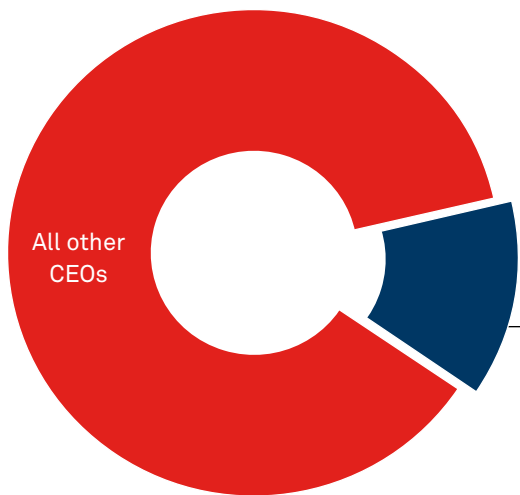


Key Facts About Nonprofits With Black CEOs



Among **45,061** nonprofits that shared CEO race data with Candid,

15% of CEOs identify as Black or African American.

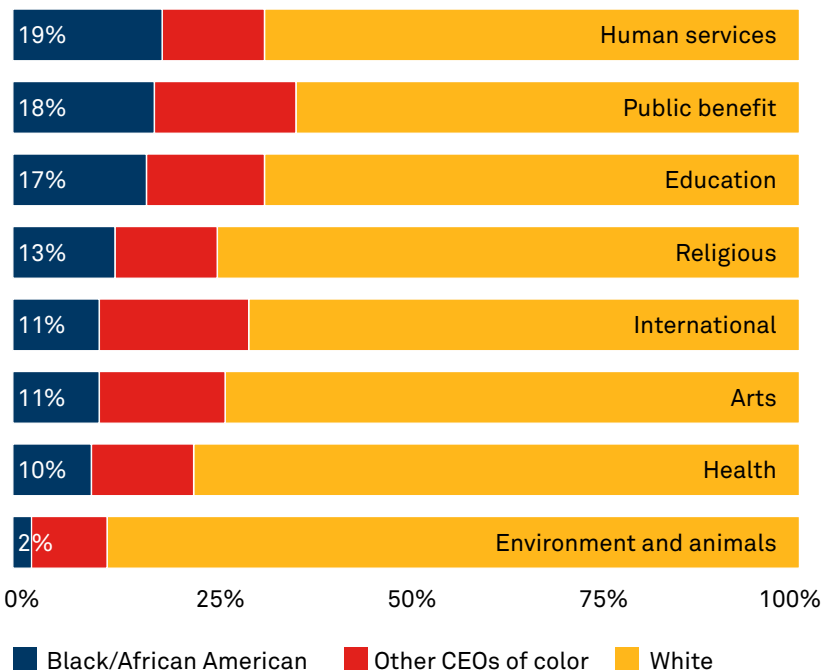
Here is what we know about them.

Black CEOs are most well represented in the human services subsector.

Human service organizations generally serve the public directly and include nonprofits focused on family services, youth development, housing and shelter, food and nutrition, etc.

Black CEOs are least represented in the environment and animals subsector (2%).

CEO race/ethnicity by nonprofit sector



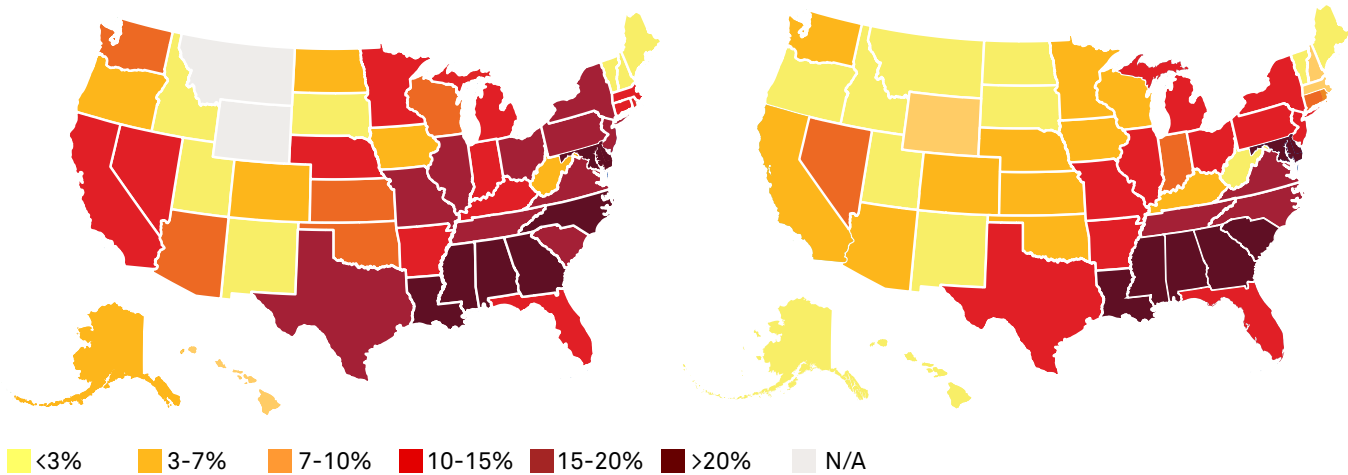
Note: Based on NTEE (National Taxonomy of Exempt Entities) codes listed on the IRS BMF as of December 2023.

Representation of Black CEOs is strongest in the South.

In Georgia, 34% of nonprofits are led by Black CEOs, followed by Louisiana and Mississippi (30%). **However, these percentages are lower than the general adult Black population in these states,** suggesting that there is still a gap in racial representation among CEO leadership. The gap is starkest in Washington, D.C. where the U.S. Census estimates that 42% of the adult population is Black, but Black CEOs represent only 22% of nonprofit CEOs. Black CEOs are also the most underrepresented in South Carolina, Mississippi, and Alabama compared to population estimates.

Nonprofits with Black CEOs by state

Percent of Black adults by state (Census)



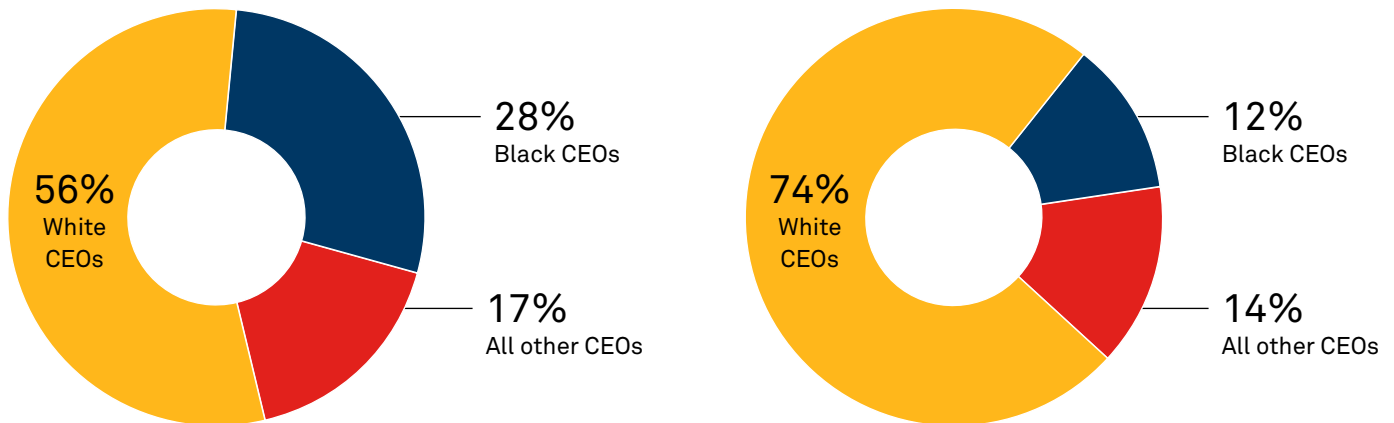
Note: Based on 6,114 organizations whose CEO identifies as Black/African American compared with all other nonprofits sharing CEO racial information.

Black CEOs are more likely to lead small organizations with the least financial resources.

Nonprofits with Black CEOs account for 28% of all organizations with budgets below \$50,000 but only 12% of all organizations with budgets above \$10 million.

Nonprofits with budgets below \$50K

Nonprofits with budgets above \$10M

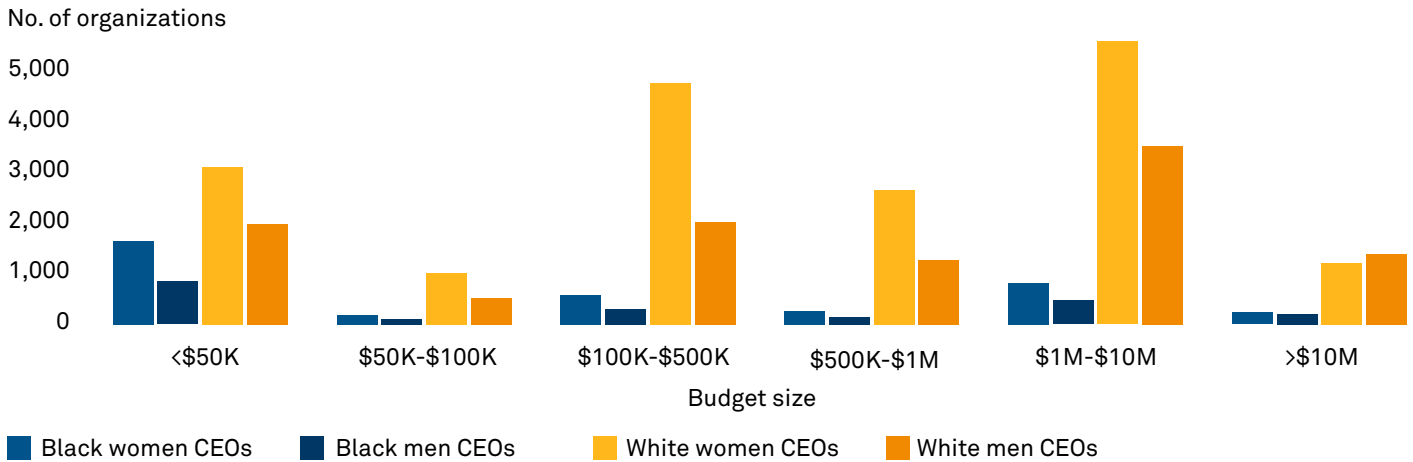


Note: Based on responses from 9,539 nonprofits with budgets below \$50,000 and 3,510 nonprofits with budgets above \$10 million.

Among Black CEOs, nearly two-thirds (64%) are women.

Black women CEOs, particularly, tend to lead the smallest organizations.

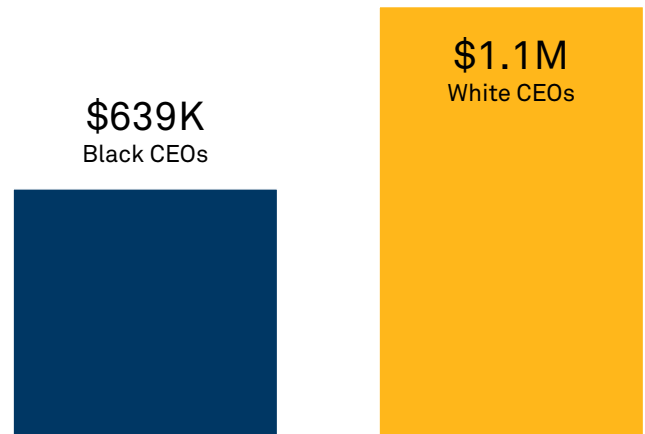
Nonprofits with Black/white men/women CEOs by budget size



The median assets of nonprofits with white CEOs is nearly double that of nonprofits with Black CEOs.

Nonprofits with Black CEOs tend to have fewer financial assets—a critical factor in overall financial health and stability.

Median assets of nonprofits with Black/white CEOs



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Methodology

This infographic is based on demographic information provided to Candid by U.S. public charities between July 2019-January 2024, as well as IRS data. Foundations are excluded from the analysis. Budget size refers to annual expenses from the latest available IRS Form 990 or 990-EZ; 990-N filers are categorized as having budgets below \$50K. Annual revenue also comes from the latest IRS 990 filing. For additional methodology and analyses, see the full report, [The state of diversity in the U.S. nonprofit sector.](#)

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