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MASTER OF NONPROFIT ADMINISTRATION

Latina Leadership in the Nonprofit Sector: What can organizations do to foster an equitable and inclusive workplace?

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INTRODUCTION

LATINA

PURPOSE AND RESEARCH QUESTIONS

The purpose of this research is to identify strategies that can be implemented on an organizational level to create a culture that embraces Latina leadership.

RQ1.

What obstacles do Latinas face in their leadership journey in the nonprofit sector?

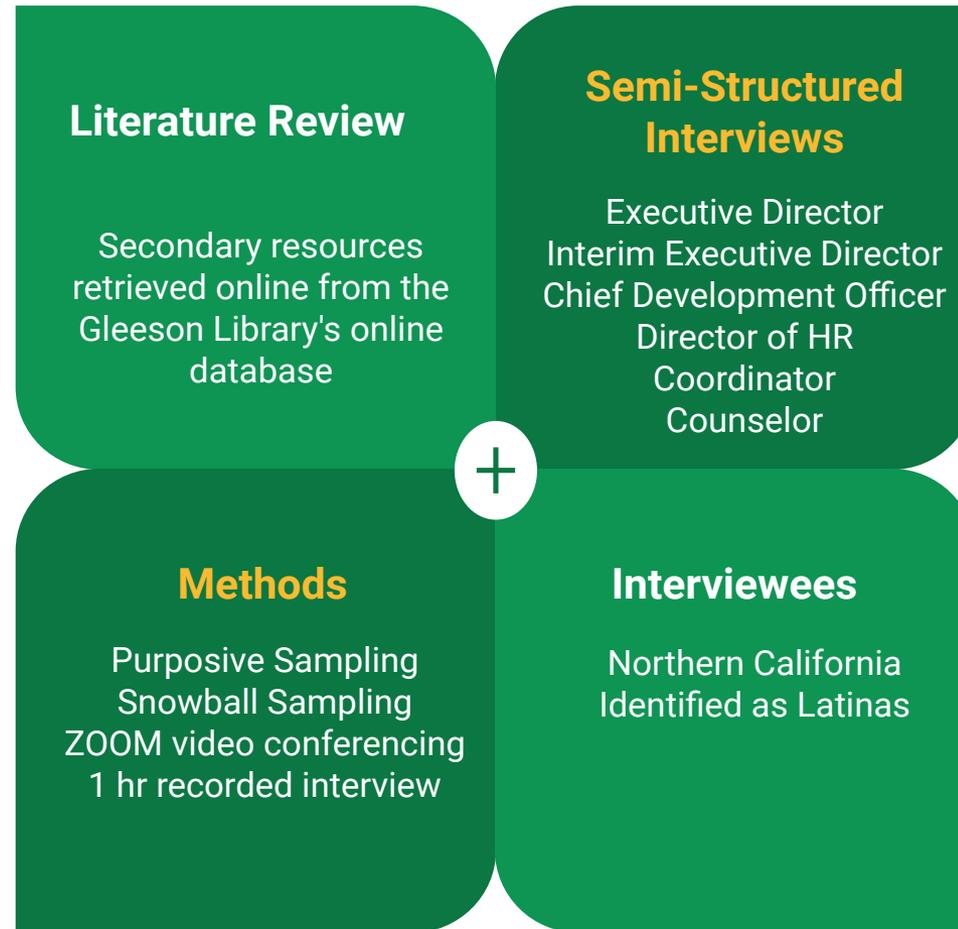
RQ2.

What are nonprofit organizations currently doing to advance Latinas in the workplace?

RQ3.

What strategies can be implemented on an organizational level to create a culture that embraces Latina leadership?

METHODS AND APPROACHES



DATA ANALYSIS

RQ1. What obstacles do Latinas face in their leadership journey in the nonprofit sector?

Theme 1:

White
Supremacy
Culture

- ❑ Boards members and senior management staff are white
- ❑ White employees get promoted faster
- ❑ Professionalism is defined by white culture
- ❑ Latinas get paid less than their white colleagues

Theme 2:

Passed over or
overlooked for
job opportunities
and promotions

- ❑ Assumptions about the lack of qualifications and experience
- ❑ Latinas feel pressure to prove themselves in the workplace

Theme 3:

Lack of
professional
development
opportunities

- ❑ Latinas are on their own
- ❑ The organization's size and budget impacts the number of professional development opportunities that Latinas receive

DATA ANALYSIS

RQ2. What are nonprofit organizations currently doing to advance Latinas in the workplace?

Theme 1:

They have an organizational culture that values professional development

- ❑ Supervisor investment matters
- ❑ Board members are engaged
- ❑ Invitation to key meetings and events

Theme 2:

They are committed to diversity, equity, and inclusion

- ❑ Ongoing anti-racism learning
- ❑ Culturally relevant professional support

Theme 3:

They have Latina representation on the board and senior management positions

- ❑ Latina representation matters

DATA ANALYSIS

RQ3. What strategies can be implemented on an organizational level to create a culture that embraces Latina leadership?

Theme 1:

Embrace
Latina's
Differences

- ❑ Recruit Latinas as board members
- ❑ Employee affinity groups

Theme 2:

No tolerance for
microaggressions
and implicit bias

- ❑ Hold each other accountable
- ❑ Be willing to have uncomfortable conversations

Theme 3:

Create a
leadership
pipeline for
Latinas

- ❑ Holistic approach to hiring and promotions
- ❑ Maximize 1:1 weekly check-ins

RECOMMENDATIONS

01

Latinas in the US are paid 46% less than white men and 31% less than white women, no matter their education level and professional experiences.

- ❑ Choose and maintain the right type of job evaluation method
- ❑ Build an externally and internally equitable salary structure
- ❑ Shared pay scales internally with all staff
- ❑ Monitor compensation data based on gender and race/ethnicity to expose any inequalities

02

Lack of Latina representation in governing boards in the nonprofit sector due to white supremacy culture and institutionalized racism.

- ❑ Recruit Latinas and people of color as board members
- ❑ Attend the meet & greet events of leadership board academies for Latinx and multicultural members

03

Latinas are overlooked or passed over for promotions.

- ❑ Create concrete systems for internal hiring and promotions
- ❑ Use hard data directly related to job performance
- ❑ Invite staff to key meetings and events. Ex. Board Meetings

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