

# Black Women's Panel on Pay Inequity

presented by

Ofronama Biu, Paulette Senior & Tycely Williams, CFRE



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## Welcome



Tycely Williams, CFRE  
Chief Development Officer  
America's Promise Alliance



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# Black Women and Pay Equity: Data from the Race to Lead Survey

Ofronama Biu  
Senior Research Associate  
Building Movement Project

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## About the Building Movement Project

 <b>Leadership</b> <p>Analyzing how organizations can do their best work by promoting the most effective and inclusive practices</p> <p><b>Reports</b> Race to Lead: Confronting the Nonprofit Racial Leadership Gap</p> <p><b>Blog</b> The Leadership in Leaving</p> <p><b>Reports</b> Vision for Change</p>	 <b>Service and Social Change</b> <p>Developing the capacity of organizations to engage constituents in changing the systems that impact them</p> <p><b>Tools</b> Service and Social Change</p> <p><b>Blog</b> Small Shifts, Big Change</p> <p><b>Reports</b> Crossing Organizational Boundaries to Build New Partnerships</p>	 <b>Movement Building</b> <p>Acknowledging and building on the distinct role of nonprofit organizations in advancing movements for social change</p> <p><b>Reports</b> The Respect ABQ Women Campaign</p> <p><b>Blog</b> Learning How to ACT UP</p> <p><b>Blog</b> Detroiters Reclaiming Voice and Power</p>
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**RACE TO LEAD:**  
**CONFRONTING THE NONPROFIT RACIAL LEADERSHIP GAP**

To increase the number of people of color leading nonprofits, the sector needs a new narrative about the problem and new strategies to address it. Nonprofits have to transfer the responsibility for the racial leadership gap from those who are targeted by it (aspiring leaders of color), to those governing organizations.

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## Who Took the Survey

● PEOPLE OF COLOR ● WHITE

**NATIONAL**

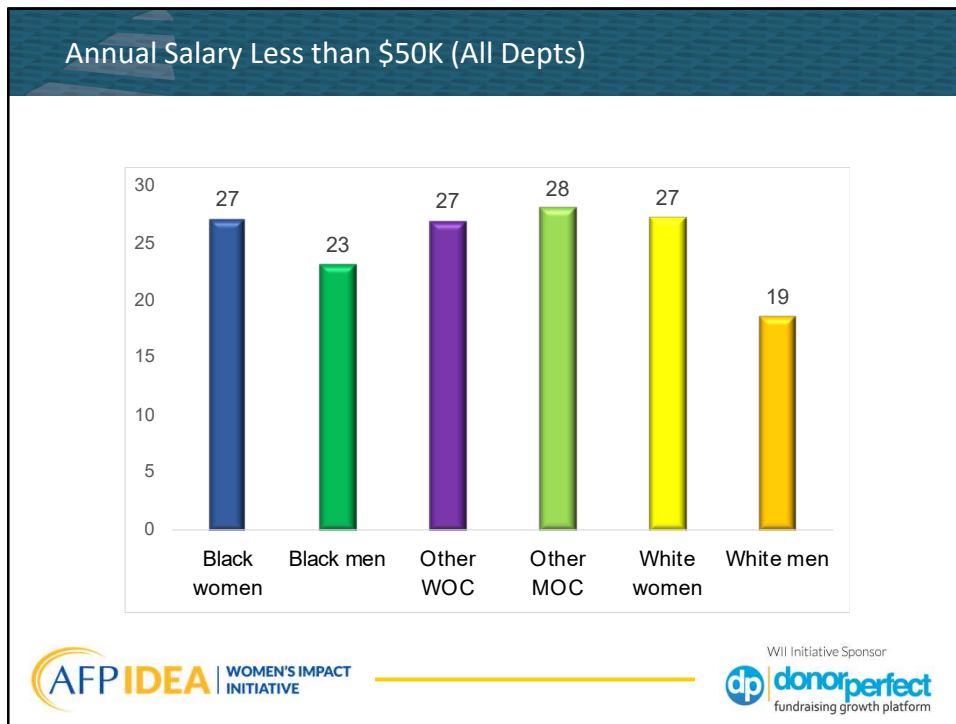
Race/Ethnicity	Percentage
White	58%
People of Color	42%
African American/Black	14%
Asian American	7%
Latinx/Hispanic	10%
Multiracial	10%
Native American/Indigenous	1%

More than 5,200 Respondents Nationwide  
**618 Black women**

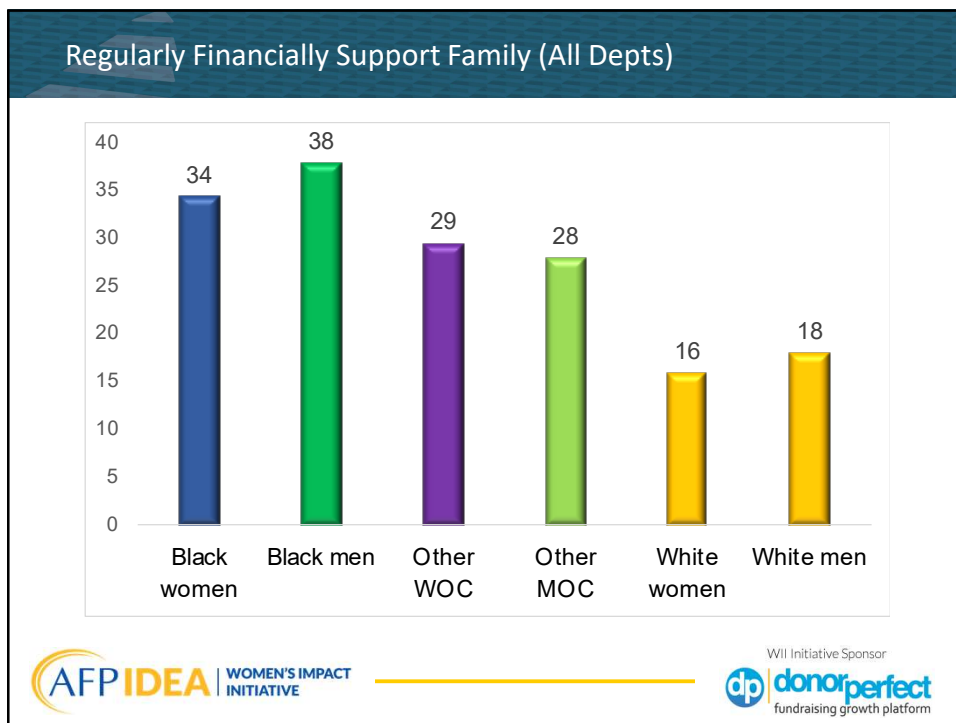
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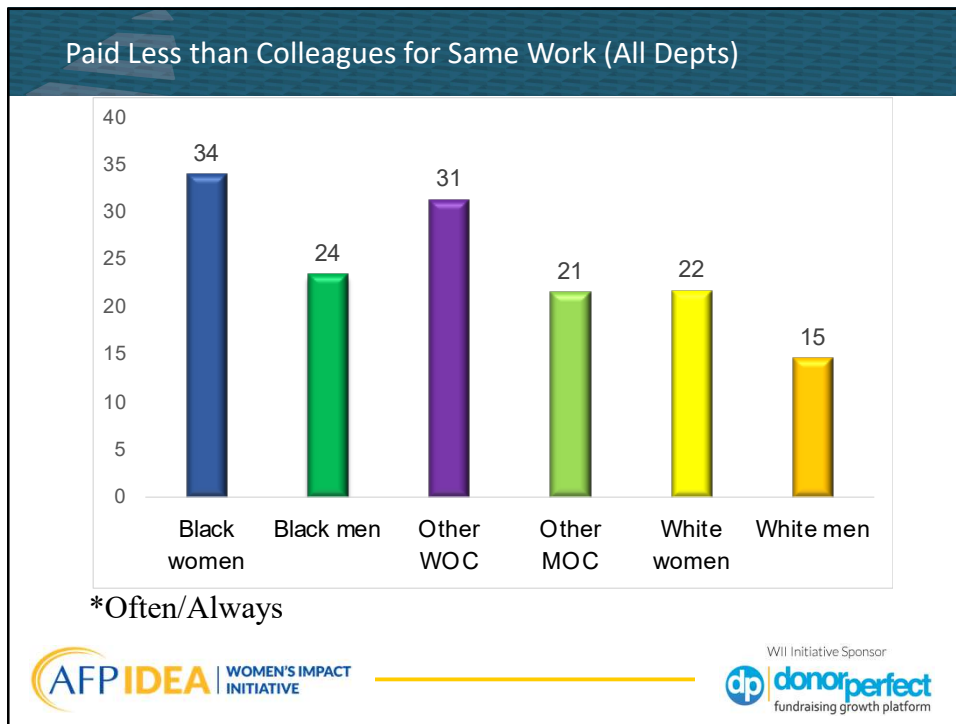
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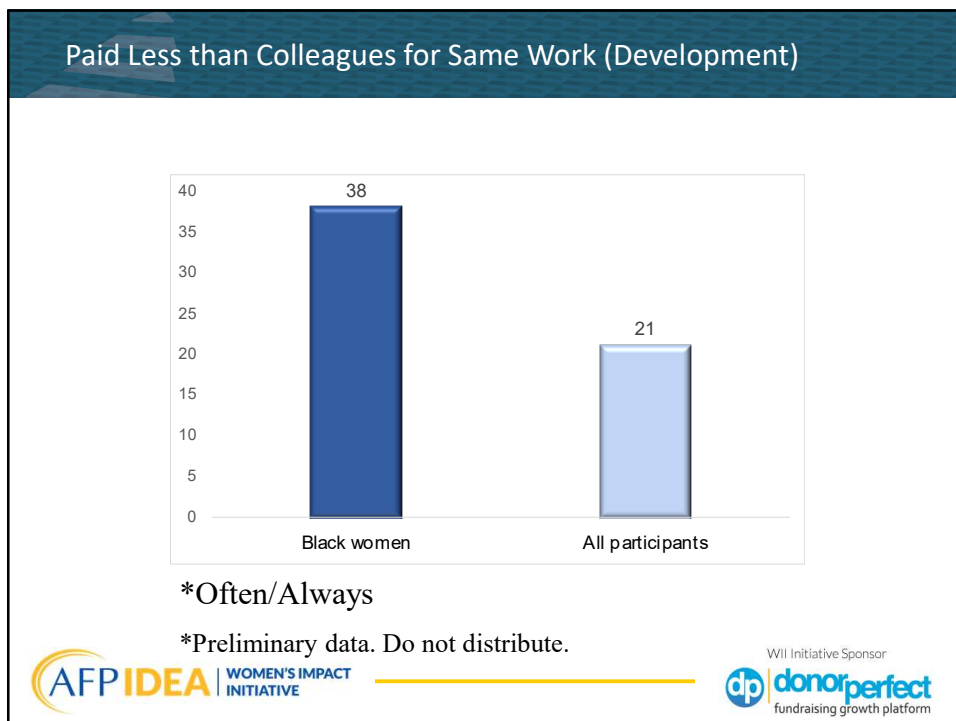
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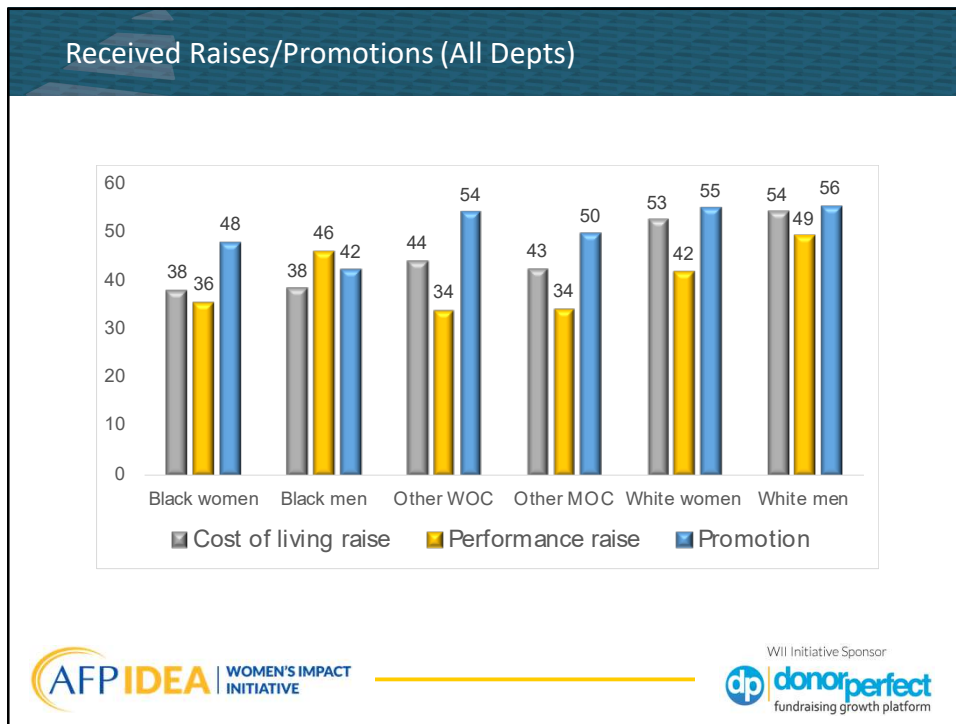
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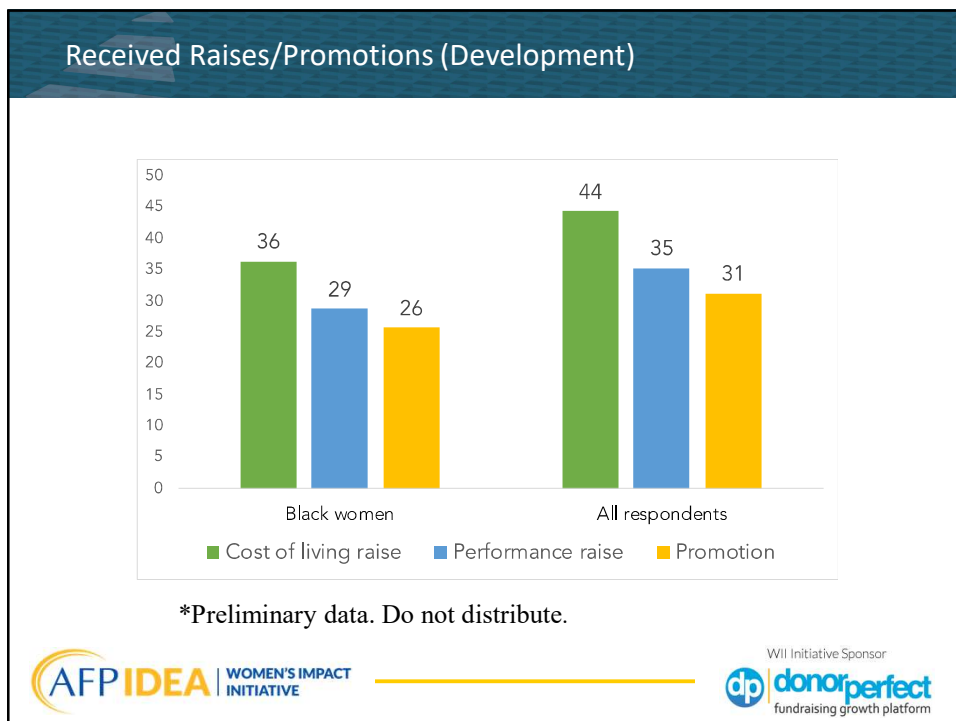
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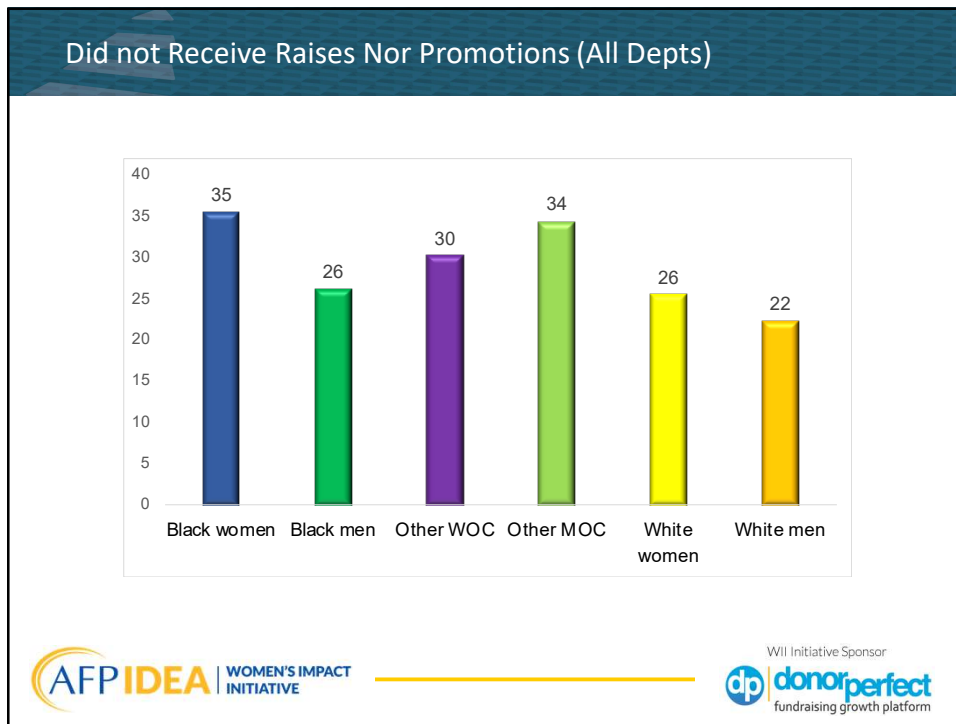
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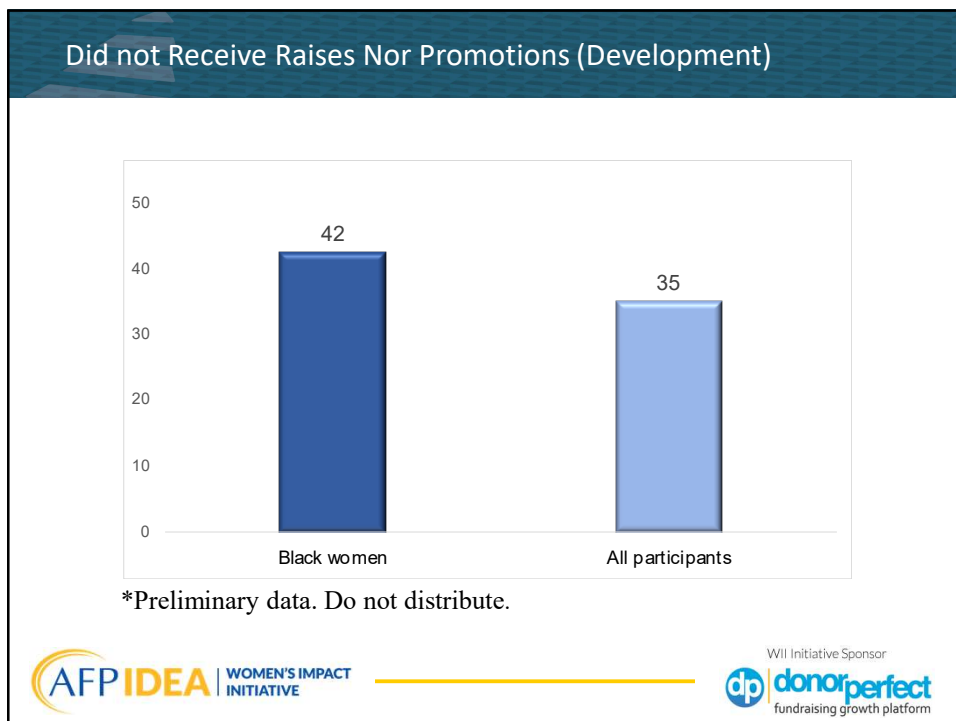
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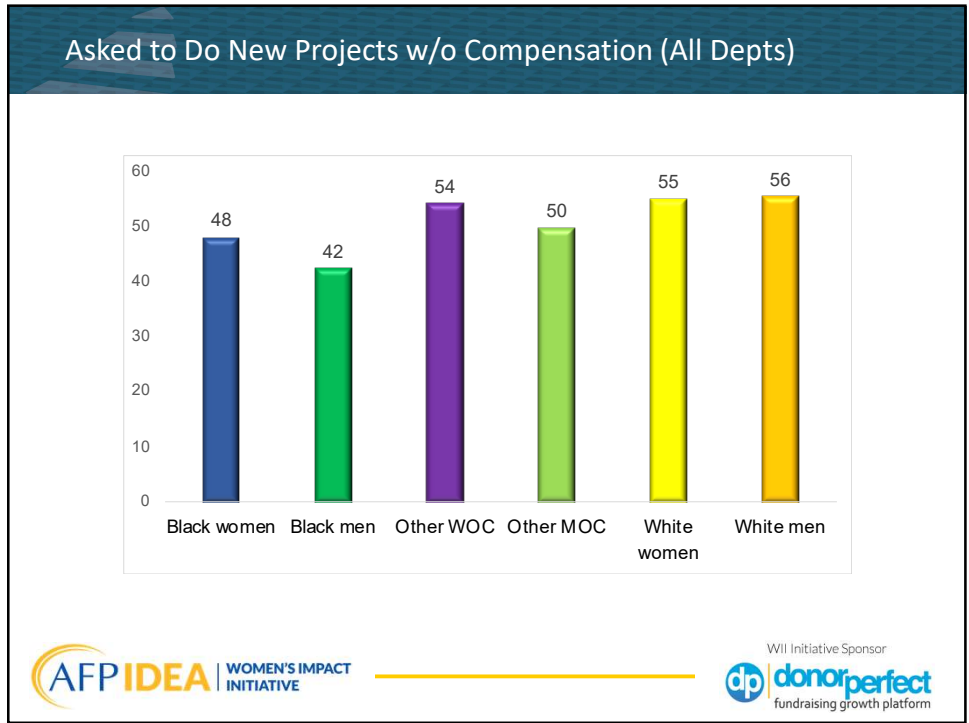
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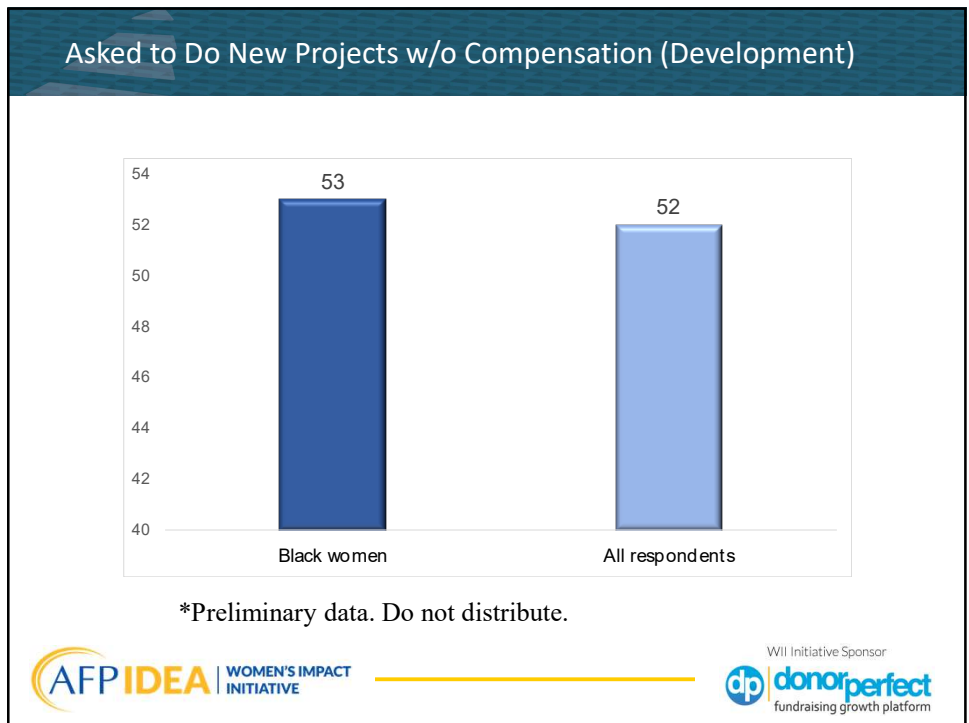
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Stay in touch

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**Learn more about our reports: <http://racetolead.org>**

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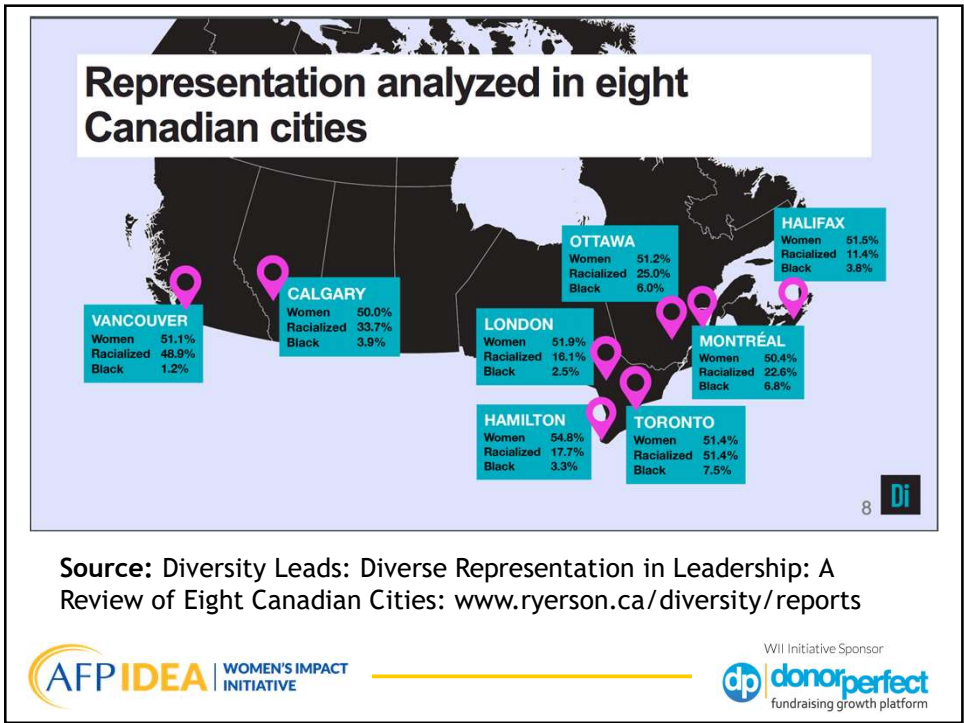
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**Paulette Senior**  
President & CEO  
Canadian Women's Foundation

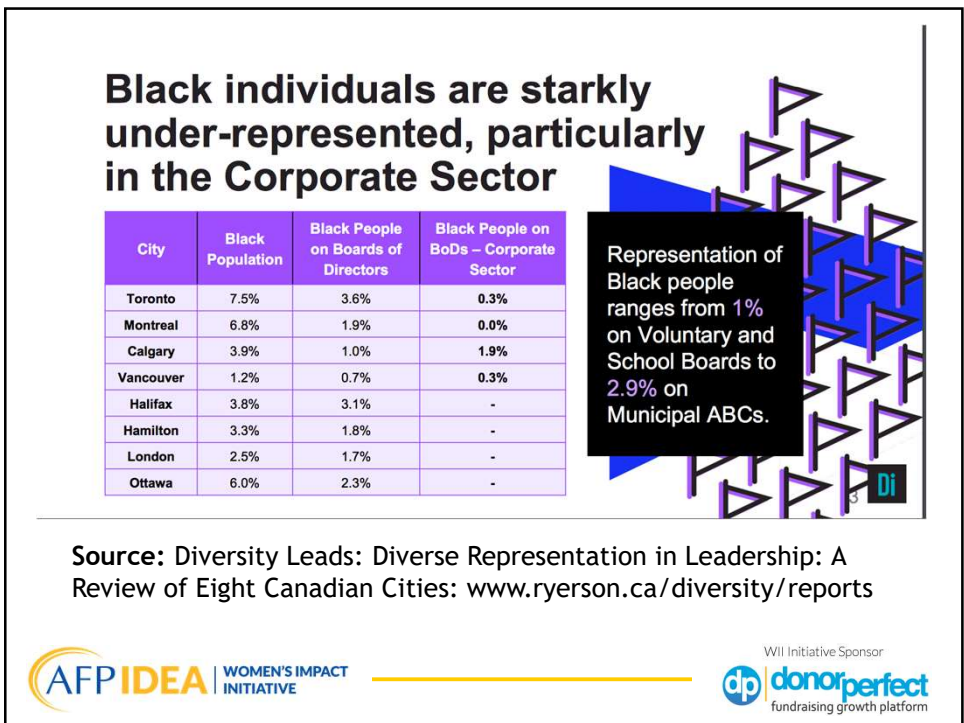
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Women's Impact Initiative visit**

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