



Leadership Demographic Results and Trends

**FROM THE 2021
FUNDED PARTNER
SURVEY**



BACKGROUND

United Way of the Battle Creek and Kalamazoo Region (UWBCKR) is dedicated to addressing racial and economic disparities in graduation rates, infant mortality rates, financial stability and ensuring equitable access to basic needs services. To that end, we ask our funded partners in education, financial stability, health, and basic needs to collect demographic data on their clients to ensure that the populations experiencing those disparities are being served.

However, we cannot address disparities in external indicators without also examining the ways in which our investments, practices, and policies can create, perpetuate and hopefully disrupt disparities.

Inequitable investment into agencies led by Black, Indigenous, and all People of Color (BIPOC) and serving this community of individuals is a longstanding trend in the philanthropic sector, and one that cannot be rectified without intentional effort.

In November 2021, we released our third annual survey asking our funded partners to provide us with the self-disclosed racial identify of their Executive Leader (CEO/Executive Director) and the leader of each funded program.

With data collected across 2019, 2020, and 2021 we have visualized trends in each of these areas. This will allow us to institute changes in our policies and practices to address identified inequalities such as those listed below:

- Number (#) and Percent (%) of funded agencies funded that are led by a Black, Indigenous, or Person of Color (BIPOC)
- Number (#) and Percent (%) of funded programs that are led by a Black, Indigenous, or Person of Color (BIPOC)
- Average annual value of grants to BIPOC led agencies vs. average of white led agencies
- Any trends by impact area(s) or types of services (to assess how BIPOC led agencies/programs are funded across impact area/service type)

Note: *We are sensitive to the fact that there is intersection between racial identity and many other identities such as gender identity, sexual orientation, age, and ability to name a few. In the future, we plan to begin to collect additional demographic information to further examine whether there might be disparities in our funding based on other identities.*

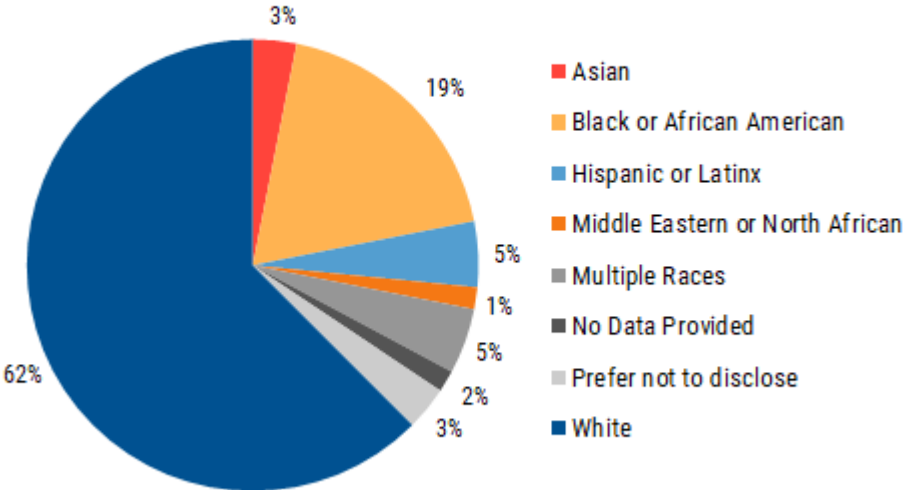
2021 SURVEY RESULTS

Number (#) and percentage (%) of funded agencies that are led by a member of the BIPOC community.

- # of Agencies led by BIPOC 21
- Total # of Agencies 64
- % of Agencies led by BIPOC 33%

OUR DATA:
 The Self Identified Race of the UWBCKR CEO and VP are White

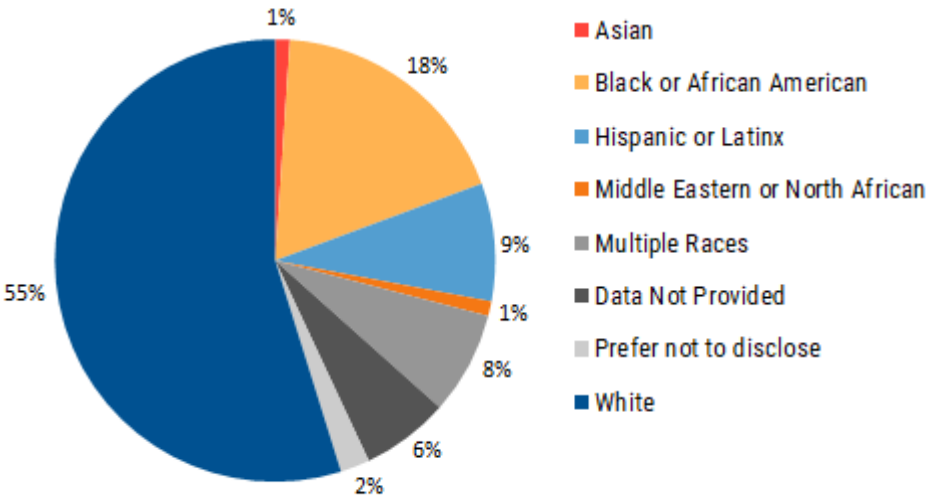
Chart of 2021-2022 Funded Partners
 # of Agencies by Self-Identified Race of CEO/Executive Director



Number (#) and percentage (%) of funded programs that are led by a member of the BIPOC community.

- # of Programs led by BIPOC Staff 34
- Total # of Programs 93
- % of Programs led by BIPOC Staff 37%

Chart of 2021-2022 Funded Partners
 # of Programs by Self-Identified Race of Program Director



2021 SURVEY RESULTS

Average annual value of grants to BIPOC led agencies as compared to average of white led agencies

Average grant per program to agency with BIPOC leader \$46,272.70
 Average grant per program with White leader \$52,054.50

Trends by Impact Area and Priority Area

or \$ granted to BIPOC led agencies (CEO/ED) compared to total

Funding by Impact Area

Impact Area	Total Allocation to BIPOC Led Agencies	Total Allocation Amount	# of Programs of BIPOC Led Agencies	Total # of Programs
Basic Needs	\$206,221.58	\$1,549,960.88	6	29
Education	\$751,118.08	\$1,223,070.08	19	33
Health	\$507,777.96	\$870,202.37	6	13
Income	\$154,427.02	\$891,493.67	4	18
Totals	\$1,619,544.64	\$4,534,727.00	35	93

Funding by Priority Area

Priority Area	# of Programs of BIPOC Led Agencies (Out of Total)	\$ to BIPOC Led Agencies (Total)
BASIC NEEDS: Barrier Removal	1 out of 3	\$17,100.00 (\$45,600.00)
BASIC NEEDS: Barrier Removal/Food/Shelter/Other Basic Necessities	2 out of 13	\$52,029.00 (\$777,499.33)
BASIC NEEDS: Food	2 out of 6	\$25,335.00 (\$423,204.97)
BASIC NEEDS: Other Basic Necessities	0 out of 3	\$0.00 (\$112,105.00)
BASIC NEEDS: Shelter	1 out of 4	\$111,757.58 (\$188,551.58)
EDUCATION: Early Childhood Success and Kindergarten Readiness	2 out of 5	\$66,201.27 (\$194,061.27)
EDUCATION: Early Grade Reading Achievement	5 out of 7	\$132,040.00 (\$212,815.00)
EDUCATION: Social Emotional Wellbeing	12 out of 21	\$552,876.81 (\$816,193.81)
HEALTH: Awareness, Education, and Engagement	2 out of 5	\$189,694.54 (\$324,544.54)
HEALTH: Physical, Mental, and Behavioral Health for Family and Infant	4 out of 8	\$318,083.42 (\$545,657.83)
INCOME: Stable & Affordable Housing	1 out of 9	\$23,750.00 (\$500,066.65)
INCOME: Workforce and Income Supports for Low-Income and Working Individuals	3 out of 9	\$130,677.02 (\$391,427.02)
TOTAL	35 out of 93	\$1,619,544.64 (\$4,534,727.00)

YEAR OVER YEAR TRENDS

After assessing responses for the 2021-22 Funded Partner Survey, we were able to compare information gathered to responses from the two previous surveys.

Below are the trends:

UWBCKR Investment in BIPOC Led Agencies	2019-2020		2020-2021		2021-2022
# of Agencies BIPOC led	17	↑	18	↑	21
Total # of Agencies	65	↓	64	No Change	64
% of Agencies BIPOC led	26%	↑	28%	↑	33%

\$ to Agencies BIPOC led	\$ 1,934,047.00	↓	\$ 1,729,473.98	↓	\$ 1,619,544.64
Total \$ Allocated	\$ 5,968,280.12	↓	\$ 5,258,617.10	↓	\$ 4,534,727.00
% of \$ to Agencies BIPOC led	32%	↑	33%	↑	36%

Revenue Trends	2019-2020		2020-2021		2021-2022
Our ability to raise money has fluctuated greatly from year to year	2	No Change	2	↓	1
Our revenue has decreased overall, but with fluctuations from year to year	5	↑	9	↓	3
Our revenue has increased overall, but with fluctuations from year to year	29	↑	30	↓	22
Our revenue has stayed relatively flat	10	↓	4	↑	14
Our revenue has steadily decreased	3	↓	1	↑	2
Our revenue has steadily increased	15	↑	18	↑	20
N/A or Data Not Provided	1	↓	0	↑	2

Key Takeaways

In 2021, funding was renewed for all grantees reflected in this report, which means that the changes reflected in the 2021 results can be largely attributed to:

- Changes in staff.** The nonprofit sector continues to see significant changes in key leadership roles which may mean that new leaders are being reported in 2021.
- Reduction in grants due to 2021 UWBCKR fundraising outcomes.** In the 2021 grant year this reduction was done in a tiered manner, wherein organizations with larger grants took a proportionally higher cut than organizations receiving smaller grants.

In 2021, several new funding streams occurred which are not reflected in this survey. Many of these processes, such as Seeding Grants, Battle Creek Recovery Grants, Vaccinate the Great Lakes State Grants, and City of Kalamazoo ARPA Responsive Grants invested new resources in BIPOC led organizations.

Want to learn more about the impact of our partners? Check out our most recent [Impact Report](#).