New Mexico and COVID-19: Effects on Leaders of Color

Data, key findings, and recommendations from the new report, plus a panel discussion with local leaders

Building Movement Project
Activating Nonprofits | Fueling Change

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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
Agenda

- Review the data and findings of *On The Frontlines*
- Clarifying / Data Questions
- Panel Discussion
Panelists

Angel Charley
Executive Director, Coalition to Stop Violence Against Native Women

Henry Brutus
Executive Director, La Casa, Inc.

Johana Bencomo
Executive Director, NM CAFe
About the Building Movement Project
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?
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
About the Nonprofit Leaders of Color

Survey Respondents/Interviewees
by Race/Ethnicity

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<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>
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<tr>
<td>Black/African American</td>
<td>39%</td>
<td>24%</td>
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<tr>
<td>Latinx/Chicanx/Hispanic</td>
<td>21%</td>
<td>29%</td>
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<tr>
<td>Multi-racial/Other Race</td>
<td>11%</td>
<td>15%</td>
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<tr>
<td>Native American/Indigenous</td>
<td>5%</td>
<td>7%</td>
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<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>1%</td>
<td>2%</td>
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<tr>
<td>Arab American</td>
<td>1%</td>
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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%

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

Number of Staff
- Less than 10 Staff: 25%
- 10-20 Staff: 25%
- More than 20 Staff: 50%
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
Finding 1: The Crisis Is About To Get Worse
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%

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“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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[Logo: Building Movement Project]

[Logo: SOLIDARITY IS]
“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.”
### Anticipated Community Needs

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

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<tbody>
<tr>
<td>![Food Icon] Ongoing urgent need for food</td>
<td>![Housing Icon] Housing instability and homelessness, with evictions and foreclosures</td>
<td>![Health Icon] Ongoing joblessness and loss of health insurance</td>
<td>![Mental Health Icon] Mental health problems and trauma from compounded stresses</td>
</tr>
<tr>
<td>![COVID-19 Icon] Resurgent outbreaks of COVID-19</td>
<td>![PPE Icon] Ongoing need for PPE for essential workers confronting unsafe workplace conditions</td>
<td>![Violence Icon] A wave of domestic violence while sheltering in place</td>
<td>![Disenfranchisement Icon] Disenfranchisement/obstacles to voting, exacerbated by the need to social distance</td>
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<tr>
<td>![Education Icon] Education losses for children/youth unable to access remote education and for youth who leave school to earn money for their families</td>
<td>![Business Icon] Small business closures, impacting owners and workers, representing a loss of essential neighborhood institutions</td>
<td>![Surveillance Icon] Surveillance/criminalization of communities of color, immigrants, and activist community members exacerbated by the pandemic</td>
<td>![Opioids Icon] 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.”
Finding 2: Nonprofits Are Making Up For Government Inefficiencies
Programmatic Adaptations

How have programs changed?

* Respondents selected an answer option that read “Not Part of Our Program Work”
“We have to be super flexible, roll with the punches, and not get attached to any one way of our work looking over the next year, because every few weeks, we get new information.

—Kandace Vallejo, Youth Rise Texas
Finding 3: The Climate is Taking an Immense Toll, Particularly on Women of Color
Staff Accommodations

Has COVID-19 changed the workplace?

- Reduced Workday: 21% Yes, 79% No
- Reduced Workweek: 22% Yes, 78% No
- Changed Staff Expectations: 33% Yes, 67% No
- Changed Leave and Caregiving: 58% Yes, 42% No
- Provided Resources for Staff Well-being: 52% Yes, 48% No

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“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.”
Finding 4: 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%
Financial Stability

and effects of the CARES Act

- 48% received a PPP Loan
- 52% did not receive a PPP Loan

- Very or somewhat confident: 46%
- Very or somewhat concerned: 54%
- Very or somewhat confident: 26%
- Very or somewhat concerned: 74%
“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.”

“But 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
Finding 5: It’s Time For Systemic Change and Solidarity
“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
“Right now, as we’re living this uprising, this is the moment to fully invest and make visible the Black-led organizations that have always been operating, many times with minimal resources.”

—Angelica Salas, Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA)
Where Do We Go From Here?
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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<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>Recognize &amp; Respond</td>
<td>To the effects of the current climate</td>
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<tr>
<td>Listen and Follow</td>
<td>Knowledge and experiences of POC leaders</td>
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