COMMUNITY ACTIVATION NETWORK

VOICES REPORT

FOR THE NONPROFIT/SOCIAL IMPACT SECTOR

Community Voices Online Interview Report

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November 19, 2020
CNPE conducted a pilot questionnaire to start the CAN Information Flow of asking, listening, and learning. Thirty-one CAN organizing members participated.

Four overarching themes emerged:

1. **Collaboration**
2. **Funding Flexibility and Innovation**
3. **Equity and Inclusion**
4. **Awareness, Understanding, and Trust**
COMMUNITY VOICES

• CNPE and its partners then invited thousands of people to complete the online interview
• 200 responded
• The same four overarching themes were validated
• Two new sub-themes emerged
WHO WERE THE VOICES?

Four categories identified the voices of our respondents:

1. Ethnicity
2. Gender
3. Foundation
4. Nonprofit
PARTICIPANTS’ ETHNICITY

“Other” includes these self-identified categories:

- 5 Asian
- 3 American Indian
- 1 Latina
- 1 American
- 1 American Indian South of the Border/White
- 2 preferred not to answer
PARTICIPANTS’ GENDER

“Other” includes these self-identified categories:
6 Cisgender
3 Genderqueer
1 Selected all available options
1 preferred not to answer

The ratio of females to males changes slightly when broken down by ethnicity – about 2:1 for White and about 7:3 for Black.
Participants could identify as affiliated with a nonprofit or a foundation or both. They could also identify as a staff member, board member, or volunteer – or in multiple roles.

21 out of 200 participants (10%) were affiliated with foundations.

Of that group:
- 17 (81%) were white and 4 (19%) were Black;
- 13 (62%) were staff members and 8 (38%) were board members

The chart at left shows Foundation roles by ethnicity.
Participants could identify as affiliated with a nonprofit or a foundation or both. They could also identify as a staff member, board member, or volunteer – or in multiple roles.

A majority of participants were affiliated with Nonprofits.

Of that group:
- 178 (86%) were white and 4 (14%) were Black;
- 109 (52%) were staff members, 64 (31%) were board members, and 35 (17%) were volunteers

The chart at left shows Nonprofit roles by ethnicity.
VOICES REVISITED

1. Collaboration
2. Funding Flexibility and Innovation
3. Equity and Inclusion
4. Awareness, Understanding, and Trust
PARTICIPANT COMMENTS: COLLABORATION

“Need to collaborate and work together towards common goals.”
(from a Black respondent in a nonprofit)

“We should work together and hold ourselves and each other accountable. Every organization has to do its part, provide quality services, and produce positive outcomes.”
(from a White respondent in a nonprofit)

“Many non-profits with similar (but not exactly the same) objectives is a confusing situation for donors. If only there were some way to streamline the sector without losing accomplishments, talent, and/or donors.”
(from a White respondent in a foundation)
PARTICIPANT COMMENTS:
AWARENESS, UNDERSTANDING, AND TRUST

“Collaborate and be honest about real outcomes.”
(from a Black respondent in a nonprofit)

“[M]any of the things that I dislike about nonprofit practice have less to do with the nonprofits and more to do with the outside forces that make those practices necessary (tiptoeing around donors, competing with other orgs for funding).”
(from a White respondent in a nonprofit)

“That we don't all feel like we are competing for the same dollars from donors and funding sources. That there are resources available to us to do the critical work we are doing, AND support staff with fair wages.”
(from a Black respondent in a nonprofit)
A Reordering of the Themes

Original Order:
1. Collaboration
2. Funding Flexibility and Innovation
3. Equity and Inclusion
4. Awareness, Understanding, and Trust
A Reordering of the Themes

Revised Order:

1. Awareness, Understanding, and Trust
2. Collaboration
3. Funding Flexibility and Innovation
4. Equity and Inclusion

Why?
Emerging Sub-Themes

1. Awareness, Understanding, and Trust

2. Collaboration

3. Funding Flexibility and Innovation
   - Both Black and White respondents emphasized the need for funders to allow for overhead. This is the one place where Black and White respondents elevated this need and used the same language.

4. Equity and Inclusion
   - Direct/Indirect association with blackness was different for Black and white respondents (“Black” vs. “POC”). Blacks identify directly with being Black while White respondents indirectly include Black as POC.
PARTICIPANT COMMENTS: OVERHEAD

“Funders should provide more opportunities for nonprofits to utilize funds for the operation of the organization, because without staff, technology, and marketing, there can not be a program.” (from a Black respondent in a foundation)

“[We need a] better understanding by the community at large that non-profits have to spend money on overhead, that unrestricted dollars are essential, and that nonprofits serve key roles in the community.” (from a white respondent in a nonprofit)
PARTICIPANT COMMENTS: RACE

“STOP HIRING SO MANY WHITE PEOPLE TO MANAGE BLACK AND NATIVE STAFF/CLIENTS.”
(from a Black respondent in a nonprofit)

 “[We need] less white saviorism and more stepping aside and listening to Black women, women of color, indigenous women.”
(from a white respondent in a nonprofit)

“If you are helping Black families, then Black people should be at the table. If you are helping homeless people, people who were once homeless should be at the table developing the program and evaluating options.”
(from a Black respondent)
A Deeper Dive on December 17

Questions for consideration:

• What is the *so what*?
• How can we take action?
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More to Come!
December CAN Meeting

CENTER FOR NONPROFIT EXCELLENCE