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## Cause Effective Releases Report on Racial Gap in Nonprofit Development Roles

*Data Collected from Eight Months of Extensive Research*

**New York City, NY, June 14, 2019**—In the summer of 2018, Cause Effective began a project to examine and strengthen the roles of leaders of color in nonprofit fundraising and development. Through a field project, data was collected on the challenges of the recruitment, retention, and ascension of nonprofit fundraisers of color.

The field project involves 4 components.

- 1.) **Literature Review:** Examining survey reports, studies, articles, and commentary.
- 2.) **Stakeholder Interviews:** Conducting 52 phone interviews with fundraisers, nonprofit executives, philanthropists, recruiters, etc. (most of whom were people of color).
- 3.) **Electronic Survey:** Receiving 110 completed surveys from development professionals.
- 4.) **Peer Feedback:** Consulting 13 leaders in the field to gain feedback about the initial conclusions and program design options.

Months of research reveal fascinating insights and the recurring premise that people of color need to be leading the conversation about diversity in the nonprofit fundraising sector. As one of our survey respondents states:

***“Philanthropy does not belong to the wealthy, to the white, to the privileged. If POC [people of color] leaned into our power as philanthropic agents, we could commit genuine culture shift.”***

To read the entire report, and learn more about Cause Effective’s initiative to bring more people of color into leadership positions in nonprofit development, visit [www.causeeffective.org](http://www.causeeffective.org).

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**About Cause Effective:** For over 35 years, Cause Effective has strengthened the nonprofit sector by increasing the capacity of more than 5,000 nonprofits to build sustainable communities of supporters. We transform people, culture and systems, coaching nonprofits to learn, carry out and sustain new approaches to fundraising and board engagement.