

Race to Lead Survey Key Findings 2016–2019–2022

Introduction

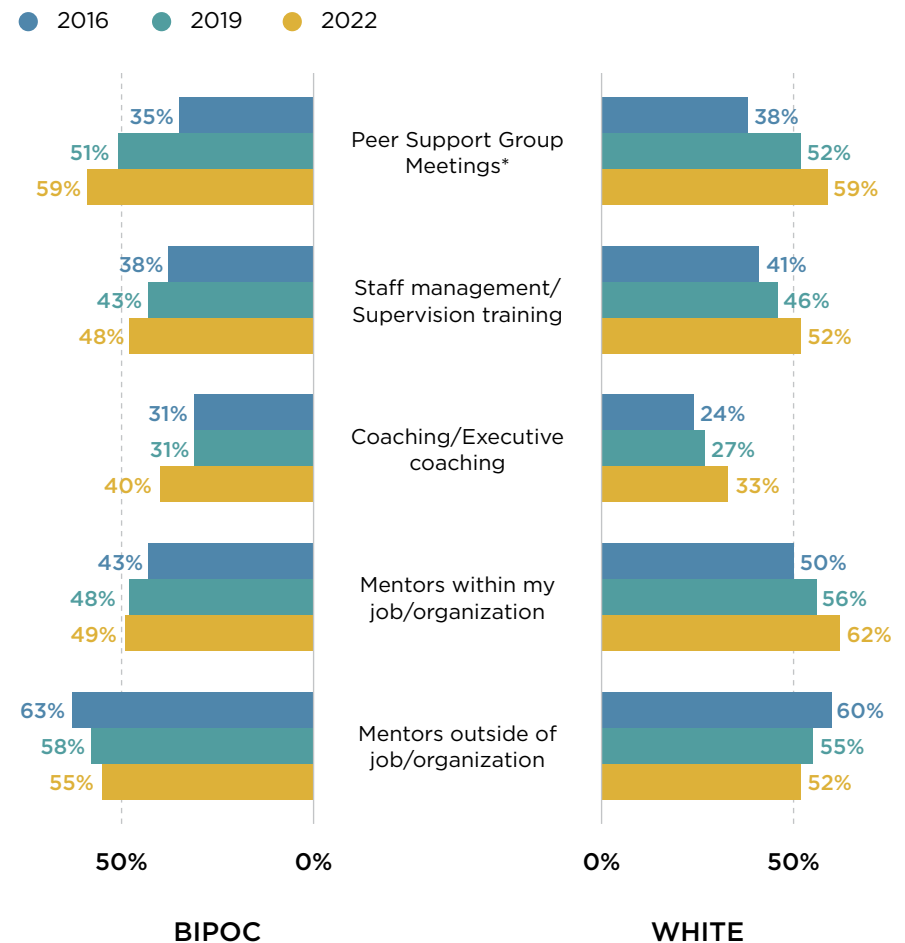
The Building Movement Project’s *Race to Lead* initiative surveyed nonprofit workers about their views and experiences related to race and leadership in 2016, 2019, and 2022. These three surveys provide the opportunity to observe both changes in the nonprofit sector and what has remained consistent over the past six years. This appendix highlights key findings that Building Movement Project has tracked since the first survey.

Supports

The *Race to Lead* surveys have documented an overall increase in the share of respondents reporting that they have access to a variety of career supports. Figure 1 shows that this trend was true for four support types: peer support, training on staff management and supervision, coaching/executive coaching, and internal mentorship.

The largest percentage of both BIPOC and white respondents (59% for both) reported that they benefited from peer supports, like affinity group meetings and online discussions. This was also the type of support with the most notable growth over the three surveys (increases from 2016 to 2022 of 24 and 21 percentage points for BIPOC and white respondents, respectively). Similar year-by-year increases were also evident for staff management

FIGURE 1 | SUPPORT RECEIVED



* In 2016, this option read: “Peer Support Group Meetings.” In 2019 and 2022, this option read: “Peer Support/Affinity Group Meetings or Online Discussions.”

and supervision training, both for BIPOC respondents (38% in 2016; 43% in 2019; 48% in 2022) and white respondents (41% in 2016; 46% in 2019; 52% in 2022).

BIPOC respondents were more likely than their white counterparts to report receiving executive coaching in each of the three surveys. While the percentage of BIPOC respondents who received coaching stayed the same in the first two surveys, it increased by nine percentage points in the latest survey (31% in 2016 and 2019; 40% in 2022). White respondents saw a steady increase in coaching/executive coaching (24% in 2016; 27% in 2019; 33% in 2022).

White survey takers also saw an increase in internal mentorship across each iteration of the survey (50% in 2016; 56% in 2019; 62% in 2022), while receipt of this support has lagged for BIPOC respondents (43% in 2016; 48% in 2019; 49% in 2022).

The one deviation from this overall trend of increasing career supports was for external mentorship (mentors outside of respondents' organizations), which has decreased consistently for both BIPOC respondents (63% in 2016; 58% in 2019; 55% in 2022) and their white counterparts (60% in 2016; 55% in 2019; 52% in 2022).

Challenges

All three *Race to Lead* surveys asked respondents how often they experienced a series of common career challenges. The proportion of respondents who often or always faced each of these challenges has decreased over the years, as shown in Figure 2 (on the following page).

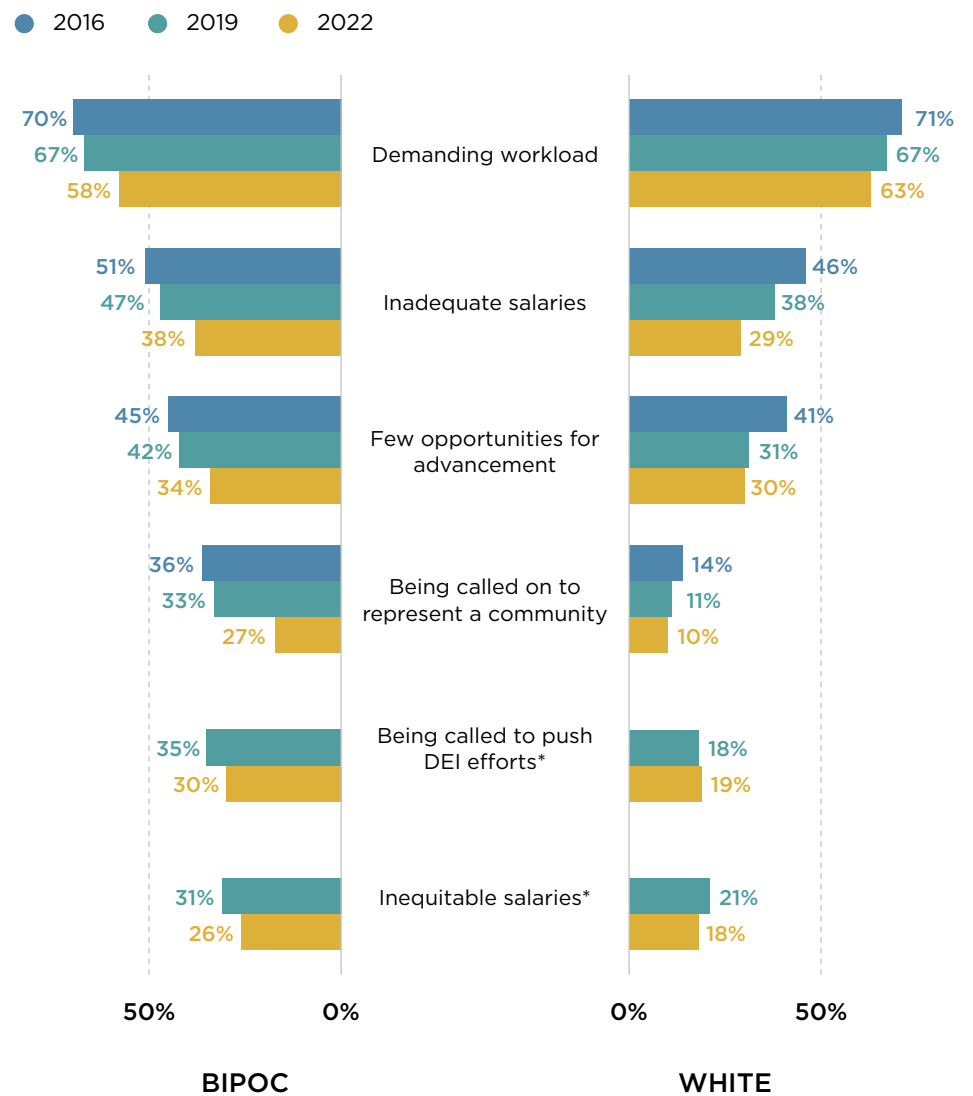
While more than half of respondents in 2022 (58% BIPOC; 63% white) still reported that they faced a demanding workload, that figure dropped considerably since 2019 (67% for both BIPOC and white respondents) and 2016 (70% BIPOC; 71% white).

The same trend of declining challenges was true for the proportion of respondents who indicated that their salaries were often or always inadequate. While the data shows that the frustration with low pay is decreasing over time for both BIPOC respondents (51% in 2016; 47% in 2019; 38% in 2022) and white survey takers (46% in 2016; 38% in 2019; 29% in 2022), racial gaps on this question persist. BIPOC survey takers were more likely than white respondents—by nine percentage points in both 2019 and 2022—to report that they often or always experience inadequate salaries.

Both BIPOC and white respondents experienced similar year-by-year decreases related to the challenge of few opportunities for advancement (45% in 2016; 42% in 2019; 34% in 2022 for BIPOC; compared to 41% in 2016; 31% in 2019; 30% in 2022 for white). Although reports of being called on to represent a community decreased for survey takers, BIPOC respondents remained more likely to experience this frustration (36% in 2016; 33% in 2019; 27% in 2022), compared to white respondents (14% in 2016; 11% in 2019; 10% in 2022).

The 2019 survey included two new types of challenges, which the 2022 survey also asked about: the stress of advancing diversity, equity, and inclusion (DEI) efforts within respondents' organizations, and inequitable salaries compared to peers doing the same work. As shown in Figure 2, the proportion of BIPOC respondents who experienced both of these challenges was much higher than white respondents. While BIPOC survey takers reported a modest decrease related to the frustration of being called upon to push DEI efforts (35% in 2019; 30% in 2022), the share of white survey takers who experienced this challenge stayed roughly the same (18% in 2019; 19% in 2022). BIPOC respondents also had a slightly larger decrease in reporting inequitable salaries (31% in 2019; 26% in 2022) than white respondents (21% in 2019; 18% in 2022).

FIGURE 2 | CHALLENGES AND FRUSTRATIONS FACED ON THE JOB



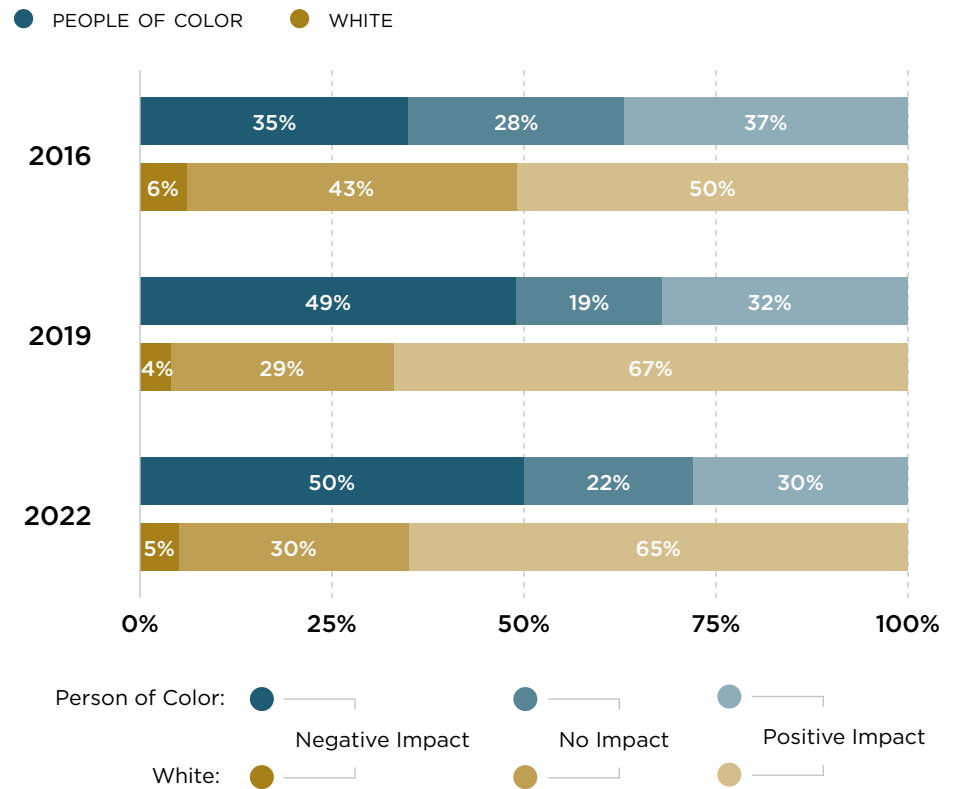
* These questions were not asked in 2016.

Impact of Race on Career Advancement

Since its inception, the *Race to Lead* survey sought to understand racialized experiences in the nonprofit sector and remove barriers faced by people of color striving for top leadership roles. Figure 3 shows one of the key findings in all three surveys, which is that BIPOC respondents reported their race had a negative impact on their career advancement and their white counterparts acknowledged their race had a positive impact.

The proportion of BIPOC respondents reporting negative impacts increased by 14 percentage points between 2016 and 2019 (from 35% to 49%). During this same period, the percentage of white respondents who reported positive career impacts from their race increased by 17 percentage points (from 50% in 2016 to 67% in 2019). The 2022 findings mirror those in 2019, with 50% of BIPOC respondents reporting a negative impact and 65% of white respondents reporting a positive impact.

FIGURE 3 | IMPACT OF RACE ON CAREER ADVANCEMENT



Workplace Experiences

In 2019 and 2022, the *Race to Lead* survey asked about the racial composition of respondents' organizational leadership and board of directors. Based on this data, Building Movement Project developed three categories: "White-run" for organizations with less than 25% BIPOC in leadership and on the board, "POC-led" for organizations with 50% or more BIPOC in leadership and on

the board, and "All Other" for organizations that didn't meet either of these thresholds. Figure 4 shows the proportion of respondents in 2019 and 2022 who fit into these categories. The major shift between those two surveys was the growth of the All Other and POC-led categories (by eight and five percentage points, respectively).

FIGURE 4 | BOARD OF DIRECTORS AND STAFF LEADERSHIP RACIAL COMPOSITION IN 2019 AND 2022

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

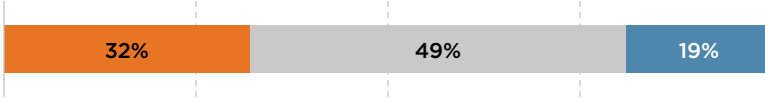
2019		Racial Composition of Staff in Top Leadership Roles			
		less than 25% POC	25-49% POC	50-74% POC	75-100% POC
Racial Composition of Board of Directors	less than 25% POC	45%	8%	3%	2%
	25-49% POC	11%	7%	4%	2%
	50-74% POC	2%	2%	4%	3%
	75-100% POC	0%	0%	1%	6%

2022		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	32%	7%	3%	1%
	25-49% POC	11%	10%	6%	3%
	50-74% POC	3%	5%	6%	3%
	75-100% POC	0%	1%	2%	8%

2019: Overall Racial Composition by Organization Type



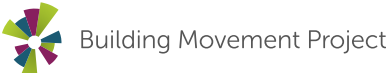
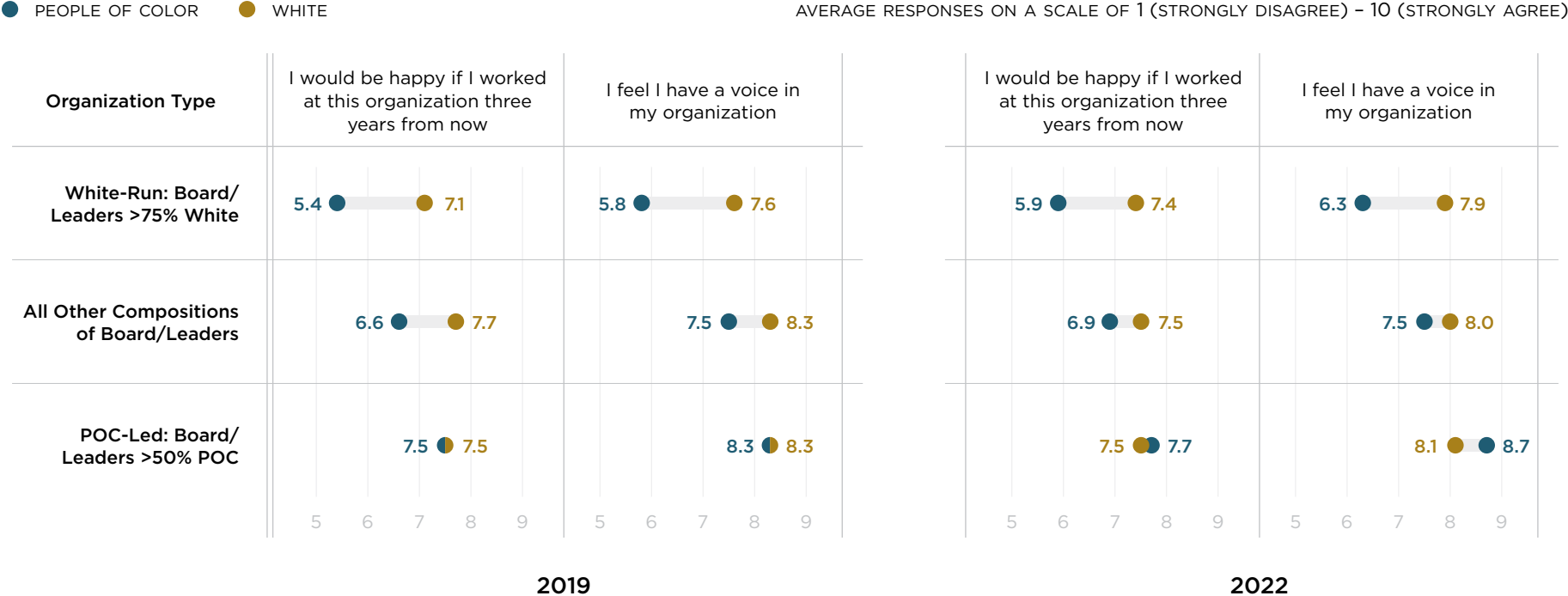
2022: Overall Racial Composition by Organization Type



Survey respondents also rated their level of agreement—from 1 (strongly disagree) to 10 (strongly agree)—with statements about their experiences at their organizations. As shown in Figure 5 below, white respondents rated these statements more positively overall. However, consistent with the findings in 2019,

BIPOC respondents felt more positively about their organizations if they worked at a nonprofit with more BIPOC representation in leadership, especially if that organization had at least 50% BIPOC composition on both the board of directors and in top leadership roles.

FIGURE 5 | WORKPLACE EXPERIENCES BY RACIAL COMPOSITION OF ORGANIZATIONAL LEADERSHIP



For more information, please visit The Building Movement Project at www.buildingmovement.org or contact us at info@buildingmovement.org

