



WEBINAR:

RACE TO LEAD IN NEW MEXICO

A conversation about the upcoming
release of BMP's new brief, featuring:



Ofronama Bui

Senior Research Associate
Building Movement Project



Laura Harris

Executive Director
Americans for Indian Opportunity



James Jimenez

Executive Director
New Mexico Voices for Children



Alicia Lueras Maldonado

President & CEO, Atlixco Productions, LLC
Consultant, Building Movement Project

Tuesday, 9/22

9:30am MST

bit.ly/R2LNewMexico



An Initiative of
Building Movement Project

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 other follow up materials.



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**RACE
TO LEAD**

Today's Agenda

1. Review the Findings

2. Clarifying / Data Questions

3. Discussion with:

- Laura Harris, Executive Director of Americans for Indian Opportunity
- James Jimenez, Executive Director of New Mexico Voices for Children

4. Q & A with Panelists



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Panelists



Laura Harris
Executive Director
Americans for Indian Opportunity



James Jimenez
Executive Director
New Mexico Voices for Children



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**RACE
TO LEAD**

About the Building Movement Project

Leadership

Analyzing how organizations can do their best work by promoting the most effective and inclusive practices

Reports

Race to Lead: Confronting the Nonprofit Racial Leadership Gap

Blog

The Leadership in Leaving

Reports

Vision for Change

Service and Social Change

Developing the capacity of organizations to engage constituents in changing the systems that impact them

Tools

Service and Social Change

Blog

Small Shifts, Big Change

Reports

Crossing Organizational Boundaries to Build New Partnerships

Movement Building

Acknowledging and building on the distinct role of nonprofit organizations in advancing movements for social change

Reports

The Respect ABQ Women Campaign

Blog

Learning How to ACT UP

Blog

Detroiters Reclaiming Voice and Power



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**RACE
TO LEAD**

RACE TO LEAD:

CONFRONTING THE NONPROFIT RACIAL LEADERSHIP GAP

To increase the number of people of color leading nonprofits, the sector needs a new narrative about the problem and new strategies to address it. Nonprofits have to transfer the responsibility for the racial leadership gap from those who are targeted by it (aspiring leaders of color), to those governing organizations.

[DOWNLOAD REPORT](#)[DOWNLOAD SUMMARY](#)

New Mexico Report Methodology

- Race to Lead 2019 Survey
- Focus groups in December 2019
- Individual interviews

More than

5,200

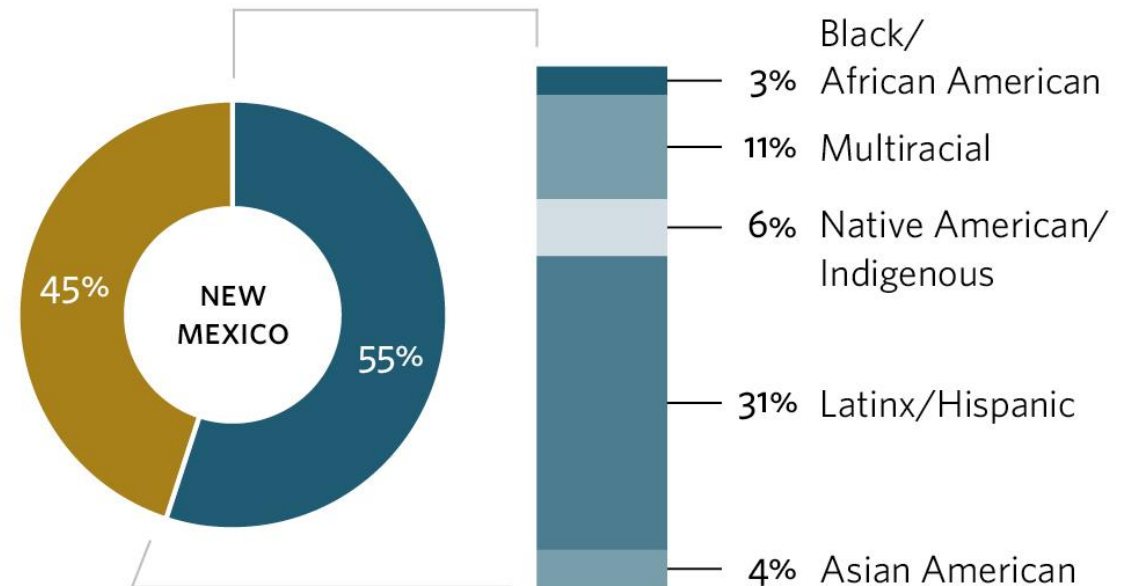
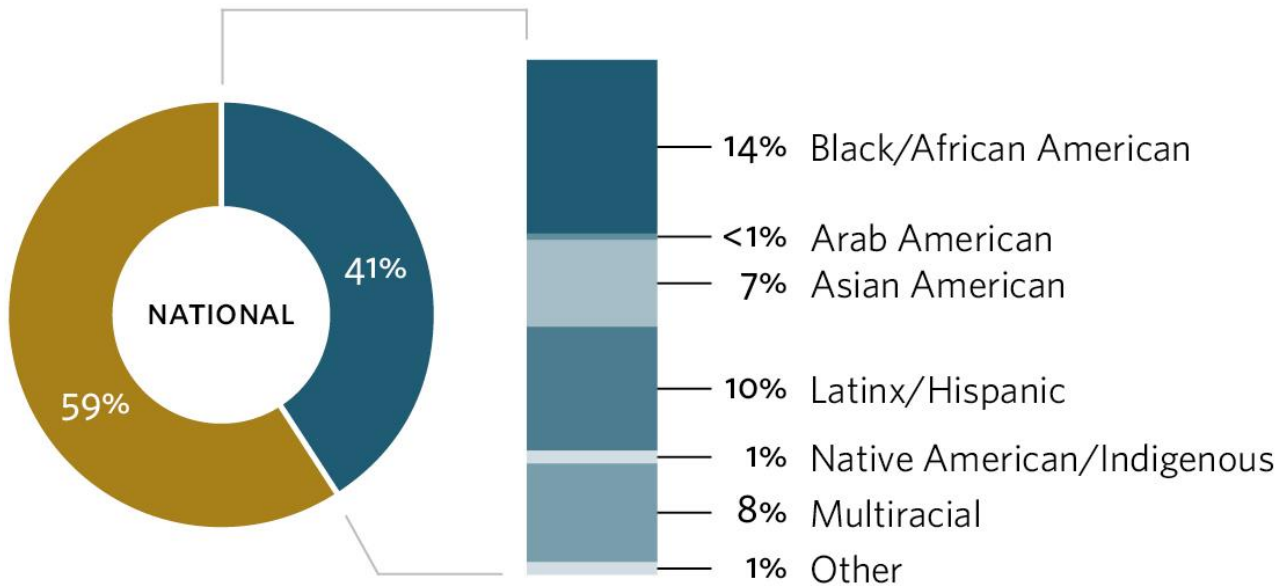
Respondents
Nationwide

**261 Nonprofit staff
in New Mexico**



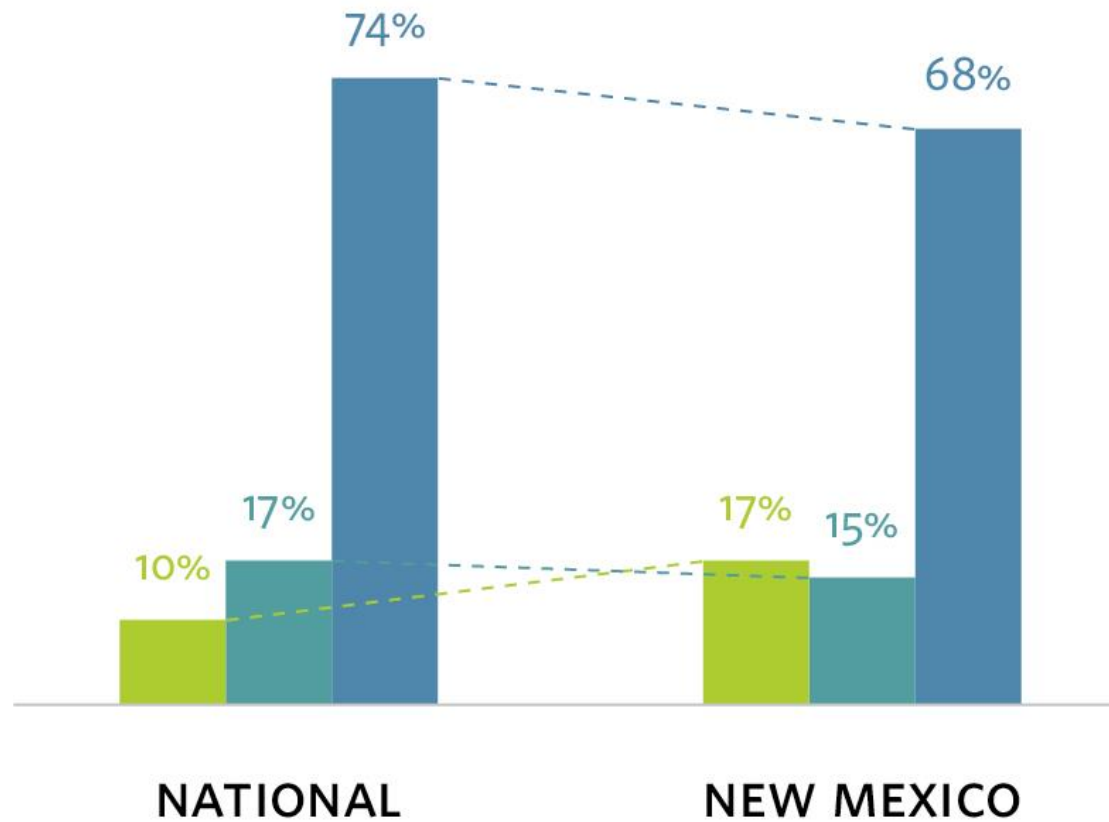
Who Took the Survey

● PEOPLE OF COLOR ● WHITE



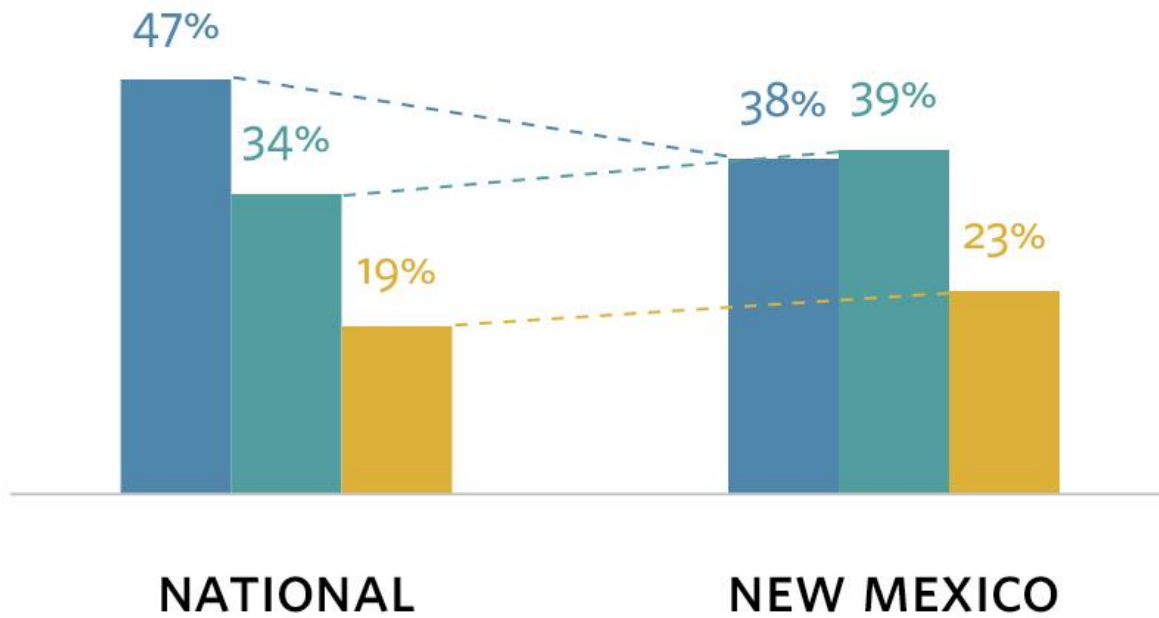
Immigration Experience

● IMMIGRANT ● CHILD OF IMMIGRANT ● U.S. BORN



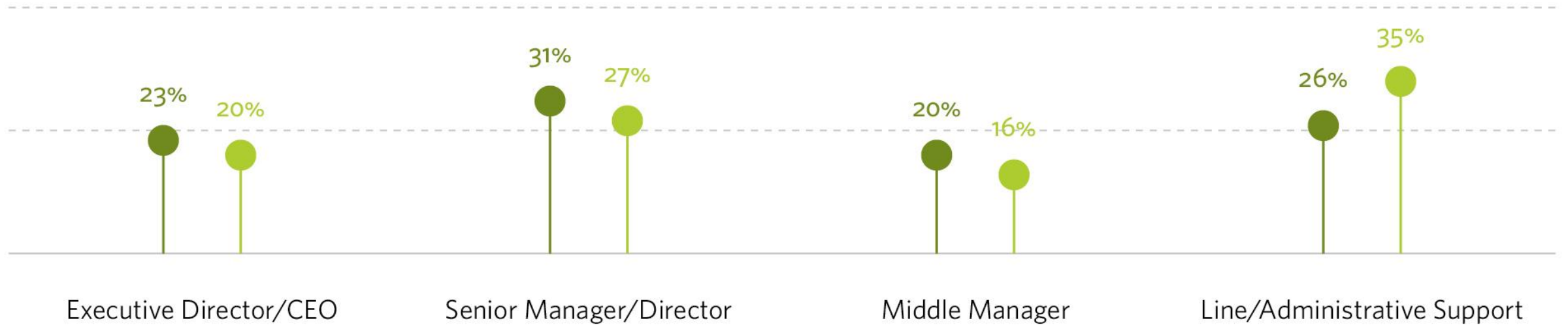
Age/ Generation

- MILLENNIALS/GENERATION Z (18-37)
- GENERATION X (38-53)
- BABY BOOMERS/OLDER LEADERS (54-72+)



Roles

● NATIONAL ● NEW MEXICO



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Key Findings

1. Economic wellbeing and nonprofit staff
2. Leadership aspirations and importance of networks and impact on careers, who leads, and funding
3. Racial composition of nonprofits and their impact on staff experience
4. Perspectives on how to make change in organizations and the sector



1. Economic wellbeing and nonprofit staff

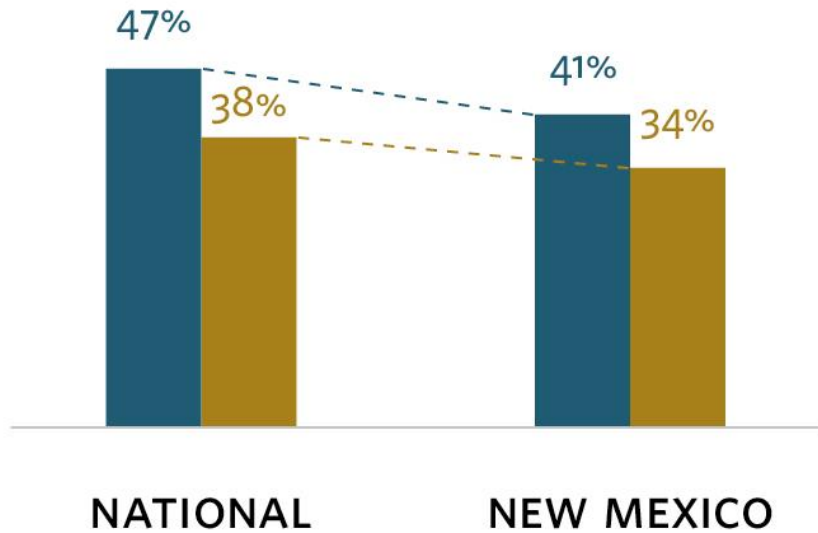
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Salary Inadequacy and Inequities

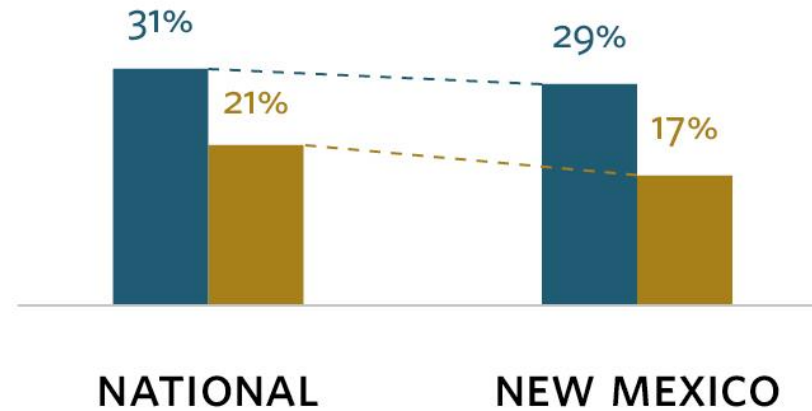
● PEOPLE OF COLOR ● WHITE

RESPONSES: **OFTEN OR ALWAYS**

Inadequate Salary



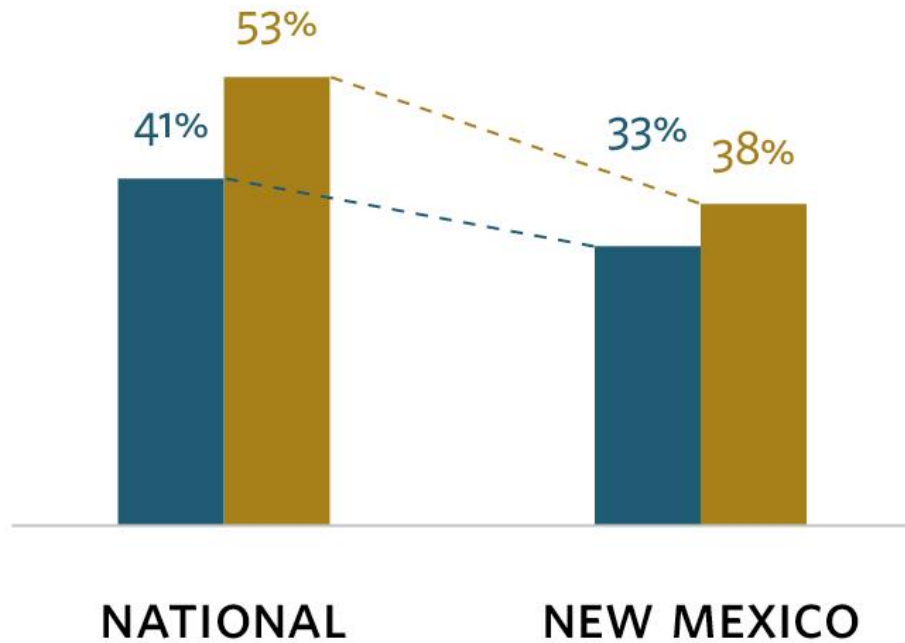
Inequitable Salary



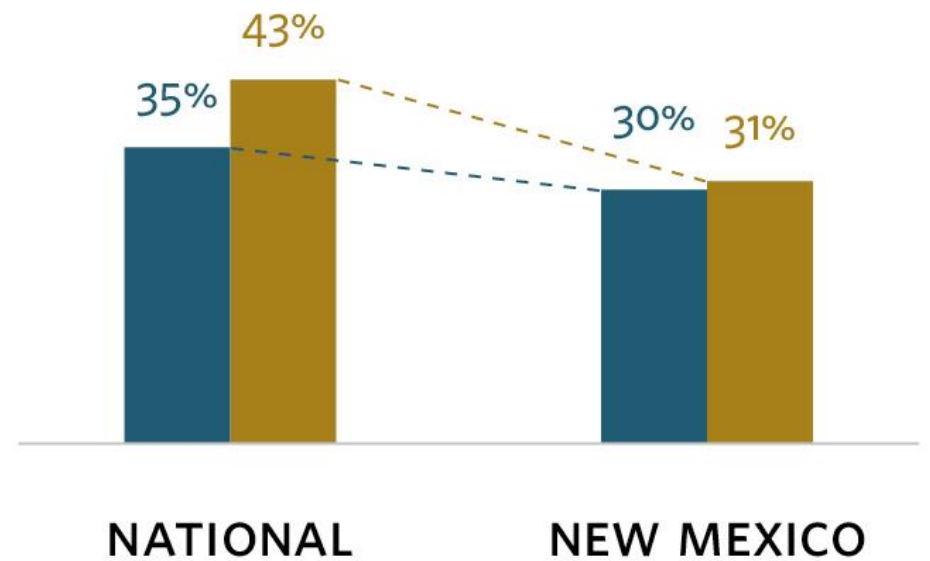
Raises

● PEOPLE OF COLOR ● WHITE

I received a cost of living raise.



I received a performance-based raise.



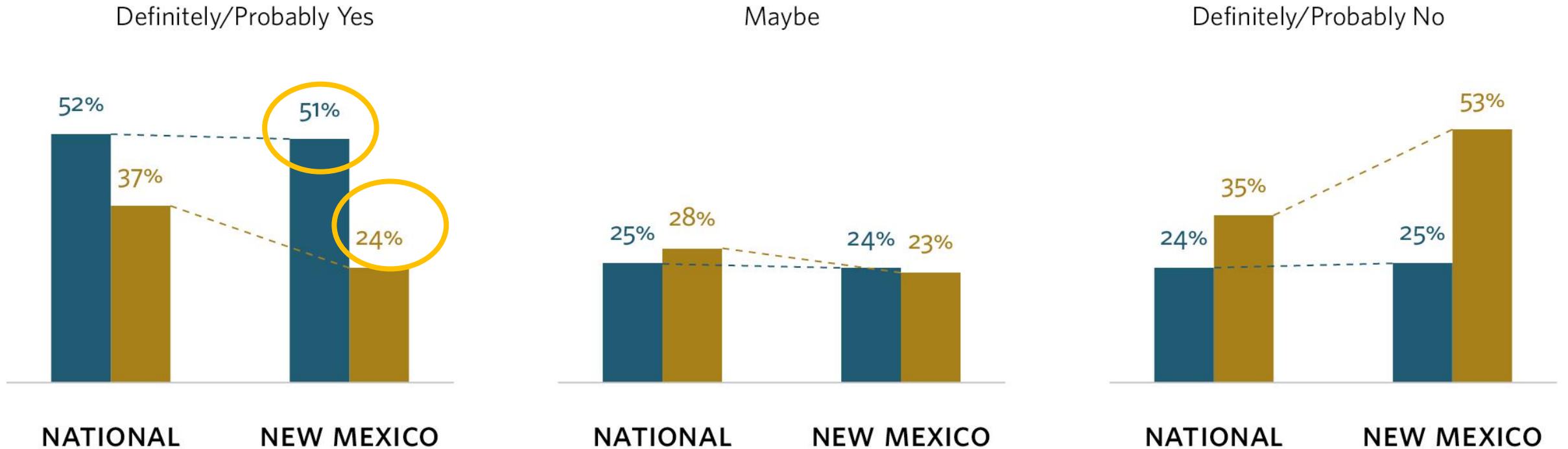


2. Leadership Aspirations and Networks

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Aspirations to Become an ED/CEO

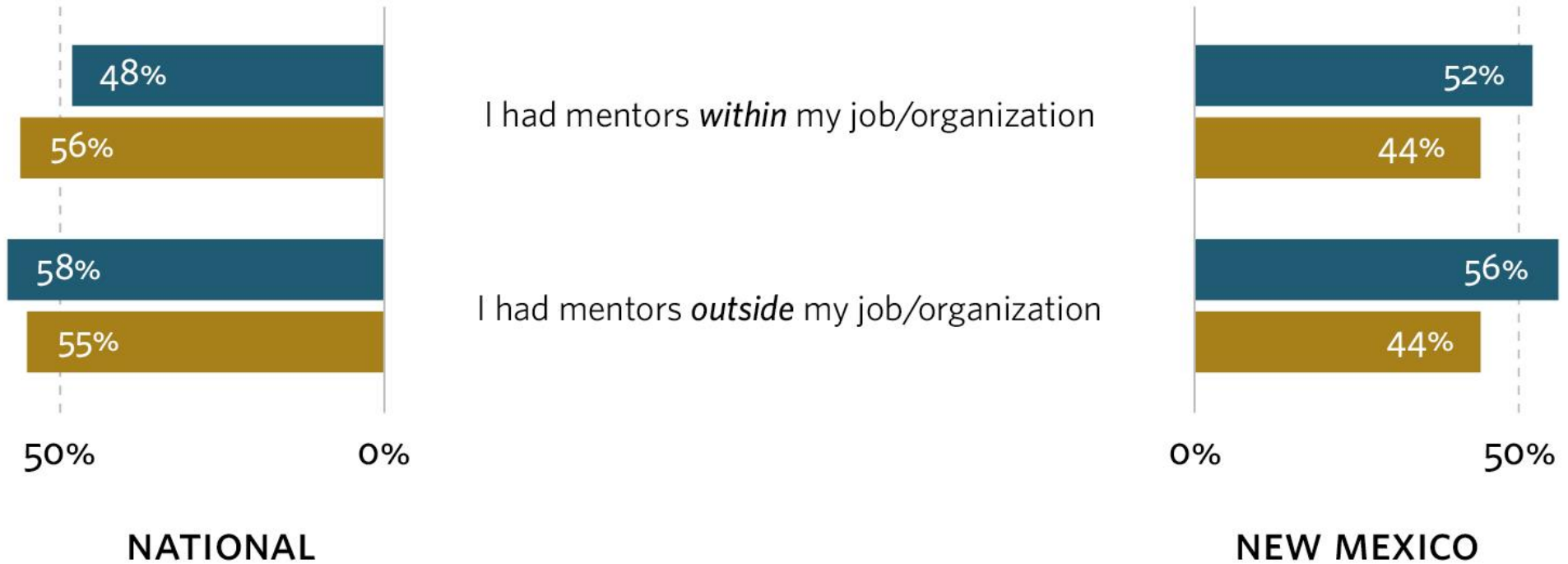
● PEOPLE OF COLOR ● WHITE



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Mentors

● PEOPLE OF COLOR ● WHITE



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Connections in New Mexico

Race/ethnicity only recently became a positive ... because the agency being culturally specific and wanting it reflected by having the agency lead by a Latinx person. [Unlike previous organizations], long-term networks/connections and track record of work were helpful in my advancement.

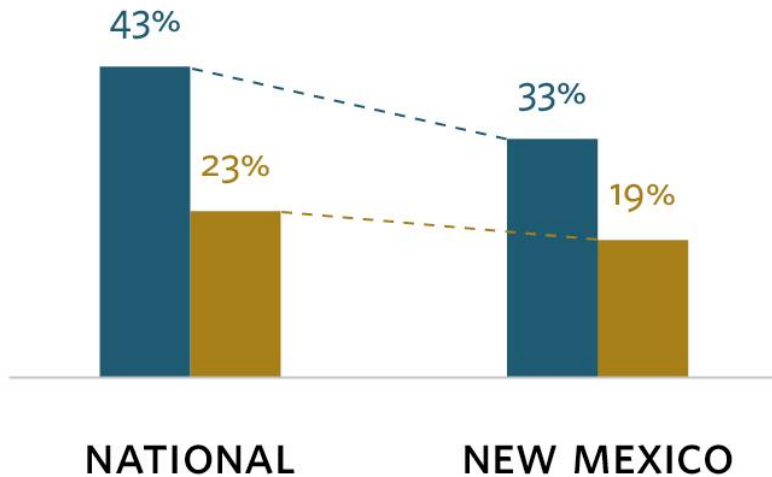
-Hispanic/Latinx woman survey respondent

Role Models and Networks

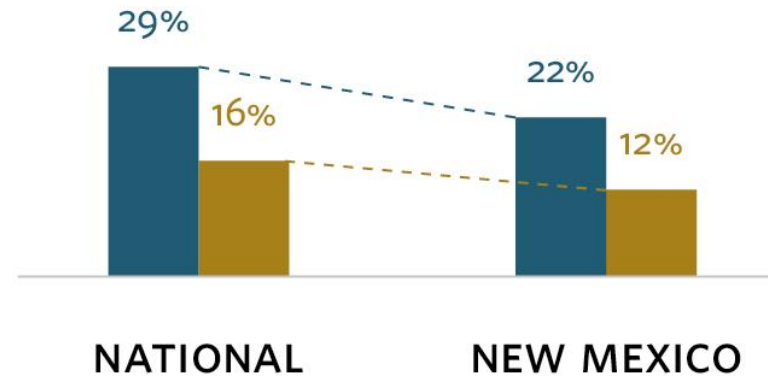
● PEOPLE OF COLOR ● WHITE

RESPONSES: **OFTEN OR ALWAYS**

Lack Role Models



Lack Social Capital or Networks



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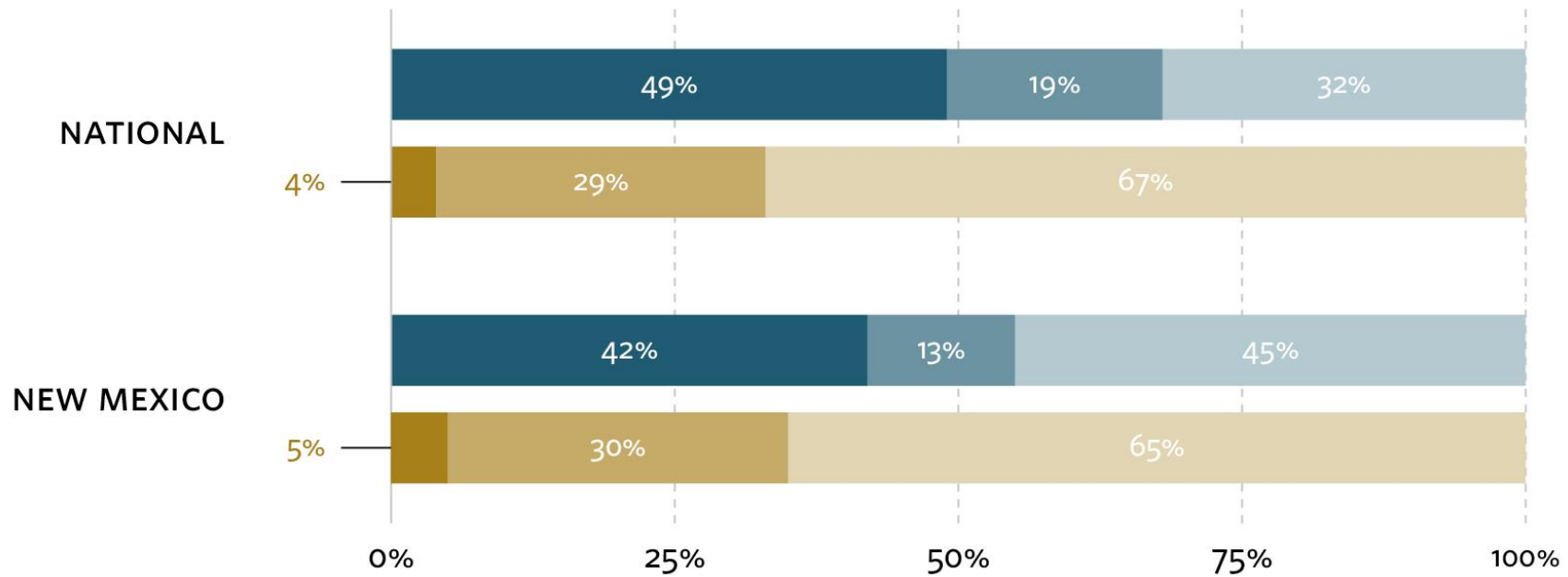
Accessing Networks and Power

So you can force your way in, but to really be at the table and to be a member, the culture of the network has to shift to make it more welcoming.

-Person of Color Gen X/Baby Boomer
Focus Group Participant

Impact of Race on Career Advancement

● PEOPLE OF COLOR ● WHITE



Person of Color: ● Negative Impact ● No Impact ● Positive Impact
White: ● Negative Impact ● No Impact ● Positive Impact

Impact of Race and Gender

I was passed up for a program director position because I am a ...Chicana. When the previous director stepped down, she recommended a...white male colleague to be the director. I think this was because she was not taken seriously...and didn't want the program to suffer if another woman of color was at the helm.

-Chicana Survey Participant

Lack of Relationships with Funding Sources

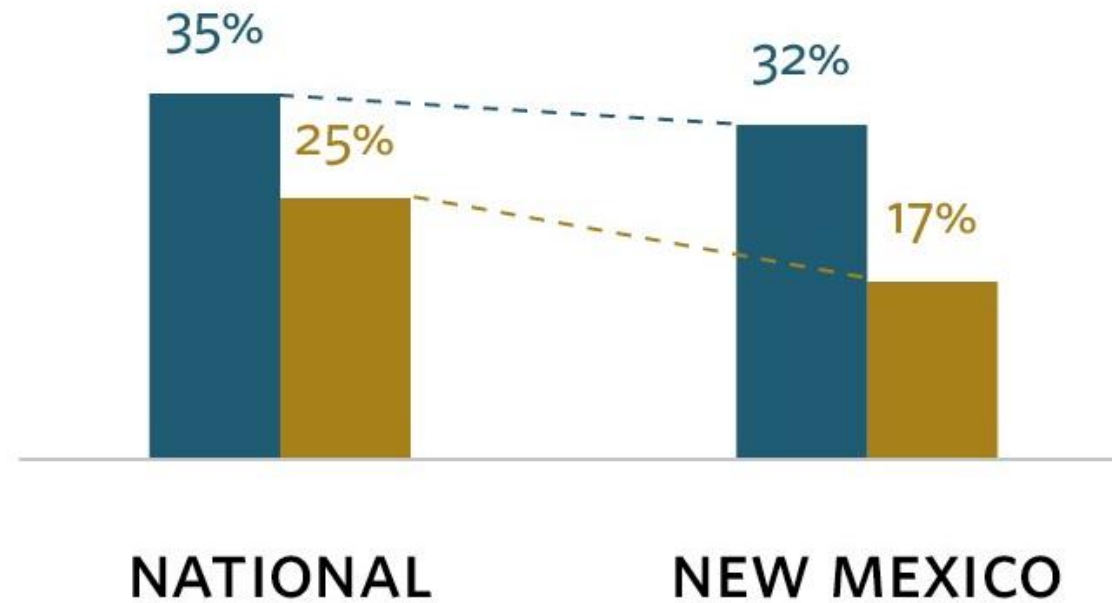


PEOPLE OF COLOR



WHITE

RESPONSES: OFTEN OR ALWAYS



3. Racial composition of nonprofits

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Leadership Composition

		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%

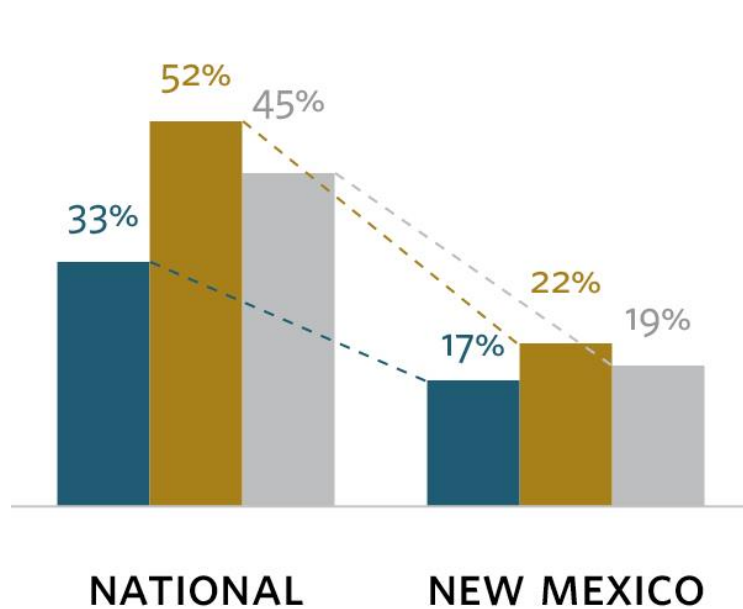
Leadership Composition

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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%

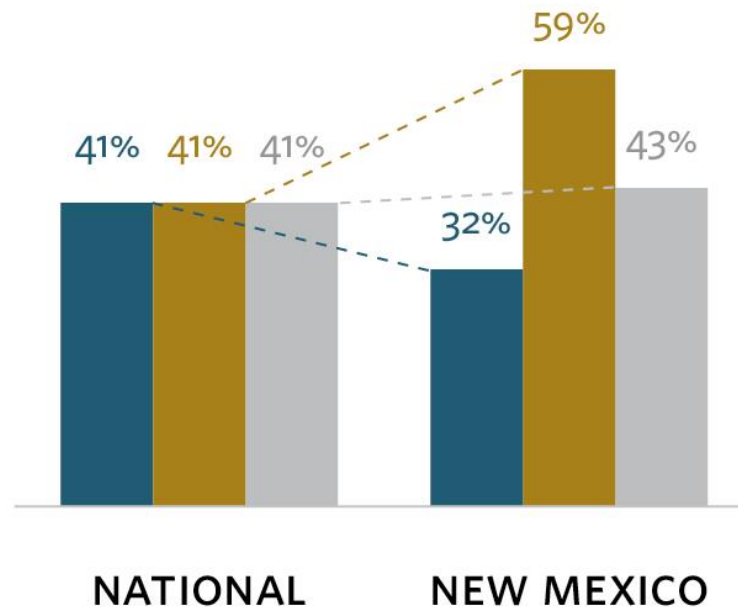
Leadership Composition

● PEOPLE OF COLOR ● WHITE ● TOTAL

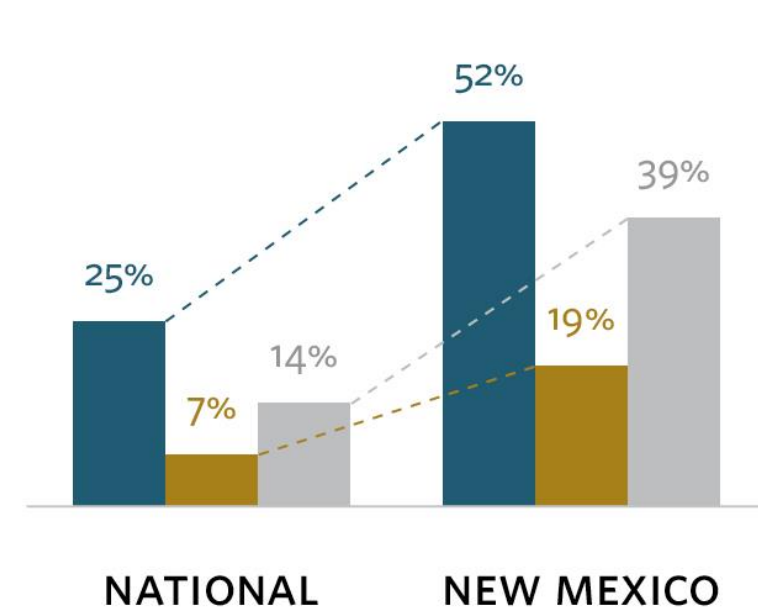
Less than 25% People of Color



All Others



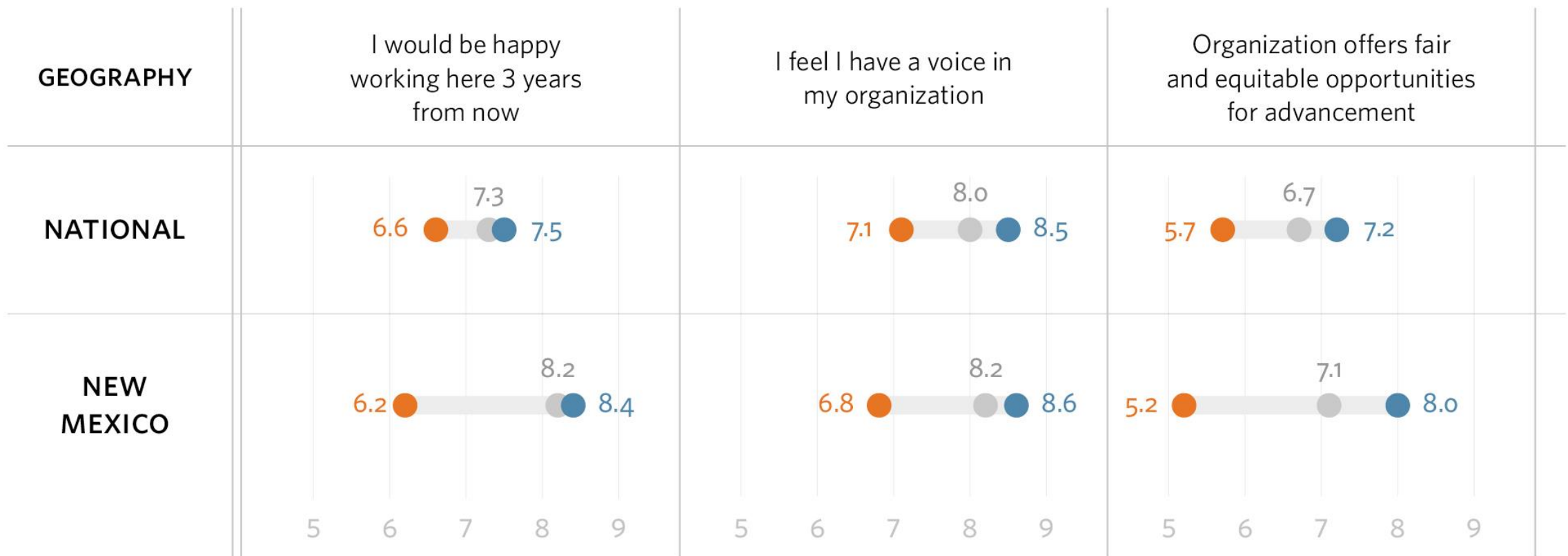
More than 50% People of Color



Workplace Experiences and Leadership Demographics

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

AVERAGE RESPONSES ON A SCALE OF 1-10



Need for More Leadership of Color

I don't think that in our current sociopolitical context that another white leader is what we need. I think that we need leaders that are people of color The idea that you have to be part of something in order to understand or represent it. In this field, that becomes incredibly important ...for the work that we do.

-POC Gen X/Baby Boomer focus group participant

Supporting Leadership of Color

Sometimes [being a leader of color is] good experience, and sometimes I feel that I have to prove that I can do the work.... A big partner at the state level...[was] explaining things to me like I was a third grade.

-Woman of Color ED/CEO interviewee

Supporting Leadership of Color

Even though we're a [decades old] organization, we have a fantastic reputation, we have really good financial reporting, we still always get asked a lot of extra questions....when we got.... large grants there was a lot of extra [questions]....I don't think they would ask the American Heart Association or the Red Cross.

- Woman of Color Interviewee

4. Perspectives on DEI

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DEI Initiatives

● NATIONAL ● NEW MEXICO

Clarify that DEI are central to organization's purpose and reflected in mission

64%

65%

Address ways racial inequity/bias impact issues organization works on

62%

64%

Work with community on race equity and inclusion

50%

55%

0%

25%

50%

75%

DEI Initiatives

Increase representation on board and advisory committees

58%

51%

Provide training for staff, leadership, and board

65%

49%

Develop new recruitment strategies to increase diversity

49%

33%

Measure organizational diversity

47%

36%

0%

25%

50%

75%

Recruitment is Not Enough

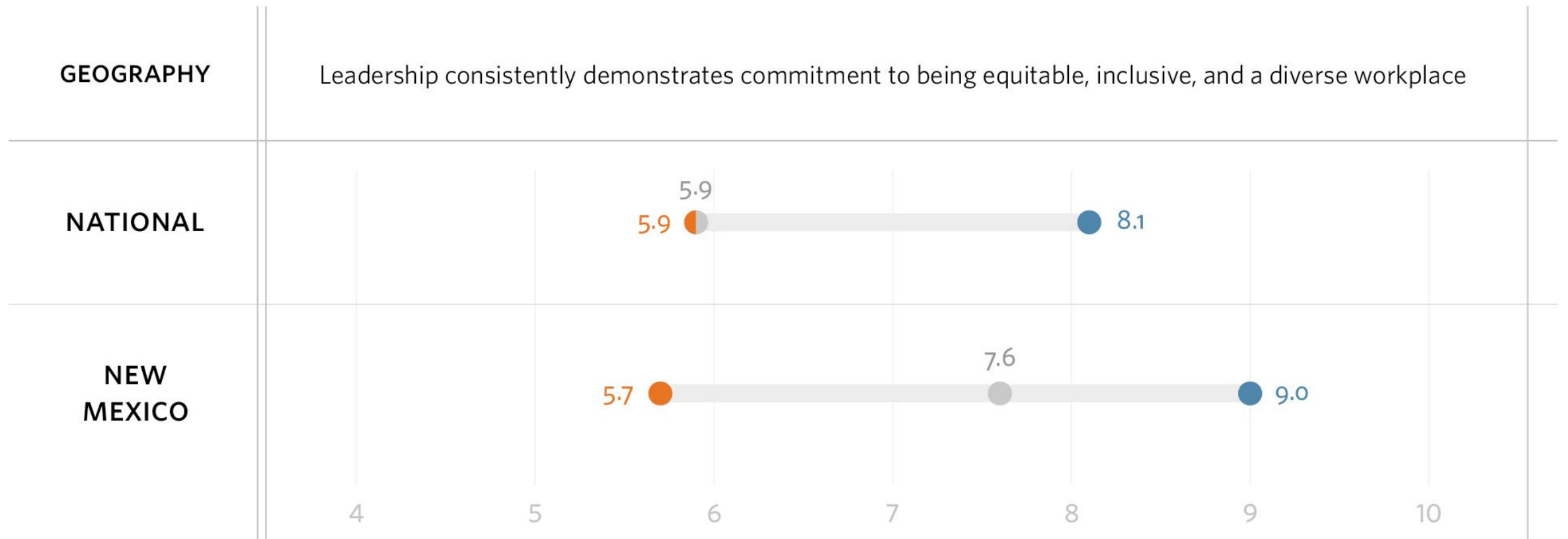
We did bring people of color onto the board. It was not a place that felt safe or welcoming or any of those things that would make a person want to stay and they all left, all but one.

-White Generation X/Baby Boomer

Leadership Commitment to DEI

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

AVERAGE RESPONSES ON A SCALE OF 1-10



Enhanced Funding for POC-led organizations

All the big nonprofits get all that money that people are donating and then a smaller, organizations are trying to get the scraps. And that's really true....just give us the money and we'll know what we need to do with it and where to allocate it and all that. Instead of giving it to the mega nonprofits that already have all that money.

-Person of Color Millennial/Generation Z
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

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

WEBINAR OPPORTUNITY:

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

Tuesday, 10/13 | 1pm - 2:15pm MST

bit.ly/COVIDNewMexico



Building Movement Project

Activating Nonprofits | Fueling Change



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Consultant, Building Movement Project



Deepa Iyer

Director of Movement Building,
Building Movement Project



Angel Charley

Executive Director, Coalition to Stop
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