



wōc[®]

WOMEN OF COLOR

in Fundraising and Philanthropy

Illuminations

2023 IMPACT REPORT

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Illuminating the Path

FOUNDER'S LETTER

The 2023 WOC Impact Report is here!

I am once again thrilled and proud to share with you, the WOC Community, all of the incredible things we have been so blessed and fortunate to accomplish in 2023. WOC Around the World continued this year, across the country and over to Europe and the UK. It was an extraordinary time of connection with women of color from around the world, and shows the true impact of WOC.



From our job board, which is second to none, and our impactful programming, to our WOC Learning Lab and the newly reimagined Radiant Leadership Institute, networking and annual Symposium, we've continued to thrive.

I hope you enjoy the content of this beautiful report. I want to thank all of our sponsors, partners, and stakeholders for their steadfast support. And of course, I want to thank each and every one of our members across the U.S. and around the world. And now, with new rounds of the Search Firm Top 10 Ranking, Radiant Leadership Institute, Mentor Match and Check In Chicas coming right up in 2024, I am looking forward to what's to come. As we close out this year and look to the hope and possibilities of a new year ahead, please always remember that you are gifted. You are beautiful. You are radiant. You are WOC.

Onward, Upward, Forward,

Yolanda

Yolanda F. Johnson
Founder and President, YFJ Consulting, LLC
Founder, Women of Color in Fundraising and Philanthropy (WOC)[®]

The WOC National Advisory Committee

The WOC National Advisory Committee is an esteemed group of experts and thought leaders from across the nation, who champion equity for women of color in fundraising, philanthropy and related fields.



Adeshola "Shola" Akintobi

Founder and CEO, Best Face Forward Makeup Studio, LLC.



Brenda Asare

President and CEO, The Alford Group; Vice-Chair of The Giving Institute



Anna Barber

President and Principal Consultant, Barber & Associates



Chantal Bonitto

Senior Managing Director, Principal Gifts, UNICEF & Senior Consultant, The Inclusion Firm



Birgit Smith Burton

Founder, AADO, African American Development Officers Network



Elisa A. Charters

President, Latina Surge



Vanessa Coppes

CEO & Editor-in-Chief, BELLA Magazine



Angelique S. C. Grant, Ph.D.

Senior Consultant & Principal, The Inclusion Firm



Erica Hamilton

Chief of Staff, Institute for Nonprofit Practice



Martha Lauria

Director Of Development Operations, NAACP Legal Defense and Educational Fund, Inc.



Mary M. Luke

Board of Directors, UN Women USA



Hali Lee

Founder, Asian Women Giving Circle



Zena Lum

Philanthropy Thought Leader, Mentor and Leadership Coach



Shaunda McDill

Managing Director, The Pittsburgh Public Theater



Ana Oliveira

CEO, New York Women's Foundation



Poonam Prasad

Founder and President, Prasad Consulting & Research



Allyson Reaves

Corporate Vice President, CCS Fundraising



Jeannie Sager

Director, Women's Philanthropy Institute, IU Lilly Family School of Philanthropy



Crystal Thompkins

Head of Philanthropic Solutions; Director, BNY Mellon Wealth Management



Mei-Mei Tuan

Founder and Managing Partner, Phoenix Partners, LLC, Founder, Notch Partners LLC

Exceptional Programming



WOC's 2023 calendar had a plethora of programming—locally and globally. Opportunities for member participation and connection included learning labs, mixers, book clubs, roundtables, and vodcasts. From professional and educational to personal and social events, WOC has had an extraordinary year!

Highlights are below:

WOC 2023 Symposium

Following a virtual day full of learning, celebration and community with our luminary speakers, our founder, Yolanda F. Johnson, and special guest, Shauwea Hamilton, joined forces with co-hosts of WOC's the Word—Pinky Vincent, Rosann Santos and Bely Luu—to discuss the career journey of women of color, the values gained and lost during the pandemic, navigating the seasons of our lives and what sacrifices we can make—knowingly or unknowingly—for our careers that can impact our health and well-being.



WOC Around the World

May marked the kick-off of our 2023 WOC Around the World (WATW) series. The itinerary extended from Los Angeles to London, Dallas to San Francisco, and more metropolises in between! WATW is key to keeping our WOC communities connected globally, as it has brought us together in-person post pandemic. Our members learned, networked, and enjoyed the journey.

- Philadelphia
- Los Angeles
- San Francisco
- Dallas
- New York
- London

WOC Learning Labs

This series dives deep into relevant topics in fundraising and in philanthropy. We had two expert instructors join us, as follows:

- Inclusive and Powerful Language with Winsome Foderingham, Strategist and Resource Connector
- Successful Campaign Strategies with Leya Petrovanni Miller, Senior Director, Client Services, Aperio Philanthropy

Mentor Match/Check-in Chicas

Mentor Match is a program designed to establish mentee/mentor relationships. Participants have the opportunity to grow and learn from a professional woman of color in fundraising or philanthropy. Check-in Chicas is our mentoring and peer-accountability program at WOC where professional women of color who have the same amount of work experience meet as peers, ensuring the other is holding themselves to the highest of standards.

- 2023 Fall Fellowship: Creating Your Vision for 2024—A Canva Facilitation. Members created their vision board and strategic goals for the upcoming year, with the support of their match in the program.



WOC Literary Society

The WOC Literary Society (WLS), our book club, is a free perk, exclusively for members. The first book club meeting was on January 26. We kicked off the fall season by gathering in community and conversation with a “WOC Connections” event in September.

- WLS Presents WOC Connections: Discussion with A’Lelia Bundles, author of *On Her Own Ground: The Life and Times of Madam C.J. Walker* and the great-great-granddaughter of Madam C.J. Walker.
- WOC Announces the First Meeting of the WOC Literary Society Book Club

Views from the C-Suite

Views from the C-Suite brings together WOC members and trail-blazing women of color from a variety of industries. Conversations are designed to offer perspective, as well as spark professional and personal inspiration.

- V. Renée Cutting, Chief Philanthropy Officer, UNICEF USA
- Dr. Jacqueline Copeland, Founder, Black Philanthropy Month

WOC Wellness

As part of our Radiant Summer series, self-care sessions were offered to WOC members. Speakers Tamar Samuels and Emily R. Williams informed us how good nutrition and sleep impact our well-being and personal and professional interactions.

- WOC Wellness presents. . .“Culina Health Nutrition Session” with Tamar Samuels
- WOC Wellness presents. . .“Women of Color: Rest Well—Sleep” with Emily R. Williams

WOC Connections

A virtual networking event with a healthy dose of inspiration, this evening brought together our members from coast to coast. The theme of this event was “Envisioning Your Future!” Members were invited to map out their year with vision boards and contemplate how to support each other.



Radiant Leadership Institute Breakfast and Graduation Ceremony

Radiant equips women of color with the tools and skills to shine through the status quo and create solutions to society’s complex issues through effective leadership. Radiant is a community-building, personal growth, and leadership development initiative of Women of Color in Fundraising and Philanthropy (WOC)®. It is designed to inspire and equip courageous influencers to shape and lead 21st-century organizations. Our tools, theories, and strategies have an overarching equity plan with a gender justice lens.

- 2023 Radiant Leadership Institute Brunch and Graduation Ceremony on June 28

Founder’s Circle Roundtable

At this meeting, WOC’s Founder’s Circle members came together exclusively to provide tools, tips, and support for how to thrive and succeed as a woman of color leader in our sector.

- Founder Yolanda F. Johnson and leadership experts, Rosann Santos and Caroline Kim Oh, held an impactful discussion followed by a Q&A session.
- Guest speaker: Winsome Foderingham, Strategist and Resource Connector

WOC Week and the WOC Awards

The WOC Awards is held annually to recognize outstanding women of color in development and philanthropy. On June 27, 2023, WOC rolled out the red carpet for three fundraising and philanthropy stars at The Players Club in New York City. Greeted and feted by an enthusiastic audience, our honorees received the following awards during the ceremony:

- Award for Excellence: V. Renée Cutting, Chief Philanthropy Officer for UNICEF USA
- Shine Award: Marilyn Alexander, Development Officer at New York-Presbyterian Hospital
- Spotlight Award: Megan L. Cerezo-McManus, Event Specialist at John Jay College of Criminal Justice



WOC Tri-State/Greater New York Kick-Off Meeting

WOC enjoyed an evening of community at our inaugural chapter meeting and holiday celebration. Members joined us to learn more about leadership roles, as well as our vision for the future.

WOC's the Word

WOC's the Word is a global fundraising and philanthropy talk show led by Yolanda F. Johnson and a diverse panel of co-hosts. They discuss current topics in the sector and in the lives and work of women. Yolanda F. Johnson was joined by co-hosts Elizabeth Abel, Bely Luu, Rosann Santos, and Pinky Vincent.

Our Members

2023 WONDERFUL WOMEN OF WOC

Our WOC Community consists of leaders, community advocates, philanthropists, fundraisers, experts, and volunteers from all walks of life. Each month, we celebrate the achievements of a woman of color who inspires us with their stories and the positive changes they aim to make in our field. Our honorees' accomplishments provide us ample opportunity to lift up their work!



JANUARY
Winsome Foderingham



FEBRUARY
Adjoa Nyarko



MARCH
M. Angel Flores



MAY
Xin Xin



JUNE
Celeste L. Rivera



AUGUST
Xandrine Griffin and
Olivia Clopton-Foster

Thank You to Our Members in

5

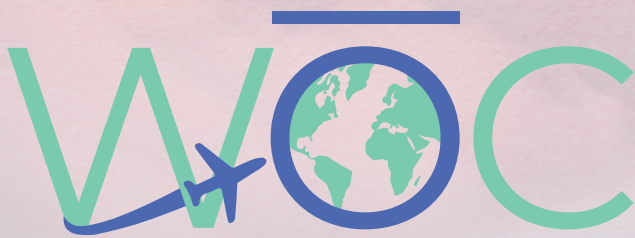
REGIONS

38

STATES

5

COUNTRIES



Around the World 2023™

PHILADELPHIA, PA
LOS ANGELES, CA
SAN FRANCISCO, CA
DALLAS, TX

NEW YORK, NY
DUBLIN, IRE
LONDON, ENG

RE COMMUNITY INSPIRE COMMUNIT
/ CONNECT GROW CONNECT GROW
ECT UNWIND CONNECT UNWIND C



SYMPOSIUM 2023

NOVEMBER 14TH

**Uplifting Women
of Color and Building
an Inclusive
Nonprofit Sector**

RE COMMUNITY INSPIRE COMMUNIT
/ CONNECT GROW CONNECT GROW



"Thank you so much. You have provided some great insight. I plan to implement some of the things. Also, some of the ideas I have just started to plan, your insights let me know I am on the right path."





*"This is so rich.
Many thanks!"*



*"Thank you all so much!
This was such a blessing!"*



Statistics



185K+

Website
Traffic

1,100 **WOC at Work:
Career
Opportunities**



Advocacy and Policy
Animal Welfare
Arts & Culture
Education
Environment
Food Access

Fundraising
Health
Higher Education
Human Services
Journalism
LGBT

Legal
Science and
Technology
Sports and Recreation
Youth Development



75 **Reports
& Studies**

Our research library is filled with reports and studies on fundraising, philanthropy and general information for women of color.

WOC sincerely thanks all of our Resource Library contributors:

CATALYST

Cause Effective create generosity
cause community
drive change

 **INDIANA UNIVERSITY**

DONORS OF COLOR

WID
WOMEN IN DEVELOPMENT
CELEBRATING 40 YEARS

AAPIP
Asian Americans/Pacific Islanders
in Philanthropy

Thank You to Our Partners



SYMPOSIUM

PRESENTING SPONSOR



SPONSORS



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WOC AROUND THE WORLD SPONSORS



E-NEWS SPONSORS

The Floating Hospital

Donorly

Prasad Consulting & Research

Aspire Research Group

Cook Silverman

Ruth Richerson Consulting, LLC

Forward with Emily

WOC Writes

AMPLIFYING WOMEN VOICES OF COLOR FOR THE WOC COMMUNITY



Walking for Health: A Simple yet Powerful Fitness Strategy for Women of Color

Leveraging walking as fitness for women of color.

By: Amy Little

“Looks Like Me”: How Diversity and Inclusion Will Do More for the Field

How DEI can grow fundraising talent and sustain your mission

By: Marilyn Alexander

Women’s Philanthropy Through the Inclusion, Equity and Diversity Lens

Sustaining and growing Women’s Philanthropy with DEI

By: Yolanda F. Johnson

Come Into Your Own: My Journey to Becoming a Consultant

Leaving your full-time fundraising role and taking the leap into consultancy

By: Wonu Owoade

Joyful, Joyful: What Happened When I Brought My Whole Self to Work

How to find your joy and grow your whole self in a successful nonprofit career.

By: Shauwea Hamilton

Find these and more great articles in our community blog WoC Writes at woc-fp.com/blog

WOC in the News

PRINT

- [NYC Mayor Eric Adams declares June 29, 2022 as “Women of Color in Fundraising and Philanthropy Day”](#)
- [Fundraising Leadership at the Biggest Groups Still Has a ‘Shocking’ Lack of Diversity Despite Racial Reckoning](#)
- [The 2021 Black Women Give Back List](#)
- [Founder of Award-Winning Nonprofit Honored By Prestigious Group of Black Women Scholars](#)
- [Black Girl Freedom Fund Puts Teens in the Driver Seat](#)
- [Search Firms Differ In Benefits To Women Of Color](#)
- [Celebrating One Year with WOC](#)
- [What Nonprofits Are Doing to Increase Diversity in Fundraising](#)
- [A Woman for THIS Season](#)
- [10 Donations to Easily Optimize Giving Tuesday for Women and Girls](#)
- [Maximizing the Impact of Good Work: Becoming WOC](#)
- [WOC, Women of Color in Fundraising and Philanthropy, Announces First Annual Symposium](#)
- [Strengthening Women of Color in Fundraising and Philanthropy](#)
- [WOC: Women Of Color In Fundraising and Philanthropy](#)
- [New Hub Launches for Women of Color in Giving](#)
- [How A New Organization Will Empower Women of Color In Fundraising And Philanthropy](#)

PODCAST AND VIDEO INTERVIEWS

- [Opera Singer Uses Performance Skills to Lead Women of Color in Philanthropy](#)
- [WOC Women of Color in Philanthropy](#)
- [We are for good](#)
- [PowHer](#)
- [Bella Magazine](#)
- [The Only Black Girl on Mars](#)
- [The Reset](#)
- [Nonprofit Radio](#)

WOC

Around the World™



May marked the kick-off of our 2023 WOC Around the World (WATW) series. The itinerary extended from Los Angeles to London, Dallas to San Francisco, and more metropolises in between! WATW is key to keeping our WOC communities connected globally, as it has brought us together in-person post pandemic. Our members learned, networked, and enjoyed the journey.

- **First stop:** Philadelphia. Attendees gathered in the city of brotherly love for a festive evening of sisterly conversation and networking on May 16. Held at UPenn's School of Social Policy & Practice, we were welcomed by host committee members Kristen de Paor of the University of Pennsylvania, Gabriela Sanchez of the Philadelphia Cultural Fund, and Nadina R. Deigh of the University of Pennsylvania.





- **Second stop:** Los Angeles. We joined our members in the City of Angels on May 19. New members enjoyed each other's company as they lunched at the Elephante in Santa Monica.
- **Third stop:** San Francisco. WOC members celebrated, connected, and networked in the hilly city on May 22. Dr. Lisa Cardoza, Myeshia Grice-Robinson, Rosita Lucas, Viveka Rydell-Anderson, JD, MS, Victoria Silverman, CDR, and Mariah Tate were our host committee members.
- **Fourth destination:** Dallas. WOC partnered with Philanthropy Together to offer giving circle members in the Dallas area an engaging evening. Members gathered at Bar Louie on June 14 for this impactful event.
- **Next stop:** New York. On June 26, members connected, came together, and networked during WOC Week.
- **Last stop:** London. The London School of Economics hosted a beautiful reception where members from Europe and the UK joined together in celebration. We wrapped up our WATW series here on October 23.



In 2024, WOC will round out WOC Around the World with a stop in Atlanta. Stay tuned for more information!



About Check-In Chicas™

Check-in Chicas is an accountability program where professional women of color who have the same amount of work experience meet as peers who hold candid conversations, ensuring the other is holding themselves to the highest of standards: a healthy work environment, salary that matches experience level, knowing when it is time to ask for a promotion or pursue a new job, when to speak up for yourself, establishing your job non-negotiables, troubleshooting in your current role, sharing best practices, and more.

For those of you who have not yet participated in Check-in Chicas, we encourage you to consider the possibilities that stem from both having and being a strategic accountability partner for another woman of color.

Learn more at
www.woc-fp.com/check-in-chicas

Join the 2024 cohort of Check-in Chicas!

Program members meet digitally, and have the option to meet in-person throughout the year! Participants report an increase in support, skill set, salary, promotions, network, and more. Additionally, many have formed lifelong relationships and connections with their matches in these programs.

All applications are due by Sunday, December 31st.



About Mentor Match™

Mentor Match is a program designed to establish mentee/mentor relationships. Participants have the opportunity to grow and learn from a professional woman of color in fundraising or philanthropy. Mentees consult their mentors on the top goals, opportunities, and challenges that they are facing in their careers. Mentors share advice, knowledge, strategies, and wisdom with their mentees to support their development. Mentors share that they find great joy in giving back while also learning more about the up-and-coming women of color in the fundraising and philanthropy field. Mentees have reported increases in their confidence and understanding of the field, in addition to soft skills, opportunities for advancement, and more.

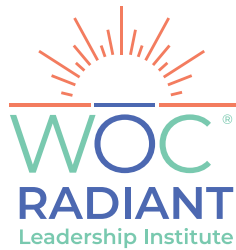
Whether you are seeking professional guidance or if you feel called to help the future generations of women of color in fundraising and philanthropy, we invite you to learn more about Mentor Match.

Learn more at
woc-fp.com/mentor-match

Join the 2024 cohort of Mentor Match!

Program members meet digitally, and have the option to meet in-person throughout the year! Participants report an increase in support, skill set, salary, promotions, network, and more. Additionally, many have formed lifelong relationships and connections with their matches in these programs.

All applications are due by Sunday, December 31st.



About Radiant

The Radiant Leadership Institute is a community-building, personal growth and leadership development initiative of Women of Color in Fundraising and Philanthropy (WOC). It is designed to inspire and equip courageous influencers to shape and lead 21st century organizations.



The tools, theories and strategies of Radiant have an overarching equity plan with a gender justice lens. The institute's content, faculty and experiential approach support outcomes that result in impactful leadership and systemic transformation.

As RLI continues to grow and evolve, we will take what we have learned recently to provide the best possible experience for our 2024 cohort members. Hence, Radiant's new format is a multi-day intensive where all coursework will be taught in-person as we come together in powerful community and celebration. Still called the Radiant Renaissance, it is set to begin on May 1st, serving as a warm welcome to the entire community. The learning segment is scheduled to take place on both May 2nd and May 3rd, culminating in our standard in-person graduation ceremony. While the board fellowship is no longer a direct part of the Radiant Leadership Institute, WOC is committed to supporting our cohorts in their journeys. Beginning with the Class of 2024, we will provide a special post-graduation coaching session to help graduates map out plans for their future leadership endeavors.

Learn more at woc-fp.com/radiant-leadership

Applications Open
November 27, 2023

Application Deadline
January 31, 2024

Participants Notified by
February 23, 2024

**Virtual Meet and Greet and
Welcome to 2024 Cohort**
March 14 at 5:00 pm ET

A Radiant Renaissance
Wednesday through Friday,
May 1-3, 2024 at Indiana University
in Indianapolis, IN (arrival Tuesday
evening for Wednesday morning
welcome breakfast)

There is a required \$100 non-refundable application fee for the Radiant Leadership Institute. If an applicant is not accepted into the cohort, the application fee can be applied to WOC membership at renewal, can be used as a one-year Standard gift membership, or as a credit towards any WOC registration fees in 2024 (not including the Symposium).

Questions? Contact Arielle at arielle@yfj-consulting.com

WOC[®] 2023

Top Search Firms for Women of Color

For the second consecutive year, the Women of Color in Fundraising and Philanthropy (WOC) administered a survey to its members and executive search firms with a specialty in and strong emphasis on placements within the nonprofit or social sector. We have identified 15 firms that are exceptional in both their approach and results when working with women of color. WOC consulted

Melissa Brown & Associates, LLC for the independent compilation of the ranked list of the Top Executive Search Firms that Work for Women of Color. This year, it is with great anticipation that our list comprises ten larger, national firms and five smaller, boutique firms with a more regional scope that are leading exceptional work in this space.

National Firms

1. Envision Consulting, LLC



2. ThinkingAhead Executive Search



3. Campbell & Company



4. Isaacson, Miller



5. *On-Ramps



5. *Diversified Search Group



6. Lindauer Global



7. Edgility Consulting



8. GoodCitizen



9. Aspen Leadership Group



10. Bridge Partners



Boutique Firms

1. Uproot Talent



2. Imagine Consulting, LLC



3. Glymph Consulting, LLC



4. Offor



5. Pearl Street Collective, LLC



*Tie for 5th place in Large Firms.

2023 WOC Week & Awards

NEW YORK



WOC Week Was Such a Joyous Time!

If you missed WOC Week, then you missed a truly amazing time. We kicked the week off with the WOC Advisory Committee Dinner followed by the WOC Advisory Committee Meeting. We honored three trailblazers in the fundraising and philanthropy sector at the 2023 WOC Awards. The Radiant Leadership Institute Cohort Brunch & Graduation was a festive way to close out a remarkable week.





WOC Awards

Graduations and weddings are not the only exciting events that take place in the summer! On June 27, 2023, WOC rolled out the red carpet for three fundraising and philanthropy stars at The Players Club in New York City. Greeted and feted by an enthusiastic audience, our honorees received the WOC Awards. Fittingly, the famed venue and warmth of the attendees provided an ideal setting for the ceremony.

The WOC Awards is held annually to recognize outstanding women of color in development and philanthropy. In fact, it has become a sought-after professional event in New York's fundraising space. As WOC Founder and President Yolanda F. Johnson observed, "This was an incredible evening of community and celebration, where not only women of color, but men and allies came together to honor the work of women of color in the philanthropic sector. It was a sight to behold."

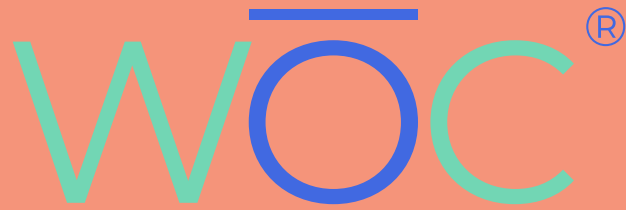
This year's illustrious honorees were V. Renée Cutting (Award for Excellence), Marilyn Alexander (Shine Award), and Megan L. Cerezo-McManus (Spotlight Award).

V. Renée Cutting serves as Chief Philanthropy Officer for UNICEF USA where she is responsible for creating and implementing a cohesive, collaborative, and unified fundraising program, supporting the world's most vulnerable children.

Marilyn Alexander, Development Officer at New York-Presbyterian Hospital is certainly one to watch, as WOC believes in her incredible presence and abilities. And, we believe that she is changing and will continue to change the sector for the better.

Megan L. Cerezo-McManus, Event Specialist at John Jay College of Criminal Justice is a WOC Radiant Leadership Institute alumnae and a true stakeholder in WOC. Her energy and talents will take her far, and we are very proud of what she has achieved.

Indeed, the evening at the WOC Awards was inspiring—and a good time was had by all. We greatly appreciate Boyden, CCS Fundraising, New York-Presbyterian, and UNICEF USA for their sponsorship of this event. As the close of 2023 approaches, we anticipate another year of innovative contributions and success stories from future players in fundraising and philanthropy.



WOMEN OF COLOR

in Fundraising and Philanthropy

STORE



RADIANT CANDLE

Our Radiant candle blend is a perfect mix of island scents, meant to lift your independent spirit and celebrate your beauty and strength. Ripe, sliced mango and creamy coconut milk with notes of almond blend together for a fresh, sorbet-like aroma. It's the shining sun, balmy breezes, warmth and welcome of a tropical beach, but in the convenience of your own home, and in every season.

10% of total sales will be given to the Foundation for Post Conflict Development and Water Mission.



GINGERBREAD TRIFLE CANDLE

Our Founder is known for her hospitality and most especially the comforting and cozy treats she serves up at her holiday parties. Her table is always warm and inviting—trust us on that. One of her favorite recipes, Yolanda's Gingerbread Trifle, is the inspiration for this year's holiday candle. Like the scrumptious trifle, the candle offers up the fresh out-of-the-oven aroma of gingerbread, cream, and cinnamon. It invites merriment. Bring home a slice of those happy scents today, or gift them to a loved one. We promise that "home for the holidays" feeling.

10% of total sales will be given to Heart of Dinner and Duet Foundation.

Available for purchase at woc-fpstore.com



Radiant Lip Gloss by WOC

We are all proud to be members of Women of Color in Fundraising and Philanthropy and WOC is thrilled to help you celebrate your role in fundraising and philanthropy with the beautiful branded items found in our WOC Online Store.

Shop at woc-fpstore.com



Image courtesy of Shante Carlan Photography



Moisturizing. Universal. Radiant.

Formulated with Vitamin E to be moisturizing and flattering on all skin tones for Women of Color, our Lip Gloss is the perfect touch of subtle glamour for Zoom meetings or just-because.

Wear the gloss on its own or as a topper; either way, you'll look radiant.



Wearable Inspiration, Home and Office Decor and Accessories Celebrating Fundraisers and Philanthropists

Shop at philanthroteeshirt.com



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WOMEN OF COLOR

in Fundraising and Philanthropy

woc-fp.com