



MINORITY INCLUSION PROJECT

creating pathways. cultivating passion.



Minority Inclusion Project (MIP) works within a peer-learning network of nonprofit, private, and public partners to close the nonprofit racial leadership gap by creating pathways to leadership for people of color. We provide board training & leadership development, diversity programs, transformative consulting services, and community conversations that help create a more informed, equitable, and inclusive social sector where all people – regardless of race, age, culture, gender, ethnicity, religion, sexual orientation, class, or disability are invited to the leadership table, respected, and treated fairly. Our growing network includes more than 20 organizations and 500 individuals across sectors including faith-based and arts organizations, private foundations, nonprofit agencies, community coalitions, private sector businesses, colleges, and more.

WHY IT MATTERS

MIP formed in 2015 after nonprofit leaders began to take notice of challenges related to racial and ethnic diversity, equity and inclusion in the nonprofit sector. In 2017, BoardSource reported that 90% of nonprofit Executive Directors & CEOs are white. 30% of nonprofits don't have a single person of color on their board. Most nonprofit executives and board leaders are generally dissatisfied with these problems, but struggle to attract and retain people of color for leadership and board positions, address their own institutional and systemic barriers, and create a more equitable workplace climate and culture.

What do **DIVERSITY**, **EQUITY** and **INCLUSION** mean?

DIVERSITY: the unique perspectives, differences, and life experiences an individual or group brings to our organizational community, workplace, and nonprofit sector

EQUITY: everyone has access to opportunities and the resources they need to thrive

INCLUSION: how fully involved people are in the leadership and structures of their organizations and societies

WHAT HAS BEEN ACCOMPLISHED

Since 2015, Minority Inclusion Project has worked collaboratively to close the nonprofit racial leadership gap by providing professionals of color and nonprofits with the tools and resources to support and advance diversity, equity, and inclusion success. Some key accomplishments include:

- Facilitated leadership alignment around a shared agenda
- Hosted community conversations and learning opportunities for more than 200 students, professionals, and nonprofit leaders in 2017.
- Expanded our network to 500 professionals, 20 nonprofits, 5 private businesses, and three colleges across New England.
- Launched Cohort 1 of the Board Diversity Initiative in January 2018 to help nonprofits recruit and retain dynamic, board-ready professionals of color for their boards

WHAT WE ARE WORKING ON

In 2018, Minority Inclusion Project will focus on launching The Board Leadership Academy, a board training and leadership program for professionals of color across the region. In addition, MIP will launch Thought Partners Consulting, a mission-based coalition of minority consultants led by MIP that will provide consulting services to nonprofits and for-profit community-based organizations, including diversity, equity, and inclusion action planning, technical assistance, strategic planning, project implementation, and fund development. MIP is also planning the Nonprofit Equity Summit and the Access & Opportunity Conference in partnership with its network partners.

Minority Inclusion Project is also developing The Board Diversity Toolkit and diversity, equity, and inclusion learning opportunities to offer to the community, providing opportunities for partners and community members to deepen their personal and organizational understanding of diversity, equity, and inclusion.

To learn more about Minority Inclusion or to join our growing network, **[CONTACT US](#)**:

Visit www.ctmip.org

Email information@ctmip.org

Call 860.639.1546

GET INVOLVED

Join us. For our network of private, public, and nonprofit members, MIP provides diversity, equity, and inclusion learning opportunities, tools and guidance to help organizations and individuals learn about diversity, equity, and inclusion. We provide a trusting space for difficult conversations, “unmasking,” and an opportunity to learn from someone who is different from yourself. Visit our website to utilize these resources in your work to advance diversity, equity, and inclusion in your organization and community.

Funders

Emily Hall Tremaine Foundation
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Travelers

MIP Leadership Team

Founder/Executive Director
Jamal Jimerson
Co-Founder/Director of Philanthropy
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