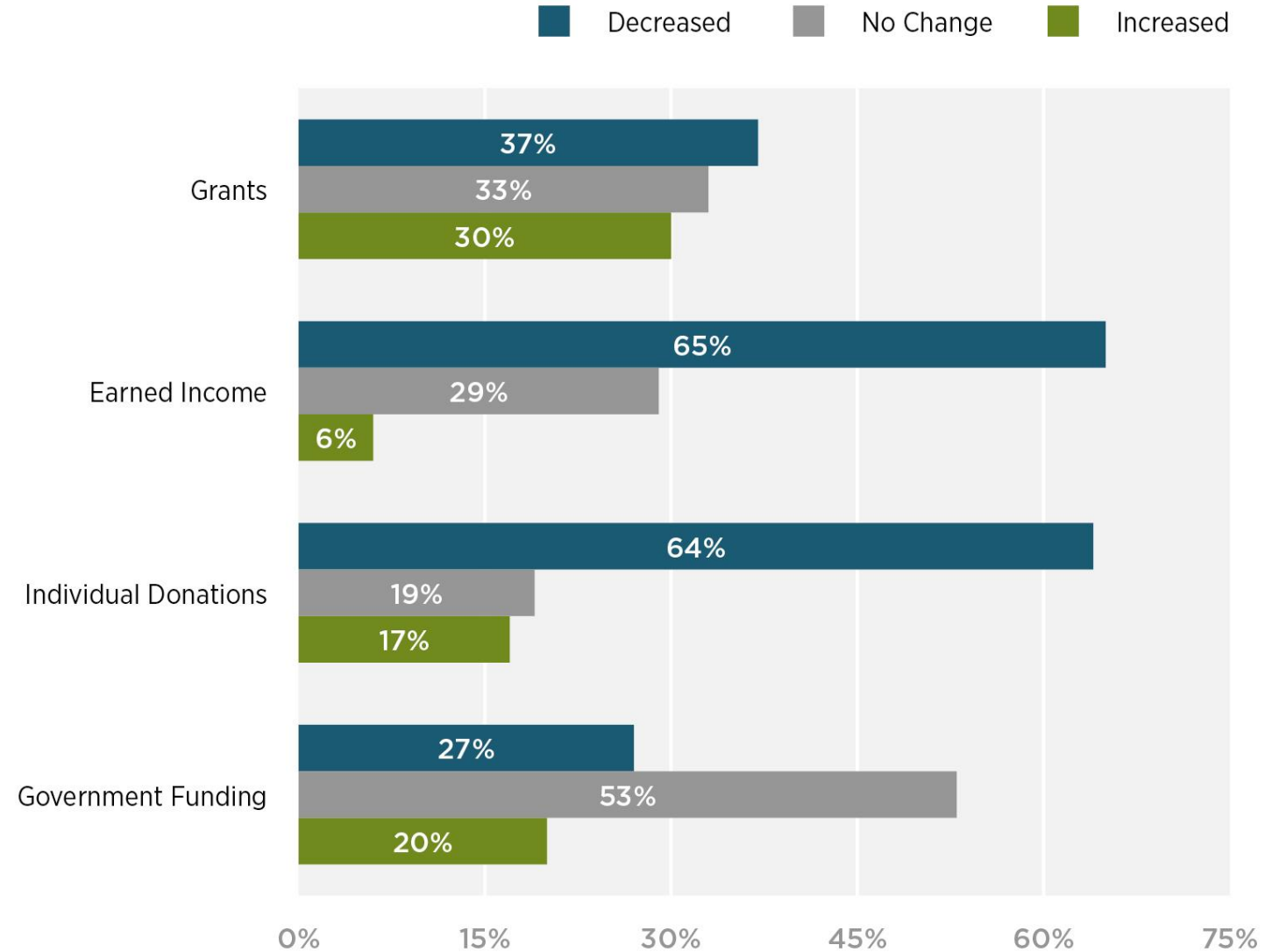
Signed  I.D.# 9867 Date 7/27/21

NORTH COUNTY SHERIFF'S OFFICE
SHERIFF SERVICES BUREAU
(305) 555-0100

The Long-Term Financial Stability of POC-Led
Nonprofits Is At Stake

Initial Revenue Impacts

during the COVID-19 pandemic



“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

Perspectives From Community Leaders

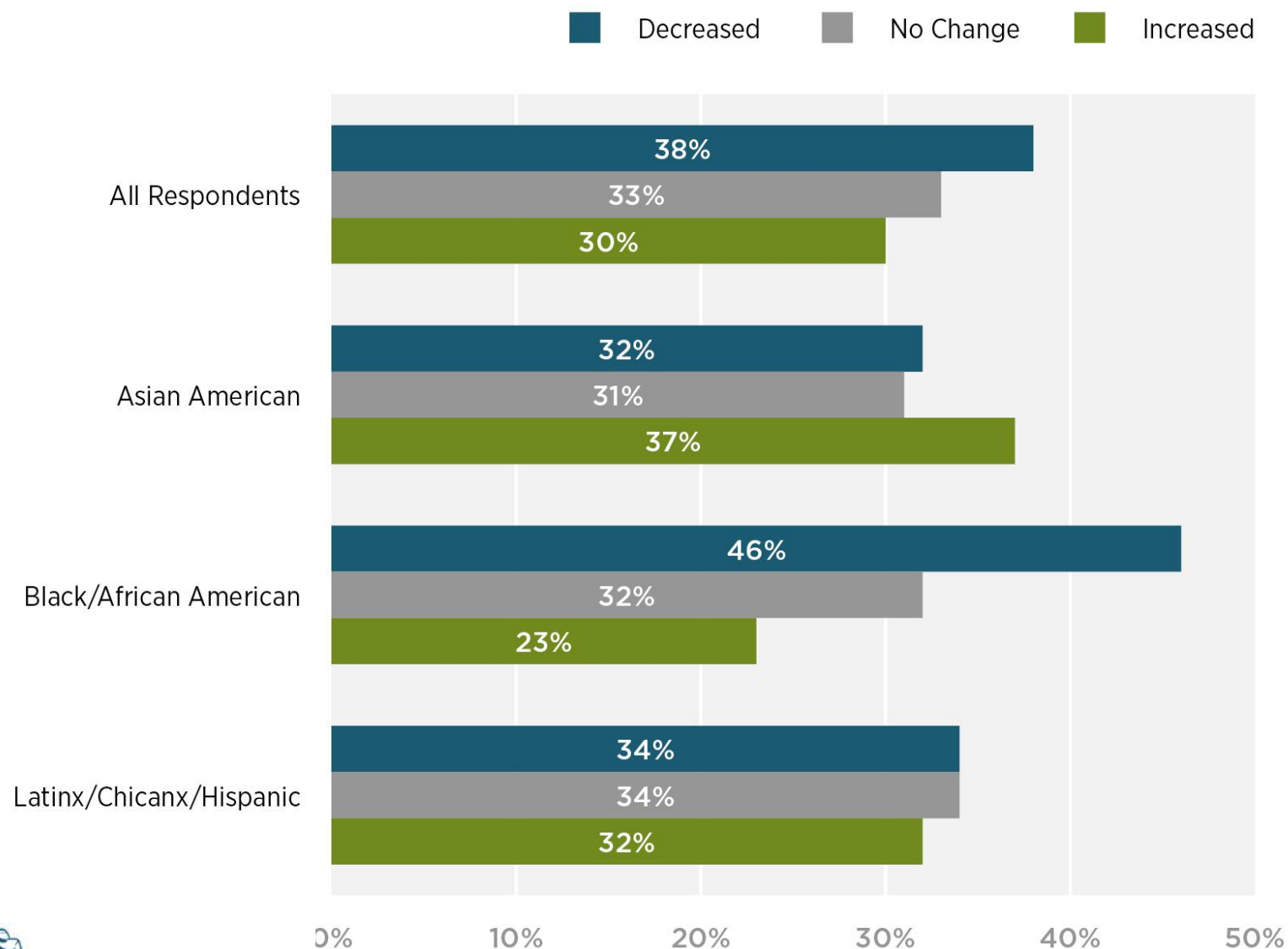
- ✓ *How are you preparing – both at a personal leadership level as well as an organizational sustainability level – to respond to the current climate?*

It's Time For Systemic Change and Solidarity



Grant Changes During Pandemic

by Race/Ethnicity

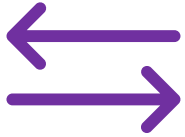




“This moment is calling for us to center African Americans. That path is not clear to me yet. We need to deepen our analysis.”

-An Asian American leader

Recommendations: Systemic and Policy Changes



Access to Basic Services
for All



Safeguard Rights of Workers



Provide Access to Technology
and Education



Provide Universal
Access to Health Care



Defund and Dismantle
Policing Systems



Ensure Food and
Housing Access



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Recommendations: Philanthropy

Commit

Commit to supporting Black- and POC-led organizations

Align

Align internal commitments to racial equity with external grantmaking

Balance

Balance rapid response funding with a decades-long strategy

Sustain

Invest in POC leaders with an emphasis on sustainability

Recommendations: the Nonprofit Sector

Create	Cultures of well-being
Recognize & respond	To the effects of the current climate
Listen and Follow	Knowledge and experiences of POC leaders

Perspectives From Community Leaders

- ✓ *How have the 2020 uprisings affected your organization's work on justice and solidarity?*

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