

# CARRYING THE WEIGHT, LEADING THE CHANGE

## KEY FINDINGS

In partnership with UMass Boston's **Center for Women in Politics & Public Policy** and research consultant **Jessica Martin**, Boston Women's Fund has conducted intensive research about BIPOC women grassroots leaders, their organizations, and their communities in Greater Boston to better understand the landscape, their needs, and how to mobilize support.



NONPROFITS SERVING  
WOMEN & GIRLS  
**3.3%**



NONPROFITS SERVING  
WOMEN & GIRLS OF COLOR  
**0.2%**



NONPROFIT REVENUE TO  
WOMEN & GIRLS  
**1%**



NONPROFIT REVENUE TO  
WOMEN & GIRLS OF COLOR  
**<0.05%**

ORGANIZATIONS LED BY AND FOR  
WOMEN AND GIRLS OF COLOR  
OPERATE WITH THE SMALLEST  
AVERAGE REVENUE.



60% OF TOTAL REVENUE TO  
WOMEN & GIRLS GOES TO JUST  
**5 ORGANIZATIONS**  
↑ \$1B in revenue



**1 in 5**  
NONPROFIT LEADERS  
ARE BIPOC WOMEN



**60%**  
BIPOC WOMEN LEADERS  
ARE BLACK OR LATINA

TOGETHER, WHITE MEN AND BIPOC WOMEN  
ACCOUNT FOR 18% OF ALL NONPROFIT LEADERS.

**YET, ORGANIZATIONS LED BY WHITE MEN  
ACCOUNT FOR NEARLY 50% OF REVENUE,  
WHEREAS ORGANIZATIONS LED BY BIPOC  
WOMEN ACCOUNT FOR  
JUST 11% OF REVENUE.**

*\*All included statistics are specific to the Greater Boston area  
(Essex, Middlesex, Norfolk, Plymouth, and Suffolk counties).*

## CONCENTRATED RESOURCES, UNMET NEEDS

### **BIPOC women grassroots leaders carry a triple burden.**

They live the daily realities of racial and gender inequity, lead work to address those inequities at both tactical and systemic levels, and do so with far fewer resources than their peers to build equity, sustain, mindfully grow their organizations, and preserve their own well-being. Limited access to resources, systemic racism, and unrealistic philanthropic expectations create a cycle of overwork and burnout that is not individual but structural.

## INSTITUTIONAL GAPS & CONSEQUENCES

### **Entire populations are missing or undercounted.**

Folks such as transgender and undocumented women remain uncoun­ted and overlooked in institutions that rely on accurate reporting to address their needs.

### **Individual interventions alone are not enough.**

While BIPOC women grassroots leaders have developed personal and organizational strategies to combat burnout and navigate inequitable philanthropic systems, structural change is needed to sustain BOTH leaders and their organizations.

### REPORT CONTRIBUTORS

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Bridge the gap.  
Fund the Future.



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