

COALITION FOR BOARD DIVERSITY DISCLOSURE

The State of Nonprofit Board Diversity by the Numbers As of June, 2023

Boards of the largest and most influential public charities are still dominated by white men. In the Greater Philadelphia area in 2022, almost 55% of all medcs trustees and 48% of all eds trustees were white men, with men and women of color making up only 19% of the medcs trustees and 24% of eds trustees. (reported in *Closing the Gaps: Gender and Race in Nonprofit Boardrooms*. Women’s Nonprofit Leadership Initiative, LaSalle University and The Nonprofit Center at La Salle University, 2022. <https://wnli.org/wp-content/uploads/ClosingTheGaps2022.pdf>)

Women held 35% of the board seats of Massachusetts’ largest nonprofit organizations in 2019, “the same percentage reported in previous three biennial reports.” (*The Boston Club’s 2019 Nonprofit Board Census*. <https://www.thebostonclub.com/the-boston-clubs-2019-nonprofit-board-census/>)

“All-white boards govern 16 percent of nonprofits that primarily focus on serving people of color and 38 percent of organizations that do not primarily focus on people of color,” according to a national study of nonprofit public charities. (Mitchell, Faith. *Nonprofit Leadership is Out of Step with America’s Changing Demographics*. Urban Institute, Dec. 9, 2021. <https://www.urban.org/urban-wire/nonprofit-leadership-out-step-americas-changing-demographics>)

Only 38 % of nonprofit executives and 29% of board chairs surveyed in a 2019 national study felt their boards represented the communities they serve; and 66% of the executives and 45% of the chairs were dissatisfied with their boards’ ethnic and racial diversity. (*Leading with Intent: BoardSource Index of Nonprofit Board Practices*. Washington, D.C.: BoardSource, 2021. <https://leadingwithintent.org/diversity-equity-and-inclusion-findings/>)

62% of more than 100 elite research universities in the U.S. did not disclose board diversity data requested for a 2022 report. (Silbert, Andrea. *The Women’s Power Gap at Elite Universities: Scaling the Ivory Tower*. Eos foundation, 2022. <https://www.aauw.org/app/uploads/2022/01/WPG-Power-Gap-at-Elite-Universities-Full-Report.pdf>)

Not one of the top nonprofit eds and medcs in Greater Philadelphia provided data on overall board demographics on their websites; some provided only a list of names of board members and a few provided no information at all. (*Closing the Gaps: Gender and Race in Nonprofit Boardrooms*. Women’s Nonprofit Leadership Initiative, LaSalle University and The Nonprofit Center at La Salle University, 2022. <https://wnli.org/wp-content/uploads/ClosingTheGaps2022.pdf>)