WEBINAR:
RACE TO LEAD IN NEW MEXICO

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

Ofronama Biu
Senior Research Associate
Building Movement Project

Laura Harris
Executive Director
Americans for Indian Opportunity

James Jimenez
Executive Director
New Mexico Voices for Children

Alicia Luera Maldonado
President & CEO, Atlitico Productions, LLC
Consultant, Building Movement Project

Tuesday, 9/22 9:30am MST  bit.ly/R2LNewMexico
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.
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
Panelists

Laura Harris
Executive Director
Americans for Indian Opportunity

James Jimenez
Executive Director
New Mexico Voices for Children
About the Building Movement Project

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

Service and Social Change
Developing the capacity of organizations to engage constituents in changing the systems that impact them

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

Reports
Race to Lead: Confronting the Nonprofit Racial Leadership Gap

Blog
The Leadership in Leaving

Tools
Service and Social Change

Blog
Small Shifts, Big Change

Reports
Crossing Organizational Boundaries to Build New Partnerships

Blog
Learning How to ACT UP

Reports
The Respect ABQ Women Campaign

Blog
Detroitors Reclaiming Voice and Power
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

- **National**
  - 59% White
  - 41% People of Color
  - 14% Black/African American
  - 7% Asian American
  - <1% Arab American
  - 10% Latinx/Hispanic
  - 1% Native American/Indigenous
  - 8% Multiracial
  - 1% Other

- **New Mexico**
  - 45% White
  - 55% People of Color
  - 3% Black/African American
  - 11% Multiracial
  - 6% Native American/Indigenous
  - 31% Latinx/Hispanic
  - 4% Asian American
Age/Generation

- **Millennials/Generation Z (18-37)**
- **Generation X (38-53)**
- **Baby Boomers/Older Leaders (54-72+)

National:
- Millennials/Generation Z: 47%
- Generation X: 38%
- Baby Boomers/Older Leaders: 19%

New Mexico:
- Millennials/Generation Z: 34%
- Generation X: 39%
- Baby Boomers/Older Leaders: 23%
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
Salary Inadequacy and Inequities

Inadequate Salary

- National: 47% People of Color, 38% White
- New Mexico: 41% People of Color, 34% White

Inequitable Salary

- National: 31% People of Color, 21% White
- New Mexico: 29% People of Color, 17% White

Responses: Often or Always
Raises

I received a cost of living raise.

I received a performance-based raise.
2. Leadership Aspirations and Networks
Aspirations to Become an ED/CEO

Definitely/Probably Yes
- National: 52% People of Color, 37% White, 51% Total
- New Mexico: 24% People of Color, 28% White, 24% Total

Maybe
- National: 25% People of Color, 28% White, 24% Total
- New Mexico: 24% People of Color, 23% White, 23% Total

Definitely/Probably No
- National: 24% People of Color, 35% White, 25% Total
- New Mexico: 25% People of Color, 24% White, 24% Total

Join the Conversation @BldingMovement  #RaceToLead
Mentors

Join the Conversation @BldingMovement #RaceToLead

**National**

- **50%**
  - People of Color: 48%
  - White: 56%
  - I had mentors *within* my job/organization

- **0%**
  - People of Color: 58%
  - White: 55%
  - I had mentors *outside* my job/organization

**New Mexico**

- **0%**
  - People of Color: 52%
  - White: 44%
  - I had mentors *within* my job/organization

- **50%**
  - People of Color: 56%
  - White: 44%
  - I had mentors *outside* my job/organization
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

Lack Role Models

- **NATIONAL**
  - People of Color: 43%
  - White: 23%
  - Overall: 33%

- **NEW MEXICO**
  - People of Color: 19%
  - White: 16%
  - Overall: 16%

Lack Social Capital or Networks

- **NATIONAL**
  - People of Color: 29%
  - White: 16%
  - Overall: 22%

- **NEW MEXICO**
  - People of Color: 12%
  - White: 12%
  - Overall: 12%

Responses: Often or Always

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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

NATIONAL

- People of Color: 49%
- White: 29%
- No Impact: 19%
- Positive Impact: 32%
- Negative Impact: 67%

NEW MEXICO

- People of Color: 42%
- White: 30%
- No Impact: 13%
- Positive Impact: 45%
- Negative Impact: 65%
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**
  - National: 35%
  - New Mexico: 25%

- **White**
  - National: 32%
  - New Mexico: 17%

Responses: Often or Always
3. Racial composition of nonprofits
**Leadership Composition**

<table>
<thead>
<tr>
<th>Racial Composition of Staff in Top Leadership Roles</th>
<th>Less Than 25% POC</th>
<th>25-49% POC</th>
<th>50-74% POC</th>
<th>75-100% POC</th>
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<tbody>
<tr>
<td>Less Than 25% POC</td>
<td><strong>45%</strong></td>
<td>8%</td>
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<td>25-49% POC</td>
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### Leadership Composition

#### Racial Composition of Staff in Top Leadership Roles

<table>
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<th>Racial Composition of Board of Directors</th>
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</tbody>
</table>
Leadership Composition

Less than 25% People of Color
- National: 33%
- New Mexico: 17%

All Others
- National: 41% 41% 41%
- New Mexico: 32% 43%

More than 50% People of Color
- National: 25% 7% 14%
- New Mexico: 25% 19%
<table>
<thead>
<tr>
<th>GEOGRAPHY</th>
<th>I would be happy working here 3 years from now</th>
<th>I feel I have a voice in my organization</th>
<th>Organization offers fair and equitable opportunities for advancement</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td><img src="chart" alt="Graph showing responses for National" /></td>
<td><img src="chart" alt="Graph showing responses for National" /></td>
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**Legend:**

- **White-run: Board/Leaders ≥ 75% White**
- **All other compositions of Board/Leaders**
- **POC-led: Board/Leaders ≥ 50% POC**

**Average responses on a scale of 1-10**
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
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
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
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%
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%)
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 consistently demonstrates commitment to being equitable, inclusive, and a diverse workplace.
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
  - Addressing 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

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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

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

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

bit.ly/COVIDNewMexico

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Find our reports at racetolead.org