


The logo for Solidarity Futures, featuring a yellow circular graphic on the left and the text "SOLIDARITY FUTURES" in purple to its right.

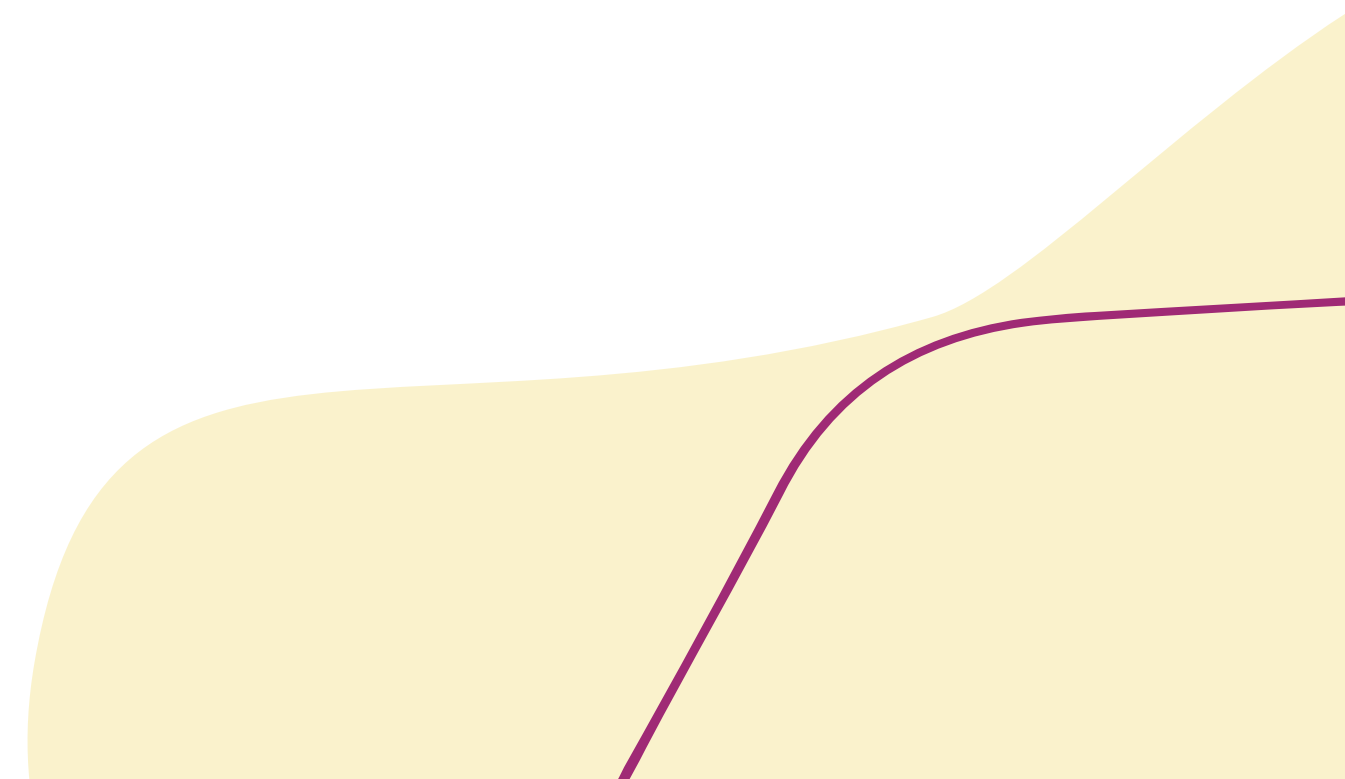
**SOLIDARITY
FUTURES**

**Creating More Successful Outcomes
for Candidates of Color
(and for All Candidates)
(and for Organizations)**

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A Bit About Me



How Do We Want to Be With Each Other?

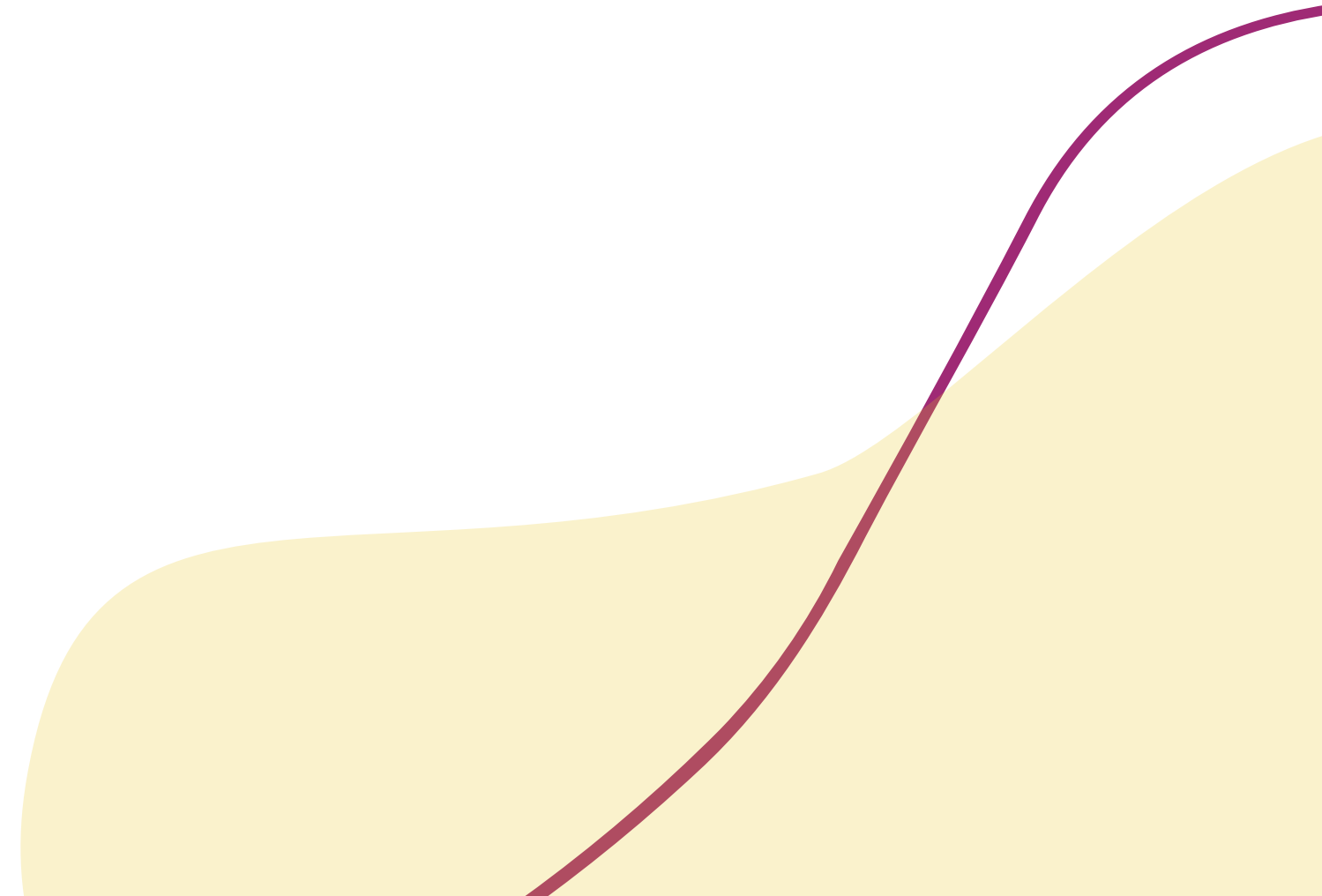
A large, abstract yellow shape is located in the bottom-right corner of the page. It has a curved, organic form with a thin purple line tracing its inner boundary, extending from the bottom edge towards the right edge.

Table Talk

- What are you hearing and observing from clients and/or potential clients who are interested in hiring candidates of color?
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Report Out



Fewer people, especially
people of color, want
leadership roles in nonprofits

- Race to Lead, Building
Movement Project



Why?

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- EDs/CEOs of color have **added burdens without additional compensation**
- Leaders of identity-based organizations face distinct demands (6 out of 10 BIPOC leaders are in identity-based organizations)
- Challenges come with taking leadership from white predecessors
- Too few white leaders factor **race equity** into their **succession plans**

The logo for 'SOLIDARITY FUTURES' is located in the top-left corner. It features a yellow circular graphic element on the left, with the word 'SOLIDARITY' in a bold, purple, sans-serif font above the word 'FUTURES' in the same style. The background of the slide is white with yellow curved shapes on the left side.

SOLIDARITY FUTURES

- Decision to recruit a person of color to be the next leader based internal organizational strife based on race/ race equity
- An executive position does not end a leader's struggle with racism; it sometimes increases those struggles
- BIPOC Executive Directors/CEOs report **less support from boards and staffers**
- The gap between white and BIPOC leaders receiving board support as they entered their job has **increased from 12 percentage points in 2019 to 21 percentage points in 2022**

Additional Pressures

- Less philanthropic support for organizations led by EDs/CEOs of color
- Less fundraising support for leadership of color by boards
- Dismantling of DEI infrastructure in organizations
- Board member retreat from equity and anti-racism behaviors
- Greater mental health implications for leaders of color



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FUTURES**



Quick Self Check-In

How can Nonprofit Search Consultants Change the Outcomes for Leaders of Color?

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Leverage & Timing



- Clients and candidates see you as experts, advisors
 - Insight into organizational dynamics
 - Shared interest with client and candidate
 - Support and build a healthy, diverse talent ecosystem
 - Educate before harm is done
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Table Talk

- Describe a time when you were concerned that a client may not be ready to set up a diverse candidate for success
 - How did it feel for you?
 - What did you want to say? To do?
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Report Out

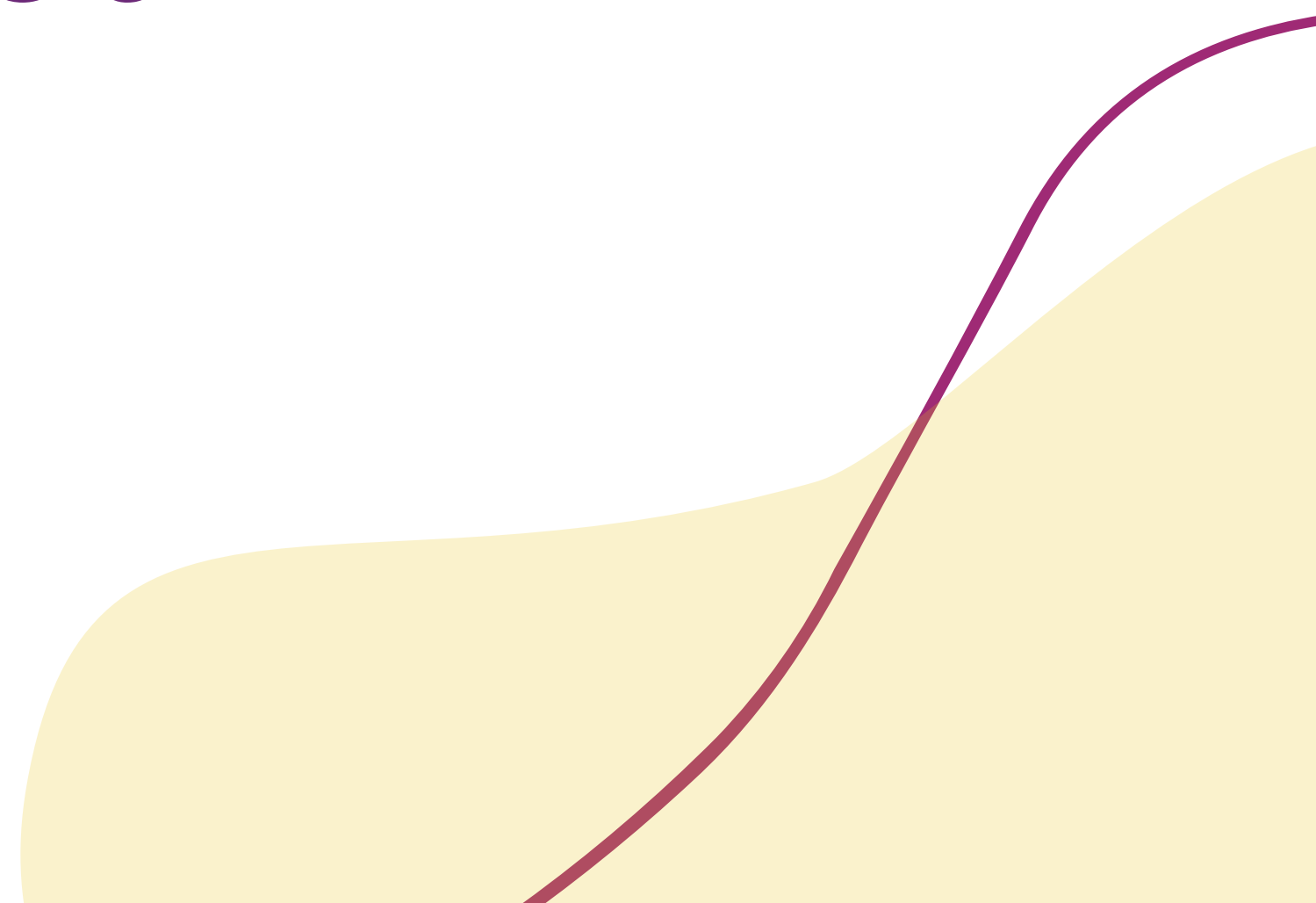


Table Talk

What would it look like to support the long-term success of diverse candidates during your recruitment process?


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Report Out



Actions Before The Hire

- Be honest with candidates about challenges they may face on issues of race equity before they accept an offer
 - Be honest about fundraising responsibilities and the board's history in supporting fundraising
 - Explicitly discuss setting candidates up for success — especially candidates of color — with clients (and provide supporting resources)
 - Recommend a coach to prepare a Board/organization for a diverse hire
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Actions After the Hire

- Incorporate longer period for transition oversight by you
- Recommend Hiring Committee build a transition plan with new hire
- Recommend a coach:
 - build right relationship habits for Board chair/CEO
 - examine where Board may need to make some shifts after a diverse leaders exists sooner than expected
- Check-in on the candidates you've placed and help them build their networks with other leaders of color and other organizations

Additional



- Support research about the ecosystem
 - Make finding solutions a permanent part of your agenda - personal and professional
 - Understand your power and experiment with ways on how to use it effectively
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Table Talk

- Pick a possible solution
 - Write a few notes on how it would or would not work in your practice
 - Discuss with your table
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Report Out



BUILDING MOVEMENT PROJECT

Meeting the Need: Building the Capacity of Community-Based Organizations

***The Push and Pull: Declining Interest in Nonprofit Leadership**

***Trading Glass Ceilings for Glass Cliffs: A Race to Lead Report on Nonprofit Executives of Color**

Race to Lead Revisited: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap



Resources/Sources

CANDID

Why defining BIPOC-led is harder than you think

HARVARD BUSINESS REVIEW

Enabling Leadership Development for Black Employees

Toward a Racially Just Workplace

Are You Offering the Mental Health Benefits Your BIPOC Employees Need?



Resources/Sources

ROBERT STERLING FOUNDATION

Making_(Or Taking)_Space: Initial Themes on White to BIPOC Leaders

NONPROFIT AF

How philanthropy fails to support its greatest assets, BIPOC leaders, and what it should do about it



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Resources/Sources

NONPROFIT QUARTERLY

The Call of Leadership Now: BIPOC Leaders in a Syndemic Era

A Growing Movement of Sabbaticals for BIPOC Leaders

Executive Transitions Reimagined: Practices that Center BIPOC Leaders

THE CHRONICLE OF PHILANTHROPY

***Deep Disparities Persist in Finances of Nonprofits Led by White People and People of Color**

STANFORD SOCIAL INNOVATION REVIEW

BIPOC Organizations and the Hamster Wheel of Philanthropy

Overcoming the Racial Bias in Philanthropic Funding

***The Hollow Prize for Leaders of Color**

Reach Out

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