

Central Ohio Nonprofit Survey: Towards Achieving Racial Equity

The events of 2020 have changed our lives in ways we did not imagine when the year began. Throughout it all, the central Ohio nonprofit community has risen to the challenge by serving as the frontline defense for tens of thousands of residents.

Considering the work that must be achieved in order to move towards greater justice, the present moment offers an opportunity to **better understand what central Ohio nonprofits are doing to foster racial equity within their organizations, and what resources, supports, or tools may help advance these efforts.**

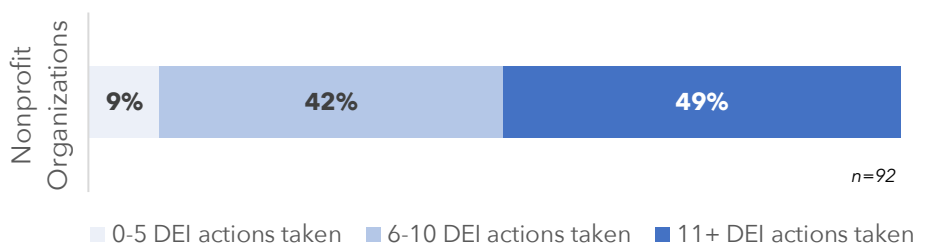
Nonprofit organizations invited to complete this survey in mid-September 2020 are current funded partners of the City of Columbus, Franklin County, the Community Shelter Board, or the United Way of Central Ohio, or are a member of the Human Service Chamber. Overall, **92** nonprofit organizations in the health and human services sector completed the survey.

Key findings from this survey are detailed in this executive summary. Survey respondents also identify **training** and **funding** (to assess, address, encourage, and maintain racial equity in their organizations) as crucial needs. They seek assistance **recruiting** qualified people with diverse backgrounds to join their board and staff. Finally, they request **best practices and models** for ongoing training, for recruiting diverse board and staff members, and for self-assessing their racial equity efforts.



DIVERSITY, EQUITY, AND INCLUSION (DEI) ACTIONS TAKEN

About half of nonprofits report making significant process (or taking significant steps) towards becoming a more diverse, equitable, inclusive organization. For others, more work remains.



DIVERSITY, EQUITY, AND INCLUSION (DEI) ACTIONS TAKEN (Continued)

Most nonprofits (≥80%) consider diversity when recruiting new board members or employees. However, not all nonprofits are implementing all possible DEI policies, or participating in all types of training, that might help them achieve the goal of greater racial or ethnic representation.

Focus on DEI Policies that Nonprofits Adopted/Implemented

- 85% currently collect data about the race and/or ethnicity of its clients
- 78% identified racial equity as one of the nonprofit's core values
- 73% created an internal structure (e.g., a working group) to address racial equity issues
- 60% strategic plan includes an explicit commitment to racial equity
- 60% implemented or updated an internal diversity and inclusion plan for the organization (past 2 years)
- 47% board of directors adopted or revised a diversity and inclusion plan for the organization (past 2 years)
- 43% currently analyze data to learn if outcomes are different for clients with different racial backgrounds

Focus on Types of DEI Training that Nonprofits Provided

- 68% staff participated in implicit bias training (past 2 years)
- 59% staff participated in racial equity training (past 2 years)
- 43% board of directors defined its role to include advancing racial equity within the organization
- 32% board of directors conducted a self-assessment on racial equity (past 2 years)
- 17% board of directors participated in implicit bias training (past 2 years)
- 17% board of directors participated in racial equity training (past 2 years)

Focus on Nonprofits' DEI Representation Efforts

- 96% board of directors currently consider racial representation when recruiting new members
- 88% currently collect data about the race and/or ethnicity of its board of directors
- 83% currently collect data about the race and/or ethnicity of its full-time employees
- 80% staff currently consider racial representation when recruiting new full-time employees

NONPROFIT BOARD AND STAFF DIVERSITY

In 2020, only 23% of health and human service nonprofits have boards with a racial or ethnic composition as diverse as (or more so than) Franklin County's population.

Staff composition tends to be more racially or ethnically diverse; 44% of nonprofits have staffs with a racial or ethnic composition as diverse as (or more so than) the general population.

