



Greater Philadelphia
and Southern New Jersey



CENTER FOR LEADERSHIP EQUITY

CLOSING THE EQUITY GAP IN
PHILADELPHIA'S NONPROFIT SECTOR

THE KEY TO A MORE EQUITABLE PHILADELPHIA

Leadership Equity means ensuring all Black nonprofit leaders are afforded the resources and opportunities necessary to effectively steward their organizations and capably serve their communities.

ABOUT

For decades, Philadelphia-based, Black-led organizations have done more with less. Research has shown Black nonprofit leaders have less social capital and connections to decision makers than their white counterparts.

This has resulted in less access to the philanthropic community and a sizable equity gap between Black- and white-led organizations across Philadelphia. *

Despite widespread attention and stated motivations to advance racial equity in the nonprofit sector, there has been no concentrated and coordinated effort to move the field forward in our region.

BACKGROUND

A 2016 study commissioned by the Philadelphia African American Leadership Forum (PAALF), revealed the unique challenges faced by Black nonprofit leaders in Philadelphia, and inspired several local initiatives to address equity disparities in the nonprofit sector.

Among these responses included the creation of the Black Nonprofit Chief Executives of Philadelphia (BNCEP) in June 2020.

To accelerate the pace and commitment towards closing the equity gap among the nonprofit sector, United Way appointed Kelly Woodland, managing director of leadership equity, to form a centralized hub to advance racial equity and expand the BNCEP network.

What started out as a group of 24 Black nonprofit leaders evolved into a learning community of over 250 executives and senior leaders and contributed to the upcoming 2024 launch of the Center for Leadership Equity.

The Center for Leadership Equity serves as the accelerant needed to promote and advance equity across the nonprofit sector.

“Fundamentally, racial equity in the nonprofit sector is simply good business. It’s not enough to say we are working to serve “marginalized” communities if we don’t involve folks in the creation and delivery of the solutions and strategies.”



Kelly Woodland
Managing Director of Leadership Equity, United Way

Footnote: *How African American-led Organizations differ from White-Led Organizations.” 2016., “Reflecting Forward: Philadelphia-based Black Nonprofit Leaders’ Recommendations for Regional Funders.” 2022



BRIDGING THE EQUITY GAP

The Center for Leadership Equity serves as an intermediary between the philanthropic community and Black-led organizations to reset their relationship and build an equitable ecosystem.

The Center aims to positively impact:

- Equitable funding practices
- Nonprofit leadership development
- Increased diversity in the philanthropic and nonprofit sectors
- Enhanced organizational capacity of service providers and stronger social infrastructure to improve community outcomes

HIGHLIGHTS TO DATE INCLUDE:

Membership Growth

BNCEP has expanded to more than 250 members with a committee structure to fuel growth and sustainability

Programs & Events

The Center has implemented 10+ events including learning academies, Get To Know Us events, quarterly meetings, and a wellness retreat

Coordinated Support

20 Black nonprofit leaders have participated in executive coaching

WHY FOCUS ON BLACK NONPROFIT LEADERS?

At the crux of the Center's work is a belief that communities are better served when Black nonprofit leaders and the organizations they lead are strengthened by and work in strategic partnership with the philanthropic sector.

**STRATEGIC
INVESTMENTS IN
BLACK NONPROFIT
LEADERS**

**BLACK-LED
NONPROFITS
STRENGTHENED
AND SUSTAINED**

**EFFICIENT DELIVERY
OF EFFECTIVE
SERVICES**

**IMPROVED
COMMUNITY
OUTCOMES**

Prioritizing Black nonprofit leadership and ensuring its sustainability is key to a more equitable Philadelphia.

An effort of this magnitude requires significant and sustained commitments from the regional and national philanthropic community.



BECOME PART OF THE SOLUTION.

Contact Jen Larkin, chief development officer, at jlarkin@unitedforimpact.org or 215-665-2572.



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