The number of US nonprofits more than doubled in the 20 years from 1991-2011, rising from 500,000 to 1.1 million. Women comprise 74% of the nonprofit workforce in the core data region of Southwestern Pennsylvania.

United States Nonprofit Organization Workforce:
13.5 million workers in some 1.1 million organizations

Women’s work is monetized at about 74 cents to the dollar, typically paid to their male counterparts in nonprofits.

Women’s work is monetized at about

<table>
<thead>
<tr>
<th>Amount</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1</td>
<td></td>
</tr>
<tr>
<td>$.75</td>
<td></td>
</tr>
<tr>
<td>$.50</td>
<td></td>
</tr>
<tr>
<td>$.25</td>
<td></td>
</tr>
<tr>
<td>$1.9 million</td>
<td>$1.1 million</td>
</tr>
</tbody>
</table>

Lifetime earnings for a female with a bachelor’s degree: $1.9 million
Lifetime earnings for a male with a bachelor’s degree: $2.6 million

Women are underrepresented in leadership positions:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Board Chair</th>
<th>Executive</th>
<th>Female Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>52%</td>
<td>33%</td>
<td>11%</td>
</tr>
<tr>
<td>Female</td>
<td>34%</td>
<td>67%</td>
<td>75%</td>
</tr>
</tbody>
</table>

Board chair gender affects women’s compensation. In large* nonprofits, a female executive director with a female board chair earns less than her male counterpart. In Southwestern Pennsylvania, a male nonprofit executive working under a male board chair earns $37,000 more per year on average than a woman working for a similar-sized organization with a female board chair.

*Annual budget of more than $7 million

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Made possible by the generous support of the Eden Hall Foundation and Bayer USA Foundation.
Telling the Story of the 74%

INTERVIEWS. CONVERSATIONS. BRAINSTORMING. RESEARCH.

The Bayer Center for Nonprofit Management at Robert Morris University has been listening to those working in the nonprofit sector. Since 2008, extensive research and conversations have revealed the state of women in nonprofit careers – who happen to be 74% of the workforce.

WHERE WOMEN ARE

We are curious about the differing career paths for women and men. The classic career arc shows professionals peaking around age 50. However, many women are just coming into the fullness of their careers at age 50. As the 74% project continues, leaders in the nonprofit, public and business sectors are also paying special attention to the 74% – women who are leaders in the sector. Our core data is from Southwestern Pennsylvania, but likely is reflective of the sector beyond our region.

Listen and taking action to build a more positive future for nonprofit employees. We are paying special attention to the 74% – women who are leaders in the sector. Our core data is from Southwestern Pennsylvania, but likely is reflective of the sector beyond our region.

Models for stronger human resources and professional development will be tested by leaders in the region in the 74% project. Research findings and analysis will be featured in a unique publication about what the 74% mean to the nonprofit sector. Additionally, more events featuring national experts will help us to continue asking hard questions about the nonprofit sector, management, leadership, and loyalty to those in the 74%.

BE THE CHANGE

Empower
Human Resources, Management, and Professional Development.

This project is fueled by the power of 74% to do just that.

Join us in the 74% MOVEMENT.

Listen and LEAD.

BAYER CENTER FOR NONPROFIT MANAGEMENT AT ROBERT MORRIS UNIVERSITY

http://seventyfourpercent.wordpress.com

impact@seventyfourpercent.org

tellingthestoryofthe74%