SUMMARY

There are multiple factors and influences to prepare women for leadership positions. The path to leadership for minority women is even more complex than for white women or men, because minorities face additional barriers to obtaining professional leadership positions. These findings add to the literature on women in leadership, particularly minorities, and endorse the need for organizations to establish a pipeline model to include personal, internal, and external resources for women’s advancement in the workplace. Embracing diversity, equity, and inclusion as part of an organization’s values, practices, and policies is what must happen in order to build a sustainable future for the workplace. Organizations must take the first step and establish internal commitment towards change, and feel confident in their efforts to share them externally.

PURPOSE

Women in Leadership: This research addresses the pipeline problem for women leaders. This model will shift the focus towards inclusion, specifically how organizations can be more equitable for minority women and the advancement to leadership positions. This paradigm shift will be a fundamental change in approach, perspective, and thought to how nonprofits currently function. Inclusion of diverse women in leadership roles is an ongoing issue. Nonprofits must transition to become champions in this space, and it is important to establish grounds for how organizations can improve diversity, inclusion, and equity practices.

RESEARCH

1. Effective strategies to prepare minority women for leadership
2. Path to leadership for minority women compared to other women
3. Path to leadership for minority women compared to men
4. Barriers minority women face in obtaining leadership positions

METHODS

1. Literature Review
2. Content Analysis
3. Expert Interviews

DATA AND ANALYSIS

Literature Review

Content Analysis

Expert Interviews

REFERENCES

Brown, J. (2016). *Inclusion: Diversity, the new workplace & the will to change.* Hartford, CT: Purpose Driven Publishing.


RESULTS

2. Diversity, Equity, and Inclusion: Create a definitive DEI statement for public view. Embed DEI stance into organizational culture.
3. Professional Development: Outside opportunities, mentorship, networking, conferences, seminars. Highlight as employee benefits.
4. Create a Safe and Encouraging Space: Empower women to share their voice without judgement, welcome them to “the table,” build confidence.
5. Standardize Processes: Retain current staff and promote within, create policies and quotas for hiring. Require implicit bias training.

RECOMMENDATIONS