

IN EVERY COUNTY, ACROSS ALL BUDGET SIZES:

White Overrepresentation in the New York City Area's Nonprofit Leadership

An Analysis of the Demographics of
New York City's Nonprofit Leadership

APRIL 2023

**NONPROFIT
NEW YORK**

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THOMAS CONSULTING
ECONOMIC POLICY AND DATA ANALYSIS

ACKNOWLEDGEMENTS

Chai Jindasurat-Yasui, Vice President of Policy at Nonprofit New York, project managed and authored this report. Cathleen Clerkin, Senior Director of Research at Candid, authored the methodology section, designed the data scope, collected, cleaned, and coded the data for this report. Catalina Spinel, Director of Partnerships at Candid led outreach efforts for data collection. Jessica Cavagnero, former Partner, Minji Kim, Senior Associate, and Michelle Johnson, former Associate, from SeaChange Capital Partners designed, conducted, and authored the financial analysis. Derek Thomas, Principal at Thomas Economic Policy and Data Consulting, completed the data analysis and population comparison. Celine Yip, former Research and Data Coordinator at Nonprofit New York, Lakimja Mattocks, former Chief Equity & Learning Officer at Nonprofit New York, and Chai Jindasurat-Yasui, Vice President of Policy, coordinated two rounds of focus groups in spring and late fall of 2022 for the report. Hailey Walsh, Associate Art Director at Cause Lab, designed and laid out this report.

The following organizations participated in focus groups to inform the report's research design:

Asian American Federation, BDO FMA, Bowery Residents' Committee, the Bridgespan Group, Building Movement Project, Coalition for Asian Children and Families, Community Resource Exchange, Dance/NYC, Echoing Green, Federation of Protestant Welfare Agencies, Hispanic Federation, Homeward NYC, Human Services Council, Lutheran Social Services of New York, New York Urban League, Partnership for After School Education, Philanthropy New York, United Neighborhood Houses, and West Side Campaign Against Hunger.

This report was supported by Robin Hood.

Nonprofit New York, Candid, and SeaChange are grateful to the close to 2,000 nonprofit organizations that provided demographic data within their Candid profile to make this report possible.

ABOUT OUR ORGANIZATIONS

Nonprofit New York is a membership organization in the greater New York City area. We champion and strengthen nonprofits through capacity building and advocacy to cultivate a unified, just, and powerful sector.

Candid gets you the information you need to do good. We envision a social sector capable of tackling the critical challenges and opportunities of our time. Every year, millions of nonprofits spend trillions of dollars around the world. Candid finds out where that money comes from, where it goes, and why it matters. Through research, collaboration, and training, Candid connects people who want to change the world to the resources they need to do it. Candid's data tools on nonprofits, foundations, and grants are the most comprehensive in the world. Foundation Center and GuideStar joined forces to become Candid, a 501c3 nonprofit organization.

SeaChange Capital Partners uses our experience, financial resources, and connections to help nonprofits navigate complex challenges. We create new ways for funders to support them. Together with our nonprofit and funder partners, we fight for a healthier and more just society.

Thomas Economic Policy and Data Consulting supports nonprofit, public, and private sector clients with impactful research, project consulting, and data analysis and visualization.

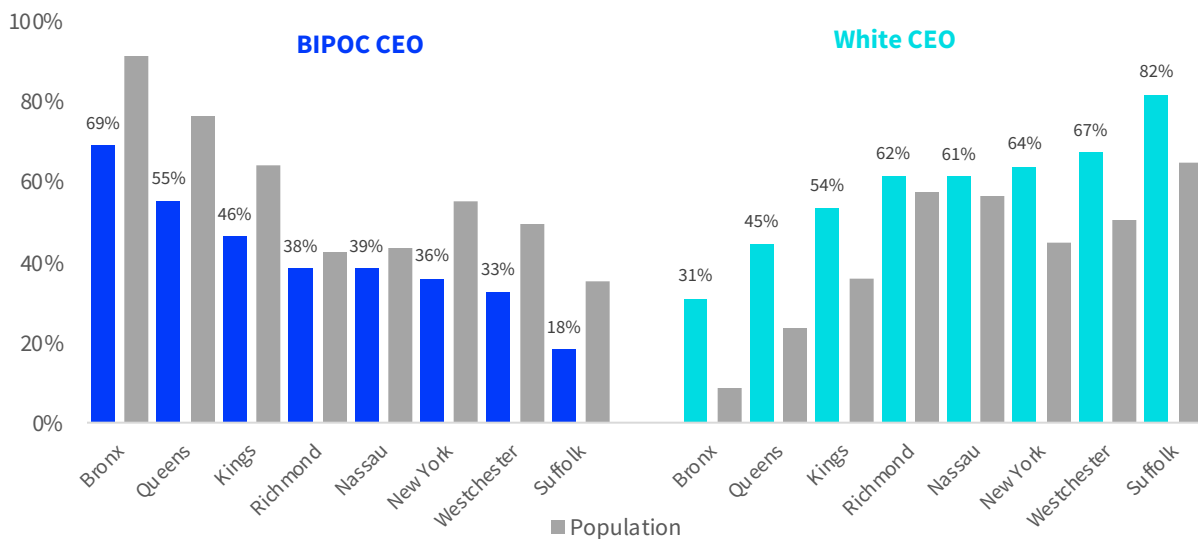


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EXECUTIVE SUMMARY

Every county in the New York City area has a lower percentage of BIPOC CEOs relative to the BIPOC population. Every county has a higher percentage of White CEOs relative to the White population.

White CEOs are Overrepresented Relative to Population in Every NYC Area County
CEO Race and Ethnicity, by County, and Population by Race and Ethnicity and County (N=1,860)

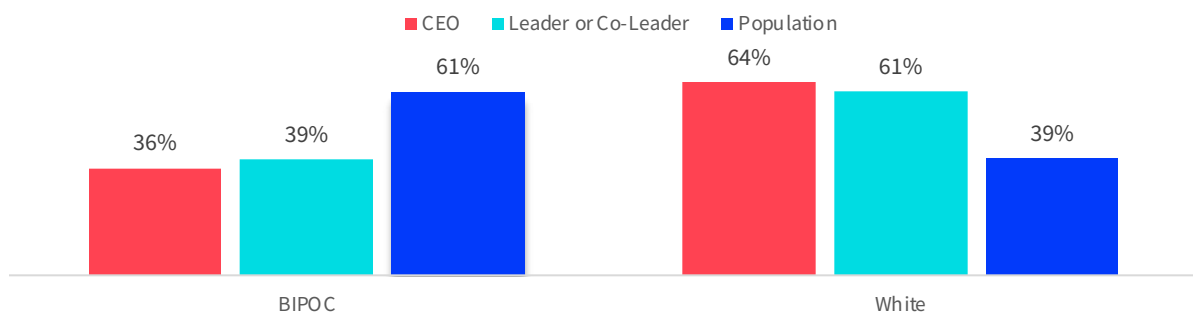


American Community Survey 2021. BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races.

The same is true in the aggregate. A disproportionately high percentage of nonprofit CEOs are White (64%) as compared to the general White population (39%).

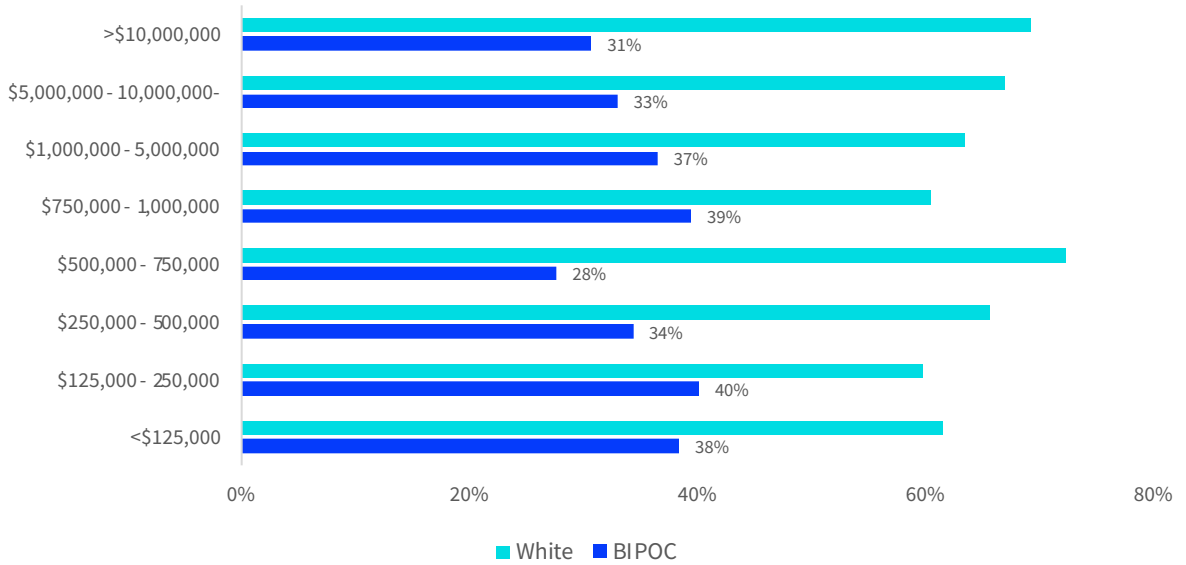
BIPOC nonprofit CEOs are under-represented in nonprofit CEO positions in the New York City area. 61% of the New York City area population is BIPOC, while 36% of nonprofit CEOs are BIPOC.

BIPOC CEOs are Underrepresented Relative to Population Across NYC Area Counties
CEO and Leader or Co-Leader Race and Ethnicity, and Population by Race and Ethnicity (N=1860)



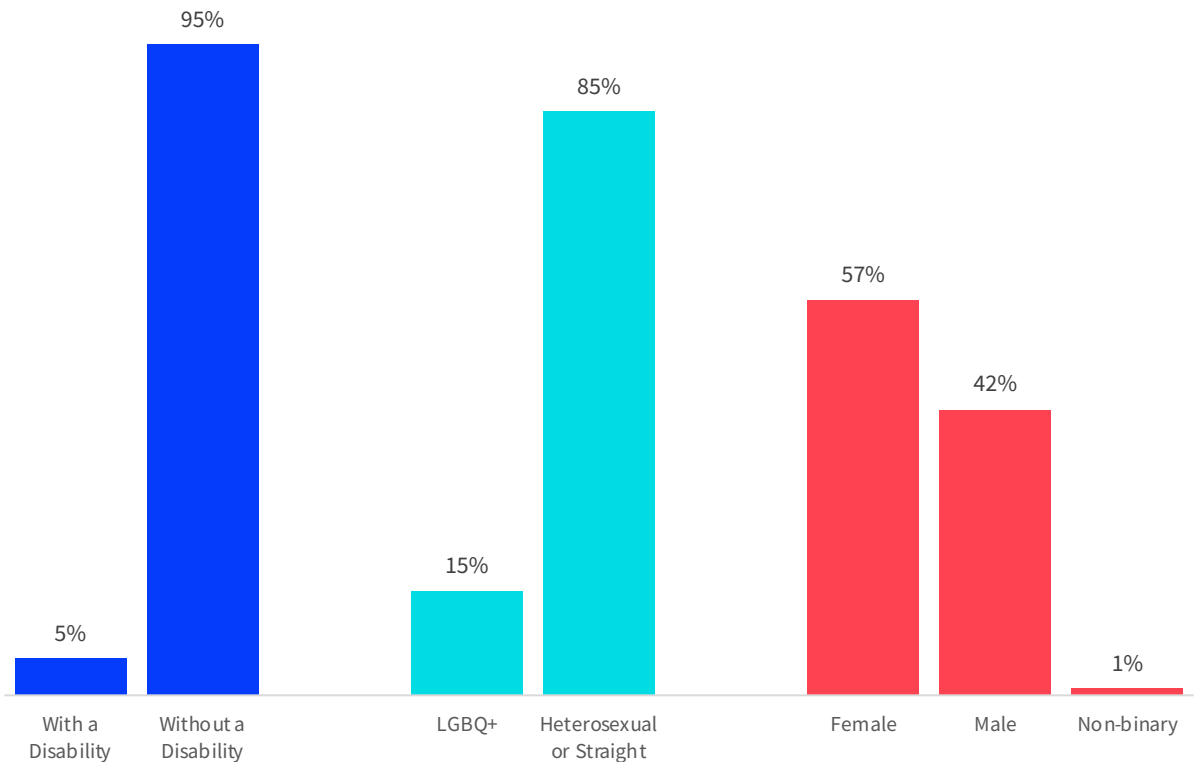
American Community Survey 2021. BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races.

White CEOs Are the Majority Across All Budget Sizes
 CEO Race and Ethnicity, by Organization Budget Size, NYC Area.
 Data Labels Denote BIPOC (N=1,586)



The highest percentage of CEOs in the dataset are White women (39%), followed by White men (29%). Black women nonprofit CEOs are 10% of the dataset and Black men CEOs are 7%. Hispanic/Latino/Latina/Latinx women nonprofit CEOs are 5% of the dataset, and Hispanic/Latino/Latina/Latinx men CEOs are 3%. Asian American/Pacific Islander/Asian women CEOs are 4% of the dataset, and Asian American/Pacific Islander/Asian men CEOs are 3% of the dataset.

Organization CEO by Disability Status, Sexual Orientation, and Gender



57% of nonprofit CEOs in the dataset identify as female, 42% identify as male, and 1% identify as non-binary.

The vast majority of nonprofit CEOs in the dataset identify as heterosexual (85%).

30% of nonprofits in the dataset declined to state their CEO’s (dis)ability status. Of the organizations that did complete this information, 95% of nonprofit CEOs do not have a disability.

When disaggregated by size, very small BIPOC-led nonprofits (with expenses between \$250k-\$500k) exhibited a higher percentage of insolvency (12%) compared to their very small White-led counterparts (5.6%).

Insolvency of BIPOC-led nonprofits (BIPOC CEO or co-leader)		Insolvency of White-led nonprofits (White CEO and co-leaders)	
Insolvency by Size & Year		Insolvency by Size & Year	
Size	2019	Size	2019
Very Small (\$250,000–\$500,000)	12.0%	Very Small (\$250,000–\$500,000)	5.6%
Small (\$500,000–\$0.9MM)	7.5%	Small (\$500,000–\$0.9MM)	5.2%
Mid-Size (\$1MM–\$4.9MM)	1.3%	Mid-Size (\$1MM–\$4.9MM)	3.3%
Mid-Size (\$5MM–\$9.9MM)	2.6%	Mid-Size (\$5MM–\$9.9MM)	5.3%
Large (\$10MM–\$24.9MM)	0.0%	Large (\$10MM–\$24.9MM)	2.7%
Large 2 (\$25MM–\$49.9MM)	0.0%	Large 2 (\$25MM–\$49.9MM)	8.1%
Very Large (>\$50MM)	6.7%	Very Large (>\$50MM)	5.8%
Total	3.2%	Total	4.4%

One-third of NYC’s nonprofits in the 2019 dataset were running at a loss.

The median White-led nonprofit had more months of unrestricted net assets and cash, savings, and investments than the median BIPOC-led nonprofit.

The median White-led nonprofit had 6.2 months of unrestricted net assets and 7.5 months of cash, savings, and investments to cover expenses. The median BIPOC-led had 5.8 months of unrestricted net assets and 6 months of cash, savings, and investments to cover expenses.

BIPOC-led nonprofits (BIPOC CEO or co-leader)		White-led nonprofits (White CEO and co-leaders)	
Months of Reserves by Type		Months of Reserves by Type	
Distribution	Median	Distribution	Median
Cash & Savings	4.4	Cash & Savings	4.6
Unrestricted Net Assets	5.8	Unrestricted Net Assets	6.2
Operating Reserves	5.2	Operating Reserves	4.9
Cash, Savings & Investments	6.0	Cash, Savings & Investments	7.5

RECOMMENDATIONS

Government funders:

- › Publicly release demographic data on your nonprofit contracted partners.
- › Operationalize a BIPOC-led certification process for nonprofit government grants, similar to Minority and Women-Owned Business Enterprise programs for for-profit corporations.
- › Support continued research on the demographic makeup of New York City's nonprofit leaders, particularly financial data through 2020 and 2021.¹
- › Support local participatory research efforts led by BIPOC nonprofits to understand barriers to leadership and resources.

Private funders:

- › Create greater access for BIPOC-led nonprofits to receive sustainable funding (both public and private).
- › Invest in and support leadership pipelines for BIPOC leaders to address the racial leadership gap in New York City's nonprofit sector.
- › Publicly release demographic data on your grantees.² Reduce the burden on nonprofits by using Candid profiles demographic data.
- › Support continued research on the demographic makeup of New York City's nonprofit leaders, particularly financial data through 2020 and 2021.³
- › Support local participatory research efforts led by BIPOC nonprofits to understand barriers to leadership and resources.

Nonprofits:

- › [Share demographic data](#) via Candid profiles to ensure your nonprofit is represented in future analysis.
- › Invest in leadership development and leadership pipelines for BIPOC and other underrepresented staff.

¹ Due to IRS data availability, 2020 was not included in the financial analysis of this report.

² Focus group participants universally shared they must complete demographic data for all grant funding proposals and reporting requirements.

³ Due to IRS data availability, 2020 was not included in the financial analysis of this report.

INTRODUCTION

Nonprofit New York, Candid, SeaChange Capital Partners, and Thomas Economic Policy and Data Consulting, with the support of Robin Hood, conducted a comprehensive assessment in 2022 of the current leadership demographics of the nonprofit sector in New York City using demographic data from nonprofit organizations' Candid nonprofit profiles. This report seeks to establish updated baseline data to inform our understanding of racial and other demographic representation within nonprofit leadership in the New York City area. Eight New York counties are included in the analysis, including Bronx, Kings, Nassau, New York, Queens, Richmond, Suffolk, and Westchester Counties.

Our research questions include:

1. What are ways for determining BIPOC-led, as defined by BIPOC communities?
2. What are the current racial, gender, sexual orientation, and (dis)ability demographics of nonprofit sector leaders in New York City?
3. How do the demographics of New York City's nonprofit sector compare to the total population? How do the demographics of New York City's nonprofit sector compare to low-income New Yorkers?
4. How are leadership demographics reflected in various nonprofit subsectors, including poverty-alleviating organizations, and organizational sizes?
5. Is there a relationship between the demographic makeup of an organization's leadership and its financial position?

This report used a participatory research design to inform our definitions and data analysis. The project sought the perspective, expertise, and thought partnership from Black, Indigenous, and other People of Color (BIPOC) nonprofit associations, BIPOC-led poverty-alleviating organizations, nonprofit racial justice researchers, and BIPOC-identified nonprofit capacity builders.

WHY THIS REPORT?

A majority of the New York City nonprofit workforce are women and people of color,⁴ but previous research has found nonprofit leaders are disproportionately White.⁵ Nationally, people of color are less likely to be in senior leadership positions in nonprofits.⁶ Research by Echoing Green and the Bridgespan Group found the revenues of Black-led organizations were 24% smaller than revenues of White-led counterparts, and unrestricted net assets of Black-led organizations were 76% smaller than White-led organizations.⁷ Analysis by the Asian American Federation found that between 2002 and 2014, Asian-serving nonprofits received only 3.1% of City social service contracts, despite the fact that over 15% of the City's population is Asian and the community has a poverty rate of close to 20%.⁸

4 New York City Comptroller and Nonprofit New York. (July 2020). [The Economic Impact of NYC Nonprofit Organizations](#).

5 Nonprofit New York and NYC Service. (October 2018). [What Lies Beneath: The State of NYC Nonprofit Board Diversity, Equity, and Inclusion](#).

6 Thomas-Breitfeld, S., and Kunreuther, F. (2017). [Building Movement Project. Race to Lead: Confronting the Nonprofit Racial Leadership Gap](#).

7 Dorsey, C., Bradach, J., and Kim, P. (May 2020). [The Bridgespan Group and Echoing Green. Racial Equity and Philanthropy: Disparities in Funding for Leaders of Color Leave Impact on the Table](#).

8 Asian American Federation. (June 2018). [Hidden in Plain Sight: Asian Poverty in New York City](#).

The nonprofit sector and funders need updated and more comprehensive analysis on the leadership demographics of nonprofit organizations in New York City. To tailor public policy and program interventions to promote intersectional racial equity within the nonprofit sector, nonprofits, funders, and policymakers must understand differences in financial position and financial sustainability of nonprofit organizations based on the demographics of organizational leadership.

This report provides an updated and more representative picture of the demographics of New York City's nonprofit leadership.

INDIGENOUS COMMUNITIES OF THE NEW YORK CITY AREA

This project uses the term BIPOC, as opposed to “People of Color” to reflect growing awareness of the specific ways that Black and Indigenous communities have experienced acute and systemic violence and oppression in the United States.⁹ However, our data findings do not include meaningful data analysis of indigenous communities largely due to the small sample size of indigenous identified nonprofit leaders in our dataset.

Population level data for Native American/American Indian/Indigenous communities in the counties analyzed is 0.1%. The counties of Bronx, Kings, Nassau, New York, Queens, Richmond, Suffolk, and Westchester are the ancestral homelands of the Canarsie, Maspeth, Matinecock, Munsie Lenape, Nayack, Rockaway, Hackensack, Raritan, Shinnecock, Tappan, and Unami Lenape peoples.

During the 18th century, White settlers displaced most of the indigenous peoples of the New York City area. The United States government then forcibly removed east coast tribal nations, including the nations of the New York City area, to west of the Mississippi River under the Indian Removal Act of 1830, signed by President Jackson. Today, the Shinnecock Nation remains in Suffolk County. Many of the other original nations of the New York City area are now organized in nations spanning Canada (Munsee-Delaware Nation, Moravian of the Thames First Nation, Delaware of Six Nations), Oklahoma (Delaware Nation in Anadarko, Delaware Tribe of Indians in Bartlesville), and Wisconsin (Stockbridge-Munsee Community). The Lenape Center and American Indian Community House are two nonprofits in the New York City area to promote awareness of and community support for the indigenous people of this area.

Since our project started, Candid has updated its race and ethnicity category to include Alaska Native as part of the Native American/American Indian/Alaska Native/Indigenous category and included a new Native Hawaiian/Pacific Islander category to represent indigenous communities of the Pacific Islands. Our project hopes that future data analysis will more meaningfully reflect indigenous communities within the nonprofit sector.

⁹ This is not to minimize the experiences of other people racialized as “non-White” in the United States. Authors of this report recognize the myriad ways all people of color experience empirical systemic inequity.

METHODOLOGY

CANDID'S DEMOGRAPHIC DATA

Candid began collecting organizational demographic data in 2014, inviting U.S. nonprofits to share demographic information about their staff and board on their [Candid nonprofit profiles](#) (formerly known as GuideStar profiles). Demographic questions were revised in 2019 in partnership with CHANGE Philanthropy. In late 2020, sharing demographic information about a given nonprofit's CEO/leader became a requirement to acquire a [Candid Gold Seal of Transparency](#). The current demographic dataset includes organizations' most recent demographics, supplied between 2019-2022.

Candid currently invites organizations to share information about race/ethnicity, gender, sexual orientation, and disability status. Nonprofits are asked to report individual level data for leaders and co-leaders (e.g., CEO's race, gender, etc.), and aggregate demographic information for other staffing levels. Candid also allows respondents to skip questions, indicate that an identity is unknown, or otherwise decline to state. See [here](#) for documentation with additional definitions for identity categories and Candid's official guidance for nonprofits on how to collect demographic data.

DATA FRAME CREATION

The data frame for this analysis was pulled from Candid's nonprofit profiles. Because the research questions for this report specifically focus on racial demographics and financial health of NYC nonprofit organizations, we included data for any organization that:

- Is a U.S. 501(c)(3) nonprofit listed on the IRS business masters file (as of September 2022)
- Is headquartered in Bronx, Kings, Nassau, New York, Queens, Richmond, Suffolk, or Westchester counties.
- Filed a 990, 990-EZ, or 990-N for any of the following fiscal years: 2018, 2019, 2020, or 2021.¹⁰
- Shared racial demographic data about the organization leader with Candid between 2019 and September 2022 (responses of 'race unknown' or 'declined to state' were not included).
- Is NOT a "big ed," "big med," or "big foundation".¹¹

DEFINITIONS AND MEASUREMENT OPERATIONALIZATIONS

When it comes to research, the outcomes of a study can often be impacted by how terms are defined and measured. Here is how we operationalized key constructs in this report:

New York: New York City Area is defined as being located in one of the following eight New York counties: Bronx, Kings, Nassau, New York, Queens, Richmond, Suffolk, and Westchester. Population for these counties is reported from American Community Survey, 2021.

¹⁰ Due to IRS delays, we have relatively few filings from 2020 and 2021. We consider 2019 our most recent comprehensive filing year.

¹¹ Specifically, 10 large hospitals and care organizations, philanthropic organizations, and educational institutions were removed from the dataset, as these big eds, meds, and philanthropy organizations generally differ from other nonprofits in significant ways and tend to skew financial analyses. See Appendix A for list of excluded organizations.

BIPOC: For the purposes of this report, a given person is considered “BIPOC” if they report that they publicly identify as one of the following (as reported on Candid’s Race & Ethnicity measure):

- Asian American/Pacific Islanders/Asian
- Black/African American/African
- Hispanic/Latino/Latina/Latinx
- Native American/American Indian/Indigenous
- Multi-racial/Multi-ethnic

Additionally, write-in race and ethnicity responses were re-coded as either White, BIPOC, or unknown. Fewer than 1% of responses were write-ins.

BIPOC-led: Discussed at more length in the following section of this report, we used a participatory research approach in defining BIPOC-led, which ultimately led us to exploring two operationalizations of this term:

- **BIPOC-led definition #1:** BIPOC Leader: This definition considers organizations to be BIPOC-led if at least one of their organizational leaders (e.g. CEO or executive directors) identifies as BIPOC (Note that Candid allows organizations to list up to two organizational leaders).
- **BIPOC-led definition #2:** BIPOC Majority. The second definition focuses on the majority of BIPOC leadership in an organization. Specifically, we have operationalized this as: organizations with at least one non-White CEO and a majority (51%) BIPOC board and a majority (51%) of BIPOC senior staff (senior staff are defined as those who lead a function within the organization, typically with a title of “director” or higher).

Poverty-alleviating definition: For the purpose of this report, we define poverty-alleviating organizations as those who are listed as Human Services, Health, and/or Education organizations based on the [National Taxonomy of Exempt Entities \(NTEE\)](#) major group code or the [Philanthropy Classification System](#) subject code. As noted in Footnote 9, big eds, big meds, and big philanthropy organizations were removed.

Financial health threshold: To be included in the financial analysis, organizations had to have reported expenses above \$250k for the years 2017, 2018, and 2019 on their IRS form 990. The reason for this threshold is that financial health analyses do not necessarily make sense for organizations that do not have consistent year over year financial capital.

POVERTY LEVELS

Poverty data by county, race and ethnicity, and poverty level is derived from the Integrated Public Use Microdata Series, Current Population Survey ([IPUMS-CPS](#)), [University of Minnesota](#) data. Data at this level is not available for Westchester County. Poverty is examined at 200% of the official federal poverty level (an annual income of \$27,180 for a single person and \$46,060 for a family of three) and 300% of the official federal poverty level (an annual income of \$40,770 for a single person and \$69,090 for a family of three). We apply the terms low-income to 200% and low- to mid-income to 300%. BIPOC includes Hispanic, Black, Asian, and Other Races (excluding White). Among those, Asian includes Chinese, Japanese, Other Asian and Pacific Islander, and Other Races includes Two major races, Three or more major races and Other Races. See full list of race codes [here](#).

FINANCIAL HEALTH RATIOS

- **Cash and Savings:** The sum of cash and savings; an organization's immediately available liquidity to cover short-term needs.
- **Unrestricted Net Assets:** An organization's net assets available to bear losses or make investments.
- **Operating Reserves:** The portion of the unrestricted net assets that is available in the short term, calculated as net unrestricted assets less fixed assets. Fixed assets could include real estate or equipment that often cannot be immediately liquidated i.e., converted into cash.
- **Insolvency:** An entity is considered to be insolvent when its total liabilities exceed total assets, in other words, unable to pay its debts.

DATA LIMITATIONS

As with any research study there are a few caveats to our data that are worth mentioning. Firstly, organizations share demographic data with Candid on a voluntary basis, therefore, this should be considered a convenience sample and subject to the same selection bias as any nonrandomized survey. However, initial sample representation analyses suggest that the dataset used for this study is fairly representative of the larger population of nonprofits in New York by subsector and county. Secondly, it is important to note that missing demographic data at lower leadership levels limited the number of organizations that we could confidently categorize under the second definition of BIPOC-led (or White-led). For example, if an organization had a BIPOC CEO and BIPOC majority board but either did not have senior staff or did not share data about them, they were not included as BIPOC-led under this definition. Thirdly, while every effort has been made to align Candid's demographic data with Census data, it is worth noting that there are slight differences in how the two datasets collect this data (e.g. Candid asks race/ethnicity as one question while the Census asks them as separate questions), and therefore readers should consider these differences when making comparisons. Finally, it is worth reiterating that the most recent comprehensive 990 data is for 2019; however, the demographic data shared here was collected between 2019-2022. Future research should examine fiscal data from 2021 and 2022 when they become available.

RECOMMENDED DEFINITIONS FOR BIPOC-LED

Research Question 1. What are ways for determining BIPOC-led, as defined by BIPOC communities?

In April and May of 2022, the project convened focus group participants from BIPOC nonprofit associations, nonprofit racial equity researchers, capacity builders, and BIPOC-identified nonprofit thought leaders.¹² The focus groups discussed how to quantify and define a BIPOC-led nonprofit for the research project. Participants recommended the project analyze data using two definitions:

- **CEO/Executive Director and Co-Director(s).** For this definition, the analysis centers the demographic data of an organization's CEO/Executive Director. Focus group participants discussed that the overwhelming majority of nonprofit CEOs/Executive Directors have outsized decision-making power in an organization, and thus are the primary leader of a nonprofit. Because the dataset becomes increasingly smaller as demographic data for other levels of an organization are included, this analysis provides the largest dataset for the New York City area. For organizations with a Co-CEO model, an organization is considered BIPOC-led under this definition if at least one of the Co-Directors is BIPOC.
- **Majority BIPOC-Led.** This analysis requires a majority (51% or more) of the board and senior management team to be BIPOC, as well as the CEO/Executive Director. The assumptions behind

¹² For a comprehensive list of organizations that participated in the focus groups, see Acknowledgements.

this definition are that if the board and senior management team are also majority BIPOC, the organization may have a longer history of supporting BIPOC leadership and may be more reflective of the communities they serve. This definition is a proxy for more holistic nonprofit leadership given the decision making power of nonprofit boards and senior management teams. Focus group participants cautioned against the limitations of an analysis that only focused on the CEO/Executive Director because the nonprofit sector, like all U.S. institutions, was built on White supremacist systems. Historically White-led nonprofits are beginning to hire their first-ever BIPOC leaders. This is a positive trend, but participants had mixed perspectives on whether those organizations should be considered BIPOC-led in similar ways as historically BIPOC-led and serving nonprofits. The dataset cannot analyze history and communities served, so this definition is an alternative indicator of history and communities served.

For any organization that is defining what it means to be BIPOC-led we want to flag that as these two definitions show there is not just one answer. We recommend that each organization defining what it means to be BIPOC-led should have serious conversations internally and with their stakeholders about what this term means for them, and be aware that ideally, the term “BIPOC-led” should be used as an indication of BIPOC power within an organization—a concept deeper and more nuanced than simply noting the race of the current CEO, the board, senior staff and staff. We also recommend that the definition is clearly stated as well as the rationale for using a particular definition. Nonprofits and foundations alike should not simply say the term “BIPOC-led” and assume that their partners are all hearing and understanding the same thing.

DATA FINDINGS

Research Question 2. What are the current racial, gender, sexual orientation, and (dis)ability demographics of nonprofit sector leaders in New York City?

Research Question 3. How do the demographics of New York City’s nonprofit sector compare to the total population? How do the demographics of New York City’s nonprofit sector compare to low-income New Yorkers?

NONPROFIT CEO DEMOGRAPHICS

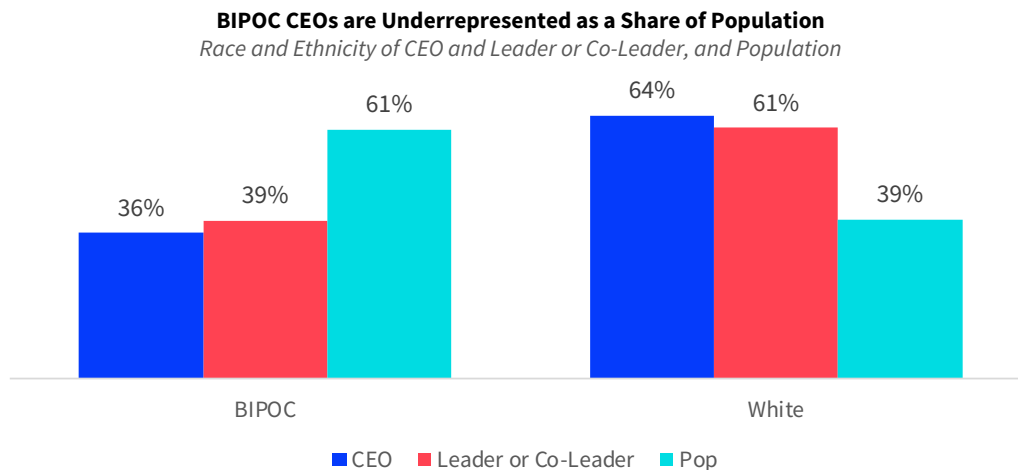
The first definition of BIPOC-led provided by the focus group is if at least one of the organizational leaders (CEO or Executive Directors) identifies as BIPOC.¹³ The following analysis is based on this definition, and includes CEO demographic data from 1,860 organizations in the New York City area.¹⁴

Analyzing the data using the first definition provided by the focus group, which considers organizations to be BIPOC-led if at least one of their organizational leaders (e.g., CEO or executive directors) identifies as BIPOC,¹⁵ we found that 1,860 organizations shared demographic data about their CEOs. Where the total number of organizations in the below analysis do not total 1,860, the dataset had incomplete data for that category because the organization did not complete that part of their demographic profile.

CEO RACE/ETHNICITY

Among the 1,860 organizations, a disproportionately high percentage of nonprofit CEOs are White as compared to the general population. Close to two-thirds of nonprofit CEOs are White (64%), while White people account for just under two-fifths of the total population (39%).

BIPOC nonprofit CEOs are under-represented in the dataset compared to the general population. Sixty-one percent of the population from the counties analyzed are BIPOC, while 36% of nonprofit CEOs in the dataset are BIPOC.



American Community Survey 2021. BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races.

13 Candid allows organizations to list up to two organizational leaders.

14 Where the total number of organizations in the analysis does not total 1,860, the dataset had incomplete data for that category because the organization did not complete that part of their demographic profile.

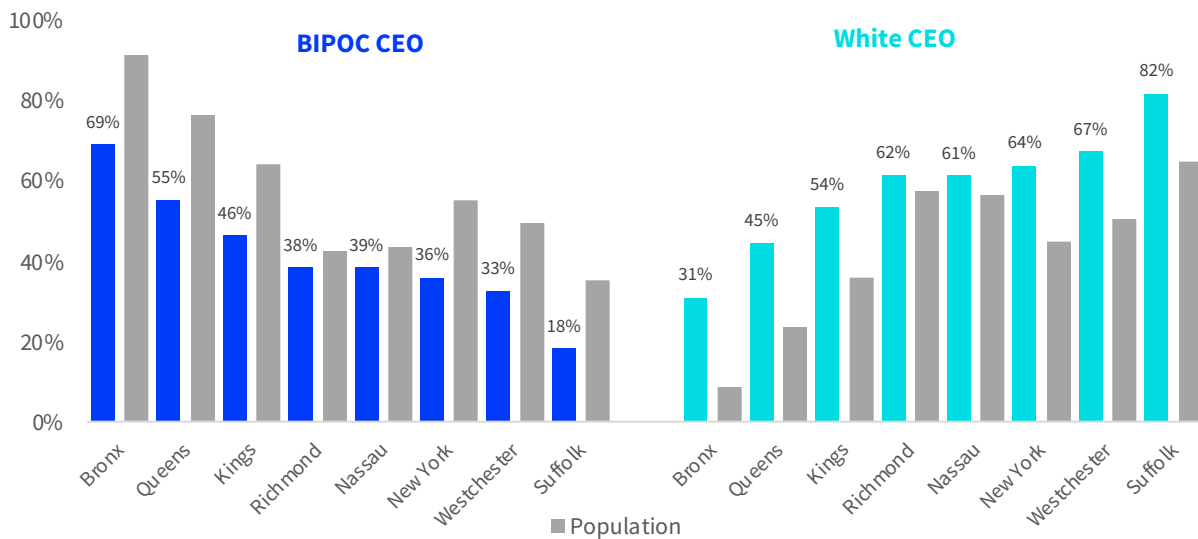
15 See Footnote 11.

CEO RACE/ETHNICITY BY COUNTY AND COMPARED TO POPULATION

Research Question 3. How do the demographics of New York City’s nonprofit sector compare to the total population?

Every county in the New York City area has a lower percentage of BIPOC CEOs relative to the BIPOC population. Every county has a higher percentage of White CEOs relative to the White population.

White CEOs are Overrepresented Relative to Population in Every NYC Area County
CEO Race and Ethnicity, by County, and Population by Race and Ethnicity and County (N=1,860)



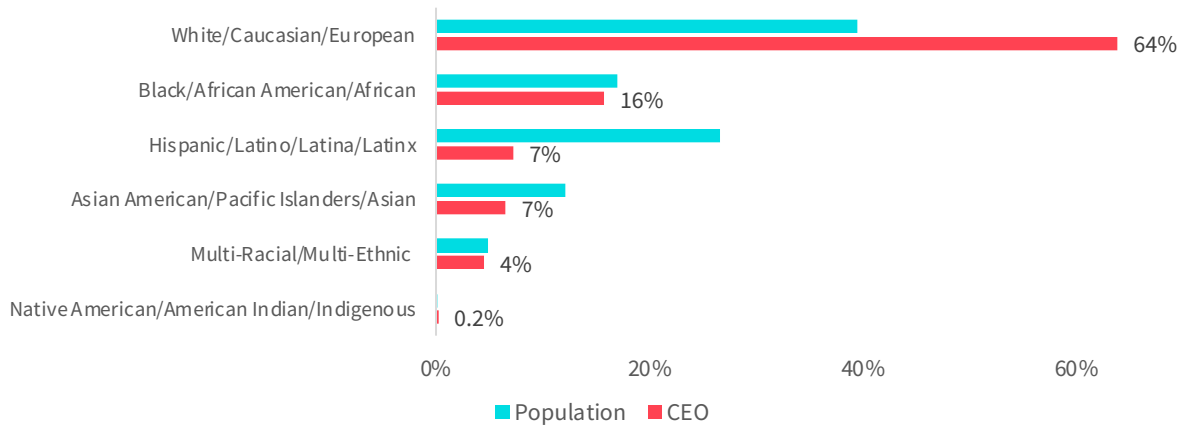
American Community Survey 2021. BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races.

CEO RACE/ETHNICITY DISAGGREGATED

Research Question 3. How do the demographics of New York City’s nonprofit sector compare to the total population?

Hispanic/Latinx, Asian, and Black CEOs were under-represented relative to their specific population. The largest difference in BIPOC CEO race/ethnicity compared to population is Hispanic/Latinx, followed by Asian/Pacific Islander. Hispanic/Latinx communities make up 27% of the New York City area population, but only 7% of nonprofit CEOs are Hispanic/Latinx. Asian/Pacific Islander communities make up 12% of the New York City area population, while 7% of nonprofit CEOs in the New York City area are Asian/Pacific Islander.

NYC Area Nonprofit CEO Race/Ethnicity Disaggregated

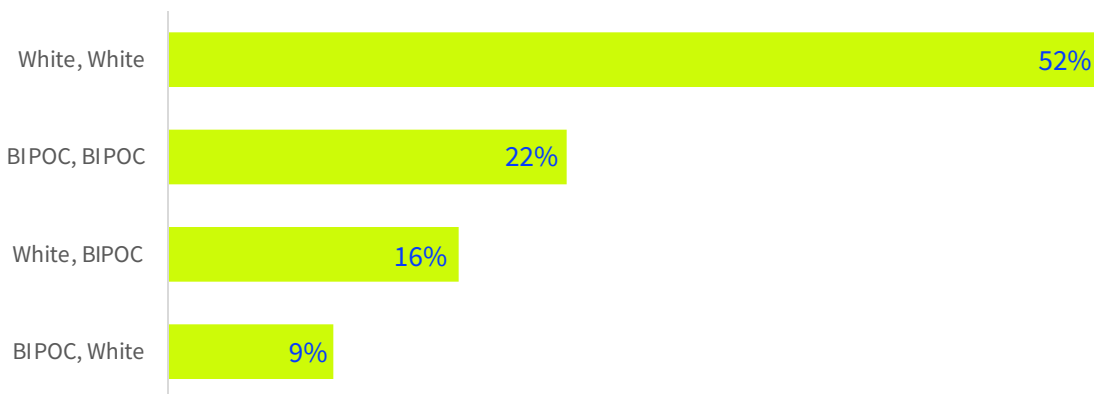


Race/Ethnicity	CEO	Population
White/Caucasian/European	64%	39%
Black/African American/African	16%	17%
Hispanic/Latino/Latina/Latinx	7%	27%
Asian American/Pacific Islanders/Asian	7%	12%
Multi-Racial/Multi-Ethnic (Some other race and 2+ races/ethnicities)	4%	5%
Native American/American Indian/Indigenous	0.2%	0.1%
Jewish	0.2%	

Among the 345 organizations that reported having a co-leadership model,¹⁶ slightly more than half (52%) reported that both their co-leaders were White. 77 (22%) of them noted that both their co-leaders were BIPOC and the remaining 88 (26%) had a combination of White and BIPOC leaders.

White-Led and Co-Led Organizations More Than Twice BIPOC-Led and Co-Led Organizations

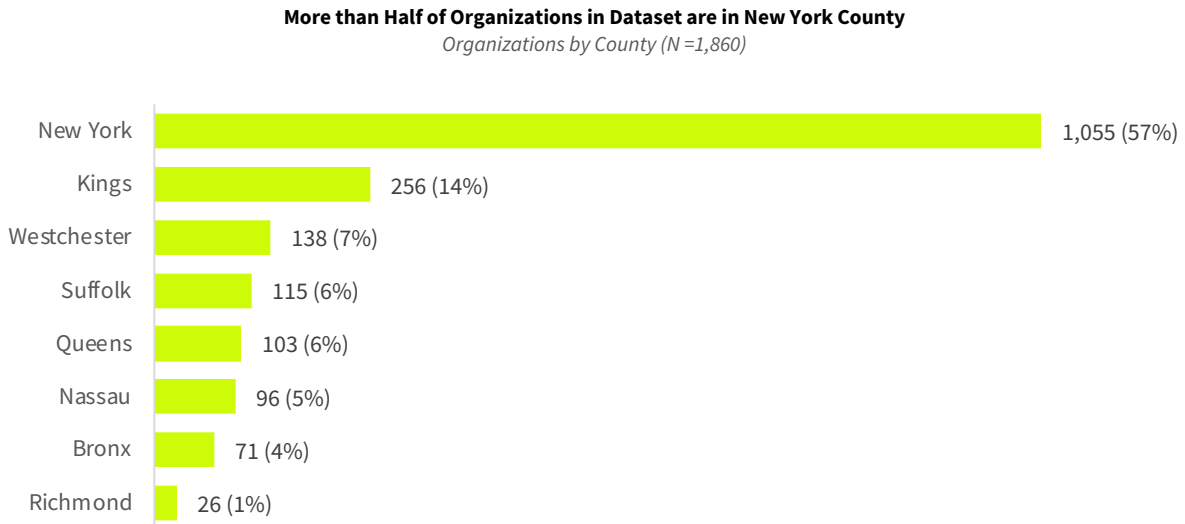
Leader and Co-Leader Race and Ethnicity (N=345)



¹⁶ Candid’s demographic data form asks organizations to fill out demographic information about their leader. Organizations are then asked whether they have a co-leader. Those who state that they do are then invited to share demographics about their co-leader as well.

ORGANIZATIONS BY COUNTY

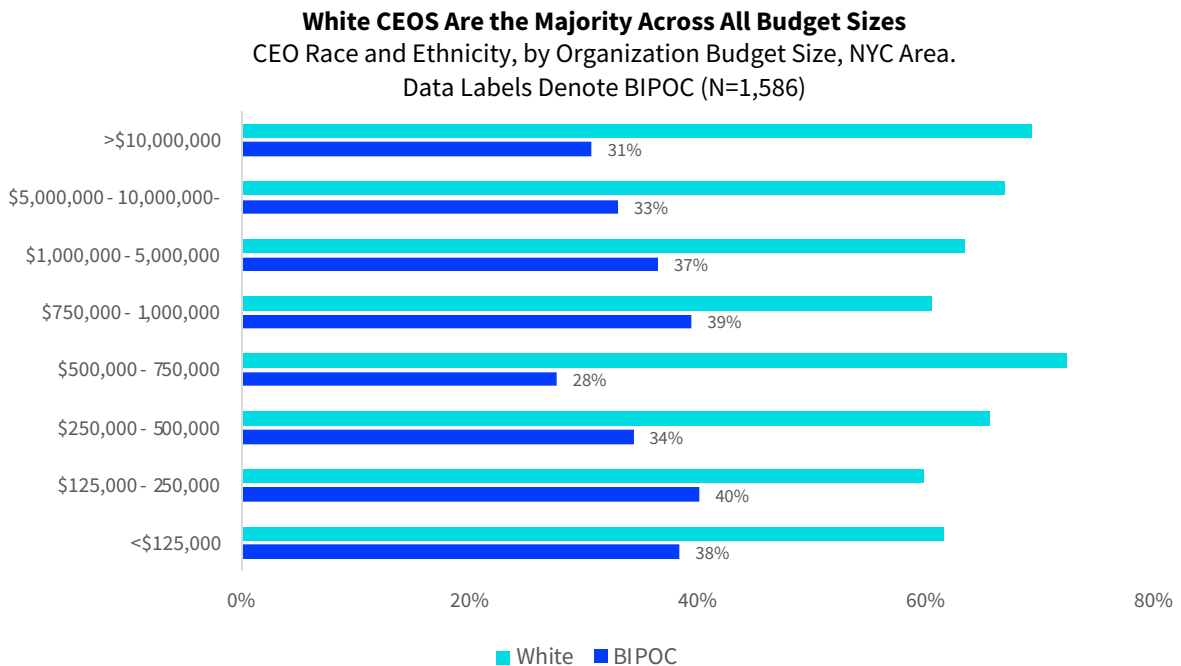
Over half of all organizations that shared demographic data about their CEOs are located in New York County.



NONPROFIT CEO RACE/ETHNICITY BY EXPENSE BUDGET

Research Question 4. How are leadership demographics reflected in various nonprofit subsectors and organizational sizes?

White CEOs are the majority across all budget sizes. 31% of organizations with expense budgets over \$10 million had a BIPOC CEO, and 38% of organizations with an expense budget under \$125,000 had a BIPOC CEO.



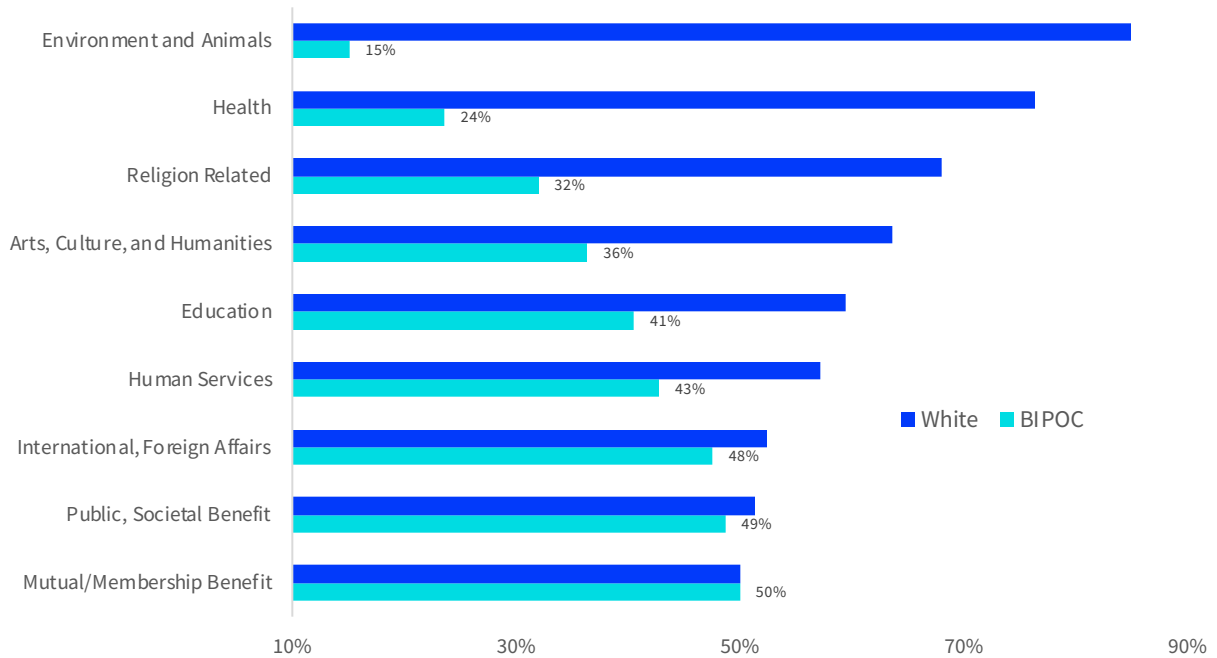
NONPROFIT CEO RACE/ETHNICITY BY SUBSECTOR

Research Question 4. How are leadership demographics reflected in various nonprofit subsectors and organizational sizes?

Health and Environment/Animal nonprofits have the highest percentage of White CEOs in the dataset (76% and 85%, respectively).¹⁷ Mutual/Membership Benefit and Public/Social Benefit nonprofits have the highest percentage of BIPOC CEOs in the dataset (50% and 49% respectively).

50% to 85% of NYC Nonprofit CEOs are White, Depending on Subsector

CEO Race and Ethnicity, by Organization NTEE Type. Data Labels Denote BIPOC (N=1,849)

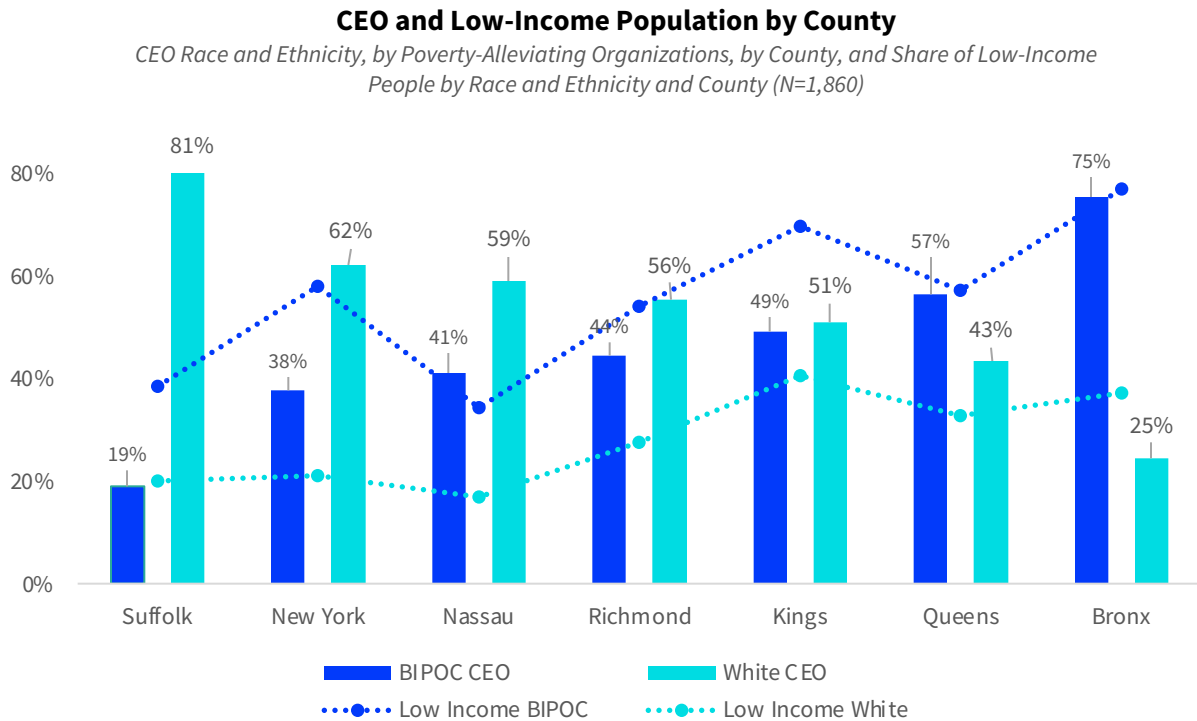


Poverty-alleviating nonprofits have a higher percentage of BIPOC CEOs (40%) as compared to non-poverty-alleviating nonprofits (34%).

Poverty Alleviating and Non Poverty Alleviating CEO Race/Ethnicity					
Org Type	BIPOC		White		Total
	#	%	#	%	
Poverty-Alleviating	526	40%	773	60%	1299
Not Poverty-Alleviating	192	34%	369	66%	561
Total	718		1142		1860

¹⁷ However, Environment/Animal nonprofits make up a very small number of the total dataset (106). Additionally, out of the total dataset, 11 organizations declined to state their NTEE.

The Bronx and Queens have the closest representation of BIPOC Poverty-Alleviating CEOs to the low-income BIPOC population.



IPUMS-CPS). Data at this level is not available for Westchester County. Low income = 200% of the official federal poverty level (an annual income of \$27,180 for a single person and \$46,060 for a family of three). BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races

CEO GENDER

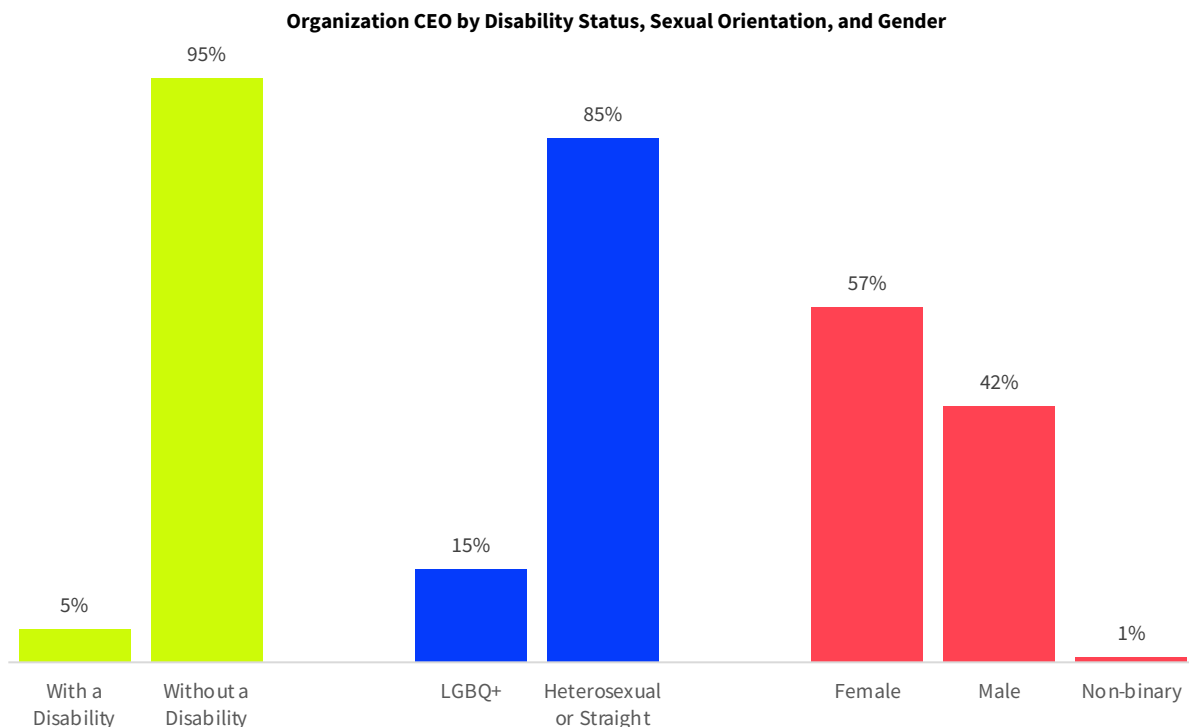
Fifty-seven percent of nonprofit CEOs in the dataset identify as female, 42% identify as male, and 1% identify as non-binary. Richmond County has the highest percentage of female-identified nonprofit CEOs in the dataset (72%). Bronx County has the highest percentage of male-identified nonprofit CEOs in the dataset (51%). Thirty-one organizations declined to state the CEOs gender.

Organization by County and CEO Gender							
	Female CEO		Male CEO		Non-binary CEO		
County	#	%	#	%	#	%	Total
Bronx	34	49	36	51%	0	0%	70
Kings	149	59%	102	40%	1	0%	252
Nassau	55	58%	39	41%	1	1%	95
New York	591	57%	433	42%	10	1%	1034
Queens	52	51%	47	46%	3	3%	102
Richmond	18	72%	7	28%	0	0%	25
Suffolk	62	55%	49	43%	2	2%	113
Westchester	90	66%	47	34%	0	0%	137
Total	1051	57%	760	42%	17	1%	1828
Orgs declined to State							32

CEO SEXUAL ORIENTATION

The vast majority of nonprofit CEOs in the dataset identify as heterosexual (85%). Bronx and Kings County have the highest percentage of non-straight CEOs (19% and 23%, respectively). Forty-eight Bronx nonprofits shared CEO sexual orientation data. Two hundred and fourteen organizations declined to state the CEO's sexual orientation, which is close to 12% of the total dataset.

Organization by County and CEO Disability Status					
	CEO With a Disability		CEO Without a Disability		
County	#	%	#	%	Total
Bronx	6	11%	50	89%	56
Kings	9	5%	166	95%	175
Nassau	6	8%	69	92%	75
New York	32	5%	669	95%	701
Queens	8	10%	73	90%	81
Richmond	1	5%	20	95%	21
Suffolk	3	4%	80	96%	83
Westchester	5	5%	104	95%	109
Total	70		1231		1301
Orgs declined to State					559



CEO RACE AND GENDER

The highest percentage of CEOs in the dataset are White women (39%), followed by White men (29%). Black women nonprofit CEOs are 10% of the dataset and Black men CEOs are 7%. Hispanic/Latino/Latina/Latinx women nonprofit CEOs are 5% of the dataset, and Hispanic/Latino/Latina/Latinx men CEOs are 3%. Asian American/Pacific Islander/Asian women CEOs are 4% of the dataset, and Asian American/Pacific Islander/Asian men CEOs are 3% of the dataset. For the full disaggregated data for organization by race, gender, and county, see Appendix B.

CEO RACE AND POVERTY LEVELS

Research Question 3: How do the demographics of New York City’s nonprofit sector compare to low-income New Yorkers?

Poverty-Alleviating Organizations by County and Race and Ethnicity Compared to Poverty Rates by County						
	White Poverty Alleviating Orgs	BIPOC Poverty Alleviating Orgs	Low-Income		Low to Mid-Income	
County			BIPOC	White	BIPOC	White
Bronx	14	43	77%	37%	52%	26%
Kings	85	82	70%	41%	41%	30%
Nassau	46	32	34%	17%	17%	11%
New York	440	268	58%	21%	39%	15%
Queens	30	39	57%	33%	32%	20%
Richmond	10	8	54%	28%	34%	16%
Suffolk	72	17	39%	20%	18%	11%
Westchester	76	37				

IPUMS-CPS). Data at this level is not available for Westchester County. Low income = 200% of the official federal poverty level (an annual income of \$27,180 for a single person and \$46,060 for a family of three) and low- to mid-income = 300% of the official federal poverty level (an annual income of \$40,770 for a single person and \$69,090 for a family of three). BIPOC population includes Hispanic or Latino of any race, Black or African American alone, American Indian/Alaska Native alone, Asian alone, Native Hawaiian/Other Pacific Islander alone, Other race alone, Two+ races.

DATA FINDINGS: MAJORITY BIPOC BOARD, STAFF, AND SENIOR MANAGEMENT

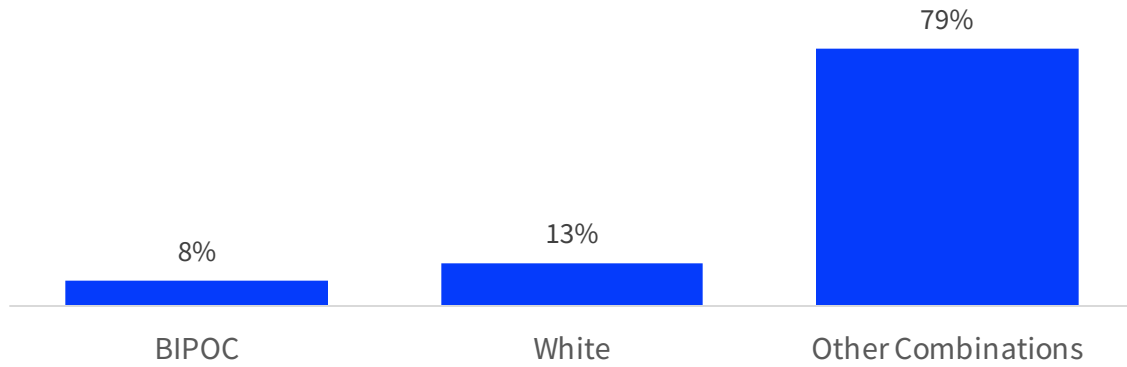
Research Question 2. What are the current racial, gender, sexual orientation, and (dis)ability demographics of nonprofit sector leaders in New York City?

Research Question 3. How do the demographics of New York City’s nonprofit sector compare to the total population? How do the demographics of New York City’s nonprofit sector compare to low-income New Yorkers?

As discussed earlier, focus group participants recommended the project also analyze data with a stricter definition of BIPOC-led. This definition requires a majority (51%) Board and Senior Management identify as BIPOC in addition to the CEO. We will refer to this definition as “Majority BIPOC-led.”

This definition resulted in much more limited data, largely because 79% of the demographic makeup combinations were not majority BIPOC-led or majority White-led.

Approximately 20% of Organizations Are Either Majority BIPOC-Led or Majority White-Led Organization by Race and Ethnicity of Majority Leadership



However, when *All Other Combinations* are removed, the percentage of Majority BIPOC-led nonprofits is very close to the percentage of CEO-only data (37% and 63% respectively).

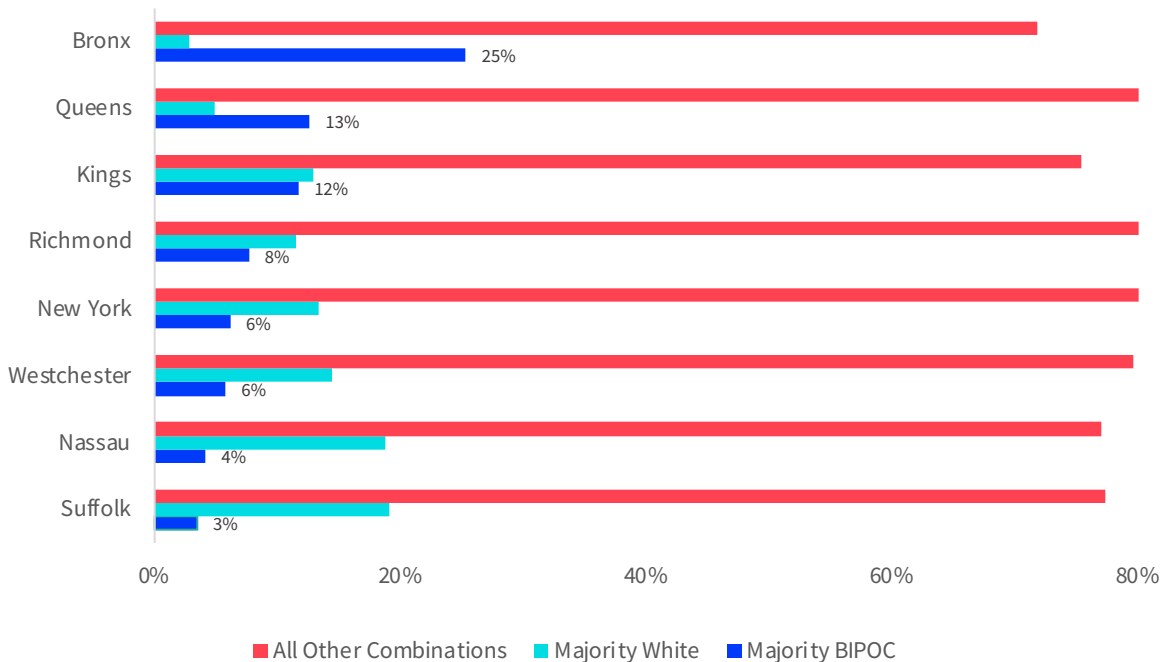
Organization by Majority Leadership Race/Ethnicity Without All Other Combinations		
Race/Ethnicity	#	%
Majority BIPOC	144	37%
Majority White	246	63%
Total	390	

MAJORITY BIPOC-LED BY COUNTY

Bronx County has the highest percentage of Majority BIPOC-led nonprofits in the dataset (25%), followed by Queens County (13%). Nassau and Suffolk Counties have the highest percentage of Majority White-led nonprofits (19%, respectively).

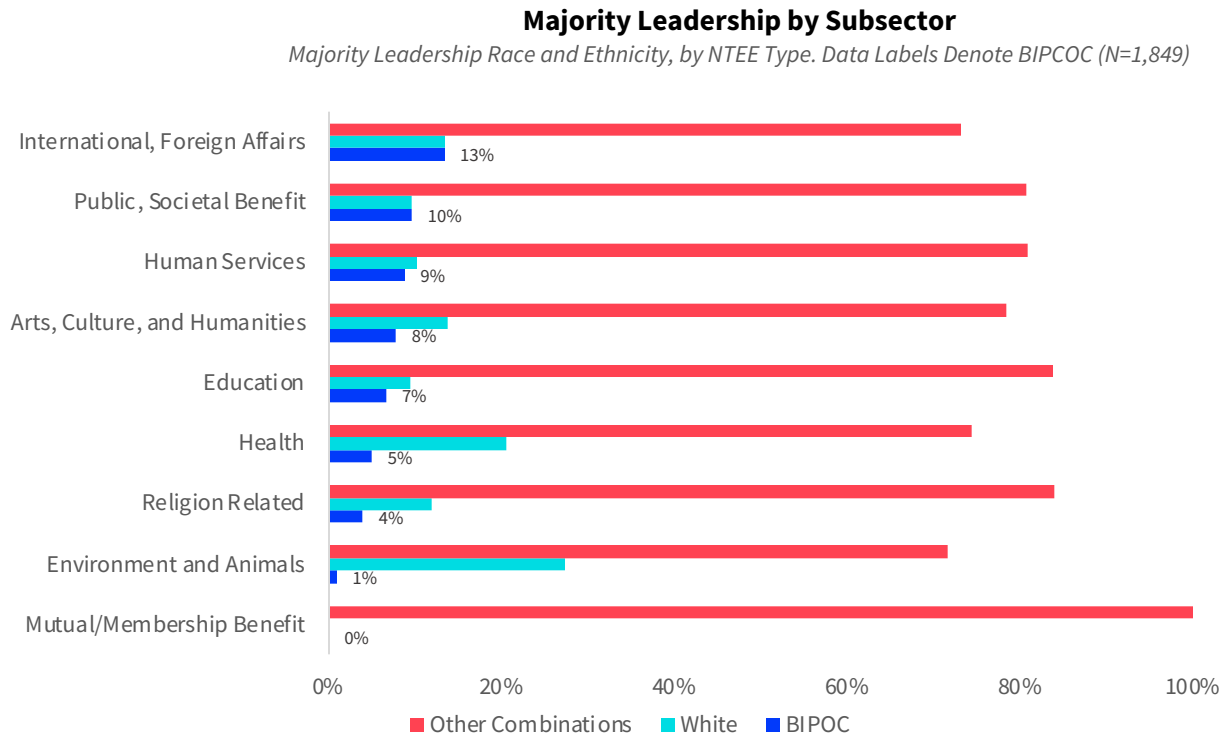
Majority Leadership is Neither White-Led Nor BIPOC-Led in All Counties

Majority Leadership Race and Ethnicity, by County. Data Labels Denote BIPCOC (N=1,860)



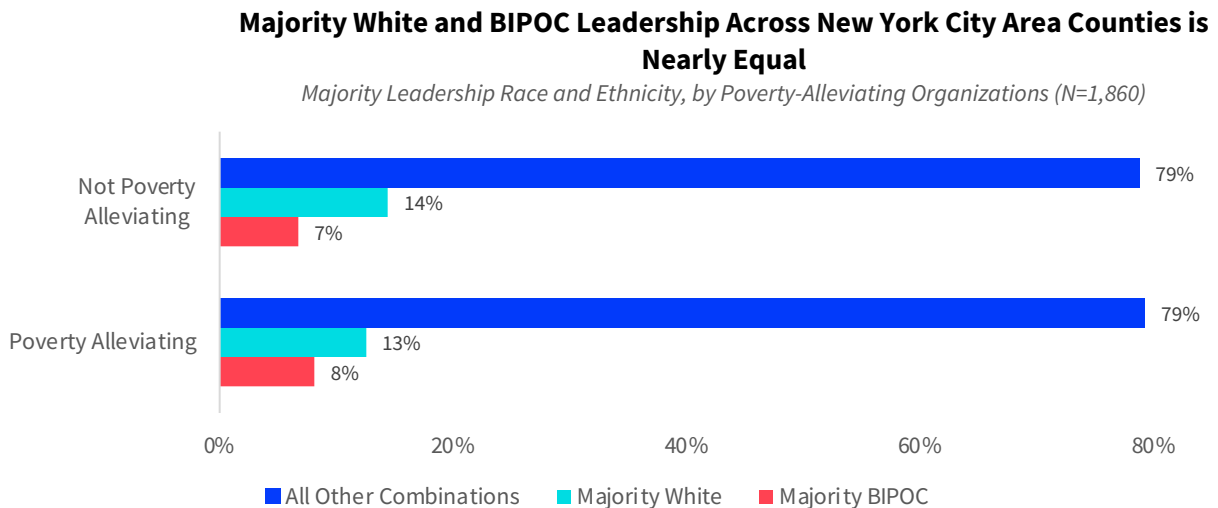
MAJORITY LEADERSHIP BY SUBSECTOR

The highest percentage of Majority White-led nonprofits are in Environment/Animals (27%), Health (21%), and Arts/Culture/Humanities subsectors (14%). International and Foreign Affairs has the highest percentage of Majority BIPOC-led nonprofits (13%).



MAJORITY BIPOC-LED POVERTY-ALLEVIATING ORGANIZATIONS

Majority BIPOC-led poverty-alleviating organizations are roughly the same percentage of majority BIPOC-led non-poverty-alleviating organizations.



FINANCIAL ANALYSIS

Research Question 5. Is there a relationship between the demographic makeup of an organization's leadership and its financial position?

The financial analysis section of this report is intended to present valuable contextual information for nonprofit leaders, funders, and policymakers. The analysis follows similar studies of nonprofits in New York City ([Risk Management for Nonprofits](#)), Baltimore ([2022 State of the Baltimore Nonprofit Sector](#)), Philadelphia ([The Financial Health of Philadelphia-Area Nonprofits](#)), Hawai'i ([The Financial Health of Nonprofits in Hawai'i](#)), and nationally ([The Financial Health of the United States Nonprofit Sector](#)). Each of these reports were prepared at different times and with slightly differing methodologies and datasets, making precise comparisons difficult.

METHODOLOGY & DATA FRAME

This section of the analysis used a more limited dataset of organizations that met the following criteria:

1. The organization filed their full IRS Form 990s across 2017–2019;
2. Had expenses greater than \$250,000 across the three years; and
3. Reported their leadership demographics to Candid.

The underlying Form 990 information and demographic data for the report was provided by Candid. Data was extracted for Tax Years 2017 through 2019. Information from Form 990s is the broadest, deepest financial dataset available.

A total of **6,926** unique nonprofit organizations in New York City filed their full IRS Form 990s across 2017–2019 and had expenses greater than \$250,000 across the three years. Of those organizations, only **1,033** nonprofits — approximately 15% of the total — also reported their leadership demographics information to Candid. This study focuses on the subset of 1,033 nonprofits that reported both demographic and financial information and had expenses greater than \$250,000 across 2017–2019. Despite the smaller size in absolute numbers, we observed that the representation across counties for the 1,033 nonprofits closely mirrors the distribution of nonprofits in general throughout New York City, with most nonprofits based in either New York or Kings County.

The complete dataset includes hospitals and care organizations, philanthropic organizations, and educational institutions. These “eds, meds, and philanthropy” organizations generally differ from other nonprofits in significant ways and tend to dominate any financial analysis. As a result, the largest 10 hospitals and care organizations, philanthropic organizations, and educational institutions — most of which had total expenses exceeding \$50 million — have been excluded from the analyses (Appendix A). This reduced the total number of BIPOC-led and White-led organizations to **344** and **679**, respectively, for a total of **1,023** organizations. The financial analysis data set distribution by county is shown in Appendix C.

DATA LIMITATIONS

The data used for this analysis comes with important limitations: incomplete coverage of small nonprofits; imperfect coverage (e.g., churches and other places of worship are not required to file); time lags (990 data

are generally made available to the public on an 18–24 months later); and uneven data quality. Nonprofits exercise their own judgment when filing the 990. Although the largest nonprofits generally have financial statements prepared by an outside accounting firm, some of the information on the 990 is not taken from these statements. In addition, some important information — for example, the availability of undrawn lines of credit — is not reflected on the 990. Given these limitations, 990 data alone should never be used to make important decisions about any particular nonprofit. However, analysis of 990 data can yield meaningful, high-level insights about the financial health of the sector as a whole and subsectors within it.

MEASUREMENT OPERATIONALIZATIONS

The analysis uses the following measurements.

- **Cash and Savings:** The sum of cash and savings; an organization’s immediately available liquidity to cover short-term needs.
- **Unrestricted Net Assets:** An organization’s net assets available to bear losses or make investments.
- **Operating Reserves:** The portion of the unrestricted net assets that is available in the short term, calculated as net unrestricted assets less fixed assets. Fixed assets could include real estate or equipment that often cannot be immediately liquidated i.e., converted into cash.
- **Insolvency:** An entity is considered to be insolvent when its total liabilities exceed total assets, i.e., when it is unable to pay its debts.

DATA FINDINGS

NUMBER OF ORGANIZATIONS WITHIN ANALYSIS

From the subset of 1,023 nonprofits, **344** organizations were BIPOC-led as defined as ***having a CEO and/or a co-leader that identifies as BIPOC***. Among the 344 organizations, **53** organizations also had a BIPOC majority staff and board of directors. Given the small number of organizations with a BIPOC CEO and/or co-leader, majority BIPOC staff, and majority BIPOC board, our initial findings focus on analyzing the 344 BIPOC-led organizations that have at least a BIPOC CEO or co-leader.

White-led nonprofits as defined as having both a White CEO and a White co-leader represented **679** organizations out of the total of 1,033 nonprofits.

RACIAL DEMOGRAPHICS WITHIN FINANCIAL ANALYSIS DATASET

Fifty-two nonprofits had CEOs that identified themselves as Asian American/Pacific Islanders/Asian, 139 as Black/African American/African, 75 as Hispanic/Latino/Latina/Latinx, 35 as Multi-Racial/Multi-Ethnic, and 703 as White/Caucasian/European. For all remaining racial/ethnic categories available in the dataset, there were either one or two organizations per category. Please see Appendix D for the complete breakdown of CEO racial demographics within the financial analysis dataset.

AGGREGATE REVENUES

In 2019, the 344 BIPOC-led nonprofits reported aggregate revenues of \$4.8 billion and a positive net income margin of 10.5%. The 679 White-led nonprofits reported aggregate revenues of \$12.1 billion and a positive net income margin of 10.1%.

AGGREGATE BALANCE SHEETS AND FINANCIAL STABILITY

The aggregate balance sheets for both BIPOC-led and White-led nonprofits have both been relatively stable based on three measures of risk-bearing capacity: (i) **cash and savings** to cover immediate needs; (ii) **unrestricted net assets** to bear losses or make investments; and (iii) **operating reserves**, which refers to the portion of the unrestricted net assets that is available in the short term, calculated as net unrestricted assets less fixed assets.

In aggregate, BIPOC-led nonprofits had slightly more than four months of cash in the bank, 11 months of unrestricted assets, and slightly more than 10 months of operating reserves.

White-led nonprofits had slightly less than four months of cash in the bank, nine months of unrestricted assets, and slightly more than eight months of operating reserves.

While cash and savings for both sets of nonprofits were slightly lower than the six-month level that many nonprofit experts recommend, the operating reserves and unrestricted net assets suggest a modest financial cushion.

KEY DIFFERENCES FROM FINANCIAL ANALYSIS¹⁸

ON AVERAGE, BIPOC-LED NONPROFITS WERE SMALLER THAN WHITE-LED NONPROFITS, BUT EXPENSE COMPARISONS VARIED BY SECTOR

The average BIPOC-led nonprofit had \$12.6 million in expenses in 2019, notably less than the \$16 million in expenses of the average White-led nonprofit.

Distribution of nonprofits with demographics data in 2019			
Size	Avg BIPOC-led Size	Avg White-led Size	BIPOC/White-led
Very Small (\$250,000–\$500,000)	\$383,114	\$375,124	102.1%
Small (\$500,000–\$0.9MM)	\$745,136	\$711,453	104.7%
Mid-Size (\$1MM–\$4.9MM)	\$2,552,101	\$2,539,825	100.5%
Mid-Size (\$5MM–\$9.9MM)	\$6,858,379	\$6,751,731	101.6%
Large (\$10MM–\$24.9MM)	\$16,222,154	\$16,438,015	98.7%
Large 2 (\$25MM–\$49.9MM)	\$32,043,289	\$34,811,914	92.0%
Very Large (>\$50MM)	\$155,690,100	\$135,999,902	114.5%
Total	\$12,573,452	\$16,017,282	78.5%

However, this relationship varied by sector. In Arts, Culture & Humanities, Youth Development, and Science, Technology & Social Sciences, average BIPOC-led nonprofit was less than half the size of the average White-led nonprofit.

The average BIPOC-led Educational Institution was 1.5 times larger than its White-led counterpart.

The average BIPOC-led Hospital and Care organization was more than twice the size of the average White-led Hospital and Care organization.

¹⁸ As a word of caution, the sample size of the underlying raw data for the financial analysis is not large enough at this time to include informed assumptions or interpretations on the results. Perhaps the smaller or less solvent BIPOC-led organizations of a particular sector or size category were less prone than their larger counterparts to report their demographic and/or financial data, thus skewing the average higher. However, the authors want to be cautious of adding our subjective takes in the report.

Distribution of nonprofits with demographics data in 2019			
Sector	Avg BIPOC-led Size	Avg White-led Size	BIPOC/White-led
Arts, Culture & Humanities	\$2,298,079	\$7,789,986	29.5%
Community Capacity	\$11,554,571	\$17,612,432	65.6%
Educational Institutions	\$17,376,346	\$12,247,009	141.9%
Environment and Animal-Related	\$4,914,869	\$10,543,111	46.6%
Health & Human Services	\$13,654,209	\$17,036,722	80.1%
Hospitals & Care Organizations	\$37,930,200	\$16,909,676	224.3%
Other	\$14,322,458	\$39,092,539	36.6%
Philanthropy	\$9,515,824	\$9,530,646	99.8%
Religious Institutions	\$606,751	\$10,618,847	5.7%
Science, Technology & Social Sciences	\$11,995,643	\$31,513,000	38.1%
Youth Development	\$678,476	\$2,163,072	31.4%
Total	\$12,573,452	\$16,017,282	78.5%

INSOLVENCY

Roughly 3% to 4% of BIPOC- and White-led nonprofits are technically insolvent.¹⁹

In 2019, 3.2% of BIPOC-led nonprofits (11 out of 344 organizations) were insolvent, and 4.4% (30 out of 679) of White-led nonprofits were insolvent.

When disaggregated by size, very small BIPOC-led nonprofits (with expenses between \$250k–\$500k) exhibited a higher percentage of insolvency (12%) compared to their very small White-led counterparts (5.6%).

Insolvency of BIPOC-led nonprofits (BIPOC CEO or co-leader)		Insolvency of White-led nonprofits (White CEO and co-leaders)	
Insolvency by Size & Year		Insolvency by Size & Year	
Size	2019	Size	2019
Very Small (\$250,000–\$500,000)	12%	Very Small (\$250,000–\$500,000)	5.6%
Small (\$500,000–\$0.9MM)	7.5%	Small (\$500,000–\$0.9MM)	5.2%
Mid-Size (\$1MM–\$4.9MM)	1.3%	Mid-Size (\$1MM–\$4.9MM)	3.3%
Mid-Size (\$5MM–\$9.9MM)	2.6%	Mid-Size (\$5MM–\$9.9MM)	5.3%
Large (\$10MM–\$24.9MM)	0.0%	Large (\$10MM–\$24.9MM)	2.7%
Large 2 (\$25MM–\$49.9MM)	0.0%	Large 2 (\$25MM–\$49.9MM)	8.1%
Very Large (>\$50MM)	6.7%	Very Large (>\$50MM)	5.8%
Total	3.2%	Total	4.4%

By sector, BIPOC-led Hospitals and Care Organizations were more likely to be insolvent than their White-led counterparts (12.5% vs. 6.5%).

¹⁹ Meaning their liabilities exceed their assets.

Insolvency of BIPOC-led nonprofits (BIPOC CEO or co-leader)		Insolvency of White-led nonprofits (White CEO and co-leaders)	
Sector	2019	Sector	2019
Arts, Culture & Humanities	2.0%	Arts, Culture & Humanities	6.5%
Community Capacity	1.0%	Community Capacity	3.2%
Educational Institutions	7.1%	Educational Institutions	4.5%
Environment and Animal-Related	0.0%	Environment and Animal-Related	3.9%
Health & Human Services	3.7%	Health & Human Services	5.4%
Hospitals & Care Organizations	12.5%	Hospitals & Care Organizations	6.5%
Philanthropy	0.0%	Philanthropy	0.0%
Religious Institutions	0.0%	Religious Institutions	0.0%
Science, Technology & Social Sciences	0.0%	Science, Technology & Social Sciences	0.0%
Youth Development	50.0%	Youth Development	0.0%
Other	0.0%	Other	2.2%
Total	3.2%	Total	4.4%

UNRESTRICTED NET ASSETS AND CASH, SAVINGS, AND INVESTMENTS

The median White-led nonprofit had more months of unrestricted net assets and cash, savings, and investments than the median BIPOC-led nonprofit.

The median White-led nonprofit had 6.2 months of unrestricted net assets and 7.5 months of cash, savings, and investments to cover expenses. The median BIPOC-led had 5.8 months of unrestricted net assets and 6 months of cash, savings, and investments to cover expenses.

BIPOC-led nonprofits (BIPOC CEO or co-leader)		White-led nonprofits (White CEO and co-leaders)	
Months of Reserves by Type		Months of Reserves by Type	
Distribution	Median	Distribution	Median
Cash & Savings	4.4	Cash & Savings	4.6
Unrestricted Net Assets	5.8	Unrestricted Net Assets	6.2
Operating Reserves	5.2	Operating Reserves	4.9
Cash, Savings & Investments	6.0	Cash, Savings & Investments	7.5

This difference widened for nonprofits with the highest months of reserves. Ten percent of White-led nonprofits (67 out of 679) held 32.8 months of unrestricted net assets and 36.9 months of cash, savings, and reserves. This was around 8 to 11 months more than the corresponding 10% of BIPOC-led nonprofits (34 out of 344). These BIPOC-led nonprofits held 24 months of unrestricted net assets and 25.8 months of cash, savings, and reserves. For a breakdown of reserves by sector and race, see Appendix E.

BIPOC-led nonprofits have different levels of cash and savings depending on the CEO's race/ethnicity. From an aggregate level, the level of cash and savings reserves for the median nonprofit in 2019 was 4.6 months. Meanwhile, a percentile breakdown of the level of cash and savings across all nonprofits shows some differences by the CEO's race or ethnicity. For instance, while the median nonprofit with an Asian

American/Pacific Islanders/Asian CEO had 5.6 months of cash and savings, the median nonprofit with a Black/African American/African CEO had 4.4 months of reserves, which was slightly under the aggregate median of 4.6 months.

AGGREGATE MARGINS

All organizations in the dataset earned an aggregate net income margin of roughly 10% in 2019. When disaggregated, however, about 30% of those nonprofits had a negative margin. In other words, close to one-third of NYC's nonprofits in the 2019 dataset were running at a loss.

Generally, the ratio of organizations with significant deficits is the same between BIPOC-led and White-led nonprofits. Ten percent of BIPOC-led nonprofits (about 34 out of 344) had significant deficits of -26% or more. Ten percent of White-led nonprofits (about 67 of 679) had significant deficits of -21% or more.

BIPOC-led Hospitals and Care Organization had lower margins than their White-led counterparts. Sixty percent of all BIPOC-led Hospitals and Care Organizations in the analysis (10 out of 16) had a negative margin, compared to 30% of White-led organizations (9 out of 31).

Margins of BIPOC-led nonprofits (BIPOC CEO or co-leader)									
Margin (Net Income / Revenue)									
By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	-14.8%	-5.2%	-0.3%	3.6%	7.8%	11.1%	21.3%	26.5%	42.2%
Community Capacity	-32.3%	-15.5%	-6.1%	-1.5%	2.6%	7.1%	13.0%	22.4%	33.3%
Educational Institutions	-17.3%	-6.7%	-2.7%	1.1%	3.8%	7.3%	10.1%	20.3%	23.6%
Environment & Animal-Related	-11.1%	-1.7%	5.7%	11.0%	16.3%	21.6%	26.8%	31.8%	36.6%
Health & Human Services	-14.0%	-1.7%	1.2%	3.5%	5.8%	8.1%	11.3%	16.7%	27.0%
Hospitals & Care Organizations	-84.4%	-43.1%	-18.9%	-16.2%	-10.9%	-2.1%	6.1%	16.6%	26.1%
Philanthropy	-3.0%	-0.5%	0.6%	3.1%	5.1%	9.6%	20.7%	29.6%	33.3%
Religious Institutions	-13.8%	-13.8%	-13.8%	-13.8%	-13.8%	-13.8%	-13.8%	-13.8%	-13.8%
Science, Technology & Social Sciences	34.4%	36.9%	39.4%	41.9%	44.4%	46.9%	49.5%	52.0%	54.5%
Youth Development	-26.6%	-24.3%	-22.0%	-19.6%	-17.3%	-15.0%	-12.7%	-10.4%	-8.1%
Other	-30.7%	-13.8%	-2.4%	7.5%	11.0%	16.4%	23.1%	30.7%	33.4%
Total	-26.2%	-10.0%	-3.2%	1.2%	5.1%	8.5%	14.8%	22.9%	32.8%

Margins of White-led nonprofits (White CEO and co-leaders)									
Margin (Net Income / Revenue)									
By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	-33.2%	-12.4%	-4.7%	0.6%	3.4%	7.1%	16.0%	20.8%	30.8%
Community Capacity	-14.1%	-7.1%	-2.8%	1.1%	3.3%	7.5%	13.2%	17.1%	31.0%
Educational Institutions	-19.6%	-11.8%	-8.1%	-3.9%	0.2%	6.3%	8.8%	13.7%	21.3%
Environment & Animal-Related	-19.4%	-9.4%	-2.1%	4.4%	5.3%	9.8%	17.0%	21.2%	28.0%
Health & Human Services	-16.5%	-7.3%	-0.7%	1.2%	3.1%	8.2%	11.4%	19.3%	29.8%
Hospitals & Care Organizations	-26.2%	-7.5%	-1.6%	0.6%	4.3%	11.3%	13.5%	15.4%	22.2%
Philanthropy	-40.2%	-3.7%	0.5%	1.3%	4.2%	5.4%	9.9%	18.8%	19.5%
Religious Institutions	-17.1%	-8.3%	-7.7%	-7.4%	-1.0%	5.0%	5.8%	8.1%	9.0%
Science, Technology & Social Sciences	-43.4%	-23.2%	-0.9%	4.8%	18.9%	24.3%	27.4%	35.0%	42.8%
Youth Development	-9.0%	-8.3%	-6.8%	-4.5%	-2.1%	0.6%	3.3%	6.5%	10.2%
Other	-20.2%	-10.9%	-8.1%	0.6%	3.4%	10.4%	12.6%	17.4%	26.4%
Total	-21.7%	-9.8%	-3.4%	0.7%	3.6%	7.9%	12.9%	19.7%	28.7%

PHILANTHROPIC FUNDING

The median percentage of revenue from philanthropy was generally lower for BIPOC-led nonprofits in most sectors. In 2019, the median percentage of revenue from philanthropy was notably lower for Health & Human Services, Religious Institutions, and Youth Development.

The median percentage of philanthropy over total revenue for BIPOC-led Health and Human Service nonprofits was about 29%, less than half of what the median White-led Health and Human Service nonprofit received (60%). This is notable as Health and Human Service nonprofits make up 26% of BIPOC-led and 28% of White-led nonprofits and their expenses, making it the second largest sector.

The median percentage of revenue from philanthropy for BIPOC-led Religious Institutions was 26%, compared to 95% for their White-led counterparts. Youth Development nonprofits had a median of 50% revenue from philanthropy in 2019, while White-led Youth Development nonprofits had a median of 81% of revenue from philanthropy.

Revenue from Philanthropy of BIPOC-led nonprofits (BIPOC CEO or co-leader)		Revenue from Philanthropy of White-led nonprofits (White CEO and co-leaders)	
% of Revenue from Philanthropy Distribution by Sector			
Sector	Median	Sector	Median
Arts, Culture & Humanities	63.4%	Arts, Culture & Humanities	62.2%
Community Capacity	82.0%	Community Capacity	78.8%
Educational Institutions	7.1%	Educational Institutions	76.7%
Environment and Animal-Related	55.7%	Environment and Animal-Related	77.6%
Health & Human Services	28.9%	Health & Human Services	60.0%
Hospitals & Care Organizations	88.7%	Hospitals & Care Organizations	62.0%
Philanthropy	88.6%	Philanthropy	95.2%
Religious Institutions	26.3%	Religious Institutions	94.9%
Science, Technology & Social Sciences	61.9%	Science, Technology & Social Sciences	92.6%
Youth Development	50.1%	Youth Development	80.6%
Other	90.5%	Other	91.0%
Total	70.9%	Total	73.6%

Other sectors did not show as large of a difference between BIPOC- and White-led nonprofits. For example, the median percentage of philanthropy for BIPOC-led and White-led organizations in the largest sector by expenses, Community Capacity, was around 82% and 79%, respectively.²⁰ For the full analysis of the distribution of revenue from philanthropy by leadership race, organization type, and size, see Appendix F.

²⁰ Having a lower percentage of philanthropy over total revenue does not necessarily equate to having a higher reliance on government grants. Nonprofits can have one or more streams of additional revenue (e.g., event income, investment income, rental revenue) that could contribute to a lower percentage of philanthropy.

CONCLUSION

In preparing for this report's release, our project has often been asked about the intention behind the title of our report. The title of this report, **In Every County, Across All Budget Sizes – White Overrepresentation in the New York City Area's Nonprofit Leadership**, is a data driven title. It is also a title that intentionally does not focus on BIPOC community deficits. Through our project, we heard and felt the fatigue of BIPOC leaders caused by the social sector's over-emphasis on BIPOC under-representation, as opposed to shifting the conversation to directly name White over-representation. Our intention is not to offend, but to name truth. This report's most consistent finding is that White nonprofit CEOs/Executive Directors are over-represented as compared to the general population. In every county in our analysis. And across all budget sizes. Every BIPOC community except Native American/American Indian/Indigenous communities,²¹ when disaggregated, is under-represented as compared to the population of the New York City area. We hope this report sparks conversation, reflection, and action within our sector.

²¹ Native American/American Indian/Indigenous CEOs were 0.2% of the dataset as compared to 0.1% of the population.

APPENDIX

APPENDIX A: EXCLUDED ORGANIZATIONS

Name	2019 Total Expenses
Episcopal Health Services	\$279,971,023
P E F Israel Endowment Funds	\$157,987,440
Robin Hood Foundation	\$140,010,455
Donorschoose Org	\$139,500,343
Michael J Fox Foundation for Parkinsons Research	\$172,205,904
Fund for the City of New York	\$100,443,920
The Ojc Fund	\$78,247,931
Crohns & Colitis Foundation	\$75,723,530
Neo Philanthropy	\$73,819,124
The New York Community Trust	\$210,388,794

APPENDIX B: ORGANIZATION BY RACE, GENDER, AND COUNTY

Organization by Race, Gender and County																	
County	Black/ African American/ African Female		Black/ African American/ African Male		White/ Caucasian/ European Female		White/ Caucasian/ European Male		Hispanic/ Latino/ Latina/ Latinx Female		Hispanic/ Latino/ Latina/ Latinx Male		Asian American/ Pacific Islanders/ Asian Female		Asian American/ Pacific Islanders/ Asian Male		Total
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Bronx	11	17%	14	22%	12	18%	9	14%	9	14%	9	14%	1	2%	0	0%	65, 23
Kings	42	18%	22	9%	87	37%	58	24%	12	5%	5	2%	3	1%	9	4%	8
Nassau	9	10%	6	7%	33	38%	27	31%	3	3%	2	2%	5	6%	2	2%	87, 95
New York	84	9%	51	5%	386	40%	300	31%	35	4%	30	3%	46	5%	23	2%	5
Queens	7	8%	6	7%	24	28%	22	26%	6	7%	2	2%	7	8%	11	13%	85
Richmond	2	9%	2	9%	11	48%	4	17%	3	13%	1	4%	0	0%	0	0%	23, 10
Suffolk	5	5%	2	2%	51	48%	44	41%	3	3%	0	0%	0	0%	2	2%	7, 13
Westchester	13	10%	8	6%	64	48%	29	22%	7	5%	3	2%	4	3%	6	4%	4
Total	173		111		668		493		78		52		66		53		16, 94

APPENDIX C: FINANCIAL ANALYSIS DATA SET DISTRIBUTION BY COUNTY

Nonprofits with expenses >\$250,000 and demographics data included in analysis		
County	#	%
Bronx	35	3%
Kings	116	11%
Nassau	41	4%
New York	664	65%
Queens	41	4%
Richmond	9	1%
Suffolk	47	5%
Westchester	70	7%
Total	1,023	

APPENDIX D: RACIAL DEMOGRAPHICS WITHIN FINANCIAL ANALYSIS DATASET

Distribution of all nonprofits with demographics data in 2019 by CEO Race/Ethnicity				
CEO Race/Ethnicity	Count	Expenses	Count (%)	Expenses (%)
Afghan	1	8,666,957	0.1%	0.1%
Arab	1	5,904,577	0.1%	0.0%
Armenian	2	6,688,008	0.2%	0.0%
Asian American/Pacific Islanders/Asian	52	311,647,315	5.1%	2.1%
Black/African American/African	139	2,050,012,743	13.6%	13.5%
East Indian	1	1,191,953	0.1%	0.0%
Egyptian	1	12,686,251	0.1%	0.1%
Hasidic	1	460,505	0.1%	0.0%
Hispanic/Latino/Latina/Latinx	75	1,209,257,256	7.3%	8.0%
Jamaican	1	1,446,674	0.1%	0.0%
Jewish	1	716,035	0.1%	0.0%
Jewish, white	1	3,425,205	0.1%	0.0%
Jewish-Arab	1	812,043	0.1%	0.0%
Multi-Racial/Multi-Ethnic (2+ races/ethnicities)	35	258,495,609	3.4%	1.7%
Native American/American Indian/Indigenous	1	533,245	0.1%	0.0%
Palestine Arab	1	319,642	0.1%	0.0%
Roma	1	3,236,300	0.1%	0.0%
Sephardic	1	1,847,200	0.1%	0.0%
South Asian	1	2,025,165	0.1%	0.0%
South Asian (Indian Subcontinent)	1	1,688,522	0.1%	0.0%
Ukrainian	2	1,226,250	0.2%	0.0%
White/Caucasian/European	703	11,318,714,757	68.7%	74.5%
Total	1,023	15,201,002,212	100.0%	100.0%

APPENDIX E: RESERVES BY SECTOR AND RACE

These tables show the months of different forms of financial reserves that nonprofits with expenses >\$250K from 2017-2019 held by decile in 2019.

For example, 50% of BIPOC-led (BIPOC CEO or co-leader) nonprofits had 4.4 months of cash and savings or less, while the top 10% had 14.2 months.

Reserves of BIPOC-led nonprofits (BIPOC CEO or co-leader)									
Months of Reserves by Type									
Distribution	10%	20%	30%	40%	50%	60%	70%	80%	90%
Cash & Savings	0.9	1.7	2.5	3.4	4.4	5.8	7.2	9.8	14.2
Unrestricted Net Assets	0.4	1.6	3.0	4.4	5.8	7.8	10.5	14.9	24.0
Operating Reserves	0.2	1.4	2.5	4.0	5.2	7.2	9.5	14.1	21.8
Cash, Savings & Investments	1.3	2.5	3.7	4.7	6.0	8.0	10.5	15.1	25.8

Cash & Savings Reserves by Sector									
By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	1.0	2.3	3.2	4.3	4.7	6.0	7.5	9.9	15.3
Community Capacity	1.0	1.7	2.5	4.1	5.4	6.6	8.5	11.1	16.4
Educational Institutions	1.5	2.3	3.0	3.7	5.2	6.1	8.1	10.3	19.9
Environment & Animal-Related	3.3	3.6	4.3	5.4	6.6	6.6	6.6	6.8	7.0
Health & Human Services	0.6	1.0	1.8	2.4	2.8	3.8	4.9	6.8	10.6
Hospitals & Care Organizations	0.4	0.6	1.6	3.2	3.2	3.5	3.9	4.8	6.7
Philanthropy	1.3	2.4	5.1	6.2	7.7	9.4	9.8	11.5	29.3
Religious Institutions	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
Science, Technology & Social Sciences	11.4	15.1	18.8	22.5	26.3	30.0	33.7	37.4	41.1
Youth Development	3.7	3.8	3.9	3.9	4.0	4.1	4.1	4.2	4.3
Other	1.6	2.9	3.4	4.1	5.2	5.5	8.7	10.5	12.7
Total	0.9	1.7	2.5	3.4	4.4	5.8	7.2	9.8	14.2

Cash & Savings Reserves by Size									
Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	1.6	2.3	3.4	5.3	6.1	7.3	8.5	10.6	15.7
Small (\$500,000–\$0.9MM)	1.4	2.4	3.5	4.3	6.5	9.3	10.2	12.9	21.4
Mid-Size (\$1MM–\$4.9MM)	0.8	1.6	2.7	3.6	4.8	5.9	7.2	9.8	14.8
Mid-Size (\$5MM–\$9.9MM)	0.9	1.8	2.4	2.6	3.4	4.0	5.2	7.9	11.8
Large (\$10MM–\$24.9MM)	0.9	1.9	2.6	3.5	4.2	4.8	6.1	7.4	12.0
Large 2 (\$25MM–\$49.9MM)	0.5	1.3	1.6	2.6	3.9	4.3	5.3	7.7	11.2
Very Large (>\$50MM)	0.8	1.4	1.5	1.5	1.7	2.2	2.6	3.5	4.7
Total	0.9	1.7	2.5	3.4	4.4	5.8	7.2	9.8	14.2

Reserves of BIPOC-led nonprofits (BIPOC CEO or co-leader; majority BIPOC board & staff)

Months of Reserves by Type

Distribution	10%	20%	30%	40%	50%	60%	70%	80%	90%
Cash & Savings	0.9	2.5	4.1	4.5	4.9	5.8	6.5	10.3	19.5
Unrestricted Net Assets	(0.4)	1.9	2.8	3.9	5.0	6.6	10.1	13.8	26.2
Operating Reserves	(0.4)	1.5	2.3	3.3	4.3	6.3	7.9	13.5	18.3
Cash, Savings & Investments	1.1	2.5	4.2	4.6	5.0	6.1	8.5	14.2	26.9

Cash & Savings Reserves by Sector

By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	1.4	4.0	4.6	4.8	5.2	6.1	6.5	10.5	21.6
Community Capacity	3.9	4.5	4.7	5.3	5.8	6.3	7.2	11.9	16.3
Educational Institutions	3.5	3.8	4.1	4.4	4.7	4.9	5.1	5.3	5.5
Environment & Animal-Related	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Health & Human Services	0.4	0.7	1.2	1.9	2.6	3.4	4.2	4.6	5.5
Hospitals & Care Organizations	1.6	3.1	4.6	6.1	7.6	9.1	10.6	12.1	13.6
Philanthropy	12.5	14.9	17.2	19.5	21.9	24.2	26.5	28.8	31.2
Religious Institutions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Science, Technology & Social Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Youth Development	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3
Other	8.8	8.8	8.8	8.8	8.8	8.8	8.8	8.8	8.8
Total	0.9	2.5	4.1	4.5	4.9	5.8	6.5	10.3	19.5

Cash & Savings Reserves by Size

Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	1.9	3.7	4.9	5.3	5.8	6.0	6.2	10.7	19.5
Small (\$500,000–\$0.9MM)	1.7	2.2	3.2	4.3	4.3	5.0	8.2	14.5	24.4
Mid-Size (\$1MM–\$4.9MM)	0.9	2.9	4.3	4.7	5.3	6.2	7.8	10.3	15.1
Mid-Size (\$5MM–\$9.9MM)	2.8	2.9	3.0	3.2	3.3	3.4	3.6	3.7	3.8
Large (\$10MM–\$24.9MM)	1.5	2.1	2.8	3.4	3.9	4.3	4.8	5.1	5.5
Large 2 (\$25MM–\$49.9MM)	6.4	7.4	8.3	9.3	10.3	11.2	12.2	13.2	14.1
Very Large (>\$50MM)	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7
Total	0.9	2.5	4.1	4.5	4.9	5.8	6.5	10.3	19.5

Reserves of White-led nonprofits (White CEO and co-leaders)

Months of Reserves by Type

Distribution	10%	20%	30%	40%	50%	60%	70%	80%	90%
Cash & Savings	1.0	1.9	2.6	3.6	4.6	5.6	7.1	9.4	13.6
Unrestricted Net Assets	0.0	1.8	3.3	4.7	6.2	8.4	11.4	16.8	32.8
Operating Reserves	0.7	1.8	2.8	3.9	4.9	6.3	8.5	11.9	20.6
Cash, Savings & Investments	1.6	3.0	4.4	5.7	7.5	9.6	12.9	18.8	36.9

Cash & Savings Reserves by Sector

By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	1.4	2.1	3.0	3.9	4.8	5.7	7.1	9.5	12.6
Community Capacity	1.0	2.0	2.5	3.3	4.5	5.8	7.2	10.8	16.1
Educational Institutions	1.0	2.0	3.6	4.3	4.8	6.1	8.0	9.1	11.8
Environment & Animal-Related	1.0	1.5	2.6	3.3	4.3	5.5	8.1	10.3	13.4
Health & Human Services	0.8	1.6	2.0	3.1	3.9	4.6	6.0	8.0	12.9
Hospitals & Care Organizations	1.1	1.6	2.5	3.3	4.4	5.8	8.1	8.8	10.1
Philanthropy	2.4	3.1	4.7	5.2	6.2	6.4	8.1	9.4	16.2
Religious Institutions	2.4	2.4	2.5	3.5	3.9	4.8	5.5	5.6	6.2
Science, Technology & Social Sciences	2.1	4.1	4.9	6.1	8.0	9.8	10.7	13.4	15.6
Youth Development	2.1	2.8	3.5	4.1	4.6	6.3	8.1	9.4	10.3
Other	1.3	2.2	2.8	3.5	5.2	5.6	7.0	10.0	15.0
Total	1.0	1.9	2.6	3.6	4.6	5.6	7.1	9.4	13.6

Cash & Savings Reserves by Size

Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	1.5	3.9	4.7	5.1	5.9	7.6	10.1	12.8	23.8
Small (\$500,000–\$0.9MM)	1.2	2.5	3.6	4.4	5.2	6.2	7.8	10.6	15.4
Mid-Size (\$1MM–\$4.9MM)	1.2	2.3	3.2	4.2	5.1	6.3	7.7	9.8	13.5
Mid-Size (\$5MM–\$9.9MM)	1.4	1.9	2.4	3.4	4.3	5.2	6.5	9.3	15.3
Large (\$10MM–\$24.9MM)	1.1	1.5	2.1	2.6	3.5	4.3	5.7	7.7	11.15
Large 2 (\$25MM–\$49.9MM)	0.7	1.3	1.7	2.0	2.3	2.7	3.6	6.8	9.0
Very Large (>\$50MM)	0.6	1.0	1.5	2.0	2.5	3.0	3.4	5.2	7.6
Total	1.0	1.9	2.6	3.6	4.6	5.6	7.1	9.4	13.6

Reserves of nonprofits with demographics data in 2019

Months of Reserves by Type

Distribution	10%	20%	30%	40%	50%	60%	70%	80%	90%
Cash & Savings	1.0	1.8	2.6	3.6	4.6	5.6	7.2	9.5	13.8
Unrestricted Net Assets	-	1.4	2.6	3.9	5.2	6.9	9.5	14.1	26.5
Operating Reserves	0.1	1.7	3.2	4.6	6.0	8.2	11.3	16.2	29.6
Cash, Savings & Investments	1.5	2.8	4.1	5.3	6.9	9.0	12.3	17.1	32.4

Cash & Savings Reserves by CEO Race/Ethnicity

Distribution	10%	20%	30%	40%	50%	60%	70%	80%	90%
Afghan	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
Arab	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Armenian	2.8	3.8	4.7	5.7	6.6	7.6	8.6	9.5	10.5
Asian American/Pacific Islanders/Asian	1.0	1.7	2.9	4.0	5.6	7.0	10.2	12.8	21.5
Black/African American/African	0.8	1.6	2.5	3.6	4.4	5.5	6.6	8.8	15.0
East Indian	9.8	9.8	9.8	9.8	9.8	9.8	9.8	9.8	9.8
Egyptian	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Hasidic	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Hispanic/Latino/Latina/Latinx	1.0	1.7	2.3	3.2	4.3	4.7	6.9	10.1	12.9
Jamaican	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4
Jewish	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7
Jewish, white	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Jewish-Arab	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Multi-Racial/Multi-Ethnic (2+ races/ethnicities)	1.2	2.2	2.7	3.2	4.0	6.1	8.0	8.6	9.5
Native American/American Indian/Indigenous	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5
Palestine Arab	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4
Roma	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Sephardic	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8
South Asian	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
South Asian (Indian Subcontinent)	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Ukrainian	4.9	5.4	5.8	6.3	6.8	7.2	7.7	8.2	8.6
White/Caucasian/European	1.1	1.9	2.6	3.6	4.6	5.7	7.1	9.4	13.8
Total	1.0	1.8	2.6	3.6	4.6	5.7	7.2	9.5	13.8

APPENDIX F: PHILANTHROPIC FUNDING

These tables shows the percentage of nonprofits' revenue that is accounted for by philanthropy in 2019 by sector, size, and decile for nonprofits with expenses >\$250K from 2017-2019.

For example, 50% of BIPOC-led (BIPOC CEO or co-leader) Health & Human Services nonprofits received 28.9% or less of their revenue from philanthropy.

Revenue from Philanthropy of BIPOC-led nonprofits (BIPOC CEO or co-leader)									
% of Revenue from Philanthropy Distribution by Sector & Size									
By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	26.5%	40.6%	43.0%	55.4%	63.4%	68.8%	79.0%	83.4%	91.4%
Community Capacity	17.5%	33.2%	53.5%	73.5%	82.0%	91.1%	95.5%	97.4%	99.4%
Environment & Animal-Related	26.0%	39.1%	47.7%	51.7%	55.7%	73.4%	91.1%	100.0%	100.0%
Educational Institutions	0.7%	3.4%	11.2%	40.0%	71.0%	80.6%	90.2%	97.7%	99.7%
Health & Human Services	2.5%	6.8%	14.8%	21.5%	28.9%	47.8%	78.7%	92.7%	96.9%
Hospitals & Care Organizations	13.3%	30.9%	50.0%	58.9%	88.7%	93.2%	93.7%	93.9%	98.8%
Philanthropy	32.5%	50.3%	58.6%	80.9%	88.6%	91.6%	94.0%	94.3%	96.0%
Religious Institutions	26.3%	26.3%	26.3%	26.3%	26.3%	26.3%	26.3%	26.3%	26.3%
Science, Technology & Social Sciences	35.5%	42.1%	48.7%	55.3%	61.9%	68.5%	75.1%	81.7%	88.3%
Youth Development	32.9%	37.2%	41.5%	45.8%	50.1%	54.4%	58.6%	62.9%	67.2%
Other	13.2%	41.8%	76.5%	82.4%	90.5%	93.8%	97.2%	98.6%	100.2%
Total	8.0%	21.2%	35.8%	52.7%	70.9%	82.7%	91.6%	96.1%	99.0%

By Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	21.8%	32.2%	37.5%	47.9%	65.1%	80.0%	90.9%	94.0%	96.9%
Small (\$500,000–\$0.9MM)	23.5%	40.3%	61.8%	71.8%	80.8%	91.1%	94.1%	96.4%	9.7%
Mid-Size (\$1MM–\$4.9MM)	13.2%	32.5%	45.1%	68.2%	83.1%	90.9%	94.9%	97.6%	100.0%
Mid-Size (\$5MM–\$9.9MM)	8.6%	12.4%	18.7%	32.3%	49.2%	56.6%	72.0%	90.7%	96.1%
Large (\$10MM–\$24.9MM)	1.1%	3.5%	18.5%	27.9%	50.0%	65.7%	74.7%	82.7%	94.0%
Large 2 (\$25MM–\$49.9MM)	4.3%	7.6%	9.6%	14.7%	22.7%	43.1%	88.5%	92.0%	99.3%
Very Large (>\$50MM)	3.7%	6.5%	8.2%	12.7%	21.0%	33.4%	50.9%	75.1%	92.3%
Total	8.0%	21.2%	35.8%	52.7%	70.9%	82.7%	91.6%	96.1%	99.0%

Revenue from Philanthropy of BIPOC-led nonprofits (BIPOC CEO or co-leader; majority BIPOC board & staff)

% of Revenue from Philanthropy | Distribution by Sector & Size

By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	36.7%	41.2%	45.3%	52.4%	56.7%	63.4%	68.8%	77.8%	79.0%
Community Capacity	17.1%	27.9%	49.2%	69.2%	82.4%	88.2%	91.8%	95.3%	98.1%
Educational Institutions	38.5%	40.0%	41.5%	42.9%	44.4%	50.2%	56.0%	61.9%	67.7%
Environment & Animal-Related	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Educational	3.9%	11.3%	20.6%	21.7%	23.3%	26.8%	48.0%	60.4%	66.1%
Hospitals & Care Organizations	49.5%	54.4%	59.3%	64.2%	69.1%	74.0%	78.9%	83.9%	88.8%
Philanthropy	89.2%	89.8%	90.3%	90.9%	91.5%	92.1%	92.6%	93.2%	93.8%
Religious Institutions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Science, Technology & Social Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Youth Development	71.5%	71.5%	71.5%	71.5%	71.5%	71.5%	71.5%	71.5%	71.5%
Other	35.1%	41.5%	47.9%	54.2%	60.6%	67.0%	73.3%	79.7%	86.1%
Total	10.6%	22.4%	36.0%	45.1%	56.7%	69.3%	79.4%	91.8%	93.9%

By Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	21.8%	21.9%	24.5%	29.8%	35.0%	37.5%	39.9%	43.4%	47.9%
Small (\$500,000–\$0.9MM)	22.8%	24.1%	25.8%	31.3%	46.9%	60.1%	68.3%	80.1%	96.2%
Mid-Size (\$1MM–\$4.9MM)	10.2%	35.1%	45.1%	61.7%	71.1%	79.4%	89.6%	92.3%	94.6%
Mid-Size (\$5MM–\$9.9MM)	16.5%	21.0%	25.5%	29.9%	34.4%	38.9%	43.3%	47.8%	52.2%
Large (\$10MM–\$24.9MM)	1.8%	2.5%	3.2%	12.5%	26.2%	39.9%	51.4%	58.8%	66.2%
Large 2 (\$25MM–\$49.9MM)	87.9%	88.6%	89.2%	89.8%	90.5%	91.1%	91.8%	92.4%	93.0%
Very Large (>\$50MM)	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%
Total	10.6%	22.4%	36.0%	45.1%	56.7%	69.3%	79.4%	91.8%	93.9%

Revenue from Philanthropy of White-led nonprofits (White CEO and co-leaders)									
% of Revenue from Philanthropy Distribution by Sector & Size									
By Sector	10%	20%	30%	40%	50%	60%	70%	80%	90%
Arts, Culture & Humanities	27.1%	36.3%	48.5%	54.9%	62.2%	68.5%	79.3%	87.4%	92.7%
Community Capacity	11.2%	32.8%	51.4%	65.5%	78.8%	87.8%	90.6%	96.6%	99.4%
Environment & Animal-Related	22.3%	35.3%	62.5%	66.7%	77.6%	86.4%	95.0%	99.3%	99.8%
Educational Institutions	7.6%	21.5%	40.8%	62.4%	76.7%	82.0%	85.0%	95.1%	97.0%
Health & Human Services	4.2%	11.3%	30.1%	45.3%	60.0%	73.6%	86.7%	94.6%	99.7%
Hospitals & Care Organizations	7.6%	12.4%	30.9%	45.1%	62.0%	76.1%	81.8%	90.7%	95.8%
Philanthropy	52.8%	61.8%	92.2%	93.8%	95.2%	96.9%	97.9%	99.4%	100.3%
Religious Institutions	53.7%	66.9%	71.7%	79.1%	94.9%	96.9%	99.6%	99.6%	100.0%
Science, Technology & Social Sciences	61.1%	75.8%	80.0%	88.6%	92.6%	94.1%	97.7%	99.3%	99.8%
Youth Development	78.4%	78.8%	79.3%	79.9%	80.6%	86.7%	92.9%	96.8%	98.4%
Other	14.7%	71.7%	81.5%	87.8%	91.0%	94.4%	97.1%	99.4%	100.0%
Total	10.4%	29.3%	47.7%	61.9%	73.6%	82.9%	90.1%	95.9%	99.7%

By Size	10%	20%	30%	40%	50%	60%	70%	80%	90%
Very Small (\$250,000–\$500,000)	29.6%	45.9%	61.6%	68.0%	80.7%	87.7%	92.6%	99.1%	100.0%
Small (\$500,000–\$0.9MM)	31.7%	49.7%	56.5%	66.3%	76.6%	82.5%	91.6%	99.4%	100.0%
Mid-Size (\$1MM–\$4.9MM)	18.5%	38.6%	56.2%	67.5%	78.3%	85.8%	90.6%	96.8%	99.7%
Mid-Size (\$5MM–\$9.9MM)	12.9%	33.7%	48.1%	64.5%	82.9%	87.1%	93.5%	95.7%	99.3%
Large (\$10MM–\$24.9MM)	4.7%	15.2%	27.3%	48.5%	67.8%	77.6%	83.4%	91.9%	98.4%
Large 2 (\$25MM–\$49.9MM)	1.1%	6.5%	11.3%	15.3%	24.9%	49.3%	78.2%	92.0%	98.6%
Very Large (>\$50MM)	2.4%	6.2%	9.5%	16.0%	30.9%	46.2%	62.0%	87.1%	95.2%
Total	10.4%	29.3%	47.7%	61.9%	73.6%	82.9%	90.1%	95.9%	99.7%

Revenue from Philanthropy of nonprofits with demographics data									
% of Revenue from Philanthropy Distribution by CEO Race/Ethnicity									
By CEO Race/Ethnicity	10%	20%	30%	40%	50%	60%	70%	80%	90%
Afghan	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Arab	17.0%	17.0%	17.0%	17.0%	17.0%	17.0%	17.0%	17.0%	17.0%
Armenian	21.7%	30.2%	38.7%	47.2%	55.7%	64.2%	72.8%	81.3%	89.8%
Asian American/Pacific Islanders/Asian	16.8%	22.7%	33.4%	51.7%	70.9%	83.4%	94.1%	98.4%	100.0%
Black/African American/African	7.7%	23.1%	36.4%	55.1%	68.9%	81.0%	91.5%	95.4%	97.7%
East Indian	95.9%	95.9%	95.9%	95.9%	95.9%	95.9%	95.9%	95.9%	95.9%
Egyptian	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%
Hasidic	82.5%	82.5%	82.5%	82.5%	82.5%	82.5%	82.5%	82.5%	82.5%
Hispanic/Latino/Latina/Latinx	6.8%	12.9%	30.3%	44.9%	60.5%	79.0%	87.2%	91.9%	96.4%
Jamaican	82.7%	82.7%	82.7%	82.7%	82.7%	82.7%	82.7%	82.7%	82.7%
Jewish	92.6%	92.6%	92.6%	92.6%	92.6%	92.6%	92.6%	92.6%	92.6%
Jewish, white	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%
Jewish-Arab	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Multi-Racial/Multi-Ethnic (2+ races/ethnicities)	2.6%	20.1%	39.1%	62.7%	80.2%	90.6%	94.6%	98.3%	100.0%
Native American/American Indian/Indigenous	96.4%	96.4%	96.4%	96.4%	96.4%	96.4%	96.4%	96.4%	96.4%
Palestine Arab	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%
Roma	53.2%	53.2%	53.2%	53.2%	53.2%	53.2%	53.2%	53.2%	53.2%
Sephardic	67.4%	67.4%	67.4%	67.4%	67.4%	67.4%	67.4%	67.4%	67.4%
South Asian	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%
South Asian (Indian Subcontinent)	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%
Ukrainian	24.8%	26.9%	29.0%	31.0%	33.1%	35.2%	37.3%	39.4%	41.5%
White/Caucasian/European	10.5%	29.5%	48.4%	62.2%	73.9%	82.9%	90.1%	96.0%	99.7%
Total	9.3%	25.0%	43.5%	60.1%	72.8%	82.8%	90.8%	96.0%	99.6%