# THE **NEW** PHILANTHROPISTS

*Representation Matters*

# THE NEW PHILANTHROPISTS

## our mission

To build a pipeline to leadership for LatinX, Black and Asian communities, cultivate diversity, equity and inclusiveness among mainstream nonprofit boards, and enable nonprofits to be more effective stewards of public trust and produce better outcomes for the people they serve.

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# WHY DO BETTER BOARDS MATTER

## Notable Statistics

**84%**

of board members report as Caucasian*

**27%**

of all organizations reported that their boards have zero people of color on their board*

**60%**

of national nonprofits serve populations of color**

**48%**

of Austin/Round Rock MSA is made up of people of color***

**Source: BoardSource's 2017 report "Leading with Intent" which included a survey of 1,300 nonprofit boards across the country.*

***Source: Annie E. Casey Foundation*

****Source: 2010 United States Census*

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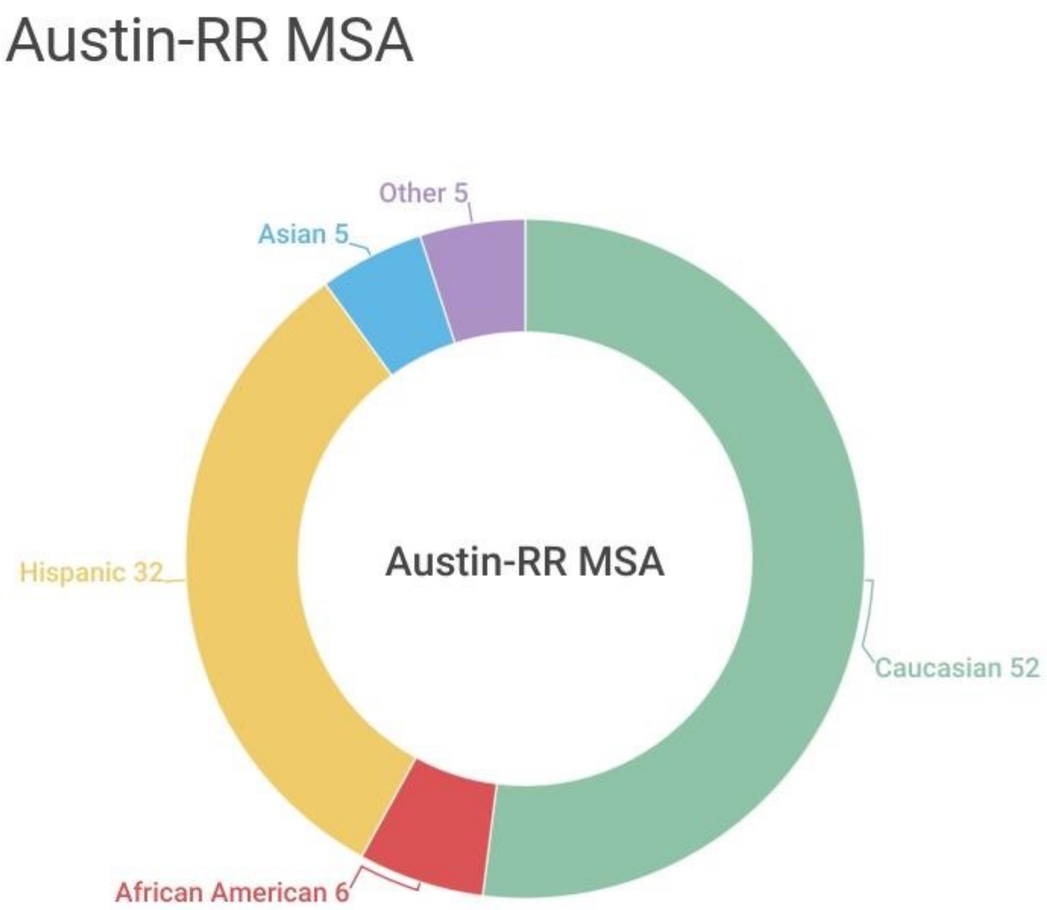
# STATE OF NONPROFIT BOARDS

mission CAPITAL
To the Power of Good.

KEY FINDING:

**According to Mission Capital's Board Report from 2011, about 78% of nonprofit board members are White.**




*SOURCE: MC Board Report 2011*

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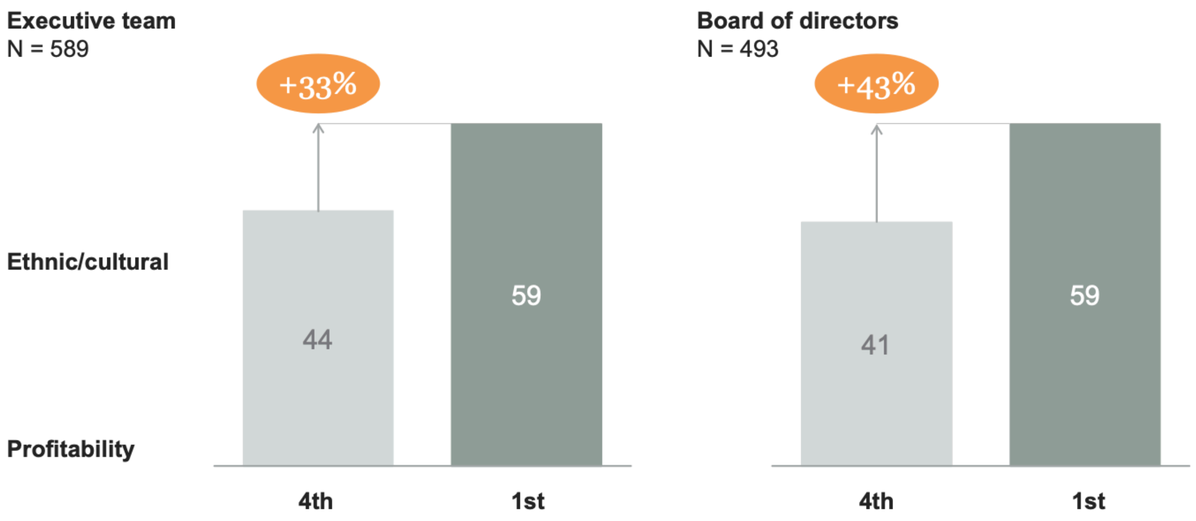
# THE BENEFITS ON THE CORPORATE SIDE

KEY FINDING:

**It was found that companies with the most ethnically/ culturally diverse boards worldwide are 43% more likely to experience higher profits.**

## How ethnic diversity correlates with profitability

**Likelihood of financial performance[1] above national industry median by diversity quartile**
Percent




1 Average economic profit margin 2011–15 and average EBIT margin 2011–15

NOTE: Results are statistically significant at p-value <0.5. Percentages shown here are rounded to the nearest whole number; however, calculation of the differentials in quartile performance uses actual decimal values

SOURCE: Company websites; McKinsey Diversity Matters database

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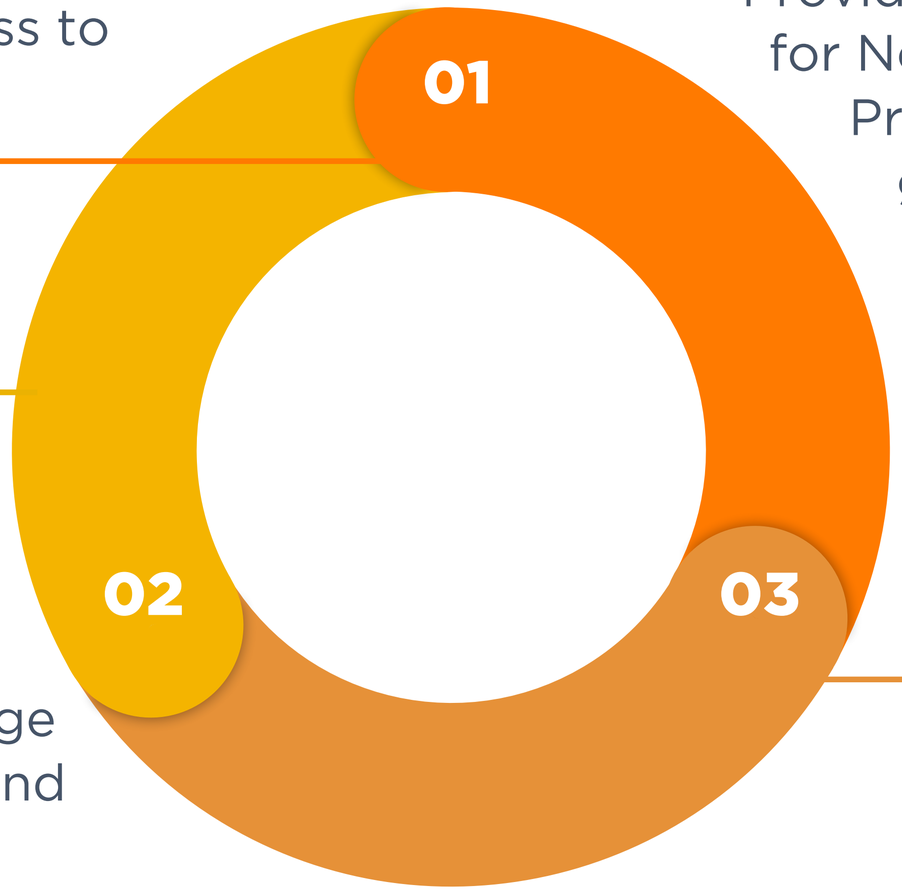
# THE PLAN

**1. Board Prospects of Color & Allies**
Provide DEI training and programming in order to navigate through nonprofit boards and give board access to board prospects of color

**2. Nonprofit Boards**
Provide DEI assessment and diversity planning programming in order to help Nonprofit Boards change the culture of their boards and reach their DEI initiatives.




**3. Board Placement**
Provide placement opportunities for Nonprofit Boards and Board Prospects of Color that have gone through TNP training and resources.

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# WHY SERVE ON A NONPROFIT BOARD

*Represent* the voice of the under-represented

Contribute to a cause that's MEANINGFUL to you

Understand **community** issues on a deeper level

Practice raising MONEY

Forge new *relationships* with people from other cultures

Help boards understand THE CULTURE of the people it serves

Get SKILLS and EXPERIENCE that senior leaders need

BUILD your network and contacts

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# WHY BETTER BOARDS MATTER

- More engaged board members
- More informed decision making
- More effective services and programs
- Wider net for donors, volunteers, advocates
- Fewer cultural missteps

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# PROGRAMMING FOR NONPROFIT BOARDS

## ASSESSMENT

Help your board assess where they are with diversity, equity and inclusion (DEI) and learn about next steps towards their DEI journey

FIRST LOOK
A BOARD DIVERSITY & INCLUSION ASSESSMENT PROGRAM

## PLANNING

A multi-stage, program designed to move nonprofit boards from assessment to placement, and transform them through a DEI journey

THE DIVERSITY & INCLUSION PLANNING PROGRAM

## CONNECT

Get matched and connect with BIPOC board prospects, and learn about how you can continue to grow in your DEI journey

THE BOARD MATCHING PROGRAM

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# PROGRAMMING FOR BOARD PROSPECTS

## BOARD SKILLS

Preparation to serve on a board and additional training to maximize your impact as a TNP advocate

THE EQUITY CHAIR
A TNP BOARD WORKSHOP

## MENTORSHIPS

Learn from experienced BIPOC board members that have paved the way in the community

BOARD MENTORS
OF COLOR PROGRAM

## CONNECT

Get matched with a nonprofit board based on your experience, interests and advocacy

THE BOARD MATCHING
PROGRAM

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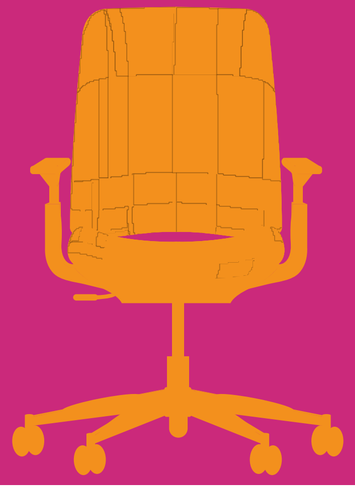
# OUR CURRENT IMPACT

## THE EQUITY CHAIR

**19 WORKSHOPS**
**240 PARTICIPANTS**



## BOARD MENTORS OF COLOR PROGRAM

**30 MENTORS**
**146 MENTEES**

## FIRST LOOK

A BOARD DIVERSITY & INCLUSION ASSESSMENT PROGRAM

**15 Organizations**

## THE DIVERSITY & INCLUSION PLANNING PROGRAM

**3 Organizations**

## THE BOARD MATCHING PROGRAM

**17 Board Placements**

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# *Thank You*

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