Advancing Racial Equity: An Organizational Perspective

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2018 Research: Advancing Racial Equity Within Nonprofit Organizations

195 individuals completed the Racial Equity Survey

75% were executive directors or senior leadership

79% were from the Washington, D.C. region
Scale of Engagement

9%
We have not done anything, yet.

15%
We have begun having conversations

19%
We have participated in a training(s) and/or started to develop our capacity in other ways.

27%
We have adjusted some of our internal policies, practices and/or values to intentionally promote racial equity.

30%
It is an integral part of our internal culture, value, practices, and policies, at all levels of organization.
We have begun having conversations.

Board conducts a self-assessment on racial equity

Racial equity is listed as a core value for the organization

Board recruitment strategies begin to consider racial representation

Staff-led discussions of racial equity

We have participated in a training(s) and/or started to develop our capacity in other ways.

Implicit bias training

Racial equity training

Adoption and implementation of a diversity and inclusion plan

Implicit and structural bias training

Staff-led reading groups on racial equity

Introduction of a diversity and inclusion plan

We have adjusted some of our internal policies, practices and/or values to intentionally promote racial equity.

Comprehensive board orientation that includes racial equity

Board roles are explicitly defined to understand stake in advancing racial equity

Explicit commitment to racial equity included in strategic plan

Comprehensive staff orientation that includes racial equity

Start implementation of diversity and inclusion plan

Formation of a racial equity working group

It is an integral part of our internal culture, value, practices, and policies, at all levels of organization.

Board regularly conducts a self-assessment on racial equity

Explicit commitment to racial equity as a core value

Diversity and inclusion plan is being implemented with intention

Other practices unrelated to a specific stage of engagement.

Expert/trainer brought to facilitate internal conversations

Anti-racist framework is applied in hiring and HR practices

Formation of racial affinity groups

Center for Public & Nonprofit Leadership
Leadership Level Decisions

Top Down or Bottom Up

Pace of the Effort

Areas for Change
“Racial equity and diversity is considered essential to the functioning of an effective board. In order to ensure diversity, we have eliminated any "give or get" requirement from the expectations regarding board financial engagement. People give as they are able, though 100 percent giving is expected.”

“In recruiting, those most responsive to public postings tend to be people not of color. Diversity board recruitment has worked best via one-on-one and in-person networking.”

“We always have a young person trained to be at board meetings. They learn about board practices and the org’s work. We never make hiring decisions without young people being in interviews.”
Staff Engagement

“That it doesn’t feel like a box you check off to give yourself cover and that it challenges you to actually commit to the work.”

“We have open, honest dialogue; we ensure that our staff of color are director level staff whose voice and decisions carry great weight within the organization; we openly discuss the impact of systemic racism on the policy goals we are trying to achieve and outwardly acknowledge that we cannot reach our policy goals without tackling racism in our work.”

“External training about bias and opportunities to address DEI are good starting points to socialize the topic but inadequate to support significant progress and change in practices.”
3 Main “Sticking Points”

1. Clear Goals and Metrics of Success
2. Engagement Throughout the Organization
3. Avoiding Change Fatigue
Additional Research on Racial Equity
Tools and Resources

**Building Movements Project** - Reports (Racial Leadership Gap; LGBTQ)

**Annie E. Casey Foundation** - Racial Equity Impact Assessment; Action Guide

**Racialequitytools.org**

**Policy Link** - Research, data, framing, messaging

**Race Forward** - Research, tools, trainings

**Dismantling Racism Works** - Workbook, definitions, history, and other resources
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Report available at: cpnl.georgetown.edu/research/publications

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