



Findings from the 2022 Michigan Statewide Nonprofit Leadership Census

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Michigan Nonprofit Association

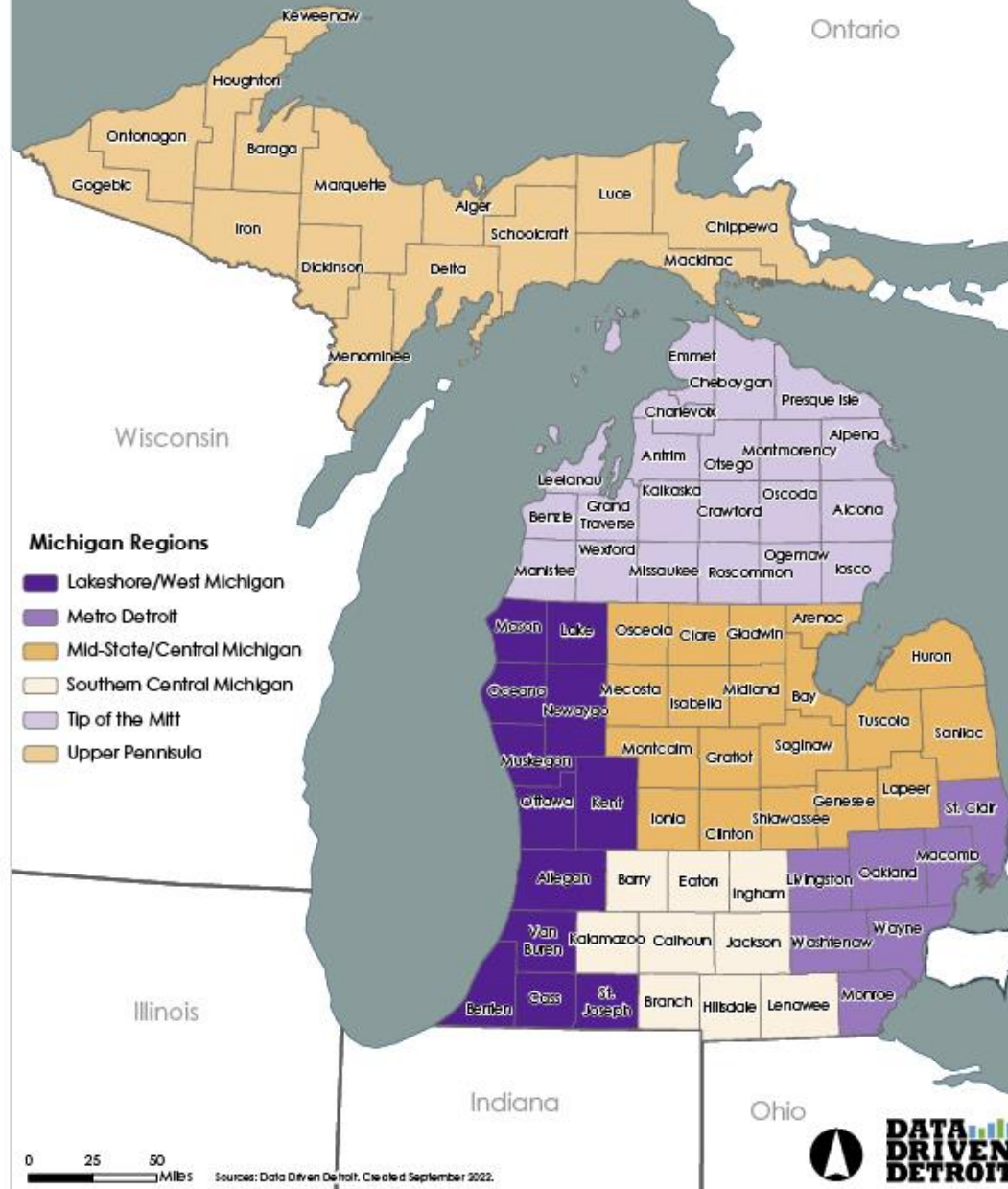
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Michigan Region Map with counties, 2020



Research Questions

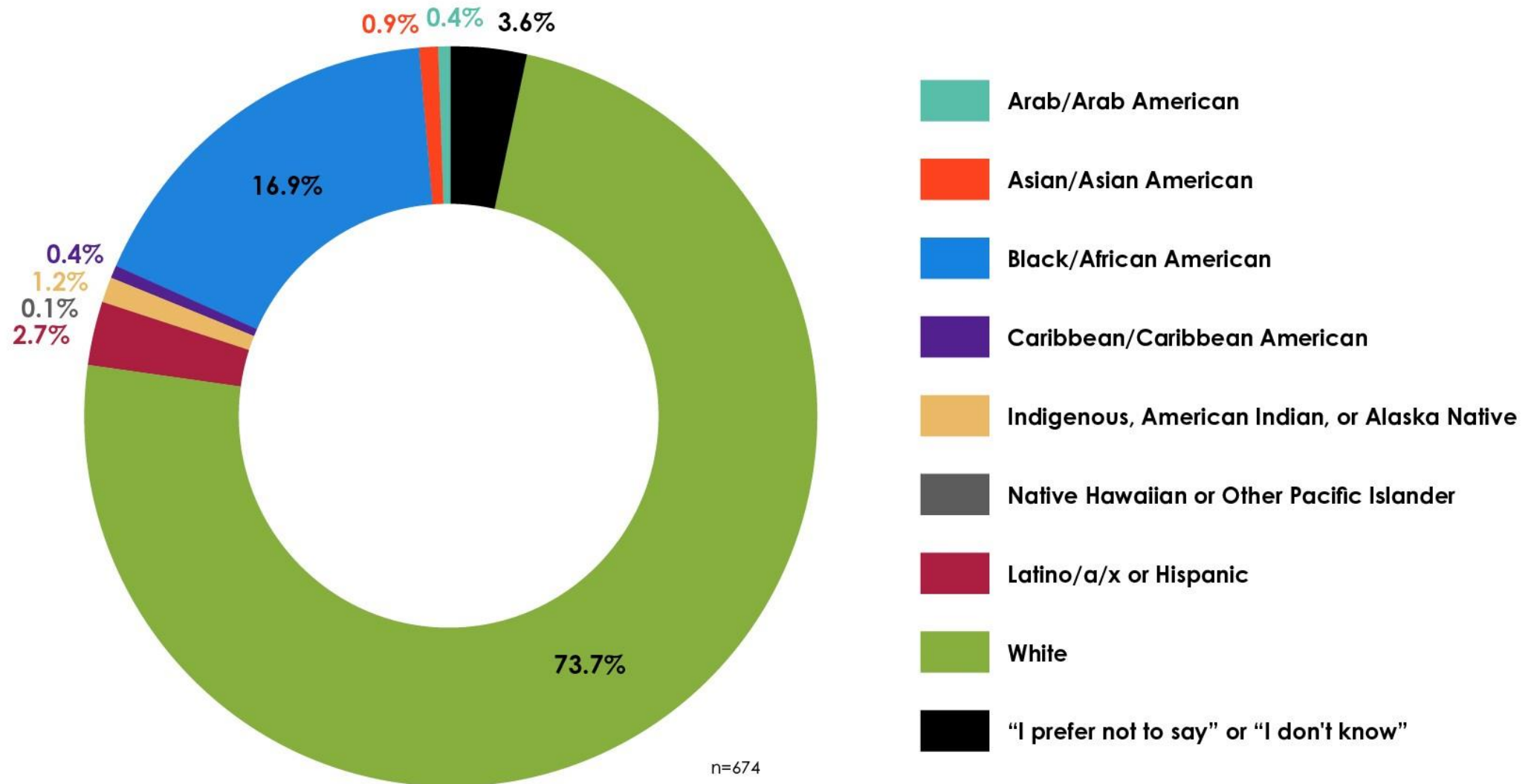
- What are the **demographics** of nonprofit organizations' leadership and staff in Michigan? What is the distribution of BIPOC-led nonprofits in the state?
- What are the organizations' **budgets and financial health**?
- What are the most pressing equity and justice issues facing the populations that nonprofits serve?

Nonprofit racial and ethnic diversity

- **Executive directors:** Over three fourths were white (73.7%) and almost a quarter were BIPOC (22.7%)
- **Board members:** Similarly, 70.8% were white and 24.1% were BIPOC
- **Staff:** 55.1% were white and 36.7% were BIPOC

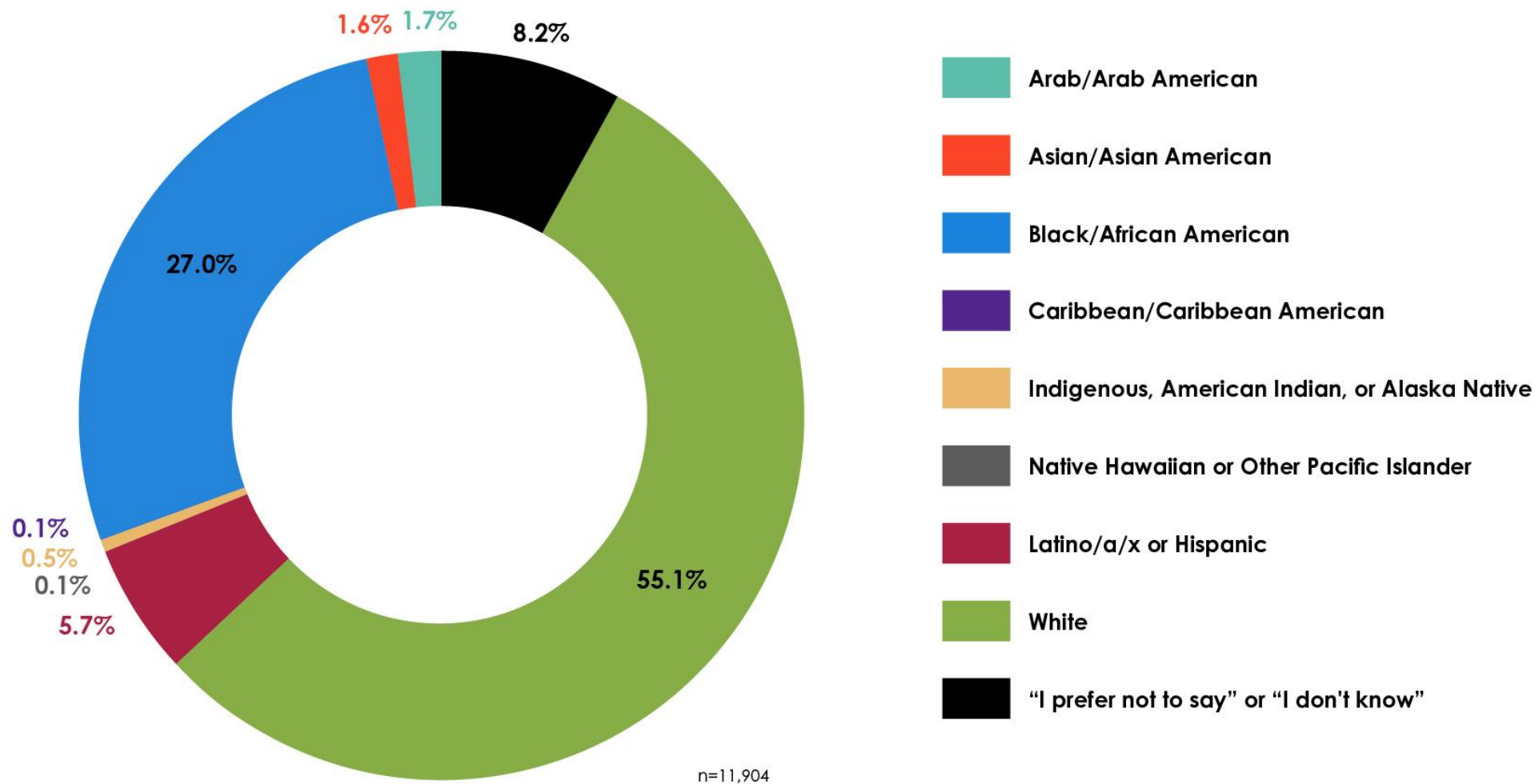
Executive Directors

REPORTED RACE/ETHNICITY IDENTITY DISTRIBUTION OVERVIEW



Staff Member

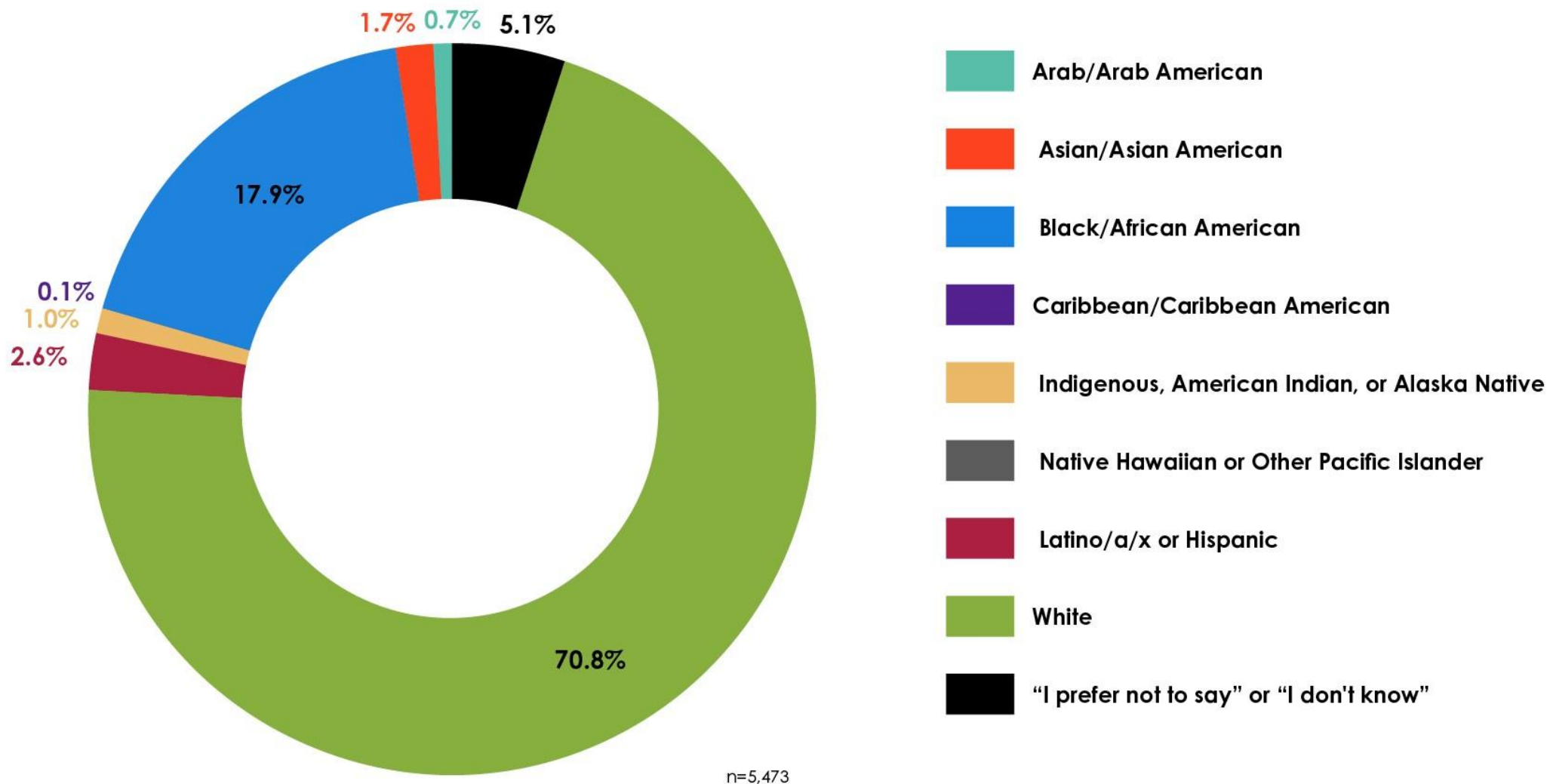
REPORTED RACE/ETHNICITY IDENTITY DISTRIBUTION OVERVIEW



(fig. 22)

Board Membership

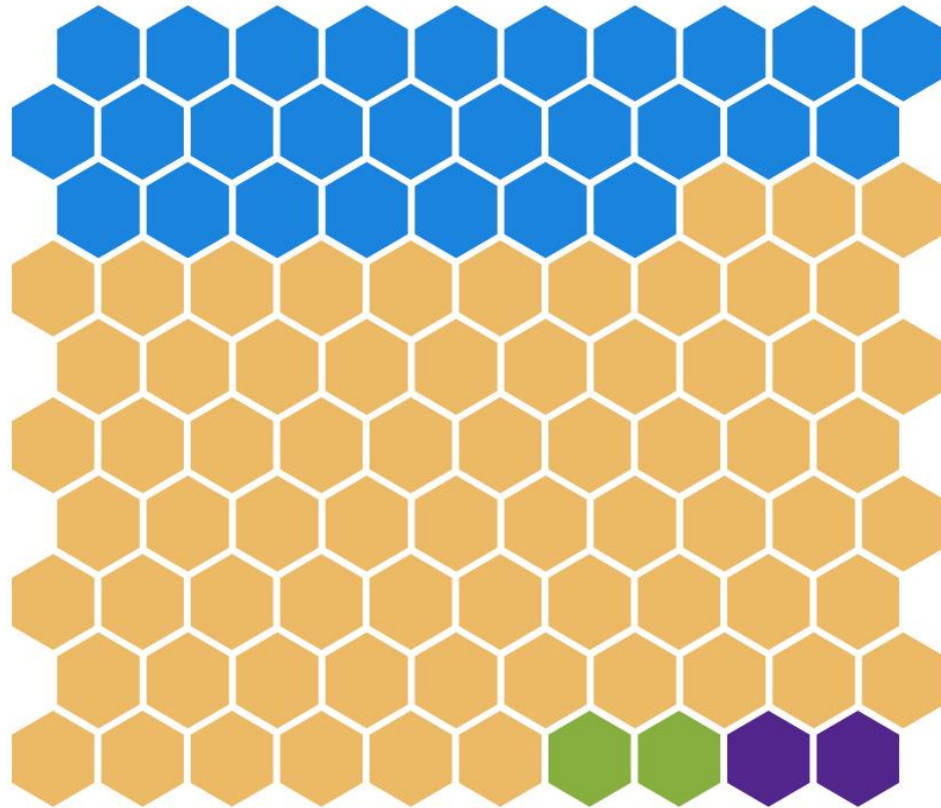
REPORTED RACE/ETHNICITY IDENTITY DISTRIBUTION OVERVIEW



Board Composition

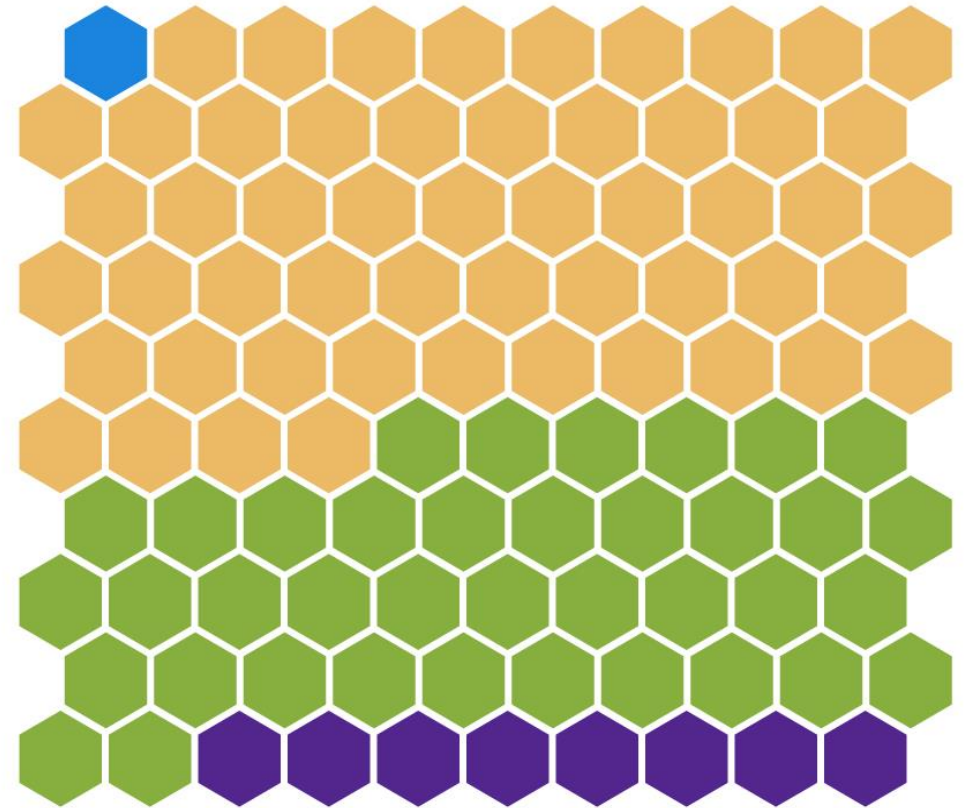
PERCENT OF ORGANIZATIONS BY COMPARISON GROUP

BIPOC-LED ORGANIZATIONS



 All BIPOC Board  Some BIPOC Board  All White Board  "I don't know" or "I prefer not to say"

WHITE-LED ORGANIZATIONS



n=514

 All BIPOC Board  Some BIPOC Board  All White Board  "I don't know" or "I prefer not to say"



Over half of BIPOC-led nonprofits had no known funders, compared to a third of white-led nonprofits

Core Idea

Michigan mirrors larger patterns and national conversations on the importance of representation in organizations, the nonprofit racial leadership gap, and funding disparities impacting leaders of color.

However, more analysis is needed to make clearer:

- how nonprofit leadership compares to the *communities* they serve
- how funding flows especially within each Michigan region's particular communities.

Nonprofit National Studies and Resources

BoardSource. Leading with Intent Index of Nonprofit Board Practices. <https://leadingwithintent.org/>

Building Movement Project. Race to Lead Survey. <https://racetolead.org/the-survey/>

Center for Effective Philanthropy. Reflecting on Leadership Diversity in Today's Nonprofit Sector. <https://cep.org/reflecting-on-leadership-diversity-in-todays-nonprofit-sector/>

D5 Coalition Research. State of the Work reports. <https://www.d5coalition.org/tools/d5-research/>

Echoing Green and the Bridgespan Group. Racial Equity and Philanthropy: Disparities in Funding for Leaders of Color Leave Impact on the Table.

<https://www.bridgespan.org/insights/library/philanthropy/disparities-nonprofit-funding-for-leaders-of-color>

Independent Sector. Health of the U.S. Nonprofit Sector Quarterly Review. <https://independentsector.org/resource/health-of-the-u-s-nonprofit-sector/>

Talent Justice. Fund the People Toolkit. <https://fundthepeople.org/toolkit/tji/report/>

Urban Institute. 2021 Report on National Findings on Diversity and Representation, Donation Trends from 2015-2020, and Effects of 2020. <https://www.urban.org/research/publication/nonprofit-trends-and-impacts-2021>

Wilder Research and the Bush Foundation. Who leads in MN? <https://www.mncompass.org/who-leads-mn?data> [similar demographic leadership project]

Project Links

Interactive Report,

<https://storymaps.arcgis.com/stories/0846a6e741d1455988fb3765c5848472>

Network Map,

<https://kumu.io/data-driven-detroit/michigan-nonprofit-leadership-census>

Print Report,

<https://johnsoncenter.org/wp-content/uploads/2022/12/Nonprofit-Leadership-Census-2022-WEB.pdf>

Contact **Trish Abalo** at abalot@gvsu.edu with questions