

Foundation and Nonprofit Leadership

Foundation Staff & Board Diversity

	CEOs/ Presidents ¹	Other Full-time Executive Staff ¹	Board/ Trustees ²	Program Officers ¹	Total U.S. Management/ Professional Workforce Composition ³
RACE/ETHNICITY					
Caucasian	92%	84%	87%	64%	82%
African American	3%	5%	7%	16%	9%
Latino	2%	4%	4%	11%	8%
Asian/Pacific Islanders	1%	4%	5%	7%	7%
American Indian	.4%	.4%	.5%	1%	N/A
Bi/Multi-racial	.4%	1%	N/A	1%	N/A
Other	.3%	1%	N/A	.3%	N/A
GENDER					
Female	54%	64%	38%	77%	51%
Male	46%	36%	62%	23%	49%
LGBT					
	N/A	N/A	2%	N/A	
PEOPLE WITH DISABILITIES					
	N/A	N/A	1%	N/A	

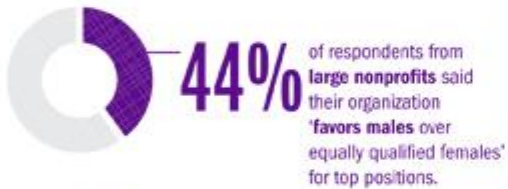
Source: D5 Coalition, State of the Work 2014, <http://www.d5coalition.org/wp-content/uploads/2014/07/State-of-the-Work-2014-FINAL.pdf>

Leadership

Women make up the majority of all nonprofit staff positions.



But leadership positions at large nonprofits* are mostly held by men.

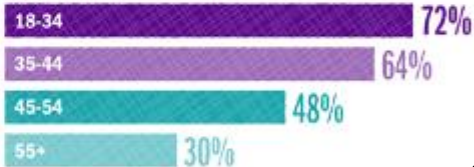


How would large nonprofits succeed with more women on the board of directors?



The majority of respondents who are not already a leader aspire to be one.

Age Bracket



What reasons do women cite for not aspiring to be a nonprofit leader?

Reason Cited



What's stopping women from advancing into nonprofit leadership?

Time Commitment 55%

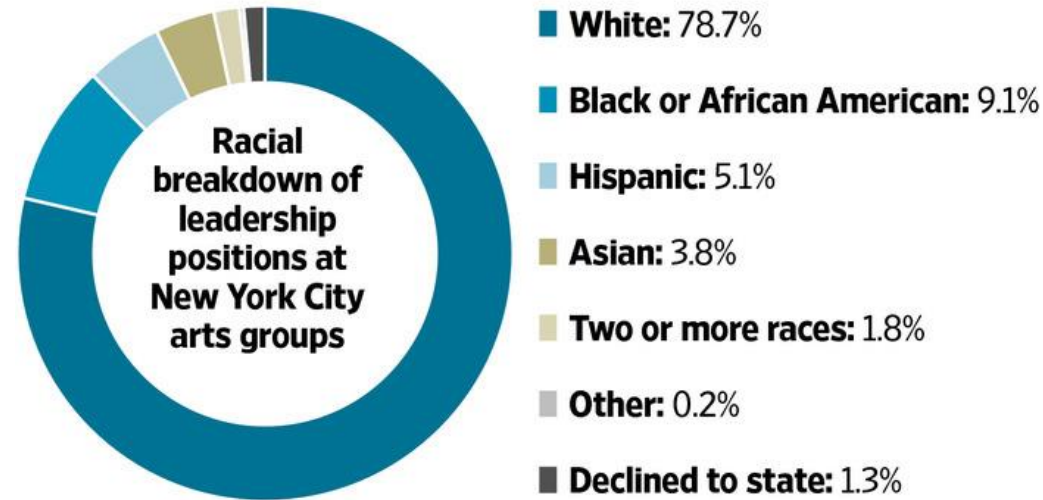
Too Much Stress 44%

7% Believe They Can't Do The Job

Source: 2014 poll commissioned by *The Chronicle of Philanthropy* and New York University's George H. Heyman Jr. Center for Philanthropy and Fundraising

Diversity Check

City arts groups are more diverse than those nationally, but the majority of the cultural workforce is white.



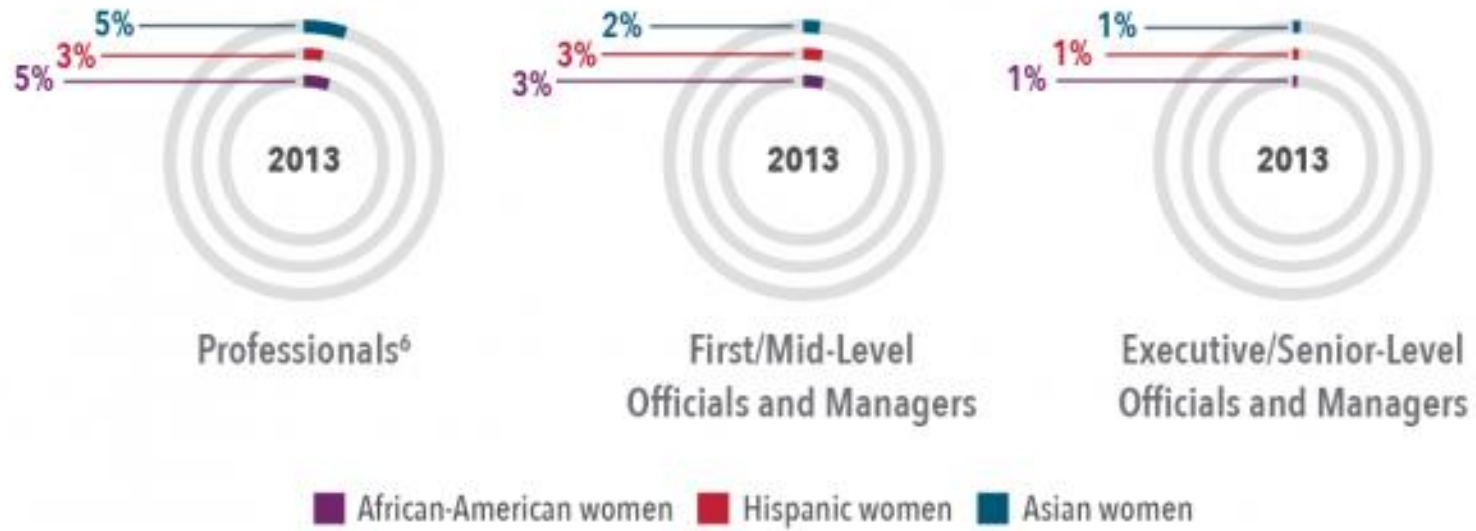
Percentage of individuals in the cultural workforce identifying as white



Fortune 500 Leadership

- **97% of US companies have senior-leadership teams that fail to reflect the demographic composition of the country's labor force and population**
- **Women account for 16% of executive teams**
- **African-American CEOs represent 1% of Fortune 500 company heads—just five black chief executives.**

THE PIPELINE IS LEAKY:
WOMEN OF COLOR ARE UNDER-REPRESENTED AT THE HIGHEST LEVELS⁵



STILL TOO FEW: *Women of Color on Boards*

In an era of increased efforts to diversify corporate boards,¹ it is tempting to think that women of color—Asian, Black, and Latina—would be highly sought after.

But this isn't the case.

Women of color are absent on most Fortune 500 boards.


Women of color were
2.8%
of board **directors**.²

At **3.1%** 
their share of board **seats**³ was
larger, but only because a
QUARTER
of women of color serve on
multiple boards.⁴

For some women of color, there's a Catch-22: getting on a board requires already having served on one.

Women of color were **TWICE AS LIKELY** as white women to serve on multiple boards.⁵

Selection committees are relying on the same women of color to fill board seats.

What are Solutions?

- **Companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their respective national industry medians.**
- **Companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians.**
- **When business case meets justice case—we have opportunity!**



HELEN LAKELLY HUNT

WMM MEMBER SINCE
2007

WHERE SHE GAVE HER MILLION
The Sister Fund, Women's Funding
Network, Dallas Women's Foundation,
and others

FUNDING INTERESTS
women, girls

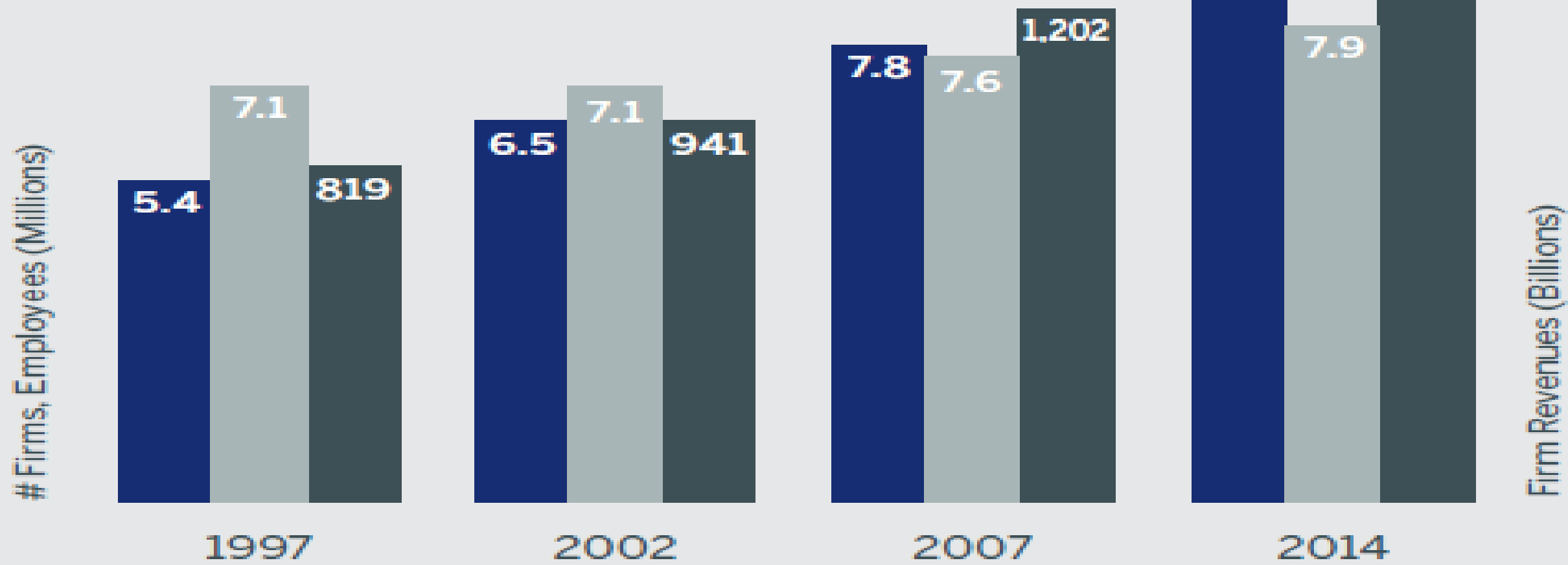
**“No one would have used ‘women’ and
‘power’ or ‘women’ and ‘money’ in the same
sentence.”**

FACTS !

- **Women rate higher in 75% of core leadership competencies. (Jack Zenger, Joseph Folkman)**
- **Women raise collective intelligence and sensitivity to social signals. (Anita Woolley, Thomas Malone)**
- **Globally, more people value traditionally "feminine" attributes in leaders. (John Gerzema)**
- **Higher the ratio of women leaders, the higher ROI. (Catalyst, McKinsey, Ernst & Young)**

NUMBER & ECONOMIC CLOUT OF WOMEN-OWNED FIRMS CONTINUE TO GROW

- # Firms
- Employment
- Revenues (\$B)

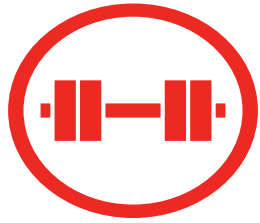


Sources: 1997–2007, US Census Bureau. 2014 estimates, American Express OPEN/Womenable.

The power is in our hands.

- **More Women leaders=More \$**
- **More Women leaders=Better Decisions**
- **Power of the purse**
- **Power of education**
- **Power of numbers**
- **Power of justice**





PREPARE

Training online and in person
Collaborations for accessibility



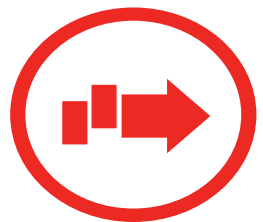
DEVELOP

Mentoring
Connecting on and off line



INSPIRE

Role model presentations
Media representations



PROPEL

Thought leadership
Movement building

**Comprehensive
and sustained
program needed**

TREA YIP

WMM MEMBER SINCE

2007

WHERE SHE GAVE HER MILLION

Dallas Women's Foundation

FUNDING INTERESTS

social justice, gender equity,
protecting the environment



“Be bold and go forward.”