



Trading Glass Ceilings for Glass Cliffs

Workshop Discussion Guide

- Finding #1 of the report states that nonprofit leaders who are Black, Indigenous, and other People of Color need supports, not more training. Findings indicated that while paid training opportunities are offered relatively equitably in some circumstances, leaders of color were far less likely overall to have received peer support or on-the-job mentorship than their white counterparts. This lack of internal support from within an organization makes it far more difficult to build the social capital needed to be successful.
 - What factors do you believe contribute to this practice? Are there organizational, social, cultural, or nonprofit sector factors to overcome?
 - Think about your own professional journey. How has your social capital enhanced your career? How have you used your own social capital to support the career of others?
 - *Social capital may be thought of as 'who you know'. In this case, it is used to illustrate a person's network and it's relative ability to open doors, streamline access, &/or create opportunities.*
 - What can we do to increase both formal and informal supports offered to nonprofit leaders who are Black, Indigenous, & People of Color? Consider both within our organizations and within the nonprofit sector as a whole.
 - What solutions can we create within our **organizations** to ensure that our staff & coworkers who are Black, Indigenous, & People of Color have access to the supports and mentorship they need to attain leadership positions, either within our organizations or elsewhere?
 - What creative solutions can we create within the **nonprofit sector** to increase mentorship & support available to all nonprofit professionals, especially those who are Black, Indigenous, & People of Color?