

Building High Impact Nonprofits of Color

The Challenge for Communities and Nonprofits of Color

Studies demonstrate that there is a significant gap between the people who rely on nonprofits for critical financial and social services and the charitable organizations that serve them. According to the Annie E. Casey Foundation, at least 60 percent of nonprofits serve people of color. However, according to a study by Commongood Careers and Level Playing Field Institute, “Nonprofit employees are approximately 82 percent White, 10 percent African-American, five percent Hispanic/Latino, three percent other and one percent Asian or Pacific Islander.” As the country becomes more demographically diverse, we must ensure that nonprofits become more representative of the communities they aim to serve. When examining organizational leadership, this gap persists. According to the 2006 report by the Nonprofit Leadership Alliance (formerly American Humanics), up to 84 percent of nonprofits are led by Whites, and 95 percent of foundations and other philanthropic organizations are led by Whites.

This lack of diversity in the nonprofit sector is mirrored by a disturbing reality in communities of color across the nation. According to Prosperity Now’s Assets & Opportunity Scorecard, 44 percent of all families and 60 percent of households are just one crisis away from financial ruin. Also, households of color have approximately one-tenth the median net worth of white households (\$12,377 and \$110,637, respectively).

In order to address the significant financial insecurity facing families and communities of color, the Racial Wealth Divide Initiative of Prosperity Now has committed to working with local organizations of color to strengthen their capability and access to resources. In our assessment and work over the years, we have learned that nonprofits of color, in particular, are well positioned to serve communities of color. These organizations are knowledgeable of the history and presence of financial and economic trauma in their affected communities and are able to develop programs, advocate for policies and share practices that are informed by the community.

The Racial Wealth Divide Initiative’s Approach

Communities of color need nonprofits of color with high impact asset-building services to address the national challenge of a broad and deep racial wealth divide. It is through this lens, that we approach the work of the *Building High Impact Nonprofits of Color* project. The goals of the project are to:

- Assist in developing high impact nonprofit organizations of color focused on advancing economic opportunity nationally;
- Build an understanding of the intersection of income, assets and the racial wealth divide;
- Establish networks across sectors to have lasting local influence and advance social change;
- Improve relationships between organizations of color, local organizations and asset-building institutions; and,
- Equip organizations of color to become leading voices in local and national asset-building dialogues and decisions.

To accomplish these goals, we are undertaking three key activities. First, create an organizational development curriculum designed to build leadership and organizational capacity and provide targeted and individualized training to cohort organizations. Second, we provide asset-building and racial inequality workshops to organizations to improve their understanding of the connection between assets and the racial wealth divide. Finally, we provide networking and

convening opportunities so organizations of color can build relationships within and across networks. These opportunities also increase their access to key influencers and decision makers in their respective cities and beyond.

Current Building High Impact Nonprofit of Color Cohort Organizations

New Orleans, LA (Cohort 1)

- [Ashé Cultural Arts Center](#)
- [Good Work Network](#)
- [Greater New Orleans Fair Housing Action Center](#)
- [Jericho Road Episcopal Housing Initiative](#)
- [MOVN Community Development Corporation](#)

Chicago, IL (Cohort 2)

- [Chinese Mutual Aid Association](#)
- [Gads Hill Center](#)
- [Greater Auburn-Gresham Development Corporation](#)
- [North Lawndale Employment Network](#)
- [Spanish Coalition for Housing](#)

Dallas, Texas (Cohort 3)

- [Big Thought](#)
- [Border Crossers](#)
- [Business & Community Lenders of Texas](#)
- [Dallas Leadership Foundation](#)
- [Inspiring Tomorrow's Leaders](#)
- [Shared Housing Center](#)

Miami, FL (Cohort 1)

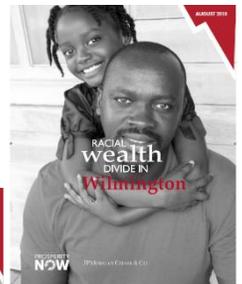
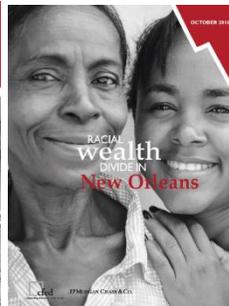
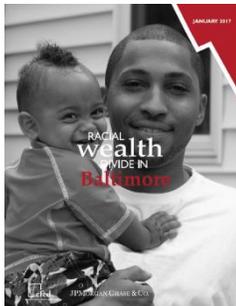
- [Hispanic Unity of Florida](#)
- [Miami Children's Initiative](#)
- [Partners for Self-Employment](#)
- [Sant La Haitian Neighborhood Center](#)

Baltimore, MD (Cohort 2)

- [Bon Secours Community Works](#)
- [Druid Heights CDC](#)
- [Job Opportunities Task Force](#)
- [Latino Economic Development Center](#)
- [Urban Alliance](#)

Wilmington, Delaware (Cohort 3)

- [Christina Cultural Arts Center](#)
- [Delaware Center for Homeless Veterans](#)
- [Delaware Community Reinvestment Action Council, Inc.](#)
- [First State Community Loan Fund](#)
- [Kingswood Community Center](#)
- [Latin American Community Center](#)



To read these profiles and learn more about this initiative please visit:
<http://www.prosperitynow.org/topics/racial-wealth-equity>

Prosperity Now (formerly CFED) believes that everyone deserves a chance to prosper. Since 1979, we have helped make it possible for millions of people, especially people of color and those of limited incomes, to achieve financial security, stability and, ultimately, prosperity. We offer a unique combination of scalable practical solutions, in-depth research and proven policy solutions, all aimed at building wealth for those who need it most.

Racial Wealth Divide Initiative (RWDI) at Prosperity Now works to strengthen the ability of all Prosperity Now's programs to proactively address racial wealth inequality and deepen analysis of asset poverty challenges impacting communities of color. RWDI launches and implements projects that highlight best practices for eradicating racial wealth inequality, including collaborating with local and regional organizations. RWDI supports the efforts of Prosperity Now and its partners to drive policy solutions that reduce racial economic inequality at the national, state and local levels.

Racial Wealth Divide Team

This initiative is led by Prosperity Now's Racial Wealth Divide team, which is currently comprised of the following staff members:

Lillian Singh, Vice President of Racial Wealth Equity. Lillian Singh is Vice President of Racial Wealth Equity at Prosperity Now, leading her team as they partner with executive leadership at nonprofit organizations in over a dozen metropolitan cities. Her work focuses on finding solutions to the problem of growing economic inequality including income gaps, gentrification, unemployment, underemployment and affordable housing. In addition, Mrs. Singh provides financial planning, coaching and wealth management guidance to individual families as a licensed securities and investment representative and uses these lessons and practices to inform the project development and implementation work at Prosperity Now. Mrs. Singh began her career as a researcher for Child Trends, a leading nonprofit research firm in the District of Columbia focused on improving the well-being of children, youth and families. She then transitioned to a career in social economic justice at the NAACP, where she served as the Senior Research Associate for Programs and then was promoted to Director of Strategic Partnerships of the Economic Department. During her six and a half years working at the nation's oldest civil rights organization, Mrs. Singh directed alliances with external allies across the corporate, private, government and nonprofit sectors, where she oversaw economic education initiatives focused on grassroots organizing and grassroots engagement, connecting NAACP state and local affiliates with corporate, private and national nonprofit partners. Mrs. Singh holds a Bachelor of Arts degree in Urban Planning and a Master of Arts degree in Sociology, both from Stanford University.

Cat Goughnour, Senior Program Manager of the Racial Wealth Divide Initiative. Cat works to bridge promising and best practices in program implementation to policy and research solutions, with the goal of decreasing income and wealth disparities in communities of color. Through the teams work with the African American Financial Capability project funded by the Northwest Area Foundation, she provides direct technical assistance to six communities of practice across the northern US, tailor programming and create curricula, manage stakeholder engagement, as well as goal setting, tracking and process and progress evaluation, while also assisting with primary and secondary research for Racial Wealth Divide Initiative projects. Additionally, Cat co-designs and co-facilitates Prosperity Now's racial equity goals, strategies and objectives.

Ebony White, Senior Program Manager of the Racial Wealth Divide Initiative. In this role, she supports the Racial Wealth Divide team to strengthen the diversity of the asset building field and the field's racial wealth divide analysis and best

practices. Additionally, she supports knowledgeable and intentional understanding and the impact of programs and policy as it relates to Racial Wealth Divide. White brings extensive experience in advancing the conversation on race, culture, as well as promote the interests of diversity and inclusion as a bridge to greater understanding. Prior to joining Prosperity Now, she worked as a program manager for the Racial Equity, Truth, Racial Healing & Transformation (TRHT), and Civic Engagement team at the W.K. Kellogg Foundation.

Sharice Davis, Program Manager of the Racial Wealth Divide Initiative. Sharice supports the team on the Building High-Impact Nonprofits of Color and African American Financial Capability Initiative projects. In this role, Sharice provides technical assistance and best practice implementation to nonprofit leaders in four cities with the goal of eliminating economic disparities in communities of color. Additionally, Sharice assists with managing the communication efforts for the Racial Wealth Divide Initiative. Sharice comes to Prosperity Now from Grant Associates where she worked with DC's Workforce Investment Council and the Department of Employment Services to help to evaluate the performance of the city's one-stop employment system and implement best practice solutions to improve the system's effectiveness. Her policy work began at the Department of Education, where she gained experience with internal training and curriculum development. Sharice holds an MPP and an MBA, both from the University of Maryland College Park and a Bachelor of Science in Finance and Management from Georgetown University.

Mady Santana, Program Associate of the Racial Wealth Divide. In this role, Mady primarily supports the six-city Building High Impact Nonprofits of Color project and also offers administrative support to the team. Mady also works with the team to support much of the communication efforts of the team, including Dallas and Wilmington city data profiles, RWDI Annual Report, internally facing Communicating Race Guide, and others. She started with Prosperity Now as a UCDC intern, supporting the Building High Impact Nonprofits of Color project. She holds a Bachelor of Arts in International Affairs and in History from the University of California, Riverside.

Myrto Karaflos, Program Assistant of the Racial Wealth Divide Initiative. As Program Assistant of Policy & Research, Myrto helps support the African American Financial Capability Initiative and the Racial Equity Goals process, as well as providing administrative support to the Racial Wealth Divide Initiative team. Myrto also supports Prosperity Now's Vice President of Policy & Research and other Prosperity Now teams and projects. She holds a Bachelor of Arts in International Studies from American University.