

# The Global Mapping Survey Demographic Data Release



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# Letter from the Racial Equity Index Working Group

We want to thank you for your patience as we worked to intentionally analyse the rich data that we gained from the 791 unique responses we received from our [Global Mapping Survey](#) - the first step in building the Racial Equity Index.

As a volunteer, BIPOC-led collective the data analysis of the Global Mapping Survey was done deliberately to ensure that we ask **all** relevant questions of ourselves and of the data that was presented. The data you see before you, along with our analysis, has been peer-reviewed at every stage both internally by our working group members but also by our [independent peer-review group](#).

**An important note we want to make:** The demographic and indicator data that we are releasing now are part of a larger picture, which is in conversation with the qualitative data that we are currently analysing. The demographic & indicator data and our respective analyses are snapshots of some of the findings we are noting but **NOT** the full picture.

Please refer to our [methodology page](#) to understand how we constructed the survey and why we chose to embark on this journey to building an index for racial equity for the global development sector.

The data we are presenting here is currently in English, but we hope to translate the full analysis into additional languages in the future. If you use Google Chrome then you can translate the website text into the languages available by using the extension [here](#).

Our next step is to continue analysis of the qualitative data and its relationships to the quantitative data, which we will release once completed. In the meantime, we hope you find this data report as enlightening as we did. We welcome your comments, reflections, concerns, or questions - at [TheRacialEquityIndex@gmail.com](mailto:TheRacialEquityIndex@gmail.com).

The Racial Equity Index Working Group

*The Racial Equity Index*





# ABOUT THE RACIAL EQUITY INDEX

The murder of George Floyd shook the whole world in 2020 and ignited a firestorm in the international development community on the deep and systemic racism within global development.

In the months that followed the international development community started to face a reckoning - one that hasn't been seen in this intensity before.

**The Racial Equity Index** was born in July 2020 in response to the need for an accounting of the immense lack of racial equity in the development space.



The global development sector has a **very poor track record** as it relates to engaging with issues of racial equity and racial justice in a meaningful manner. This is particularly stark when we acknowledge the **colonial roots of modern global development practice.**





**The Racial Equity Index is a BIPOC led** volunteer collective, based around the world, with **50+ years** of direct experience of racial inequity and injustice within global development.



We are building a racial equity index to hold the global development sector **accountable** in dismantling all forms of systemic racism.





The work of the Racial Equity Index is **intentional, authentic, intersectional**, and informed and **led by the lived experience** of the peoples who have been impacted most directly by harmful practices and beliefs in global development.



# Our Values

We are purpose driven,  
volunteer-led, and bold.

We are  
**anti-racist**

We practice  
**radical  
empathy**

Our work is  
**transparent**

We centre  
**accountability  
and humility**

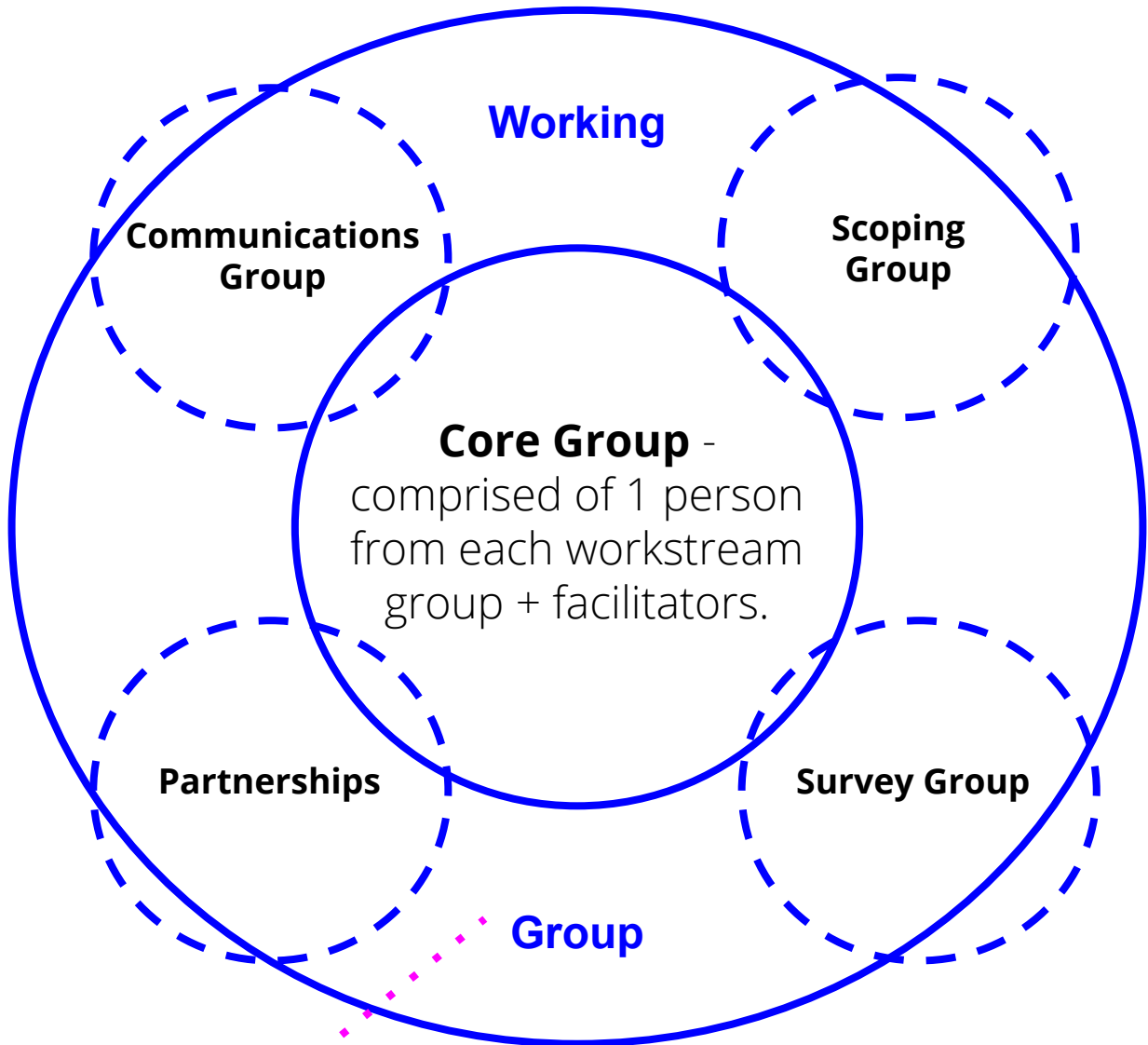
We create a  
**welcoming  
space**

We are  
**intentional**



# Our Structure

- ★ We are a consensus-based decision making group



- ★ Our work is peer-reviewed by an independent body of experts





# WHY THE GLOBAL MAPPING SURVEY?

# Review of Purpose - Global Mapping Survey

Established in June 2020, The Racial Equity Index (REIndex) is an international collective of BIPOC people who currently work in or have spent part of their career working in global development.

As a first step towards creating a Racial Equity Index to hold the global development sector to account, the REIndex Working Group decided to reach out to organizations and individuals working in the global development sector to identify key indicators that should be included in the Racial Equity Index.

Our [methodology](#) describes the process that went into the development of the global mapping survey, dissemination of the survey, and anticipated next steps.



# Methodology

With transparency and collaboration as core values for the Racial Equity Index, the Working Group began developing a global mapping survey to crowdsource key indicators to measure racial equity within global development organizations and institutions. The survey also asked respondents if they had themselves experienced and/or witnessed racism in the global development sector along with a number of key demographic questions to get a sense of the survey respondents' background including, self-identified racial identity, gender identity, age group, current country of residence, capacity in which they are working and/or participating in the global development sector, and tenure in the sector.

The Racial Equity Index Working Group drew from our own experiences to identify 11 key indicators within an organization's structure, policies, and processes that can affect racial equity internally and through its external programs and practices. With the support from six peer reviewers, the overall survey and each of the 11 indicators and their respective definitions went through several iterations to ensure clarity, comprehensiveness, and neutrality.



# Survey Translations

Once the Global Mapping Survey was finalized in November 2020, the Racial Equity Index reached out to our networks to solicit support from volunteers to translate the survey into as many languages as possible to ensure the survey's accessibility.

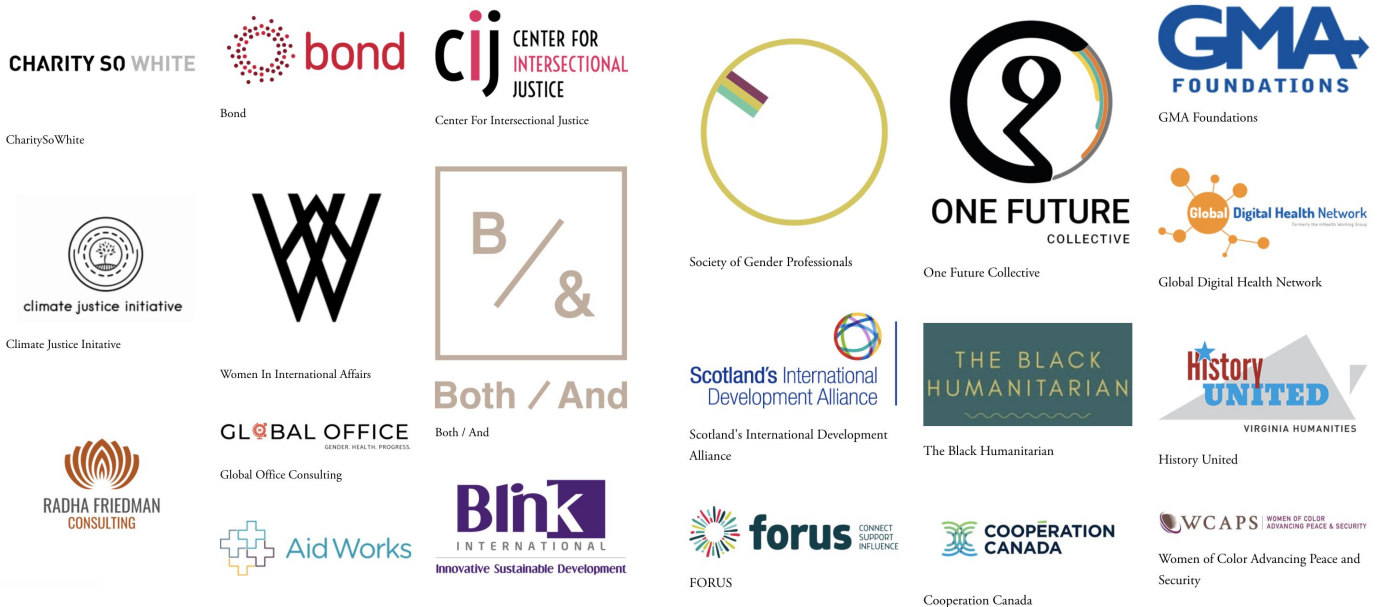
Through the support of our networks and availability of translators to do pro-bono work, we were able to make the survey available in 10 languages:

- English
- French
- Spanish
- Swahili
- Portuguese
- Italian
- Serbian
- Bahasa Indonesia
- Kurdish
- Chinese



# Global Mapping Survey Partnerships

We formed over 30 partnerships with orgs and collectives to promote the global mapping survey






# How to Reflect on the Data Shared

The results of Global Mapping survey serve as a summary of the quantitative data collected. However, this data does not share the whole story as we are currently analysing the qualitative data.

The Racial Equity Index requests that individuals, groups and organisations reviewing this data **do not isolate or pull out specific data points without connecting them to the larger context of the work the Racial Equity Index is doing.**





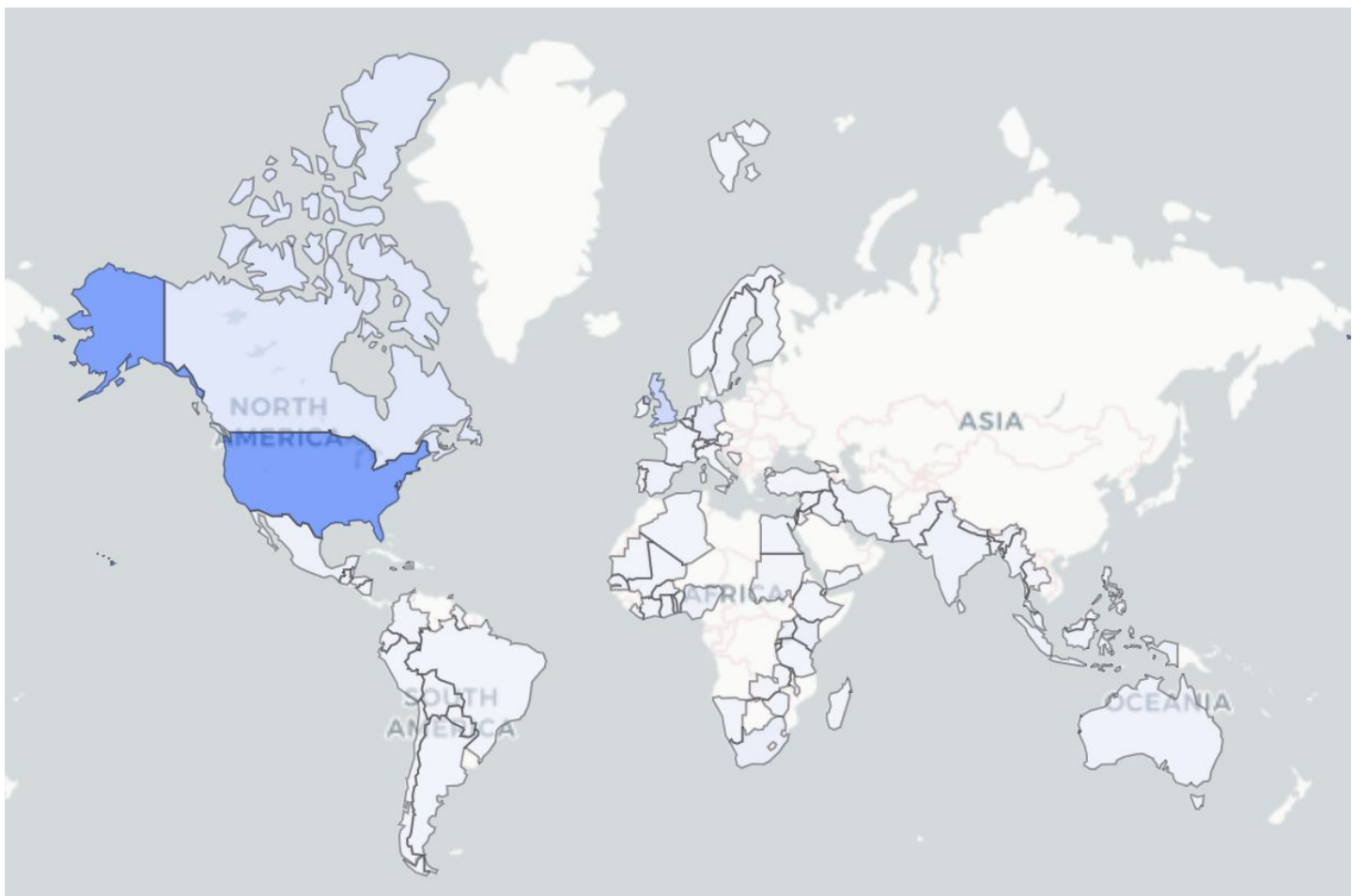
# **GENERAL OVERVIEW AND DEMOGRAPHIC QUESTIONS**

# General Respondent Overview

791 Total Responses

In 10 languages

83 countries



**Summary:** The survey received the highest response rate from the U.S., Great Britain, Canada, Germany, and South Africa.



# General Respondent Details

The Global Mapping Survey was answered by almost 800 respondents, all of whom are part of the global development sector, from 83 countries in a total of 9 languages.

The map on the previous page highlights the different countries where we received responses, with the countries in darker blue representing the areas where we got some the most respondents.

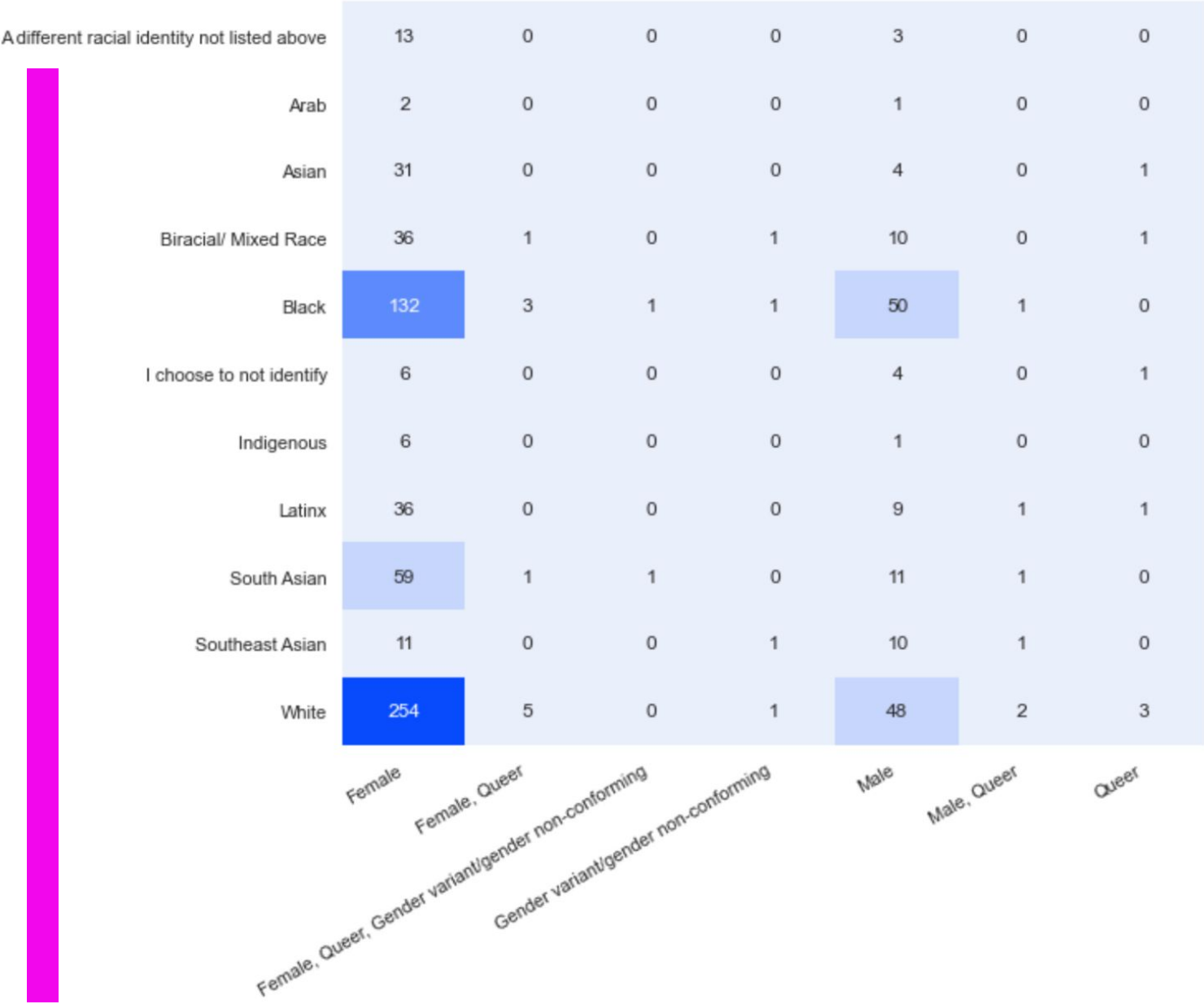
More than half of the respondents (57%) are based in the USA, Great Britain, and Canada, with the rest coming from a few countries in Southern Asia, Africa, and Latin America and although the global mapping survey was offered in 10 languages, 86.9% of respondents completed the survey in English.

The Working Group also analyzed the self-reported racial identities of respondents in each country, finding that of the 453 respondents based in the USA, Great Britain, and Canada, 29% identified as white, 11% identified as Black, 4% identified as South Asian, 2% identified as Latinx, and another 2% who identified as Biracial/mixed.

The Global Mapping Survey gave respondents the opportunity to self-identify their gender with multiple options to choose from. The results showed that 76% of survey respondents self-identified as female, 20% self-identified as male, 1% self-identified as queer, and the rest chose a mixture of multiple gender identities to best describe themselves.



# Intersection between racial self-identity and gender



**Summary:** This graph shows most commonly selected racial identities of survey respondents: 32% white females, 17% Black females, 7% South Asian females, 6% Black males, and 6% white males.



# Intersection between racial self-identity and gender

Breaking down the data to understand the relationship between the racial self-identity and gender self-identity of our respondents, the previous page shows us who answered our survey.

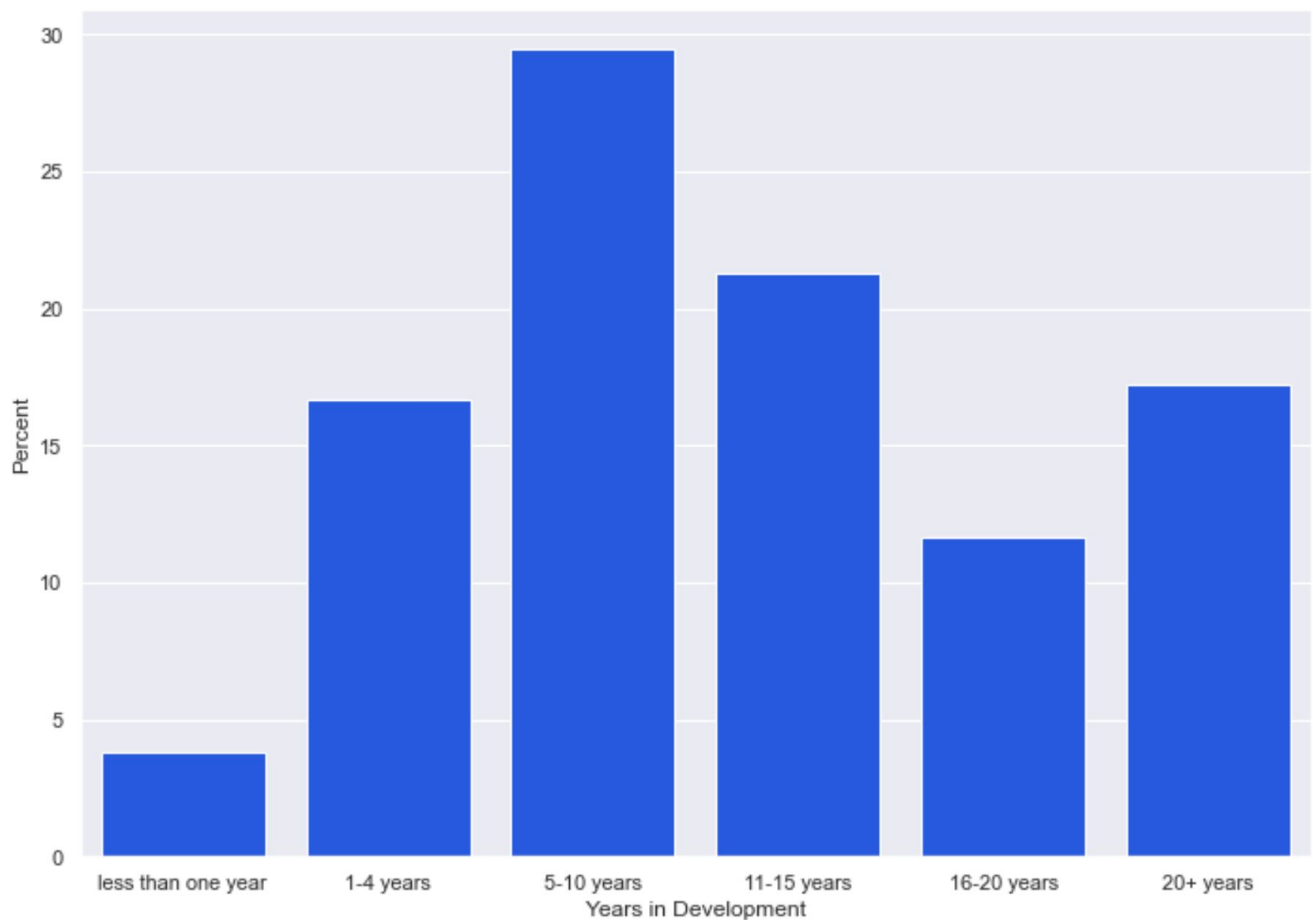
Along the bottom row (or the x-axis) you will see gender identities of the people who answered the survey. Along the left side (or the y-axis) you will see the racial identities. The dark blue square shows which gender and racial identity combination was the most common. The lighter the blue, the lower the numbers of that particular gender and racial identity answered.

From the data shared above, most of the survey respondents self-identify as white women (32%), which correlates with general global development sector data, where white women currently represent the largest population working in the global development sector. The next most common respondents were Black women (17%), South Asian women (7%), and then Black and white men (both at 6%).

The Racial Equity Index working group was surprised to get so few responses from white men, since this group still represents a large population of the sectors; however, we were thrilled to see such a high response rate from Black women, who are rarely highlighted in the sector, except for a select few.



**Q.** How long have you been working/participating in the social justice and global development space (as a volunteer, part-time or full-time employee, consultant, board member, philanthropist, etc.)?



**Summary:** In order of relevance, the top responses from survey respondents are 5-10 years, 11-15 years, 20+ years, 1-4 years, 16-20 years, and less than one year.



**Q.** How long have you been working/participating in the social justice and global development space (as a volunteer, part-time or full-time employee, consultant, board member, philanthropist, etc.)?

We further analysed the data based on the length of time survey respondents have been part of the global development sector. The chart on the previous page exhibits respondents self-reported time spent either working or participating in the global development or social justice space.

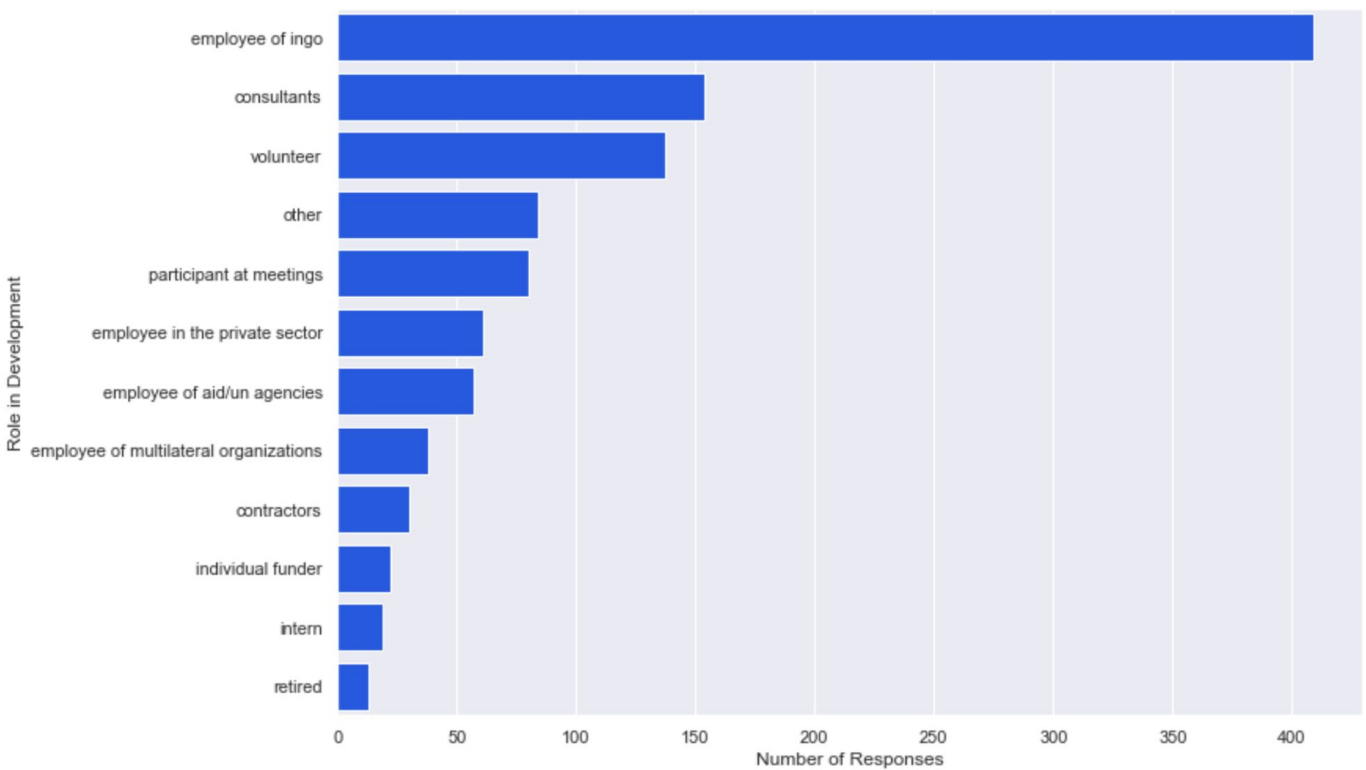
Approximately 50% of survey respondents reported that they've worked or participated in the global development space for between 5-15 years, either as a volunteer, employee, consultant, board member, philanthropist, etc.

Approximately 17% of respondents replied that they've been in the sector for 20+ year and a similar percent of respondents have been in the sector between 1-4 years. This analysis demonstrates the range of experience respondents have in this sector.





**Q.** In what capacity do you currently work and participate in the social justice and global development space (choose all that apply)



**Summary:** In order or relevance, the top responses include, employee of NGO, consultant, volunteer, other, participant at meetings, employee.



## Q. In what capacity do you currently work and participate in the social justice and global development space (choose all that apply)

The chart on the previous page details the capacity or participation area for respondents within the global development sector at large.

The areas of work include (from highest to lowest ranking): Employee of iNGO (409 responses), Consultants, Volunteer, Other (where people could clarify if they so choose), Participant at meetings, Employee in the private sector, Employee of aid/UN agencies, Employee of multilateral organisations, Contractors, Individual Funders, Interns and Retired.

Over half of the respondents shared that they are employees at international NGOs. Additionally, 40% of respondents shared that they are consultants or volunteers within the social justice and global development sector, demonstrating the diversity in positionality within the overall sector.





# INDICATOR ANALYSIS

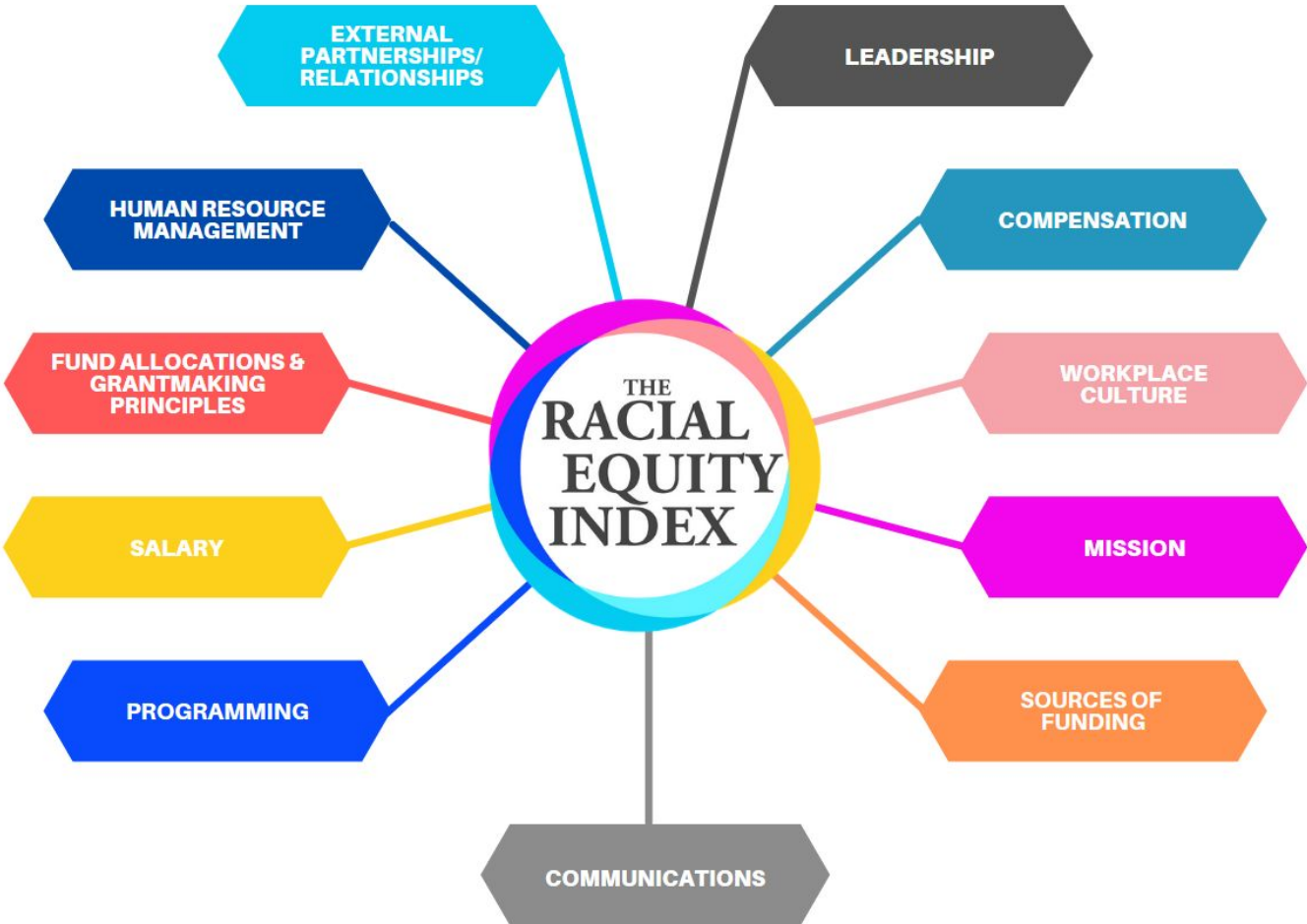
# The Global Mapping Survey Indicators

For the purposes of the Global Mapping Survey, the Racial Equity Index Working Group identified a selection of indicators (and accompanying definitions) which are related to how organisations in the global development sector operate internally and externally, and where the lack of racial equity has a significant impact.

Survey respondents were asked to rank the following indicators that resonate/matter most to them when they think about racial equity in organisations in the global development sector.



# The Global Mapping Survey Indicators



**Q.** Which of these indicators resonate/matter most to you when you think about racial equity from an organisational perspective (specifically for the global development space)? Please select your top 5 choices.



In our analysis of these indicators, the Racial Equity Index looked at how these indicators resonate/matter to respondents based on their different and multiple identities, experiences, positionalities, and geographies. In the graphic above, respondents who self-identified as BIPOC ranked the indicators with programming, workplace culture, leadership, fund allocations & grantmaking principles, and mission as their top five indicators that resonate/matter most when thinking about racial equity from an organisational perspective in the global development sector.

For white respondents, the top five indicators were: workplace culture, leadership, programming, fund allocations & grantmaking principles, and external partnerships/relationships.



# Indicators by Global North and Global South



# Indicators by Global North and Global South

When reflecting on how the ranking of these indicators differ between respondents located in the Global South, which includes countries in Africa, Southern and often Eastern Asia, Latin America, and the Middle East, versus the Global North, such as the U.S.A, European countries, and Canada, respondents agreed top 5 indicators were mostly similar, though ranked at different levels.

Respondents from the Global South prioritized programming, fund allocations & grantmaking principles, organizational mission, workplace culture, and Leadership as their top 5 indicators, while respondents from the Global North highlighted workplace culture, leadership, programming, funding allocations & grantmaking principles, and external partnerships/relationships as their top 5 indicators for racial equity for organizations in the global development sector.

Although sources of funding was not ranked in the top 5 indicators for respondents in the Global South or the Global North, it was 7th for the respondents in the Global South and the least important for those in the Global North. This may relate to the relationship of the sources of funding within the countries in the Global South or the parameters and expectations of funders in terms of organisations and organisational offices in the Global South.





# Indicators by Time in the Development Sector

	less than 1 year	1-4 years	5-10 years
1	MISSION	WORKPLACE CULTURE	WORKPLACE CULTURE
2	HUMAN RESOURCE MANAGEMENT	PROGRAMMING	LEADERSHIP
3	EXTERNAL PARTNERSHIPS/ RELATIONSHIPS	LEADERSHIP	PROGRAMMING
4	PROGRAMMING	MISSION	FUND ALLOCATIONS & GRANTMAKING PRINCIPLES
5	COMPENSATION	FUND ALLOCATIONS & GRANTMAKING PRINCIPLES	EXTERNAL PARTNERSHIPS/ RELATIONSHIPS
	11-15 years	16-20 years	20+ years
1	WORKPLACE CULTURE	PROGRAMMING	PROGRAMMING
2	PROGRAMMING	WORKPLACE CULTURE	MISSION
3	LEADERSHIP	LEADERSHIP	WORKPLACE CULTURE
4	FUND ALLOCATIONS & GRANTMAKING PRINCIPLES	FUND ALLOCATIONS & GRANTMAKING PRINCIPLES	LEADERSHIP
5	MISSION	EXTERNAL PARTNERSHIPS/ RELATIONSHIPS	FUND ALLOCATIONS & GRANTMAKING PRINCIPLES



# Indicators by Time in the Development Sector

In terms of the number of years in which respondents are part of the global development sector, respondents working in the sector between 1 and 15 years highlighted workplace cultures as the number 1 indicator when they think of racial equity for organizations in the global development sector.

Programming seems to become more important to respondents with over 16 years of experience, while workplace culture becomes a bit less important for respondents with 20+ years in the sector.

The mission of an organization is the indicator, in terms of racial equity in global development organizations, that matters most for respondents within their first year of working in the sector and human resource management is the 2nd, both of which may relate to how people get drawn to working with specific global development organizations. Compensation only came up within the top 5 indicators that matter when reflecting on racial equity for respondents with less than 1 year in the global development sector, which also aligns with some of the key things people think about when starting a new job or career.

The mission of an organization varies in terms of its ranking with respondents with 1-20+ years within the sector; however leadership and fund allocations & grantmaking principles stay relatively consistent between respondents with 1-20+ years in the global development sector.



# Indicators by Intersection of Race and Gender



Indicator rankings shifted more significantly depending on the intersection of self-reported racial and gender identities.\* For white, Black, Asian, South Asian, and Biracial/mixed race women and white men, Workplace culture and leadership were ranked as the top 2 important indicators that matter most when thinking about racial equity from an organisational perspective in the global development sector.



# Indicators by Intersection of Race and Gender



Black, South Asian, Southeast Asian, and Biracial/mixed race men ranked programming as the number 1 indicator when thinking about racial equity in the global development sector - although programming was ranked within the top 5 indicators for everyone other than Southeast Asian women, it often came up as the 4th or 5th indicator for other groups.



# Indicators by Intersection of Race and Gender

For Southeast Asian women, Lantix women, South Asian Men, and Biracial/mixed men the mission of an organization was one of the top 2 indicators when thinking about racial equity within organizations in the global development sector, the 3rd most important indicator for Black women and men, and within the top 5 for Southeast Asian men. However, for white and South Asian women mission was not considered as important as funding allocation & grantmaking principles or external partnerships/relationships. For white men and women from various other racial identities that were not specified, the mission of an organization was not listed even in their top 10 indicators to consider when reflecting on racial equity in global development.

In addition, the Racial Equity Index working group was surprised that human resource management varied significantly in terms of its importance in relation to racial equity in global development between different gender and racial groups across survey respondents and that salary was only prioritized in the top 10 indicators for six groups often in the 9th or 10th position.

\*Please note that the graphic above exhibits the self-reported racial and gender identities with enough respondents (over 20 respondents) to demonstrate trends in the data. The data from racial or gender identities with very few respondents was not generalizable enough to share an analysis.





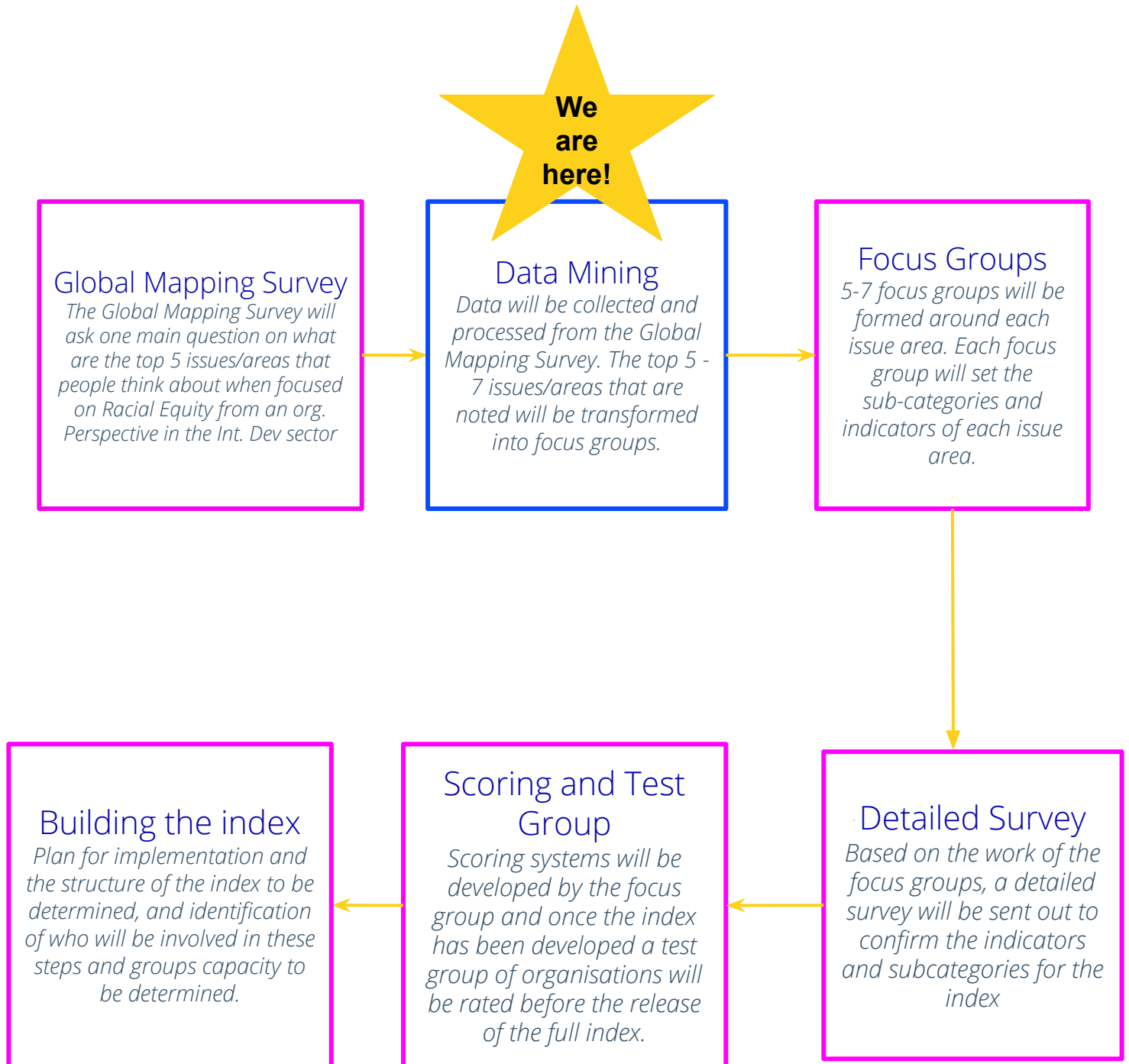
# NEXT STEPS IN BUILDING THE RACIAL EQUITY INDEX

# Building the Racial Equity Index

- The Racial Equity Index is a **racial equity and racial justice barometer** for the global development sector.
- The index will create a definition of racial equity that is **context specific, measurable, culturally sensitive**, and **can be adopted** by any organisation in the sector.



# Building the Racial Equity Index





# THANK YOU!



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