THE REALITY OF RACE IN NON-PROFIT LEADERSHIP

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A New Leaf
Agenda

- Data
- Reframing
- Solutions
Growth, Productivity, Revenues, Output

The Business Case for Racial Equity
A Strategy for Growth

Talent, Potential, Social Justice, Opportunity

Equality, Equity

By Ani Turner

W.K. Kellogg Foundation
• White people hold more than 80% of the top positions.
• Closer to 90% white when the field is narrowed to the largest 315 nonprofits and foundations.

- People of color represent 30% of the American workforce
- Only 18% of non-profit staff and 22% of foundation staff is comprised of people of color.
- For foundations, this number significantly decreases when looking at leadership and board member positions.


The Prevailing Theory of Change

- More attention on finding or convincing people of color to consider leadership positions

- Offering training to people of color to prepare them for taking on the top job.

WHAT ARE THE ASSUMPTIONS?

- People of color are less interested in nonprofit leadership
- People of color do not have the skills to be competitive without help
PEOPLE OF COLOR WANT TO BE NONPROFIT CEOS
MORE SO THAN WHITES

- **Definitely/Probably Yes**
  - People of Color: 50%
  - White: 26%

- **Maybe**
  - People of Color: 25%
  - White: 33%

- **Definitely/Probably No**
  - People of Color: 26%
  - White: 40%
EDUCATIONAL BACKGROUND

- Person of Color
- White

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Person of Color</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Graduate or less</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Associate’s Degree or less</td>
<td>10%</td>
<td>6%</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>30%</td>
<td>32%</td>
</tr>
<tr>
<td>Master’s Degree or less</td>
<td>49%</td>
<td>53%</td>
</tr>
<tr>
<td>PhD, JD, MD, etc.</td>
<td>11%</td>
<td>8%</td>
</tr>
</tbody>
</table>
NUMBER OF YEARS IN THE NONPROFIT SECTOR

- Person of Color
- White

<table>
<thead>
<tr>
<th>Years</th>
<th>Percent Response</th>
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<tbody>
<tr>
<td>2 Years</td>
<td>11% 11%</td>
</tr>
<tr>
<td>2.1-5 Years</td>
<td>17% 18%</td>
</tr>
<tr>
<td>6-9 Years</td>
<td>14% 12%</td>
</tr>
<tr>
<td>10-15 Years</td>
<td>27% 26%</td>
</tr>
<tr>
<td>16+ Years</td>
<td>31% 33%</td>
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</table>
It’s NOT about

- Lack of Aspirations
- Differences in Qualifications
- Skills and Preparation

It IS about

- Uneven Playing Field
- Frustration of “Representing”
- The System

1) How can I co-create solutions with others who are invested in/affected by this challenge?

2) With whom should I collaborate to ensure the highest impact/result?

3) What tools, resources, or networks will I use?

### Change the Narrative

<table>
<thead>
<tr>
<th>Action</th>
<th>Collaborators</th>
<th>Resources</th>
</tr>
</thead>
</table>
| Create a workshop to share Reality of Race with local Non-profit Sector | - My Non-Profit Leadership  
- ASU Lodestar  
- Workshop Attendees | - Race to Lead Study  
- Mentors  
- Conferences to Present |
“The proof that one truly believes is in action.”
- Bayard Rustin
THANK YOU

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