



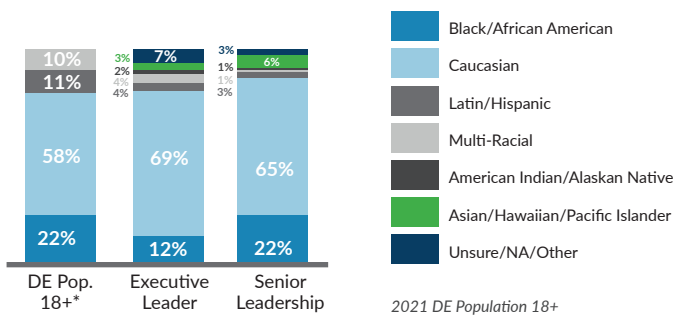
DANA conducted this board and leadership diversity survey of Delaware nonprofits in early 2022 and tackled the following questions:

- 🕒 Do nonprofits *believe* their boards and leadership are reflective of their communities?
- 🕒 Are the boards *actually* reflective of their communities?
- 🕒 How does Delaware board and leadership diversity compare with prior studies and with national data?
- 🕒 What DEI practices are Delaware nonprofits implementing to improve board and leadership diversity?

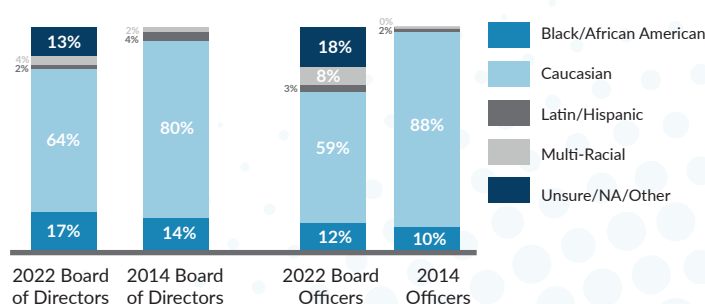
Racial Diversity of Board Directors and Leadership

Board diversity can reflect many different characteristics, including age, race, gender identity, sexual orientation, education, profession, experiences and even where board members live. Each organization has to determine which diversity characteristics matter for the population it serves.

Delaware Nonprofit Executive and Senior Leadership

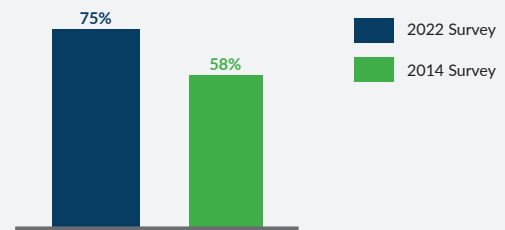


Delaware Board Directors & Officers Racial Diversity in 2014 and 2022



Perceptions of Board and Leadership Diversity

% Agree the Board of Directors Reflects the Community



This study looks particularly at racial diversity. From a racial diversity perspective, Delaware nonprofit boards are now more diverse than 2014, but the diversity makeup still underrepresents community racial diversity.

- 🕒 There has been an increase in the number of African American board directors and leaders, but there is still room for improvement.
- 🕒 Representation of people of Hispanic or Latin American descent has not improved over the years and is considerably lower than the state's adult Hispanic/Latino population percentage. It is also considerably lower than the representation reported in national studies.
- 🕒 Senior leadership within nonprofits is more racially diverse than executive directors and boards of directors. This is consistent with national studies and identifies a need to reduce barriers for people of color to achieve top positions within nonprofits.



This study shows women were over-represented in boards and board leadership. This is a change from the 2014 DANA/Trustees of Color* study, where women were a minority.



Some characteristics, such as sexual orientation and disability status, were unknown to most respondents. It is possible that these diversity characteristics are not being measured in many organizations.



Context and experience matter, and for nonprofits that primarily serve a specific county, the majority of board members also live in the county. However, that is not the case in Wilmington where the majority of board members live outside of the city.

*Source: Trustees of Color Report, DANA, 2014

DEI-Related Nonprofit Governance and Human Resource Practices

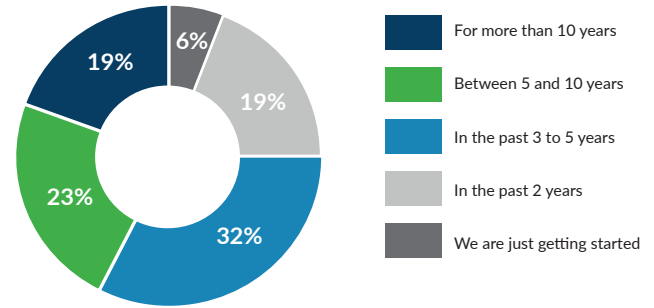
Practices and Policies Changed in the Past Two Years to Recruit and Retain More Diverse Individuals

	Delaware Nonprofits	National Study
Job postings/interviewing & hiring	33%	63%
Leadership development practices	11%	39%
Compensation and benefits	10%	34%
Promotion	9%	24%
Performance management	9%	30%

Nonprofit HR, 2021

Prioritizing DEI Values and Principles

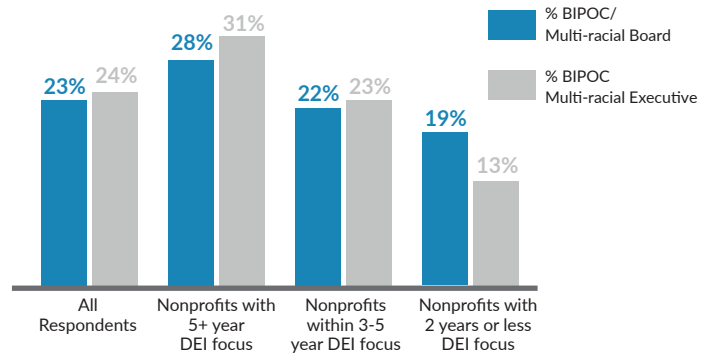
Years Delaware Nonprofits Have Prioritized DEI Values and Principles



Other Board Diversity Characteristics



Diversity of Delaware Boards & Executive by Years Focused on DEI



Opportunities for Action

- Reflect on what diversity means for the board and the nonprofit.
- Measure and report on diversity data.
- Be intentional in recruitment practices.
- Conduct a regular assessment of culture, programs and talent management.
- Bring racial equity and diversity into succession planning.
- Support staff of color in their leadership development.
- Adopt equitable compensation practices.
- Invest in and keep at it for the long haul.