

Equity in the Center

Data Walk Slides

THE NUMBERS DON'T LIE.

Companies in the top quartile for **racial and ethnic diversity** are **35% MORE LIKELY** to outperform their respective national industry medians.



Source: *State of the Work*, D5, 2016



The median white family had a net worth of roughly **\$142,000** in 2013, while the median net worth of non-white families was just **\$18,100**²

In the workforce in 2022, there will be:³

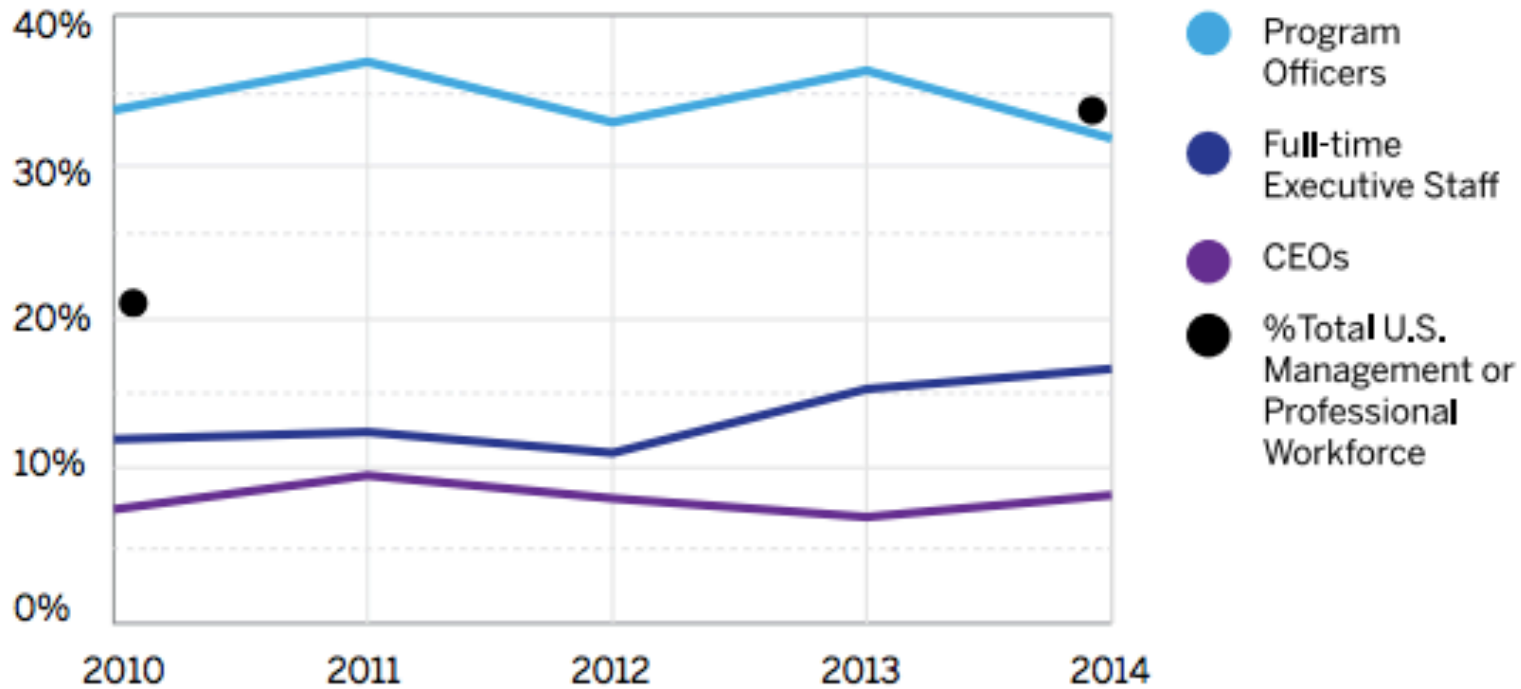
10% more African Americans
24% more Asians
38% more Hispanics

Source: *State of the Work*, D5, 2016

America is changing. Is the social sector?

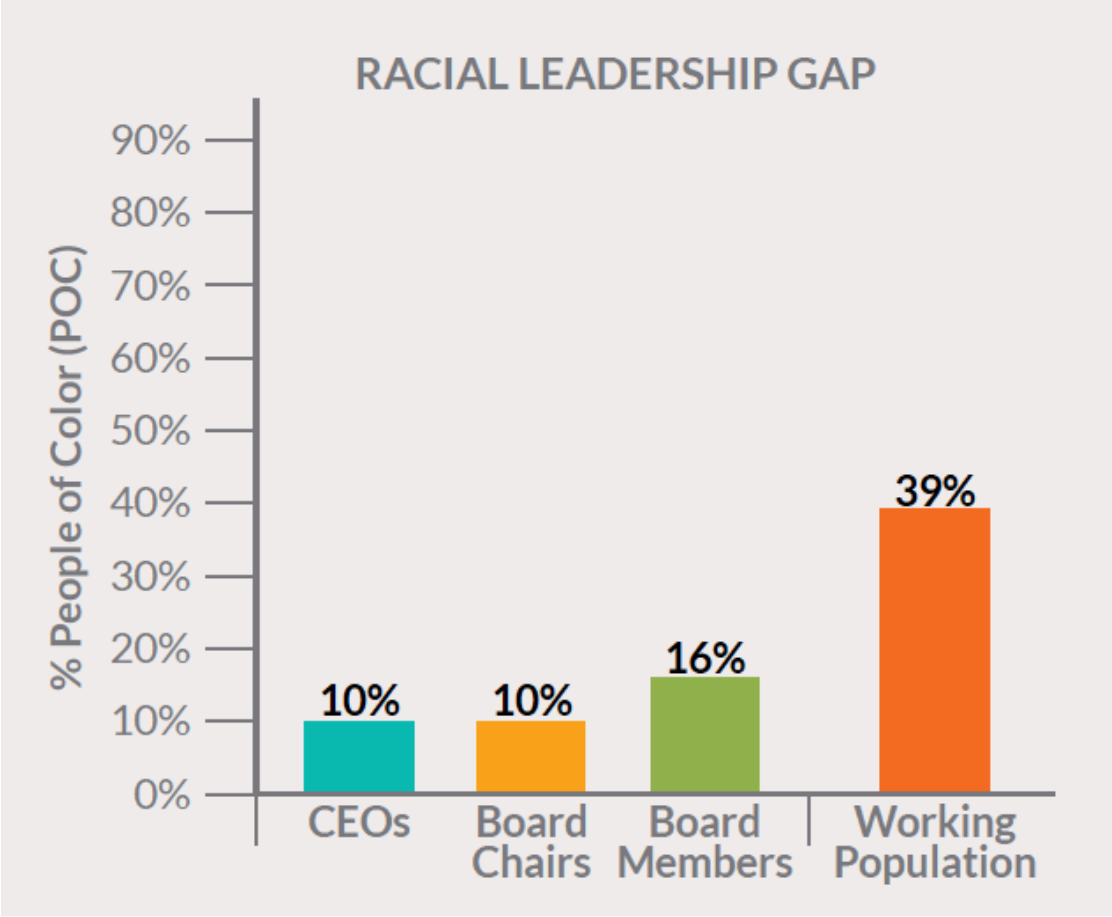
There is a racial leadership gap at all staff and leadership levels of philanthropic organizations

Foundation Staff And Leadership: People Of Color



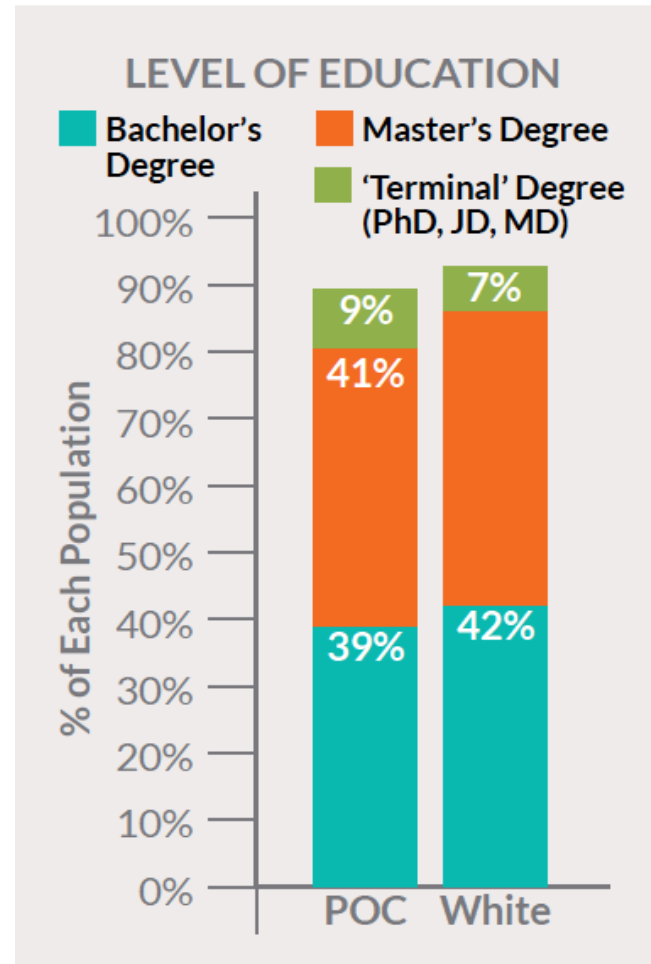
Source: *State of the Work*, D5, 2016

There is also a gap at the CEO and board levels of nonprofits



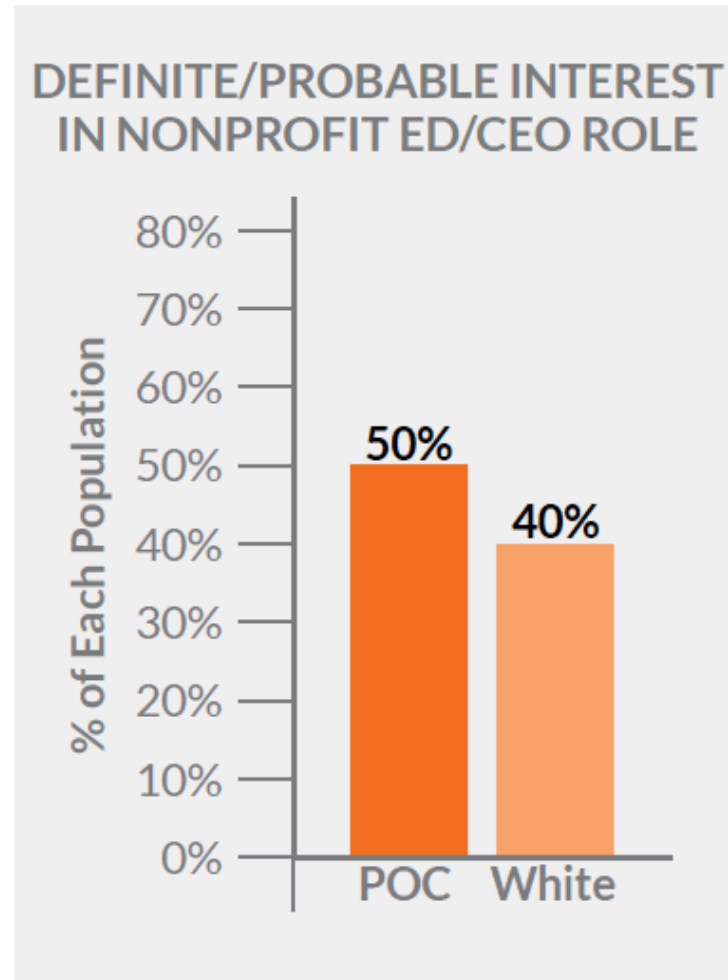
Source: *Leading with Intent: 2017 National Index of Nonprofit Board Practices*, BoardSource; Pew Research Center

The racial leadership gap is not due to differences in education



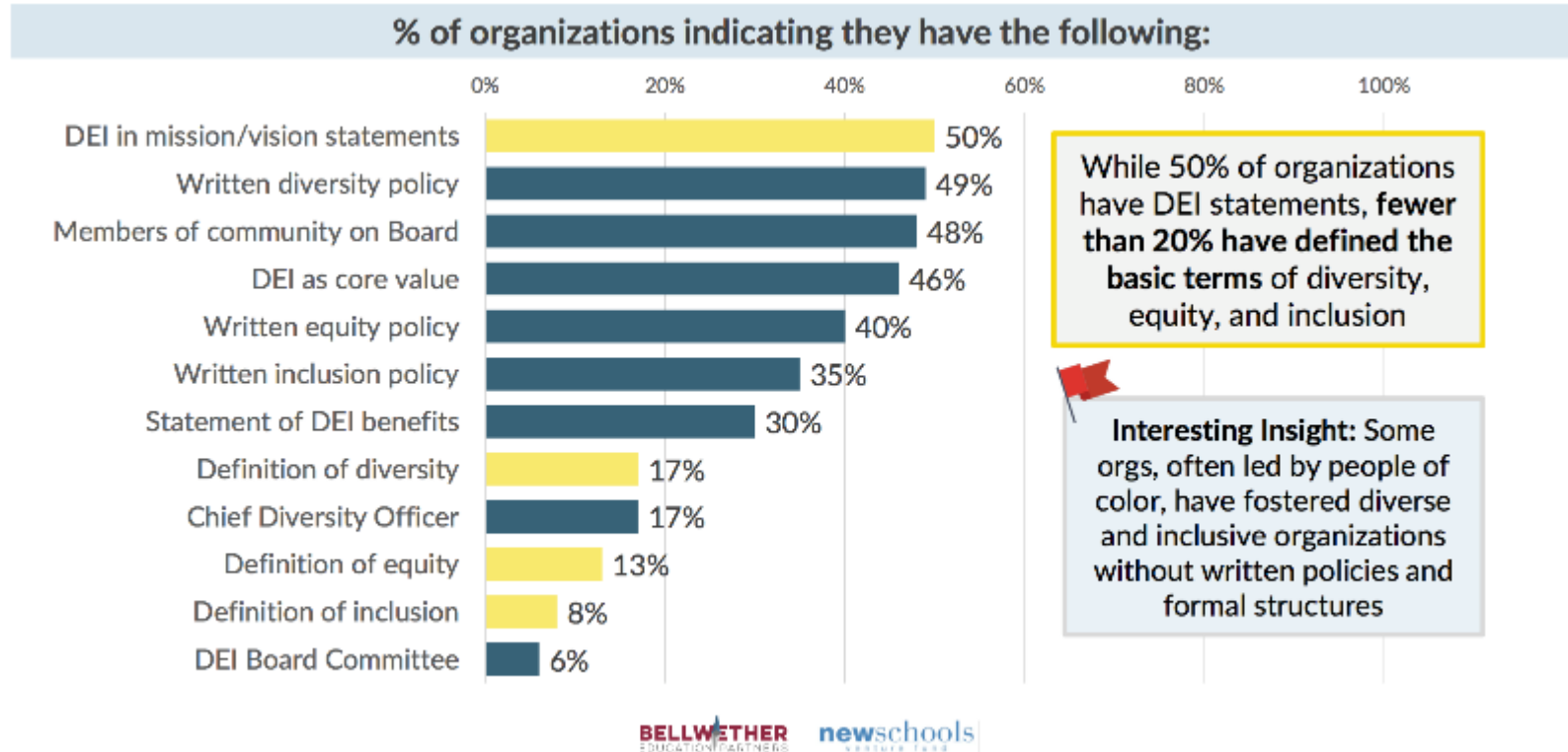
Source: *Race to Lead: Confronting the Nonprofit Racial Leadership Gap*, Building Movement Project, 2017

Nor it is due to differences in aspirations for nonprofit ED and CEO roles



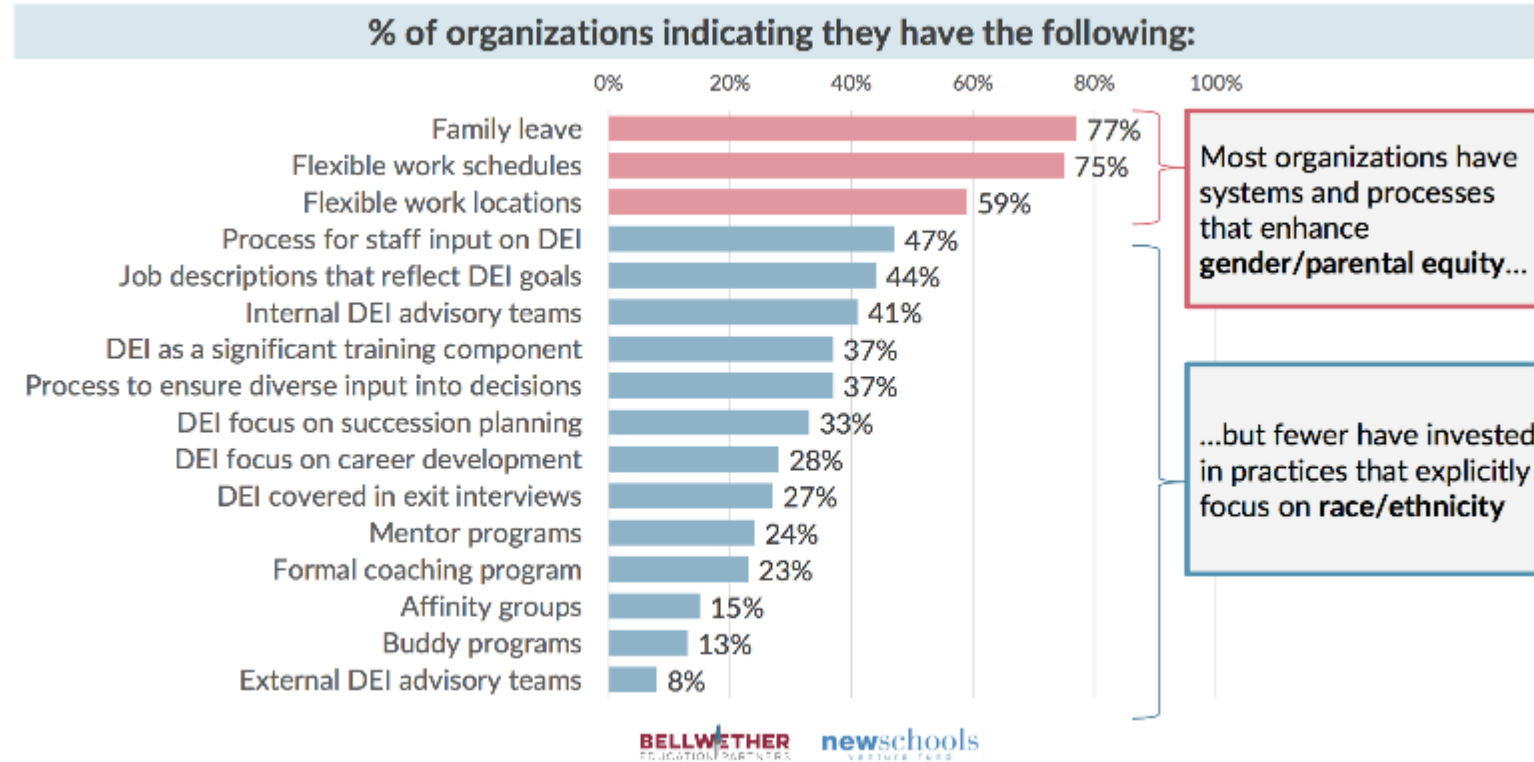
Source: *Race to Lead: Confronting the Nonprofit Racial Leadership Gap*, Building Movement Project, 2017

What education organizations are doing (or not doing) today: DEI Policies & Structures



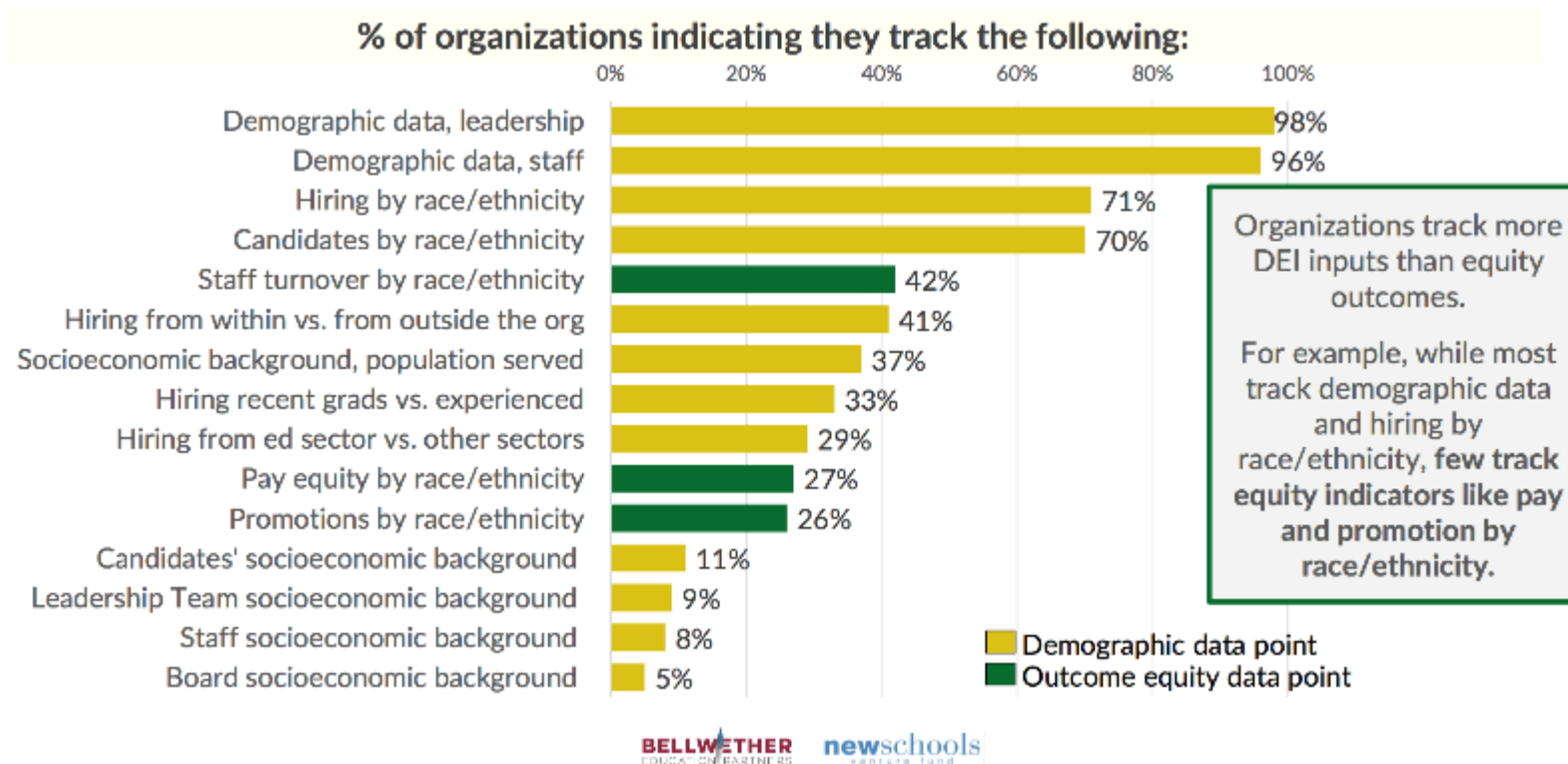
Source: *Diversity in Education: The State of the Field*, NewSchools Venture Fund, May 17, 2017

What education organizations are doing (or not doing) today: DEI Systems & Processes



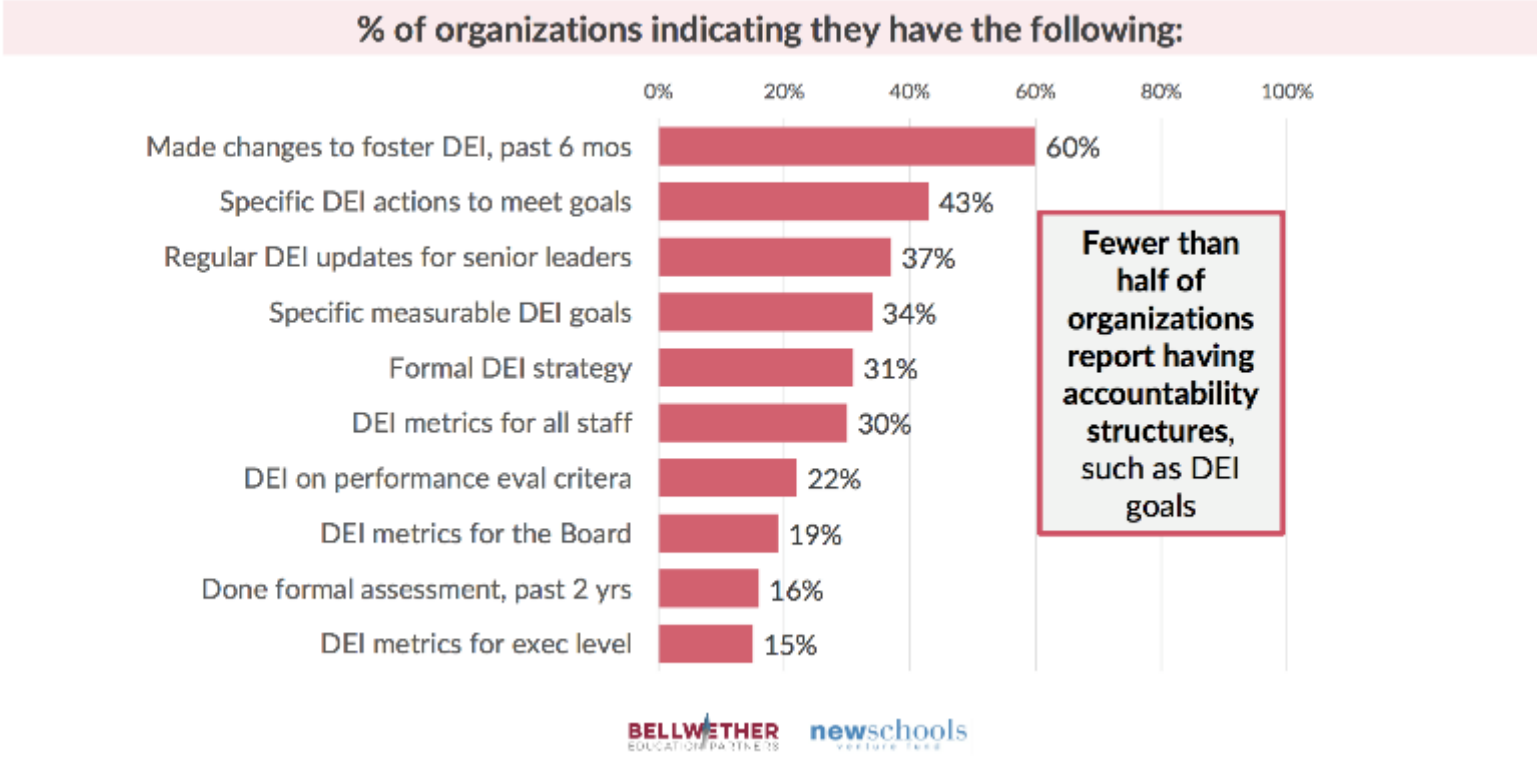
Source: *Diversity in Education: The State of the Field*, NewSchools Venture Fund, May 17, 2017

What education organizations are doing (or not doing) today: DEI Data Tracking



Source: *Diversity in Education: The State of the Field*, NewSchools Venture Fund, May 17, 2017

What education organizations are doing (or not doing) today: DEI Goals & Accountability Measures



Source: Diversity in Education: The State of the Field, NewSchools Venture Fund, May 17, 2017

Data Sources

1. [D5: Final State of Work Report](#)
2. [Leading with Intent: 2017 National Index of Nonprofit Board Practices](#)
3. [Race to Lead: Confronting the Nonprofit Racial Leadership Gap](#)*
4. [Diversity in Education: The State of the Field](#)

For updated data (2020): Race to Lead Revisited: <https://racetolead.org/race-to-lead-revisited/>