

2019 CENSUS OF DIRECTORS AND CHIEF EXECUTIVES OF RHODE ISLAND'S LARGEST NONPROFIT ORGANIZATIONS

AFP
WOMEN'S fund
RHODE ISLAND FOUNDATION
United Way
United Way of Rhode Island

Brown Emergency Medicine	\$57,707,848	50%
Wood River Health Services, Inc.	\$7,266,905	50%
Edesia, Inc.	\$39,975,887	50%
American Mathematical Society	\$33,044,977	50%
ReFocus, Inc.	\$13,139,063	50%
Neurology Foundation, Inc.	\$16,353,500	50%
Living in Fulfilling Environments LIFE, Inc.	\$5,516,892	50%

Slightly more women serve on boards of organizations in the bottom half of the list when sorted by total annual revenue. Of the organizations with revenues under \$20 Million, women hold 36 or 39% of the seats. Of organizations with revenue above \$100 Million, women hold 19 or 22% of the seats.

Number and Percent of Women on Governing Boards

Revenue Range	All Non-Profit Boards	Total Seats
\$500 Million and Above	20	20
\$100 Million to just under \$500 Million	219	219
\$20 Million to just under \$100 Million	322	335
Under \$20 Million	216	216

"Plan is an organization that advocates for children's rights and equality for girls. Having board members who are women and from different backgrounds, and who understand or have personally experienced some of the hardships and barriers – and successful – girls face, has proven to be extremely valuable when enacting our mission."

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Dr. Tessa San Martin, President and CEO, Plan International USA

Women held the most senior executive positions in 67, or 49%, of the top 150 nonprofit organizations, compared with 72% nationally. Four of the women led organizations with annual revenues in excess of \$500 Million. 17% or 26 of them, lead organizations found in the top 50% of the organizations when listed by revenue.

Representation of Women as Nonprofit Chief Executives*

*Out of 145 verified organizations

"The chief executives of all organizations, regardless of their gender, have a responsibility to recognize the barriers that women have historically faced, and therefore also to be deliberate and impactful in addressing those barriers when cultivating the next generation of leaders within their industries." Christina H. Pearson, President of Brown University

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IDEA & Benefits of Diversity

- Committee created in 2018; Chapter has achieved “Friends of Diversity” Designation
- Diversity defined as “representing all races, ethnicities, genders, religions, physical abilities, ages, sexual orientations, incomes and socio-economic classes”
- Equity matters in hiring, recruiting board members, determining strategies, allocating resources and serving the community with authenticity
- Diversity disrupts groupthink, overcomes status quo, identifies new opportunities and out of the box thinking
- Diversity and inclusion are critical to increasing fundraising, expanding donor networks, educating about mission and enhancing organizational visibility

Nonprofits at a Glance - 2019

of Rhode Island nonprofits: 8,281

of Rhode Island nonprofits registered as 501c3 public charities: 4,140

MA (28,173)

CT (14,753)

NH (6,005)

VT (4,354)

ME (6,601)

Economic Impact of RI's Nonprofit Sector



RHODE ISLAND 501C3
PUBLIC CHARITIES:



EMPLOY 70,300 (OVER
18% OF RI'S
WORKFORCE)



HOLD ASSETS OF \$31.7
BILLION



GENERATE OVER \$13
BILLION IN ANNUAL
REVENUES

Methodology/About the Report

- Inspired by similar report from MA Nonprofit Network/used same methodology
- 2017 Data from Form 990 filed with IRS
- Based on revenue (line 12)
- 2019 self reported data about gender and racial diversity found on website and filings with RI Secretary of State's Office
- Verified when possible by someone within the organization

Economic Impact of RI's Largest 501c3s



TOTAL REVENUE OF \$11.5
BILLION



REVENUES RANGED FROM
\$5.3M TO \$1.4B

Diversity Findings

Women:

- Make up 51% of RI's working populations
- 876 women serve on these boards
- Represent 38% of all board members
- Hold 43% of the CEO roles

People of Color:

- Make up 30% of RI's general populations
- 233 serve on these boards
- Represent 10% of all board members
- Hold 3% of the CEO roles

Recommendations

- Include regular DEI training for staff and board
- Examine criteria for membership
- Prioritize demographics in recruitment strategies
- Ask for recommendations from a diverse slate/3x outside of normal network
- Recommend women and people of color to serve on boards or be considered for open leadership roles
- Use term limits
- Provide fundraising training/support to board members and staff in leadership pipeline
- Local funders should consider appropriateness of funding organizations whose leadership does not reflect the community served

Questions?

- For Us?
- How Can This Information Be Used to Help You?

To Access the Report

- Enewsletter today
- <https://community.afpglobal.org/afprhodeisland/home> and on new “Resources” tab
- www.wfri.org/research

- Special thanks to IDEA committee members, Bryant students of MGT 200 & report funders!!!