

Building Bridges is a national initiative working to identify and promote practice and policy that will create strong and closely coordinated partnerships and collaborations between families, youth, community-based and residential treatment and service providers, advocates, and policy makers to ensure that comprehensive mental health services and supports are available to improve the lives of young people and their families. In all that we do, we strive to advance partnerships among residential and community-based service providers, youth, and families to improve positive outcomes post-residential.

The objective of the BBI Leaders of Color (LoC) Project is to highlight those challenges that have been identified through research as being experienced by leaders who are Black, Indigenous, and People of Color (BIPOC) but not by their White counterparts. This survey will be used to inform the research and development of the forthcoming BBI LoC concept paper about BIPOC Leaders' successful experiences navigating their careers within predominantly White organization(s). Our desire is to provide BIPOC leaders/aspiring leaders with effective strategies for successfully maneuvering in these spaces. Additionally, it is recommended that executive leadership and managers of predominantly White organizations and others invested in creating equity in the workforce for BIPOC Leaders use this paper to better understand the challenges that exist, and the proven strategies for ameliorating and effectively addressing them.

Questionnaire Directions

This survey is anonymous and will take an estimate of 8-10 minutes to complete. Please respond to each question.

* Do you identify as BIPOC and are you a leader/aspiring leader within your organization?

Yes

No

Personal Information

How do you identify? Please select the categories you feel best represent you.

- American Indian and/or Alaska Native
- Asian
- Black or African American
- Latine/Hispanic
- Native Hawaiian or Pacific Islander
- White
- Other (please specify)

Where do you reside?

Organization Information

What sector do you work in?

- Non-profit
- For-profit
- Government

What industry do you work in?

- Education
- Finance
- Fundraising and Development
- Human Services (e.g., Behavioral/Mental Health, Child Welfare, Community Services, Justice Services, Substance Use, Physical Health)
- Information Communications Technology (ICT)
- Workforce Development
- Other (please specify)

Approximately how many people are employed by your organization?

- 1-9
- 10-49
- 50-99
- 100-249
- 250-499
- 500-999
- 1000+

What level of leadership are you currently in?

- First line manager/team leader
- Middle management
- Director-level
- C-suite/executive level
- Other (please specify)

How many people do you currently supervise/manage?

- 0/none
- 1-10
- 11-30
- 31-50
- 51-100
- More than 100

Does your organization have systems and processes for ensuring BIPOC employees receive fair/equitable opportunities for promotions and career advancement in the organization?

- Yes
- No
- Unsure

Please rate your level of agreement with the below statements.

I believe BIPOC employees receive fair/equitable opportunities for promotions and career advancement in my organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

BIPOC individuals are represented in leadership positions in my organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

BIPOC individuals are represented in executive/top leadership positions in my organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following practices are crucial to help advance BIPOC leaders and aspiring leaders in an organization.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Diversity, Equity, Inclusivity, Bias, and Accessibility (DEIBA) training across the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal support, sponsorship, or mentorship structures for aspiring BIPOC leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company-sponsored networking opportunities for BIPOC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Documented career advancement plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Targeted leadership development and skill-building opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affinity/employee resource groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training to help the transition from peer to supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

The following practices are crucial to help advance BIPOC leaders and aspiring leaders in an organization.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Helping employees develop skills to advocate for themselves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One-on-one supervisory sessions and/or check-ins/career development sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Representation of people of color in executive/Board levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruption of microaggressions or oppressive behaviors in the moment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raising BIPOC Leaders' ideas in a meeting that the Leader is not a part of, and crediting the Leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Supervisor Reflection

My supervisor/manager advocates for my career advancement.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My supervisor/manager plays a critical role in my professional development and growth.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Self Reflection

I feel like I belong within the organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am considering leaving my organization due to lack of support as a BIPOC leader.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* As a BIPOC leader in a predominantly White organization, do you practice self-care strategies?

- Yes
- No

How do you practice self-care?

How do you maneuver to create success as a BIPOC leader in a predominantly White organization?

What advice would you give to an aspiring leader of color in an organization?

Does your organization have any innovative methods to advance BIPOC individuals and their careers that you can share with us?

Do you have a quote that you would like to share with other BIPOC leaders or aspiring leaders working within a predominantly White organization?

If you would like to participate in upcoming virtual focus groups to share more about your experiences, please provide your contact information.

Name

Company

Email Address

Phone Number

On behalf of BBI, thank you for your participation in this initiative and your contributions to our commitment to advancing partnerships and improving lives.