

MEETING THE NEED: BUILDING THE CAPACITY OF COMMUNITY-BASED ORGANIZATIONS

MOVEMENT INFRASTRUCTURE SERIES



Building Movement Project

Activating Nonprofits | Fueling Change

MOVEMENT INFRASTRUCTURE SERIES



Welcome



Attendees are not visible. Please use the Q&A feature to ask questions. Use the chat to send tech issues to *BMP Admin*.



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



Please tweet along:
#MovementInfrastructure @BldingMovement





Today's Webinar

1. Findings from *Meeting the Need? Building the Capacity of Community-Based Organizations*
2. Panel Discussion:
 - Yolanda Alindor, San Francisco Foundation
 - Ericka Stallings, Leadership Learning Community
 - Sachi Watase, New Mexico Asian Family Center
 - Cassandra Webster, Memphis Challenge
3. Q&A





What best describes your role?

- ED/CEO
- Staff- Senior Team/C-Suite
- Staff- Other
- Board Member
- Consultant/Capacity Builder
- Funder



About BMP

LEADERSHIP



Confronting racial and generational gaps

SERVICE AND SOCIAL CHANGE



Tapping the voice and power of constituents

MOVEMENT BUILDING



Creating tools for larger change

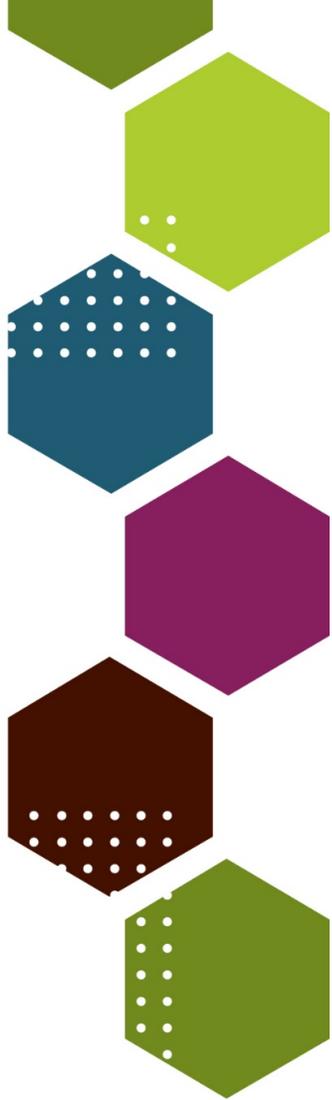




Take and Share the Race to Lead Survey

bit.ly/RaceToLeadSurvey





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Key Findings

1.

BIPOC and white respondents faced similar infrastructure challenges across a variety of indicators calling into question the assumptions that BIPOC-led groups have greater needs for infrastructure supports than white-led organizations.

2.

BIPOC respondents reported a harder time finding providers that understood their organizations and communities they served. BIPOC leaders were less likely than white leaders to report the support they received as adequate.

3.

Respondents told us their greatest challenge to stabilizing and growing their organizations was funding. Money for capacity-building did not necessarily lead to funding for doing the work





Similar Organizations, Similar Challenges

LOCATION OF ORGANIZATIONS SERVED BY REGION



Thanks to our distribution partners, we reached groups who worked in and served local communities.



Similar Organizations, Similar Challenges

Over half of respondents led organizations with annual budgets under \$1 million and a majority had ten or fewer staff.

ORGANIZATIONAL ANNUAL BUDGETS

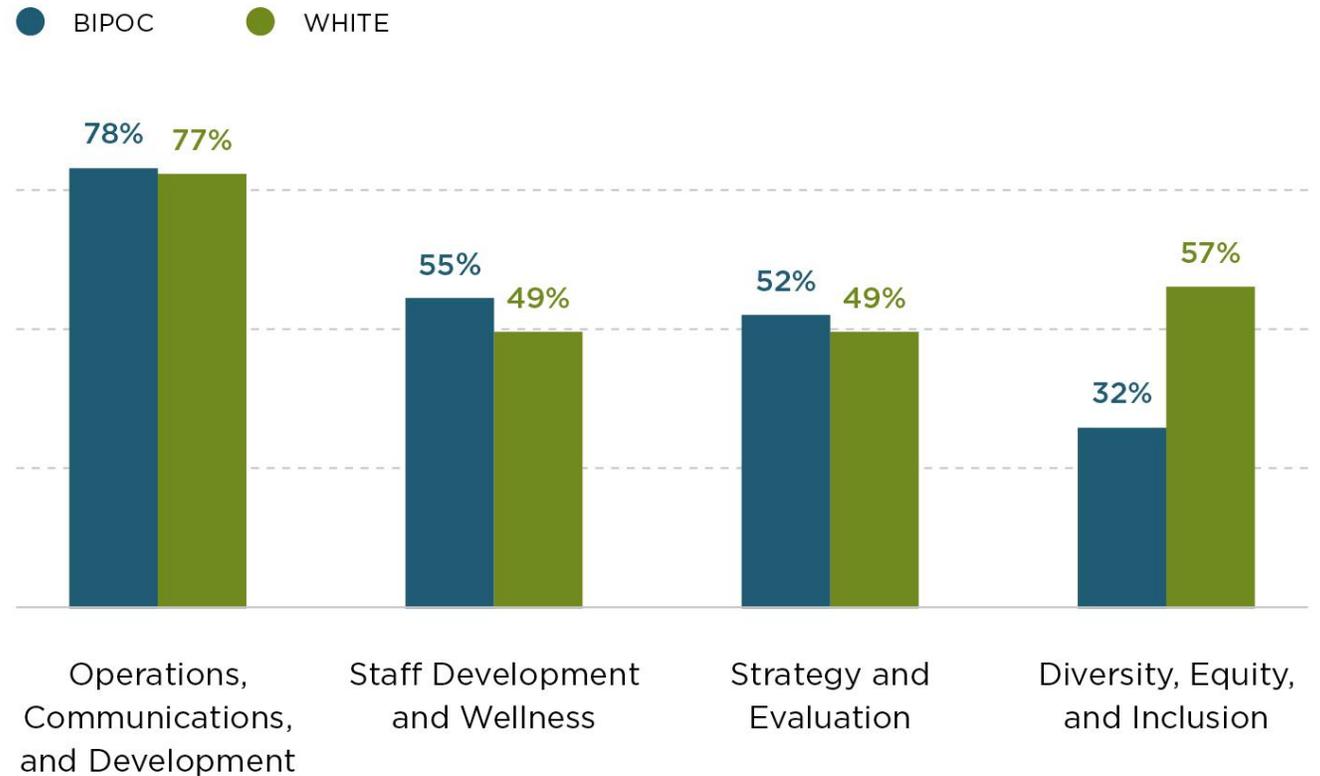


Similar Organizations, Similar Challenges

BIPOC and white leaders reported similar infrastructure needs in three of the four domains.

The one domain where respondents diverged was *Diversity, Equity and Inclusion*.

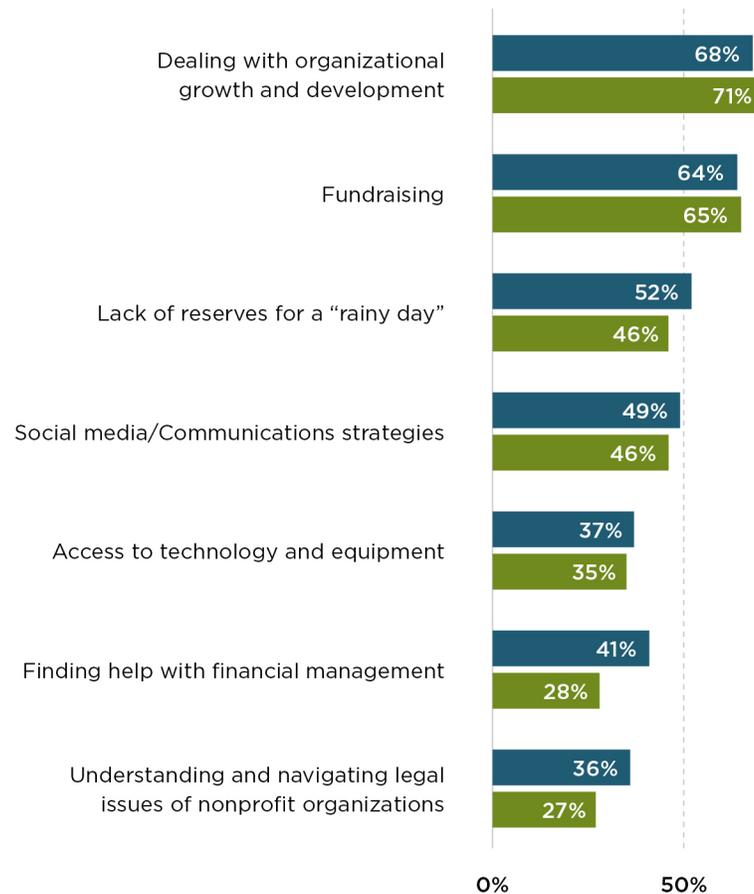
DOMAINS WHERE RESPONDENTS FACED ISSUES



Similar Organizations, Similar Challenges

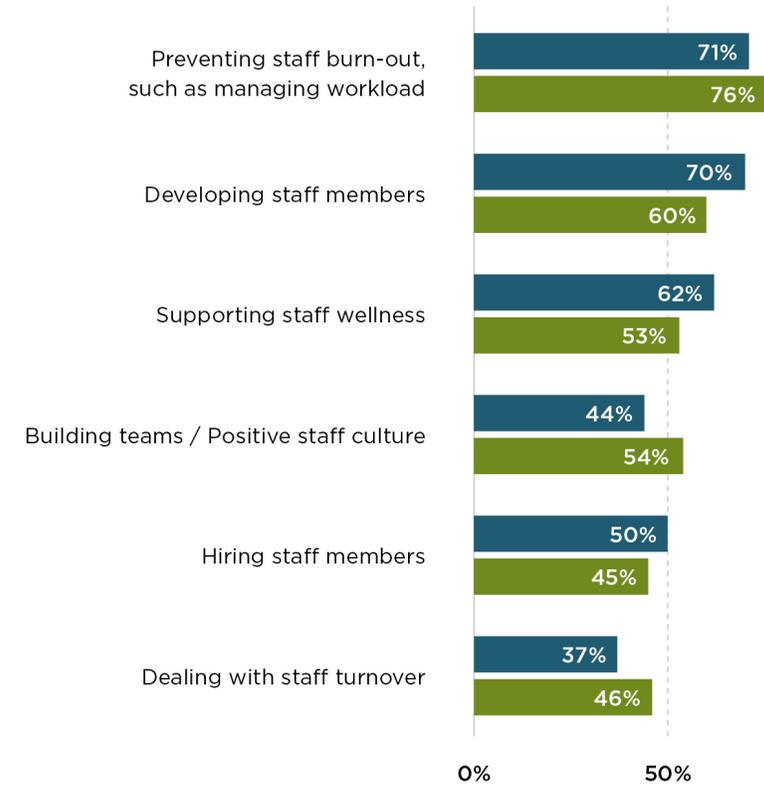
OPERATIONS, COMMUNICATIONS, AND DEVELOPMENT ISSUES

● BIPOC ● WHITE



STAFF DEVELOPMENT AND WELLNESS ISSUES

● BIPOC ● WHITE





Similar Orgs, Similar Infrastructure Challenges



Small nonprofits like ours run bare bones operations ... All of our money goes to the programs and not staff, but this puts us at a disadvantage when it comes to the splashy impact that funders are looking for.

White Survey Respondent



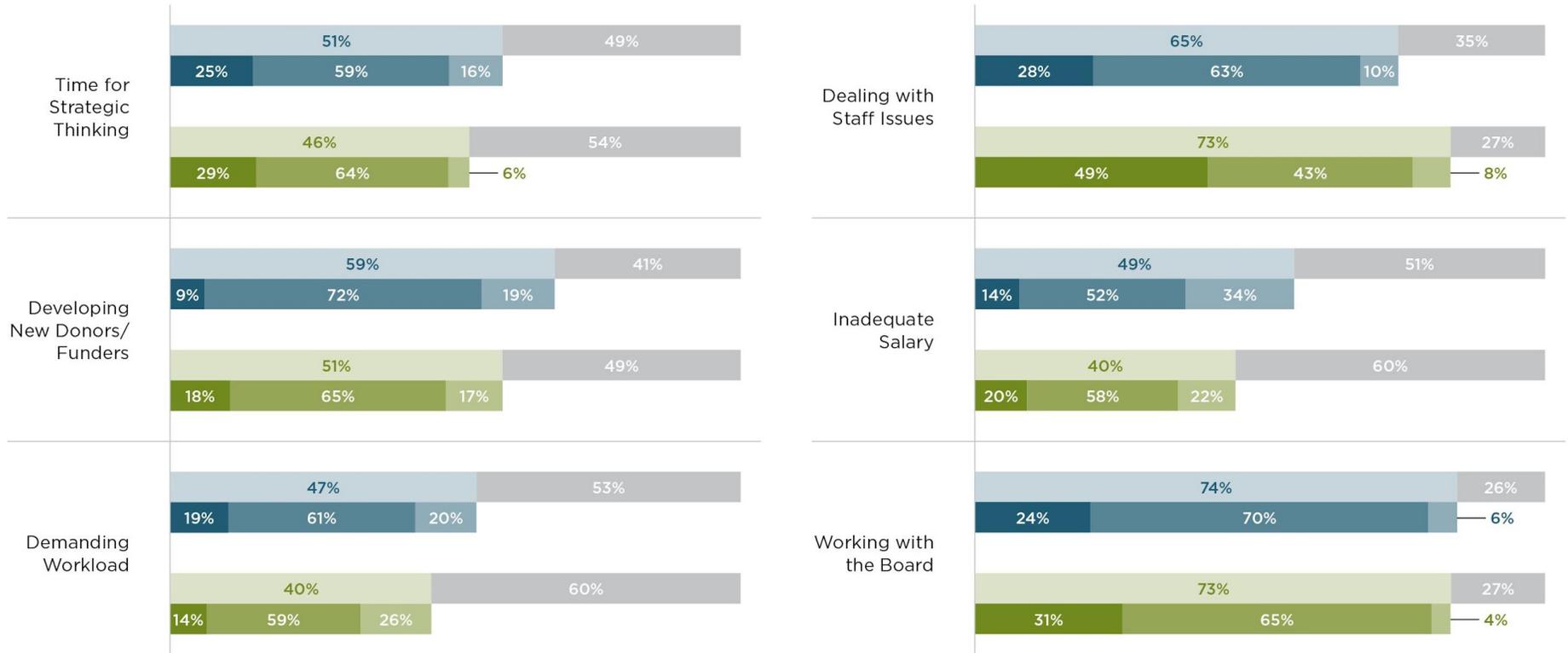
Finding Supports

Many leaders sought support but did not always receive the help they needed.

BIPOC respondents were more likely to seek out support and less likely to receive adequate support.

SUPPORT SOUGHT/RECEIVED FOR CHALLENGES

● BIPOC ● WHITE



BIPOC: ● Sought Support ● Did Not Seek Support
 White: ● Sought Support ● Did Not Seek Support

● Received Adequate Support ● Received Some Support But Not Enough ● Did Not Receive Support
 ● Received Adequate Support ● Received Some Support But Not Enough ● Did Not Receive Support

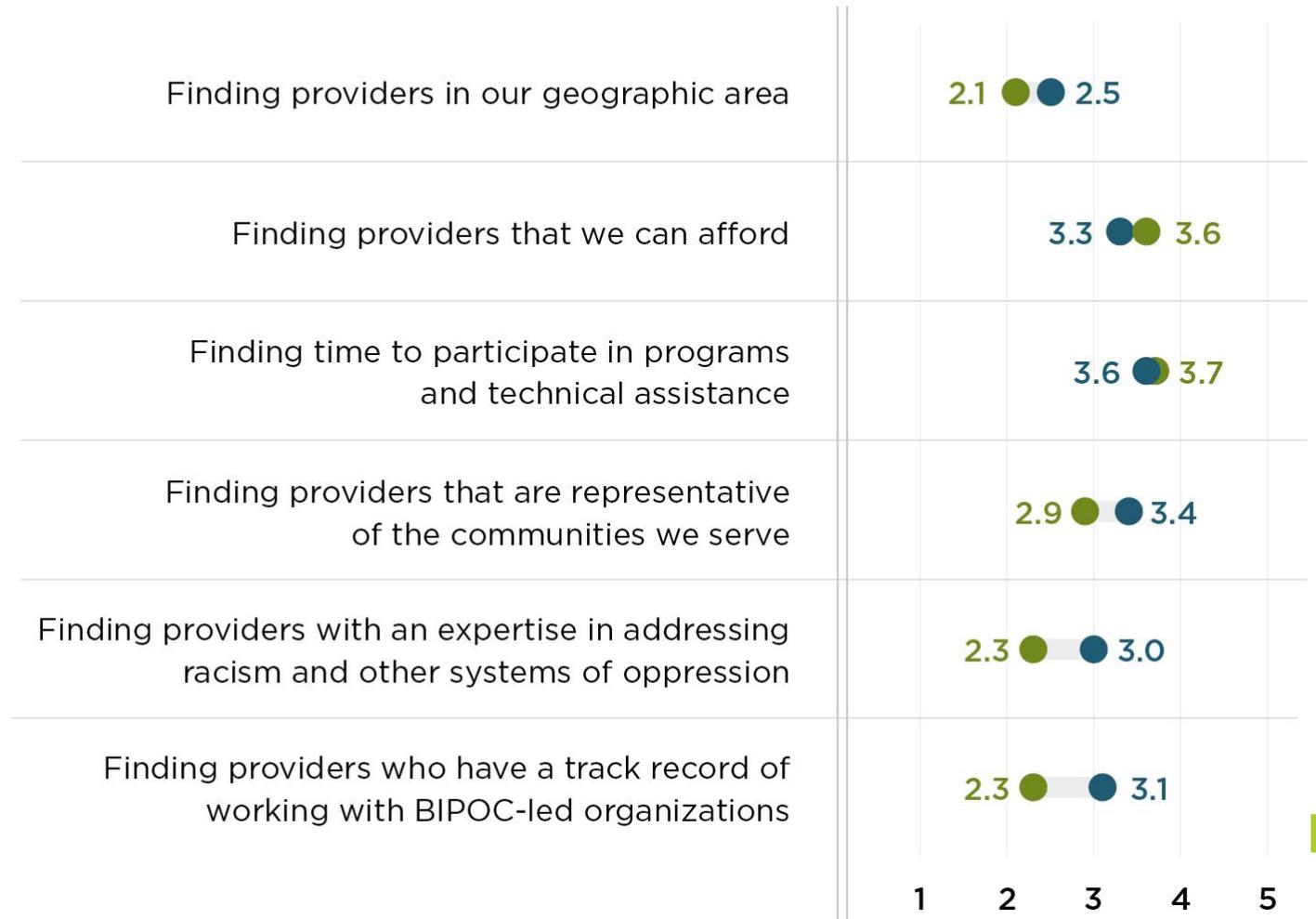
Finding Supports

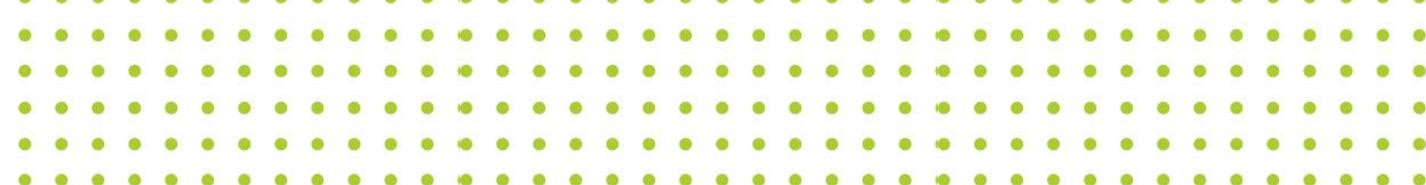
Respondents were asked on a 5-point scale a series of questions about how often they faced barriers in finding providers who could offer them support for their challenges.

BARRIERS TO ACCESSING SUPPORT

● BIPOC ● WHITE

AVERAGE RESPONSES ON A SCALE OF 1-5





Finding Supports



Excellent experiences have occurred with a service provider [when we established] an iterative relationship to ensure they understood the nuances of our mission, organizational culture, programs, and our accompanying business model.”

BIPOC Survey Respondent





Funding Needs and Frustrations

Though the survey was focused on infrastructure needs, respondents made it clear in their responses to open-ended questions and in focus groups that their top priority was seeking financial support. The most frequent write-in responses related to funding. The words “fund,” “funding” or “funder” appeared at least 535 times.





Funding Needs and Frustrations



I sit on a major foundation in our city and what I found is that when Black organizations ask for support and get it, it's usually in the form of some technical assistance or advising as opposed to what we really need—financial support.”

BIPOC Focus Group Participant



PANELISTS



Cassandra Webster
Executive Director,
The Memphis Challenge, Inc.



Sachi Watase
Executive Director,
New Mexico Asian Family Center



Ericka Stallings
Co-Executive Director,
Leadership Learning Community



Yolanda Alindor
Leadership Development Program Officer,
The San Francisco Foundation

Movement Infrastructure Series Meeting the Need: Building Capacity for Community-Based Organizations



Sean Thomas-Breifeld
Co Executive Director
Building Movement Project

Moderator





Stay in Touch...

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Remember: Race to Lead Survey

bit.ly/RaceToLeadSurvey

