

2018 FUNDING FORWARD

new orleans  march 14-16



FUNDERS FOR
LGBTQ
ISSUES

THE
ANNUAL
GATHERING
OF GRANTMAKERS
COMMITTED
TO
LGBTQ ISSUES

WELCOME



Funders Confronting the Nonprofit Racial Leadership Gap



Workshop Agenda

Welcome

Review of Survey

Fishbowl Discussion

Q&A

Wrap-Up

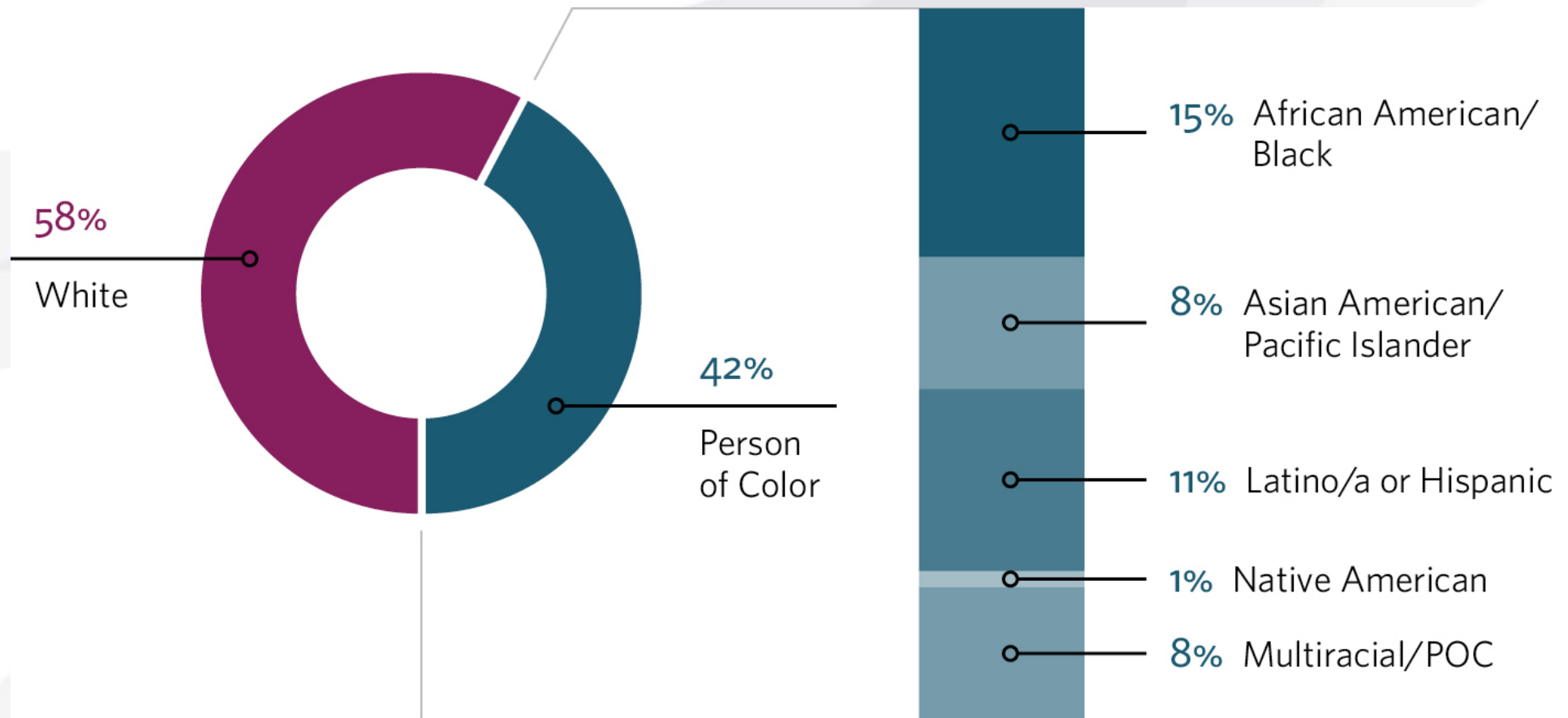


Race To Lead

Findings from a survey of nonprofit staff

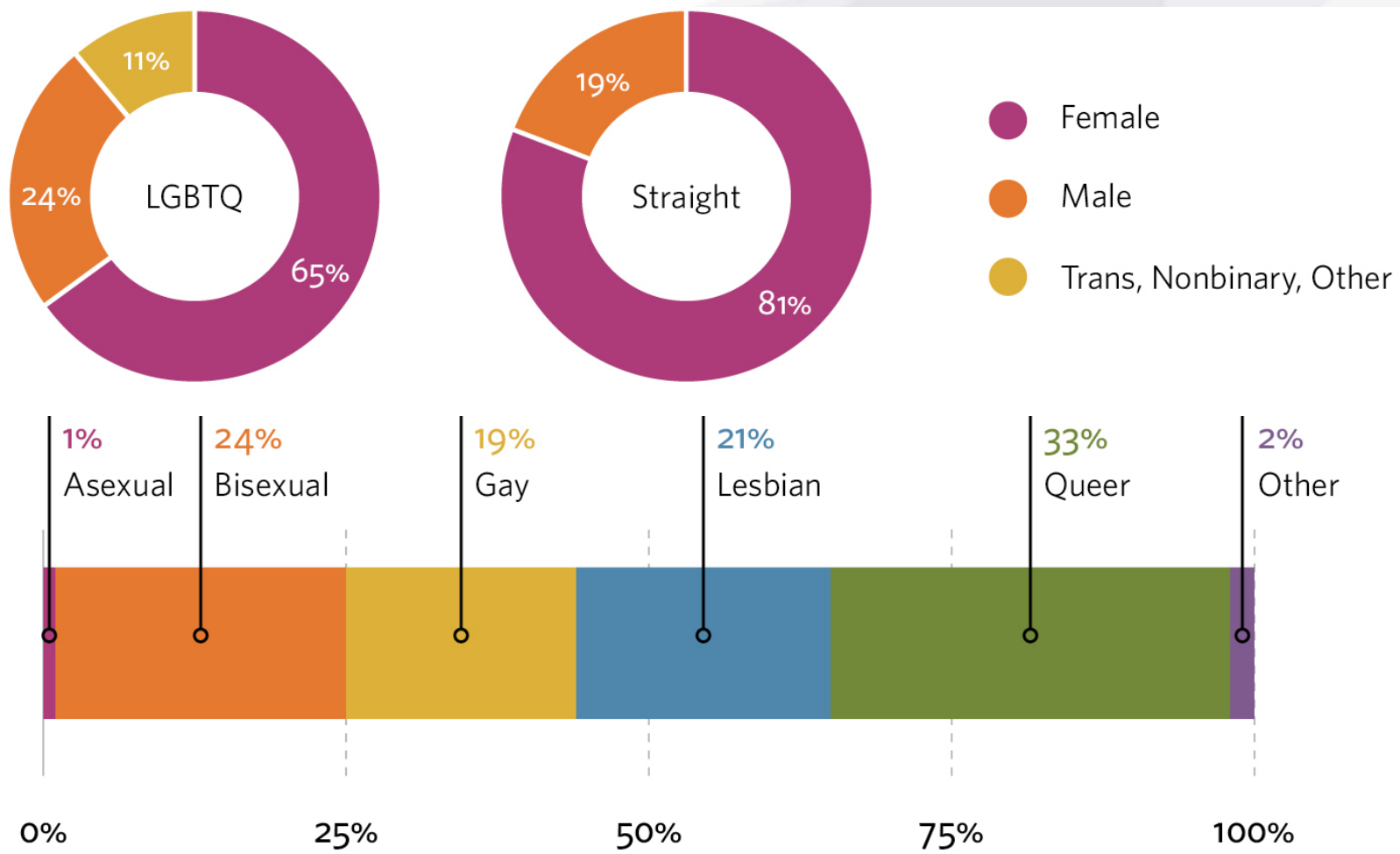


Who took the survey





20% of the respondents self-identified as LGBTQ



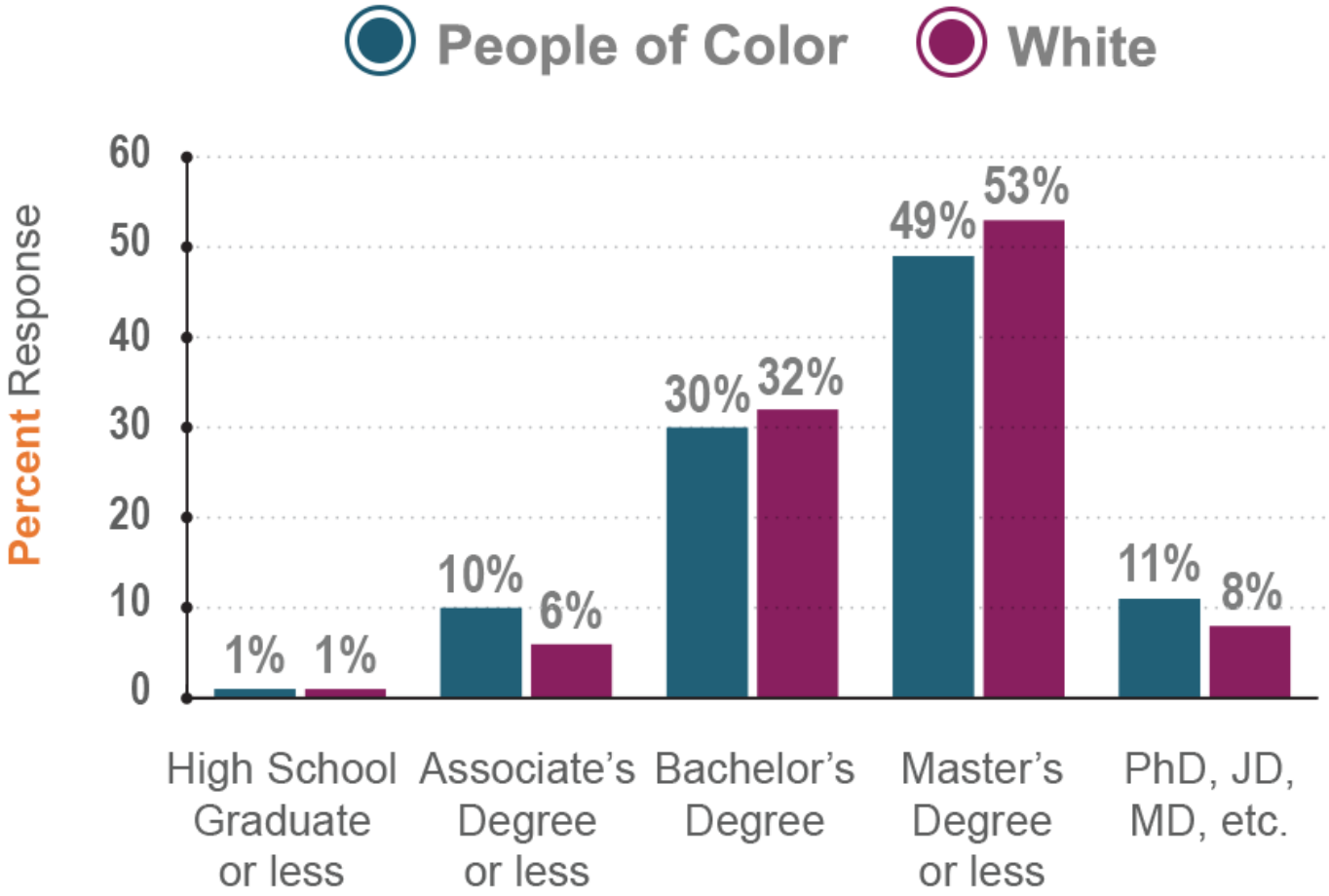


What we wanted to know

Why – despite an increased number of training programs for developing leaders of color and the number of groups working on issues of race/race equity – are there not more leaders of color in nonprofits?

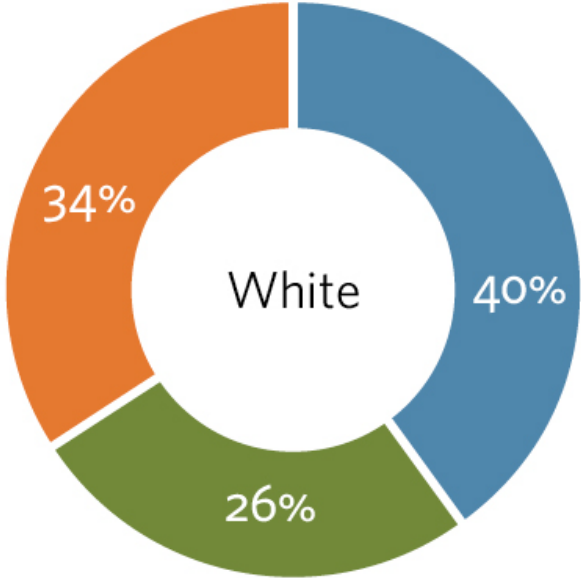
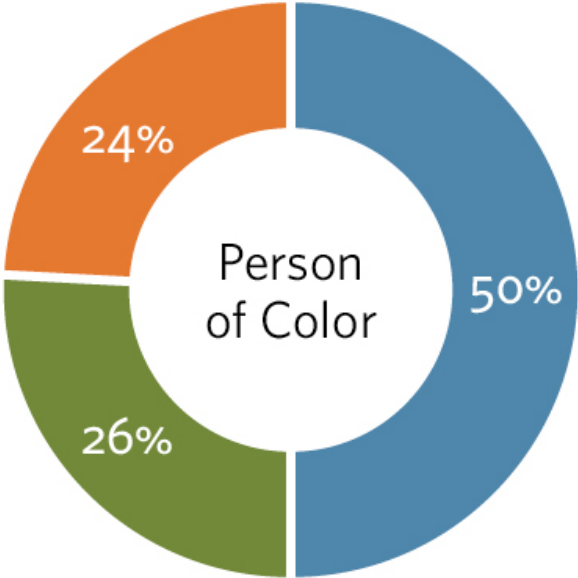


It's NOT about differences in qualifications





It's NOT about a lack of aspiration to lead



Definitely/Probably Yes



Maybe



Definitely/Probably No



It's NOT personal It IS the system

Executive recruiters don't do enough to find a diverse pool of qualified candidates for top-level nonprofit positions



Predominantly white boards often don't support the leadership potential of staff of color

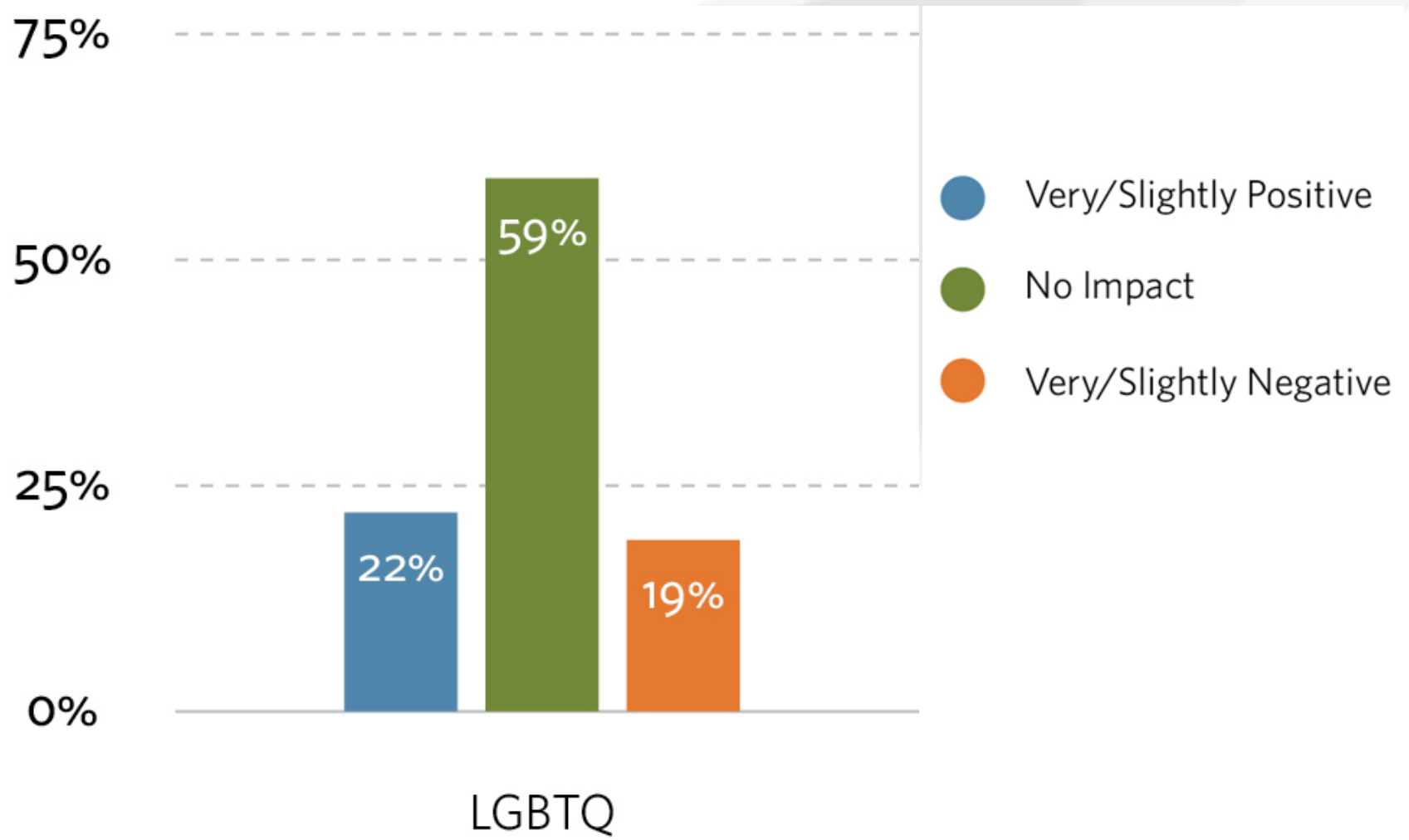


Organizations often rule out candidates of color based on the perceived "fit" of the organization



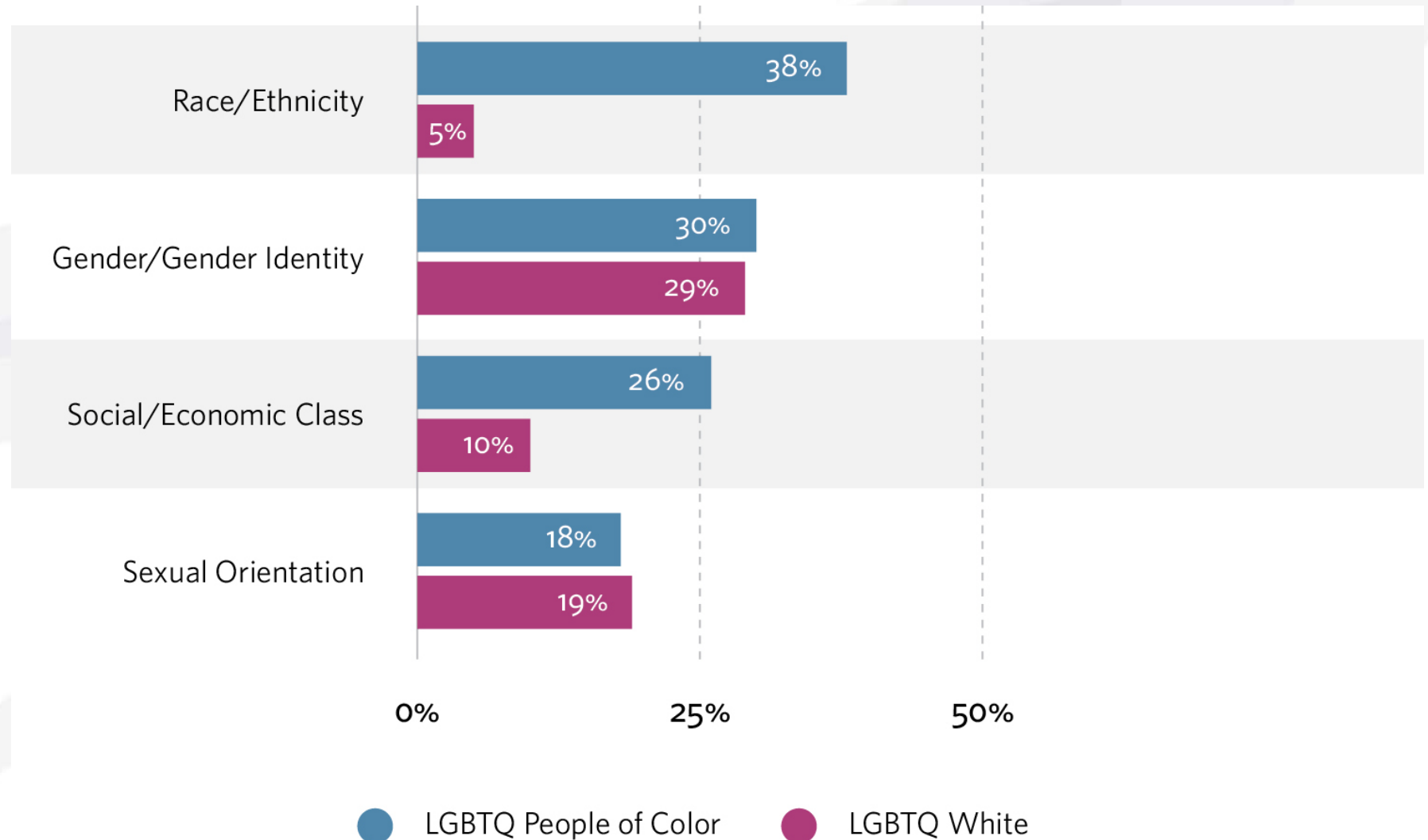


Impacts of sexuality on career advancement



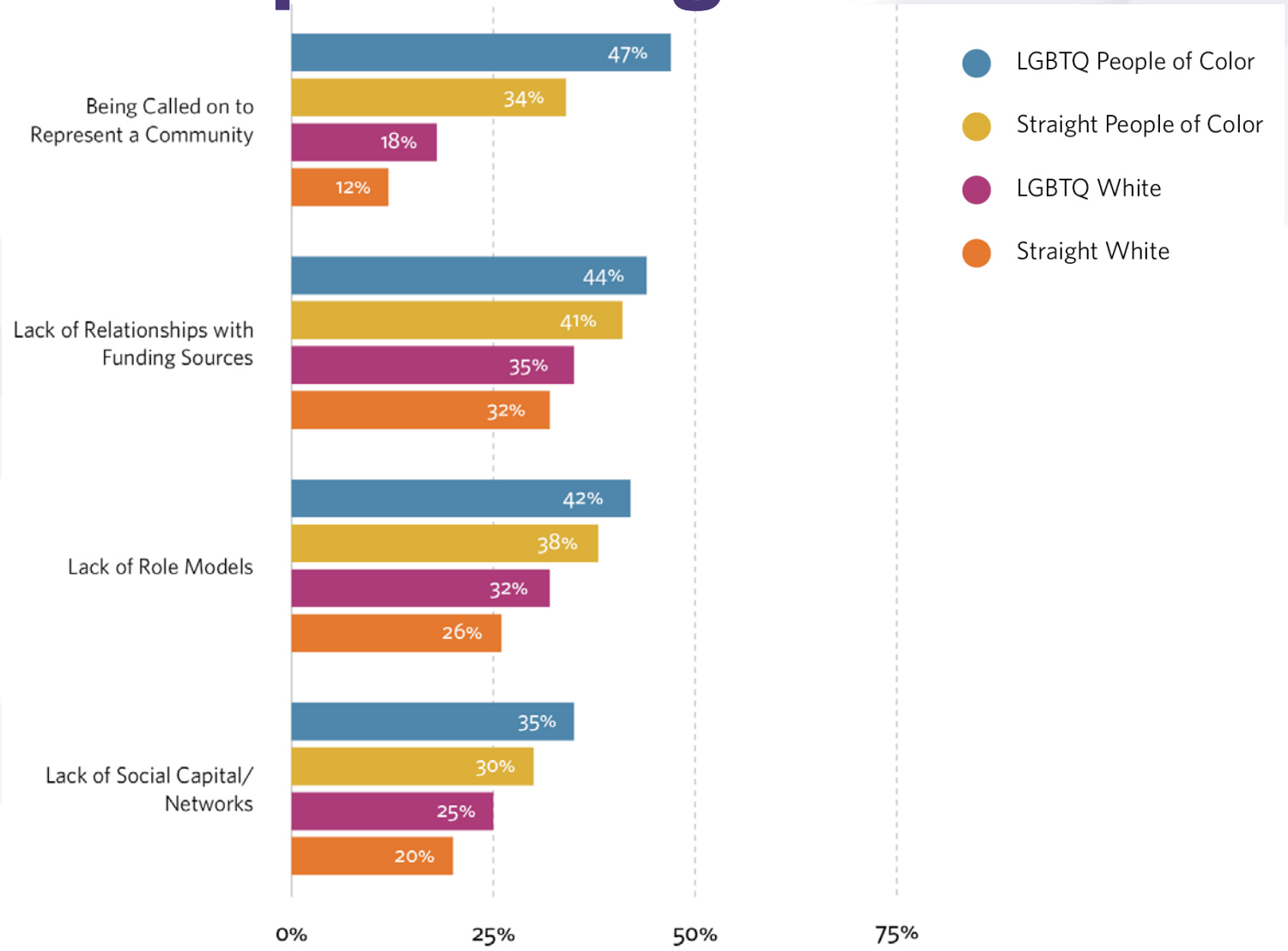


But race has bigger impacts





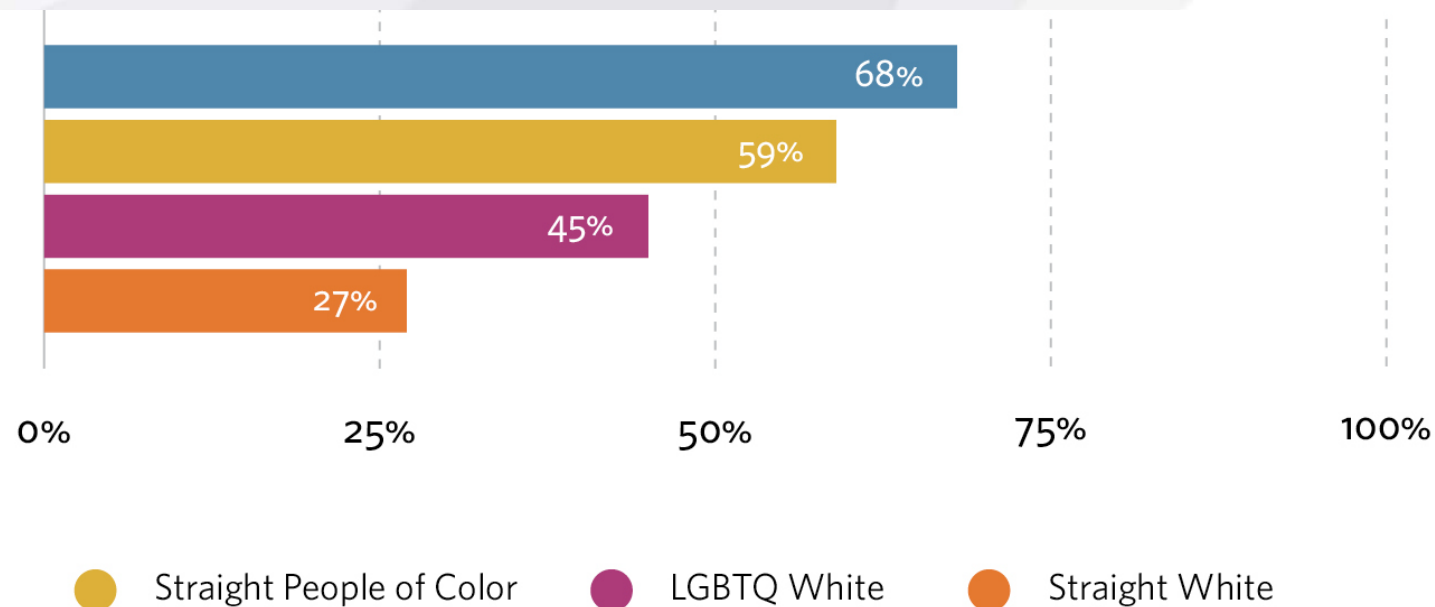
Compounding effects





Racial barriers to fundraising

Organizations led by people of color have a harder time fundraising than similar organizations with white leaders



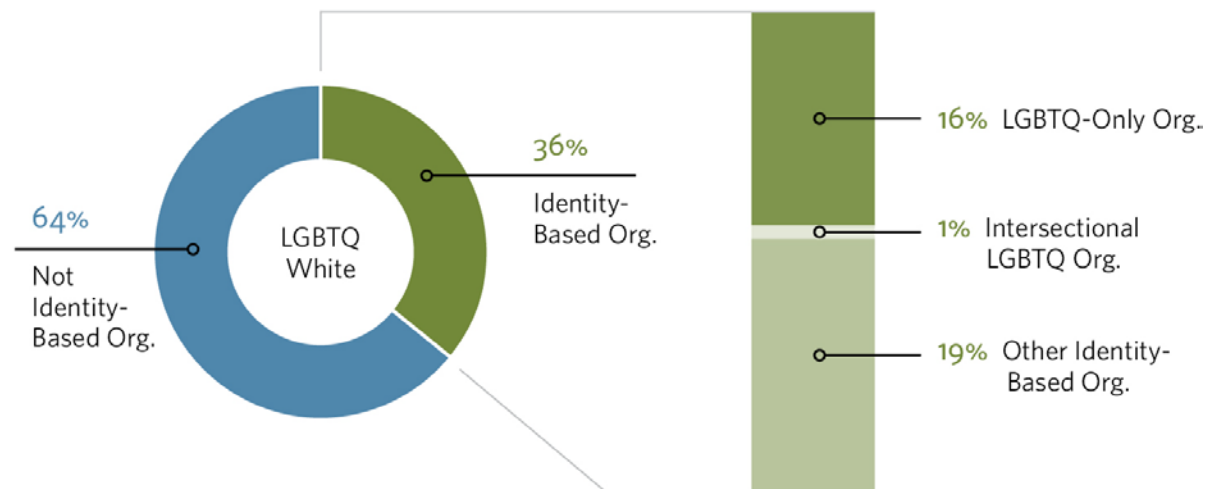
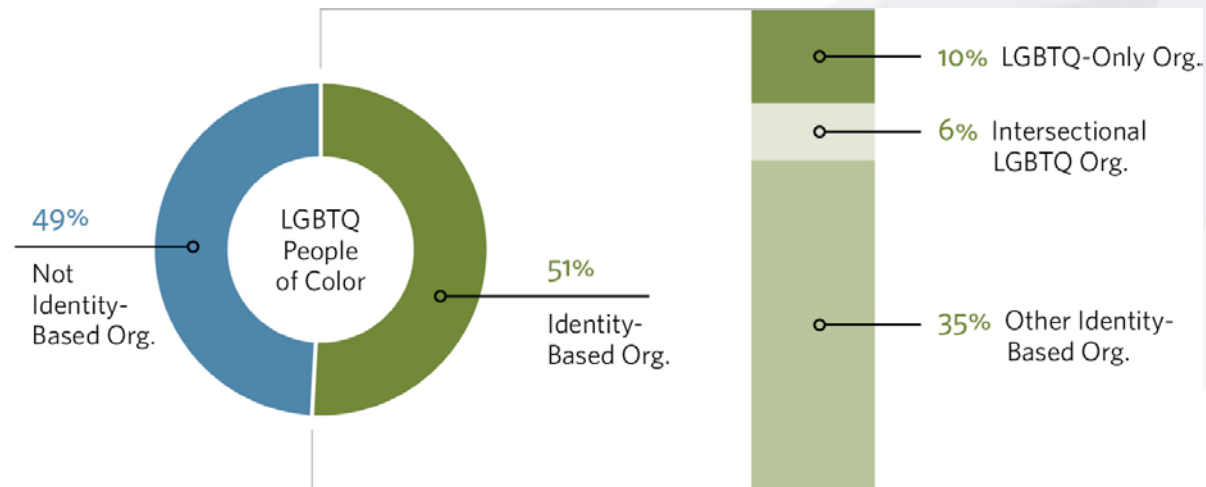


Finding opportunity in identity

I found a way for myself as an out lesbian by working for organizations with socially charged missions. It has been a bit easier to thrive in those organizations because they have worked to be inclusive of Lesbian Gay and Bisexual folks.

– Black Lesbian

Choosing identity-based orgs





Fishbowl Discussion

Rebecca Fox, *Wellspring Philanthropic Fund*

Rickke Mananzala, *Borealis Philanthropy*

Shaena Johnson, *Astraea Foundation*



Q & A



Thank You!