

# Leadership Practices for Race Equity



# About ProInspire



## Vision

We envision an equitable and just society: free of systemic oppression where all people thrive.



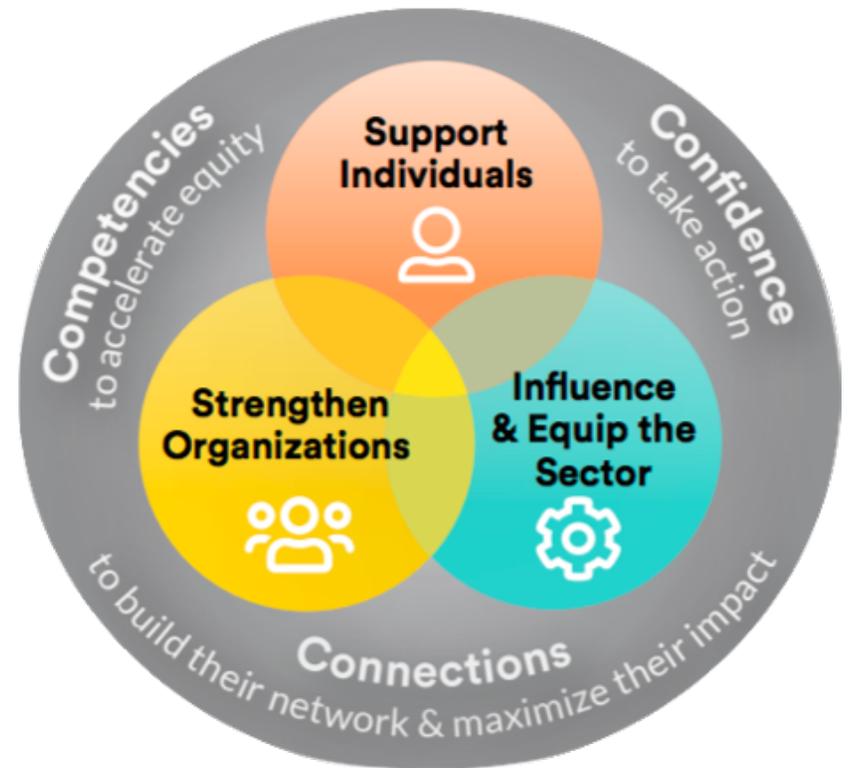
## Mission

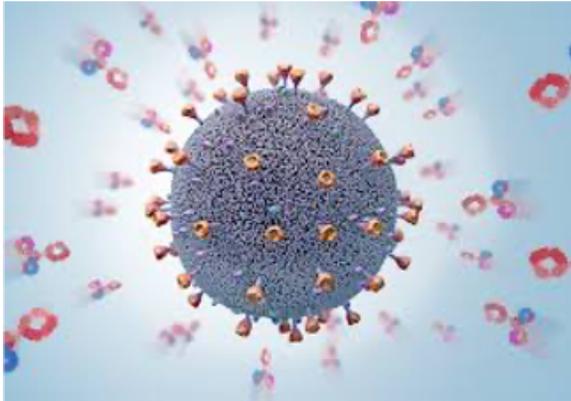
We activate leaders at all levels to accelerate equity at individual, organizational, and systems levels.



## Bold Goal

Social sector leaders at all levels will have the competencies, confidence, and connections to accelerate equity.

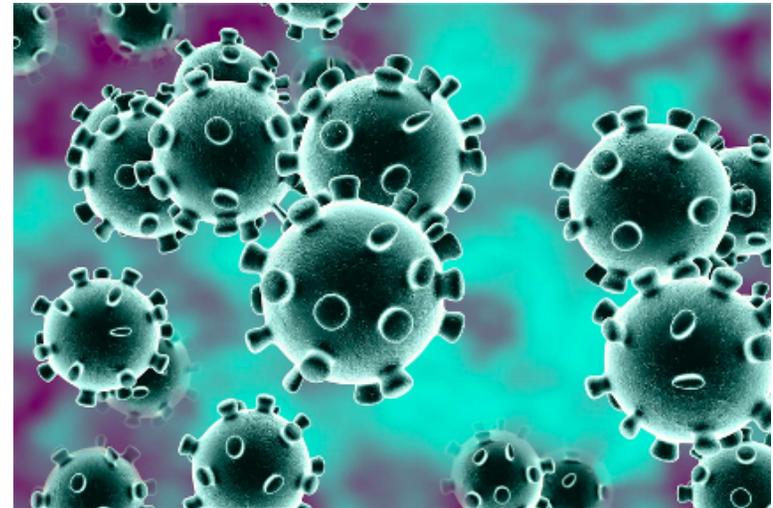




With the COVID-19 pandemic and ongoing police brutality, we are navigating multiple crises that disproportionately impact communities of color, especially the Black community.



# Structural racism is the root cause of racial disparities



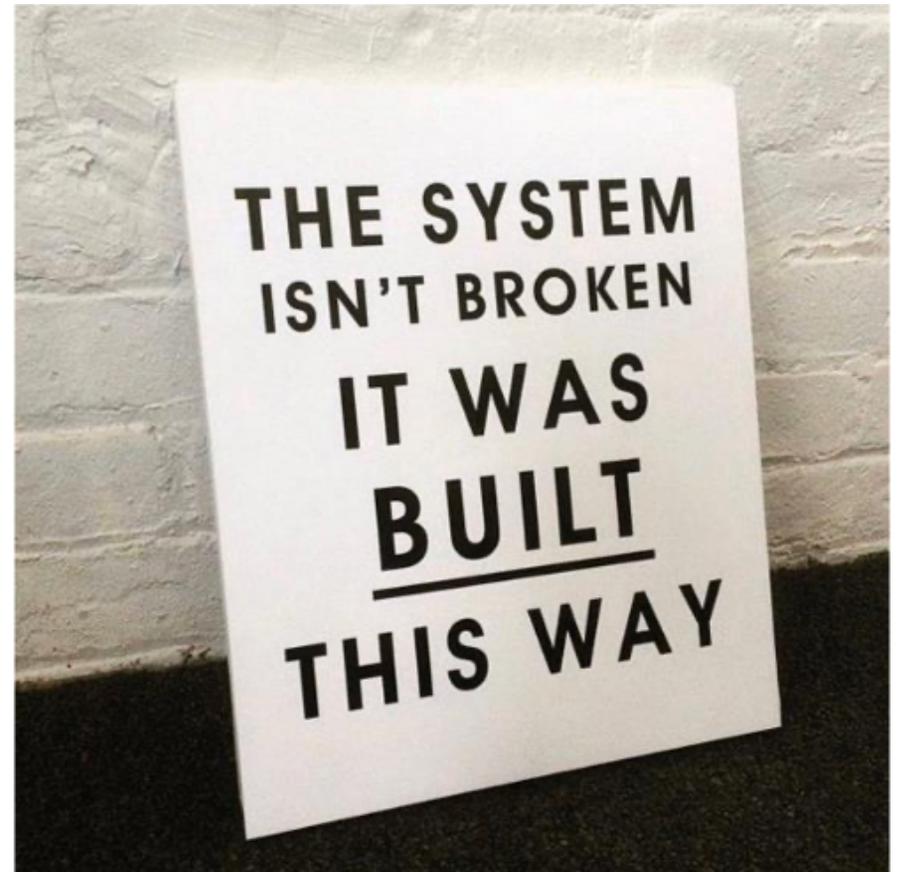
**Police brutality and criminal justice**  
**COVID-19 health outcomes**  
**Separation of migrant families at the border**  
**Health and economic crises in Tribal communities**

# The pandemic and movement for Black lives show the need for race equity and inclusive leadership



Crises provide an opportunity for transformation because of the exposure of the racial disparities and structural inequities within our social systems and organizations.

**The current context  
amplifies changes already  
happening in the social  
sector and nonprofit  
organizations**



# Moving from charity to justice mindset



## Greater focus on systems change

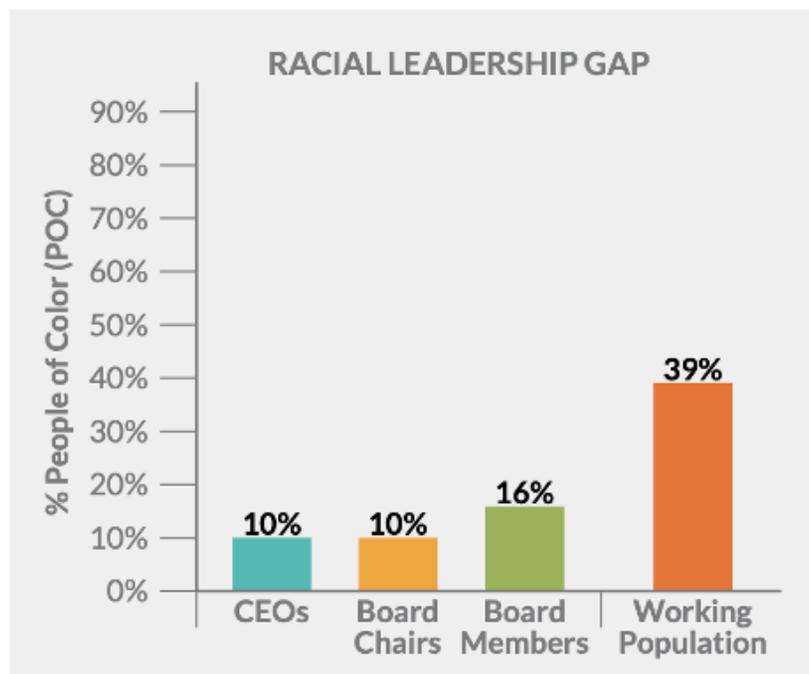


## Increasing diversity across many identities



Understanding of intersectionality: “race and...”

## And yet, there is still a racial leadership gap



Source: *Leading with Intent: 2017 National Index of Nonprofit Board Practices*, BoardSource; Pew Research Center

# We need to shift from white dominant norms to behaviors that advance equity and justice

Leadership by individual

Leadership by collective

Productivity

People Centered

Funding Focused

Aligning Values

Decisions by those in power

Decisions by those most impacted

# ProInspire Foundational Beliefs

ProInspire believes that it is essential for **leaders at all levels in the social sector** to:

- > Center race equity in their work through **active learning and unlearning, intentional action, and processes for accountability**
- > Prioritize authenticity, allyship, solidarity, and strategic action to **interrupt oppression and advance race equity**
- > Develop their race equity analysis, **personally and professionally**
- > Embody **leadership practices in any position** within an organization
- > Identify how to **redefine, reimagine, and change institutions and systems** from their roles within organizations

# Race Equity in Leadership

Dismantling racism, oppression, inequities across your work

Analyzing contributions to structural racism

Cultivating practices of healing and inner wellbeing

Valuing lived experience, many ways of being

Disaggregating data to understand race disparities, reallocate

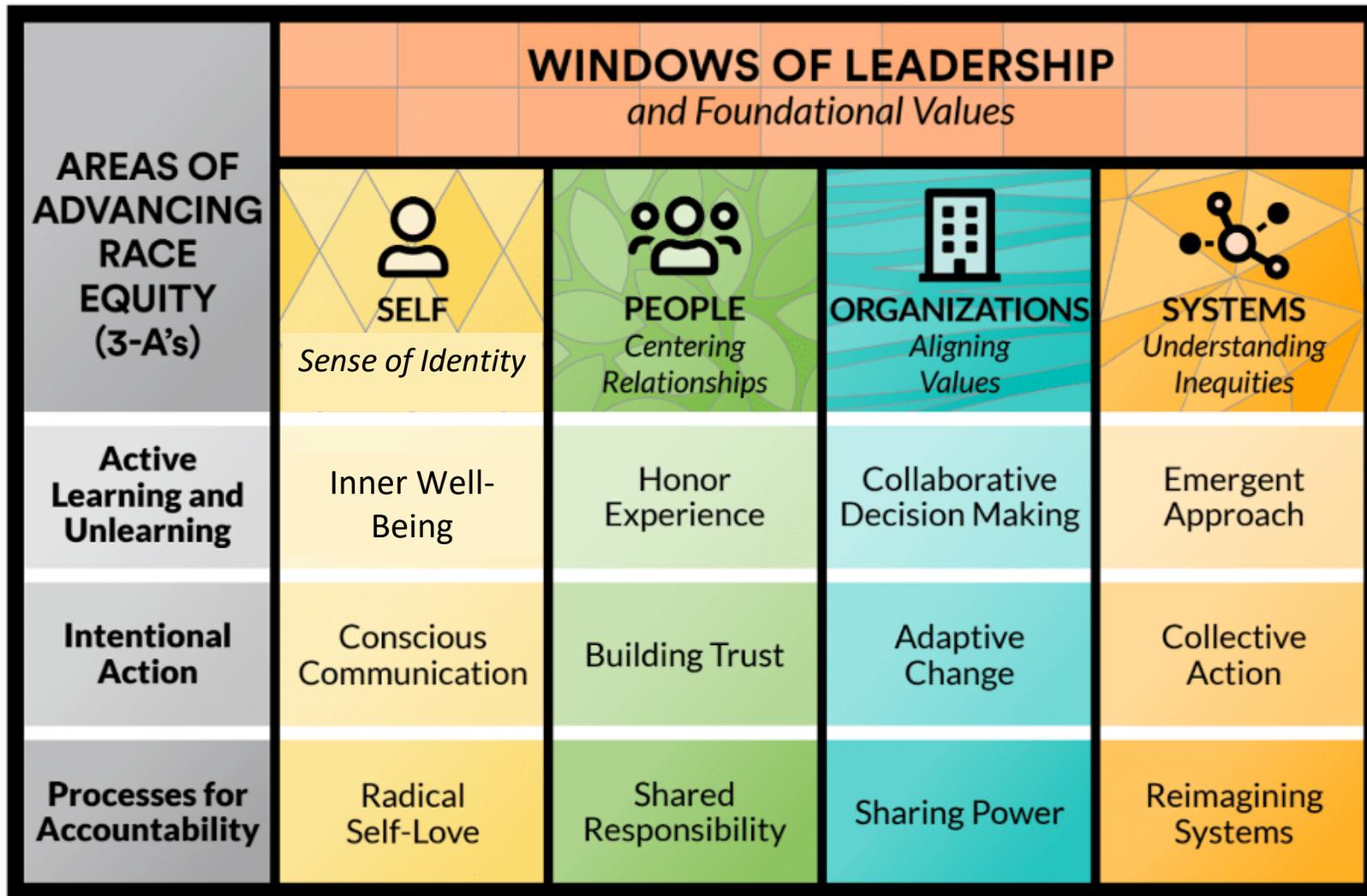
Modeling responsibility to speak about race

Identifying how bias shows up, influences actions

Engaging community, shared decisions with those impacted

Recognizing power, privilege, dominant culture

# THE PROINSPIRE LEADERSHIP MODEL FOR RACE EQUITY IMPACT



# Example: ProInspire's Board of Directors

## Aligning Values

- No minimum donation for Board members
- Sunset of ProInspire Fellowship program (2017)
- Approval of updated vision, mission, and theory of change that focuses on equity and leadership (2018)
- Participatory decision-making process for strategic next steps (2019)
- Shift to Co-CEO model (2021)

## Centering Relationships

- Participated in our own Board/Staff Race Equity cohort (2019)
- Paired Board/Staff for advisory relationships (2020)
- First Joint Board/Staff Retreat to discuss succession planning (2020)
- Hiring Committee - invested in getting to know Bianca and her vision as Co-CEO (2021)

# Example: ProInspire's Board of Directors

## Understanding Inequities

- Some Board members participate in staff Race Forward training (2017)
- Board Retreat focused on race equity, including disaggregated data about our population (2018)
- Discussed root cause analysis for ProInspire's Bold Goal (2019)
- Considered inequities faced by BIPOC leaders when developing succession plan and Co-CEO model (2020)

## Sense of Identity

- Focus on Board members with nonprofit experience and understanding of our mission (2009)
- Bring new Board members as a cohort (2015)
- First Board demographic survey (2018)
- Board Retreat focused on race equity, including identities exercise (2018)
- Targeted recruitment for new Board members (2019)

# Board Demographic Survey

- > Your Age
- > Gender Identity
- > Sexual Orientation
- > Disability or Impairment
- > Race/Ethnicity
- > Citizenship/Immigration
- > Education
- > Veteran Status
- > Have either of your parent(s) or guardians earned a bachelor's degree or higher?
- > Did you receive a Federal Pell Grant to attend college?
- > What is your current marital status?
- > Is there any other aspect of your experience and/or identity that you feel is important for us to capture?