**Confronting the Nonprofit Racial Leadership Gap**

Speaker: Frances Kunreuther, Co-Executive Director, Building Movement Project

11/1/22

I welcome you all here today to our US pro bono summit 2022. And how truly I've been waiting two and a half years to be able to share a welcome like that while looking people in the eyes while being able to be in a room with folks while having such an incredible array of folks online. I want to start first by introducing myself because I know we have so many amazing practitioners and partners and folks in this space who have been to our pro bono summits before, but also now such an incredibly expanded pool of folks joining us here today. So I am Lindsay Gruber. I'm the president and CEO of the Taproot Foundation, my pronouns are she her for folks in the room on your name tags, you have the option of adding your own pronouns as well and online, you can share as you introduce yourselves. I have had the honor and pleasure of being taproot CEO since the summer of 2018. But I have a very unusual experience, certainly unusual these days, it seems as having been at the same organization now for 18 years. I do. But what I want to share with you today is how much it means to to be able to kick off this incredible time together in this incredible conversation. taproot itself is now 20 years old, 20 years of impact, 20 years of being able to bring folks together around the shared idea that greater good can be achieved in the world, when we are working to support the organizations, the leaders and the communities that are doing the work out there on the frontlines of driving positive social change.

And at our last in person pro bono Summit, which is the global pro bono Summit, actually here in New York in 2019. One of the last remarks I remember making as we were wrapping up the session was how incredibly powerful it was to look around the room and have folks from across sectors and an XM and actually from across the globe as well be a part of this conversation and be a part of this work and this dialogue. But wanting to also make note, as we look ahead, that when you bring folks together, that are already a part of this dialogue, we can inadvertently end up talking to ourselves right in a bit of an echo chamber. And what we want to do and what is so core to part of taproots mission, and our DNA as well, is to focus on the ecosystem, right, being able to make sure that we together the broader we are helping to advance the dialogue, advance the discussion and advanced the work of most importantly, around being able to drive that positive social change by helping the organizations and leaders making. And one core way that's critical as an ingredient to go from that echo chamber to that broader ecosystem is about access is making sure that these conversations aren't just restricted to folks already engaging in the work or in one market or in one industry and in one sector. And one of many core pieces of that, that has been a part of our permanent summit since day one is making sure that attending this event virtually in person in any capacity can be open to all. So as you hopefully noticed, as you are registering for this event, we have always been able to count on the generous support of sponsors to underwrite your ability to attend not a single pro bono summit attendee ever has needed to pay for a ticket in order to participate in this conversation. And this year is no exception. And I do want to extend a tremendous thank you to our leadership sponsor three shore champions sponsors, Johnson and Johnson and Prudential to our advocate level sponsor, Comcast, NBC Universal, and to AIG for being our venue and technology sponsor, and making sure that I could now welcome the people that are physically in the room with me here today, and the 600 plus people that are registered to be joining us online.

And that is a really big part of what also brings us here today, right? The fact that we are not just going back to business as usual, whatever that even could possibly mean every word. This really is business unusual. This is us leaning into and acknowledging together, everything we did have the chance to already learn over the last two and a half years, let alone the last 20 years of our work, and identify the pieces that are a core part of moving us forward together now. So that means being able to bring some folks together in person we're also having this conversation engaged in by 600 plus other people Oh, and Siri, apparently, Siri after that. Thanks for listening and for being able to make sure that these conversations are happening across sectors with folks who are just getting started in this journey, folks who are leaders in this folks who are willing to open up their minds, their hearts, their notebooks and share candid insights about what they've had the chance to learn what they've participated in and what hopefully you can take some insights away from as well.

And with that, I'll give a little plug which is our final session tomorrow is going to be an Ask a root session. And for those of you who are very familiar with taproot, you know that we call our employees our Roots. So tomorrow is a special opportunity to be able to dig in a little deeper with some other Roots from across the Taproot Foundation, in order to get in there and ask some of your burning questions from the 20 years, and $280 million worth of pro bono service that's been able to come just through taproots on programming, let alone the incredible programming of other partners and parties in the field. What have we had the chance to learn what can help you as you think about your own journey and pro bono. So as you're taking your notes, make some notes for what you want to ask a route tomorrow, whether you're in person or whether you're online, bear in mind that we have a tremendous number of folks who are joining us in this conversation. And I don't want to overstate it, but I think you're going to be pretty blown away by how impressive AIG is, technology is. So another nod and thank you to AIG where folks who are in the room and folks online are going to be able to see and interact with our speakers altogether. Which also means having folks in the chat able to submit questions in addition to having questions from folks in the room. So one thing I would normally love to do at a moment like this is to actually go around and start introducing ourselves to each other. So you know, who's here, where you're coming from geographically, but also professionally? Where do you work? What sector? How do you interact with this work? That's a little tricky to do with 600, some people and some folks in the room and some online, but I have faith that the folks who are coming together around this will be able to identify ways that we can connect with each other. So here's I'm going to do for folks in the chat, I want you to start saying hello, go ahead and say where you're dialing in from where you're joining us from, and for folks in the room. And I'll repeat back what you say sir, folks, and I can hear you as well. I want to take a little poll to see who has made the farthest trip to get here today in person.

11:07:59

A little birdie told me that there was a little road trip involved someone in there. Did someone drive more than five hours to join us here today. what's where you introduce yourself?

11:08:23

Hi, my name is Kevin wall Hall, a technical customer success manager with TechSoup. For those of you who don't know, types of biz, we are a distributor of hardware, software networking, and managed solutions for other nonprofits, both in the United States as well as globally with our partners. Seven hours, 48 minutes drive. Restaurants hopefully include ours to take to meetings, meetings on the way pulled over for safety. We weren't zooming coffee shop coffee shop, there we go. letting the world know this.

Thank you for making the trek to be with us here today. And in addition to our colleagues from AIG, I think the record for shortest trip besides getting to your desk and logging in might be our colleagues from Comcast, NBC Universal, a whopping seven seconds, not elevator. Can I call upon one of you just to quickly introduce yourselves?

Sure, Jessica Clancy had the pleasure of speaking a little bit later today. But SVP of CSR NBCUniversal, Europe, and Germany, my colleagues, Robert Charles and Sam Camerata. We have the opportunity to work with the taproot team, the Sarah team and others in the pro bono ecosystem to think about what's pro bono look like at NBC, for folks online. And you can see a little bit of the transcription with our microphones picking things up there. But we have our colleagues from Comcast, NBC Universal, you'll be getting to know Jessica Clancy of that later, when I had the chance to introduce her even more in depth as part of our session, they had a whopping seven second commute from 30. Rock across the way. And I know we have hundreds of folks online, I know folks are starting to say some hellos in the chat. And we'll hear a little voice over in the room as well as present when we do have time for q&a. That way we can hear we're engaging in this work. So what we have coming up ahead of us today is an incredible start to the day, I want to take you back a little bit with me now to October of 2019. Back when we thought nothing was going to change about the way we came together with events, I have the pleasure of being able to attend an event put on by the Better Business Bureau here in New York. And a core part of that session was digging in to some critical data, identifying some of the core challenges that face our leaders in the nonprofit sector who have historically been marginalized from accessing resources.

And I want to segue through that to an introduction to our first session, but first want to tell you a little bit about where we have been as a field and intact The foundation in particular, when we were founded 20 years ago, it was largely with the focus on trying to change. And look, it was early 2000s. So disrupt, as everyone said, then the inequities between the sectors in accessing resources, and that was a core focus of the idea of this model coming into life. How can we ensure that nonprofit organizations are able to access the same kinds of resources that any kind of business or institution needs to thrive in achieving its mission? Now, we've had the opportunity to shift towards identifying and bringing this work and these resources to be a part of counter acting and counterbalancing the inequities and accessing resources within the sector. And one of the pieces of data and one core report that I found to be so meaningful and was struck by in October of 2019, at this Better Business Bureau event, was the data being put out by the race to lead movement with the building movements project.

And I'm going to have the chance, actually, right now, wow, 130 on the nose, Eastern perfect timing, to be able to introduce Francis Kunreuther, Francis is the co director of the building movements project, the tremendous group I just began referencing that's done incredible research and data. In a number of reports, you're going to have the chance to explicitly learn about now called Race to lead. One of the things that I think is so incredible, and so striking about what she'll have the chance to walk you through today is the direct personal lived experience feedback from leaders in our sector. And I want to plant the seeds with you. Now, as we look ahead, thinking about the next 20 years of our impact, thinking about the next 20 days of what you'll be thinking about and planning your own programming and work. What can you take away from the conversation you're about to be a part of from the data you're about to have the chance to learn about from the lived experiences it represents, which might be your own, or might be that of others in your community organization, and feel, and take that with you as we go through all of the subsequent sessions as a part of this pro bono Summit, and be a part of that change with us be a part of this business unusual, as we're looking not to go back to the way things were but to push ahead to the way things can be, as we all come together around this core purpose of driving social change by supporting these organizations. So with that, I am going to bring up onto our screen. Francis Kuhn writer, Francis, so delighted to have you joining us here today. I'm going to step away from my big mic now and hand the virtual and true mic over to you.

11:13:46

Thanks so much, Lindsay. And what a lovely introduction. I'm thrilled to be here today and to talk to you. And as Lindsay said, a lot has happened since that presentation in 2019. And I'm going to let's see, see if I can advance this. Hmm, I'm going to stop sharing, I'm going to share again because things don't seem to be moving. Let's try this again. Okay. I'm going to share my screen it will start from slide. Okay, there you go. That's a picture of me, I use shoot she her pronouns. And now I'm co Executive Director of the building movement project with my colleague, Sean Thomas freifeld. And I am going to talk about building movement project works to help nonprofits integrate an act on social change and social justice values in their work, and one part of that work is what we call our race to lead work. And that really began Wow, a long time ago, and 2014 and 2015. We were doing work on generational shifts in leadership, we actually wrote a book on general shape generational shifts in leadership. And we were saying that leaders of the nonprofit sector, were going to look different and act different than the current leadership of my generation of the boomer generation. And then we started looking around and noticing that, though there were leadership changes happening, that there were really very few leaders of color the nonprofit sector.

And so we started with this question, which is why, despite the increased number of at that time training programs for developing leaders of color, the number of groups working on race and race equity, were there not more leaders of color in the nonprofit sector? There was lots of different data, not really very good data to tell you the truth, but most of the data said that under 20%, and some of it under 10% of nonprofit leaders were people of color so we were what why is that? Why aren't things changing? And so, you're going to hear from me talking about a series of reports just I'm gonna give you the highlights and then you can go to the website are building mu mit.org website or the race to lead.org satellite website if you want to learn more.

So I'm going to talk about the two national surveys a race to lead that was done in the survey was done in 2016. The data came out in 2017. The race to lead revisited another survey three years later in 2019. And data from that. And then two more recent reports that came out in 2020. This year, really focusing in on executive director CEOs of nonprofits. So, and as I said, we were, you know, 2014 2015, we were like, Why isn't something happening? We said, Okay, let's do a survey. And we put a survey out in the field and over 4300 people working for pay in the nonprofit sector responded to that survey, we redid that survey in 2019. This is a heat map of where people came from all 50 states. And we had about 1000 more respondents, we were especially interested in comparing people of color and white respondents and did a lot of outreach in BIPOC. Communities, and black indigenous people of color communities. And you can see here, the blue bars, you'll always notice are people of color responded to that umber color bar, those are white respondents of the people of color, the most likely responded to the with the highest percentage are black, African American, followed by Latinx, Hispanic, and then about equal number of Asian American and multiracial and both the 2016 and the 2019 survey. So first, I'm going to concentrate on this first two surveys kind of like what's the original findings were both of them. And then switching over to what we learned in 2019. That was wasn't published when Lindsay saw that presentation, because it came out in 2020. Something we call the wide advantage in the nonprofit sector and a little bit of data on Dei, we didn't have a lot but and again, just giving you some highlights. So um, when we say that the first finding is the same story, it's that in the first race to lead survey, we found that people of color and white respondents were almost exactly qualified, had the almost exact same qualifications to become leaders, a similar educational attainment almost exact on training, we asked a million different training questions, and the people of color were actually more motivated to be leaders, and that the barriers to advancement weren't that people couldn't have enough training, or that they didn't have the same educational attainment is that they were facing systemic biases, racial biases. And so this gives you the data from 2016 and 2019, to a question that we asked only if people who were not already CEOs, and executive directors, they were left out the rest of the respondents were asked to do, would you like to become an executive director or the head of a nonprofit in the future, and this is that oval circle to your left is the definitely probably less.

And you can see even in 2016 People of Color aspire to be leaders 10 percentage points more than white respondents and that grew to 15 percentage points, because a few more leaders of color, few percentage points more said they wanted to be leaders and less. White people said they were interested in nonprofit leadership kind of an interesting change there. We asked a lot of questions about what impacted their career advancement, we asked about their educational attainment, very similar responses from people of color and white respondents about their track record of work again, very similar percentages. And then we asked the impact on racing career advancement, and you'll see the top bar to 2016. The bottom bars are 2019. And what really struck us in 2016, we were already struck that over a third of the people of color responded that their race had negatively impacted their career advancement. And that increased to almost a half in 2019. And conversely, for white leaders, a 50% said that their career advancement had was hindered was enhanced by their race was aided by their race. And that increased to over two thirds in 2016. So this is a quote from one of the respondents we had 1000s and 1000s of writings in both of the race to lead. Surveys. This is somebody who says it's challenging constantly being the only Latina in all white and mostly male circles. It's a constant challenge knowing when to be strategic to stand up for my community. And when I need to hold back or else be left out of decision making circles and labeled as the angry Latina. This data we asked people a lot in both of those surveys about their challenges and frustrations and you can see people are equally challenged by their workload in the nonprofit sector. And then you get this little bit of a difference between people of color. And white respondents, especially the differences are enhanced in 2019. And that feeling they had inadequate salaries, few opportunities for advancement. But we really wanted to point out this lack of role models, role models are so important to advancing into leadership positions. And between 2016 and 2019 more people of color.

So they didn't have role models, or they were challenged by the lack of role models, and fewer white people had similar challenges. That was a 19 percentage point difference. So something that we were really struck by, this is a nother writing, I've had phenomenal support, mentorship, and sponsorship by women of color, mostly black women like myself, who have provided me the emotional support critical to enduring and persisting through microaggressions, I would not have been able to persist without them. So that's kind of a snapshot of the first set of findings. Again, more, if you look at the report, I wanted to then talk about what we call the white advantage, and that white people in the sector have an advantage over people of color in terms of the organizations they work in, and how they feel about those organizations. So let me tell you what I mean by that, in the 2019 survey, we asked people just the percent of people of color on their board, in their top leadership for the rest of the staff that aren't in top leadership, and in the constituency and communities they serve. And you can see the response rates here, that for the board, over half, the group said that less than 25% of the people on the board were people of color. And that was a very similar percentage for people in top leadership. And then you can see this kind of dramatic change of almost a little bit of an equaling out on the staff and then the opposite effect that stepped off the sort of fed in terms of the communities that people serve. So we thought about that. And we thought about this quote of a black survey, Respondent who said, I'm usually the only one only or one of a handful of BIPOC talk. And as I said, that's black, indigenous and people of color in the room. It's such an isolating, frustrating and infuriating dynamic, the lack of leadership of color, every organization I've worked at has impacted not only the running of the organization, but my own professional development, even personal development.

So what we did is we said, well, what organizations are what we call white Ron, why don't organizations have more than 75% of both their board members and their top leadership that are white, and that's that orange color there? And then we said, and what about organizations led by people of color, when we looked at 50%, or more, not a lower threshold of organizations were people of color, there were more than 50% of people of color on both the board and in the top leadership. And you can see really, if it was evenly distributed, it would look like that gray color is all the other groups that have every other combination in between. And yet most people worked in white run organizations where 40, that was 45%, where 75% or more of the board and top leadership, or white then came closely followed by every other combination, except for the people of color LED, which was only 14% of the total sample. So we were curious about the impact this had on how people felt about their workplace. These questions that we asked are very common as you might have taken them yourselves. They're called Net Promoter questions. They're asked to see how people feel about their workplace. And you can see across the top, I would be happy if I worked at this organization three years from now, I feel like I have a voice in my organization. My organization offers fair and equitable opportunities for advancement and promotion. And you see that blue. is, the average rate of people of color respondents in that number color.is, the average rate of how positive people are about their, in their response rates. So 10 is I'm very positive and zero is totally negative. And you can see and white run organizations, just white people are having a better experience in those organizations in all three of these categories, especially when you compare them to the people of color. These are very wide differences in statistical terms, that distance lessons a little bit when you look at all those other groups in between and then in those the groups that were people of color run you can see that it actually the not only does the difference disappear, but in fact, everybody seems to be happier or doing better in those organizations feel better about the organization.

So that's what we mean by a wide advantage. White people do better in white run organizations, which are most of the organizations that people work in. And the last thing about these two big national surveys that I wanted to mention, were the DEI initiatives that we asked for the first time here. And oh, almost three quarters, 74% of respondents said there was some sort of di initiative in their organization. And this gives you a sense of what those di initiatives were the training of staff very common, clarifying how di is central to the mission, looking at how race equity and bias impacts the work, and, and then putting more people of color on on the board or advisory boards.

11:26:56

We then started thinking about, well, what makes for a good experience. And this slide is a little complicated. On the left, you just get the training topics that people had. But we thought, what if we really dug in and said, you really have a lot of training? Would you feel differently about the impact on your organization than if you just had a few trainings. So the gray circle is the total positive impact that's some positive impact and very positive impact. So really, the trainings are positive to most people, most respondents who participated in them, but we found is that if you participated in for more trainings in your organization, in other words, your organization was really digging into the issues of racial equity, you were much more likely to have a very positive impact than if you just had one, two or three trainings. So the more that groups really addressed the issue, the more they dug into each other, the more positively respondents felt about the trainings and their impact on the organization. This is one of the right ends again, I have been fortunate that my organization was provided funding for equity training, the trainers help the group identify many of the structural and systemic inequities in our organization, structure and culture, to have been part of this transformation. It takes love, patience, diplomacy, anger, and dog and persistence.

So we have several recommendations that we did in the that these are from the 2019 report, I'll just touch on a couple of them, that we just need to pay attention to the experience of people of color in the workplace. Of course, we want to ensure that the policies and procedures in that workplace are consistent with racial equity goals, but we also need to know how they impact the people working in the organization, you need to set those goals, racial equity goals, and be transparent about how you're doing on them to the whole organization, are you meeting the goals or not?

So I want to pivot from here, because as we were seeing some changes in 2019 2020, especially Shawn, my co Executive Director, what worked view was talking to other executive directors of color. And he was noticing that especially people who are directors who are taking over from CEOs, and we're taking over from white leaders, we're having particularly difficult experiences. So we put out two reports last year trying to dig into why that was. And so I'm going to report on both of them. The first one is called Making or taking space, which we did with the Robert Sterling Clarke Foundation. And we looked at nine organizations in their orbit that had gone from a white executive director to an executive director of color to a bipoc, executive director. And we interview the interviews were of the exiting leader, the exiting white leader, the incoming leader of color, sometimes they were leaders a couple of times, they were co executive directors. And then we interviewed a board member that had been involved in that transition. And so what I want to do is give you some of the findings from that. There are four findings, I'm gonna go through them very quickly. What was interesting right away as we analyze these transcripts, looking at what people said, kind of going over and over again, the interviews that most of the white leaders, I think seven out of nine, or it might have been their board, it might not have been the leader were really intentionally recruiting a leader of color to come in, and that this coincided with internal issues that were happening in the organization that related to race or racism in that organization. So there was already some racial strife in the organization. So leaders of color were coming into organizations that were already experiencing this sort of racial strife. This is a board member. Comment in this board members interview that said there was a massive step staff transition that occurred for women of color left the staff within three much months, I think partly that contributed to why this transition happened. It felt like a surprise to the board that all of these staff members were leaving and were very deeply unhappy and said they were leaving because of power dynamics. racial dynamics.

The other three findings really are along the same lines that the entering BIPOC leaders, the entering leaders of color, almost in every case, were familiar with the organization. And they understood that they were being brought in not only to run the organization and to continue to grow and make sure the organization thrived, but also to kind of address these internal issues, especially with the staff. But the extent of the issues were not always clear that leaders of color are also prepared to do this, whether it was sometimes the expectation was made explicit, but sometimes it was implicit. They knew what was going on. But nobody really said that was what was going on why they were hiring a leader of color. So they had double duty, they had to both run the organization and address internal equity issues. But then they faced other challenges that were unexpected, especially related to funding where it looked like from the financials, that everything was fine, but then they found that certain things were restricted or money wasn't available to them that they thought was available. So that really hindered their ability to move the organization forward, though all of them have actually looked back now. And then the last thing I wanted to say is that several of the leaders notice that they that what was a additional responsibility, they had this and they had to protect or support the ensiling leader, even if they were kind of cleaning up some of the problems that have been created. Now, I just want to say, having taken over from an executive director, having been twice an executive director, that everybody who leaves a dirty closet, I mean, nobody fixes everything in the organization, before you leave, there's always things you don't get to, there are always problems. But these were really exacerbated by the issues of the racial dynamics. This is a quote from an incoming leader of color, who says, it's just absurd, I feel like funders are so excited to have a moment of hiring a leader of color and be like, Yay, look what's happening. And everybody's like, yay. And then they just walk away. And the most cases that I know of the staff has deep seated issues of race and gender and gender identity that nobody has dealt with or impact, you stepped into that role. When people were like, I want this off tomorrow, we don't have the liberty as black women leaders to say we're gonna set that aside and come back to it a month, our staff will revolt. So that's the qualitative study that we did, or report that we did on these transitions. And then when we did a more quantitative analysis, and this was actually from the 2019, race to lead data where we had over 900, Executive Directors respond to that survey. So we did some analysis of that. And I'm just gonna, because of time, and I want to leave some time for questions.

I just, I'm gonna go over a couple of the findings there, I'm gonna go over three in particular, but you can see all five of them here. And especially, I'll just point out that I just referenced that leaders of color take on additional burdens without the additional compensation that these leaders who are coming in to solve internal problems and to leave the organization and to grow the organization aren't compensated for that extra labor. So let me go to the first finding that leaders of color needs support, but they don't need more training. This really echoes what I said in the very first finding we had when those two national studies that people are qualified to lead, but that they do need support in their leadership roles. This is a person who survey respondent who said she had hit the glass ceiling several times before she became CEO, I found myself being passed up for roles less experienced, while less experienced white women or male leaders of color attended into promotions, I grew weary of having to constantly advocate for myself, while others had institutional sponsors are lobbying on their behalf. The reason that's highlighted is I just wanted to show you this one chart, this one figure that shows how people of color CEOs, these are only CEOs or executive directors of nonprofits, were less likely to have mentors at their job. And we all know how important it is to advance to have mentors at your worksite. There were equal crap, pretty equal numbers or percentages of mentors outside the job. Most people had that. But what was interesting to us is that people of color CEOs were more likely to have coaches or executive coaching. And we surmise it that's because they haven't had this mentorship at work. So they're bringing in the type of support that they need. They need that support. Unfortunately, they also have to pay for that support where mentors at work you're not you're not paying for that. We also found that it's not shown here is that people of color were less likely to be in peer support networks than white respondent.

11:36:01

So the second finding that I wanted to highlight wasn't finding number four, which there were these two The challenges that come with taking over from a white predecessor, I'm just highlighting in a different way. Some of what I just explained to you with a qualitative report with a making or taking space report. This is a chart of who somebody's predecessor was, we asked to CEOs, was your predecessor white? Was your predecessor a person of color? Or Did you are you the founder where you have no predecessor, and you can see that for people of color, which is that top line, almost half or taking over from a leader of color, whereas 81% of white people were following white people, only 8% of whites were taking over from the leader of color. So 46% of leaders of color were taking over from a white predecessor. And so what I want you to pay attention to in this a little bit complicated figure is that blue bar in the middle of that blue bar. So those are the leaders. On the left side, or the EDS and CEO of color, on the right side are white EDS, and CEOs who took over from a white leader. And you can see that people of color who take over from a leader are less likely to have support from their staff. And they're less likely to say their staff and accepts them holding them accountable for the work. And actually, what's not shown here is we asked actually asked about trust from the board. And people of color who follow white leaders have a 10 percentage point less trust from the board than either white leaders or people of color who take over from other people of color. And then the last finding of these reports I want to emphasize is that too few white leaders really factor race equity into their succession plans, about a half of the executive directors that took the survey say they were either actually in the process of planning to leave, or they were starting to think about how they were going to leave their organization. So we asked them these questions like, What are you thinking about in terms of your successor, were you actively mentoring the staff of color, whether you were making networks with communities of color for succession, or connecting with other leaders of color, and you can see that white leaders really fall short compared to leaders of color, and really doing this sort of outreach so that they are succeeded by a person of color. This is from a white executive directors focus group that I did in Boston. And this is a white executive director who said, there's two parts to winning, he was talking about having a person of color takeover and an executive transition, he said, There's getting your colleague of color into that position. That's the first part. And the hardest thing is to make sure that she has the support to succeed.

So um, before I end, I just want to say we're in the process of collecting our data for the 2022 race, delete survey, it's out in the field, I'm going to give you a QR code soon. So I hope you'll send it to somebody who works in the nonprofit sector, who works for pay in the nonprofit sector to take the survey or tweeted or do whatever anything you want with it. But I thought to give you a little preview of the first 2000 respondents. First of all this is that that first trip you saw whether you're aspire to be a nonprofit leader, these are just the definitely yes. But look at that, that you still see that percentage point difference at 12 percentage point difference over in 2022 for these first 2000 respondents, but what you don't what we are really noticing is fewer people want to be leaders a concern to us. Thinking about do people want these leadership roles at this time. The other thing we did is we asked people we're asking people about their experience, kind of post 20 March 2020, post, the onset of the COVID Pet pandemic, the uprisings, etc. And we asked just how important these things are, if they're more important, or equally important, or less important. And as you see the flexible hours and working arrangements just hit went off the charts on what that being so much more important to respondents. But other things were important, as well. So this is a QR code, take a picture of it, send it to somebody take the survey, we really need more respondents. We're experiencing what happens when there's survey fatigue. And if you want to be in touch, this is my email of Kannada rebuilding movement.org. Please go to the website. And I think that is it. I'm going to stop my share and see if there are any questions.

11:41:02

Thank you. We do have time for one or two live questions if anyone either in the chat or in the room. Just want to pose a question to Francis. And then I'll also just add that that was incredibly helpful slides. And that data is available on the Excel events platform and will make available as well, if you want to dig in a bit more to be able to follow up and share that QR code or share the survey. We have a QR code as well. But I'll pause for a moment to see are there any questions that we should use some time for now?

11:41:34

Yeah, Kevin. So my question would be, then I'll repeat it back to you, Francis, you can hear great what, what maybe from these

11:41:41

findings is structurally like, what, what are next steps, because this is obviously very impactful, but it's gonna get translated into actual meaningful change.

11:41:52

So I know you probably have a lot of thoughts on this, Francis, but even just one or two initial thoughts, with such impactful data and insights, what are one or two examples that come to mind for you about translating this into actionable or meaningful change?

11:42:06

Well, the first thing is, is that what we found in the beginning is when people were talking about racial equity, they do a lot of talk, and there was very little action. In other words, people, we were, we would sometimes laugh, because you know, the term white supremacy culture or white supremacy would roll off of people's tongues, but nothing really changed internally in organizations. And so the first thing that I just want to say is that change actually means change. And really looking at your organization and looking at the power dynamics of the experience of people of color in that organization. Looking at your equity in every level of pay equity and positional equity, and really addressing what is unfair, these are these we know we live in a larger context of structural inequity. But there's so much we can do within our organizations that we don't do. And talking and training is great. It's a start, but not followed by action of really thinking about how you can change within your organization, how you can have difficult conversations, actually, we just developed if anybody's interested, please reach out to me a automated algorithmically generated race equity assessment for organizations that really is based on four building blocks. It's got a very detailed, customized narrative and visual report very long. But the four building blocks really did change our are really having a leadership commitment to being a learning organization, and really being committed to learn and to enact learning, to look at who has voice and power in the organization, and then to be able to have difficult conversations. And those are really the elements of culture change, but also changing in racial equity.

11:43:55

Thank you for that, Francis. And before I pose a question myself, I want to leave space in case there's any additional questions around my looks like we do. We do have one speaker, who would like to come off mute and ask a question. Dr. Tatum, if you can unmute and ask your question, please.

11:44:17

Hey, guys, this is Dr. Cathy Tatum are collaborating voices here in Houston, Texas. I am the founder. It's a question in a statement. I'm also an activist, and I speak to our cities in our our government. And one of the questions that I always ask them is, do you even know that the companies that you give the money to in the grants? Do they diversify? And are they giving it to mo use, I, you know, I'm gonna give you example, I do domestic violence. And a lot of these cities get their money from, you know, DC and major, but I don't think they actually use this data. So I know when you get this data to me, I'm gonna go back. We have a lot of people that are in power here in Houston, Texas, that are black and brown, but even they don't give it to the Spirit sees. And a lot of companies are getting away with putting black and brown on brochures on the commercial. And when I talked to the liaisons, they're more often get paid maybe 400, or not at all. So all these companies are getting grants saying they are diversify, and they come in there. And then I bring it to them. And I go, Hey, I was at your golf tournament. And I could pick out one or two black people at your golf tournament for your fundraiser, or here goes to the gala. And a lot of the black and brown people that are on board are working for these nonprofits. They can't even afford to go to the gala. So one of my questions is, why are we serving government? Actually the ones that actually give out the grants, why are they doing these surveys? Like do they even know that there's diversify of the MO use? Because if they really looked at it, and one of the other question is, why don't we have a survey on How much money actually goes out to the Black and Brown, if $10 million comes in for a diversified community, a lot of the white nonprofits and boards are bringing are not just boards, but workers are bringing in millions as a director versus a black and brown nonprofit that are working out of their home, working out of their garage. And we actually asked for money. We are literally said that we don't want to work with you. But white boards and white nonprofits, they can bring in $4 million, and nobody blinks. So that's, I hope that that brings that to attention of things that we I would love to have, where I can push that out even more, thank you.

11:46:55

That could hit him, I really appreciate what you raise, because all of it is so true. There is a program that race forward does that really works with government, and training government. It's called gear. It's like a government something for racial equity. But I forget the middle name. But everything you raise is true. What one of the things that happened when we were doing like focus groups is I can remember, suddenly, a light bulb went off in my head, and I met with my co Executive Director, Sean, I said, I'm really worried. And he, from what I'm hearing in the white focus groups with executive directors. And he said, why? And I said, because these are all white dominant groups that say, well, we need even more money, because we want to diversify, so you have to give us more money. And the groups led by people of color are still not getting the money they need and deserve. So I think all of these issues, these are, what that that particular is pointing out is these are structural issues that can be solved. But we have to look beyond the images, the words, and and the language to really look at has there been changes, that's why I said, you know, audits on pay equity, how many grants go to people of color, led organizations, and what amounts so you could give a lot more grants, but give very small grants. So all of this is I think I just everything you raised, I want to echo and really appreciate you raising all those questions.

11:48:23

Thank you so much. And Francis, thank you, again for bringing this data along with your co Executive Director and all of your colleagues to the forefront. Thank you to everyone today who I know will take this data, bring it with you into your work into your communities. Given that this is the pro bono Summit, one of the many, many ways I think this can be incredibly valuable as we continue through the discussions today is thinking about these compounding factors, that organizations that are a part of being in these pro bono programs are also facing going through thinking about the design choices if you're a practitioner that might implicitly or explicitly affect who even gets access to these incredibly valuable services. And look ahead now and think about the ways that sharing the link to the survey, and other aspects of that can ensure that data like this can continue to be brought to the forefront and incorporated into the dialogue and the way we think about program design and ultimately, action and change as you put so well, Francis.

So thank you again so much. as a reminder for everyone, you'll be able to access the slides on accelerant and on the Taproot Foundation website as well. And looking forward to sharing the link to the updated survey so that we can make sure that more of this data is brought to the table. Thank you so much. Have a great conference. And for our attendees as we continue on through our agenda today, we do have a brief break now. We'll be coming back together at 215. Eastern, so not all that long from now, please take a moment to jot down your notes. Take a break and come on back to 15 Eastern see you right here very soon.