

*Measuring Racial-Ethnic  
DIVERSITY IN THE  
BALTIMORE-WASHINGTON  
REGION'S NONPROFIT SECTOR*



# Measuring Diversity in Nonprofit Sector

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## The Racial Diversity Collaborative

is comprised of a group of nonprofit leaders within the Baltimore-Washington region that together work to support and expand the number of leaders of color in significant nonprofit leadership positions throughout the region.

Among the Collaborative's first projects was a study with

The Urban Institute,

*Measuring Racial-Ethnic Diversity in the Baltimore-Washington Region's Nonprofit Sector.* Findings related to the arts include:

### **Leadership**

"Arts organizations are least likely to have an executive director of color. Only 10 percent of these organizations are led by a person of color."

### **Governing Boards**

"Nonprofit arts organizations have the least diverse boards. Most board members are non-Hispanic whites; only 13% of board positions, on average, are filled by people of color."

### **Staff**

ethnically diverse backgrounds. Twenty-seven percent of staff in arts organizations are people of color, as are 37 percent of those in educational nonprofits."

## **Policies**

"There is no clear pattern related to which types of nonprofits have diversity policies. Staff diversity policies are most common in human service (43 percent) and arts (40 percent) organizations."