



inclusive leadership

Examining Disparities in
Nonprofit Governance for
Latinos in the Inland Empire

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A REPORT BY



IN PARTNERSHIP WITH





About Latinos LEAD

Latinos LEAD was founded in 2017 as a 501(c)(3) nonprofit organization to promote more inclusive and effective civil society organizations. This mission is advanced by preparing and recruiting Latinos for nonprofit board leadership; helping nonprofit organizations to develop governing boards that reflect their constituents; and, collaborating with partners to increase ethnic diversity in nonprofit governance. Latinos LEAD developed *Boards Count!* to support greater awareness about Latino representation in nonprofit governance. Latinos LEAD is supported by revenue from board member recruiting services, and from grants awarded by the William and Flora Hewlett Foundation, the Ford Foundation, the California Community Foundation, the Weingart Foundation, and the Ralph M. Parsons Foundation.



About the CIELO Fund

Launched in 2022 at the Inland Empire Community Foundation, the Cultivating Inland Empire Latino Opportunity Fund (CIELO Fund) is dedicated to uplifting and investing in the Inland Empire's Latino community. The CIELO Fund supports organizations, initiatives, and innovations that are led by—and serve—Latinos in Riverside and San Bernardino counties. The CIELO Fund also invests in the next generation of leaders through the CIELO Fund Scholarship Program, commissions original research, and works on efforts that promote positive narratives for Latinos in the IE. Learn more at iegives.org/cielofund.



About the Inland Empire Community Foundation

Founded in 1941, the Inland Empire Community Foundation is the oldest and largest community foundation serving the Inland region. In 2020, IECF adopted a lens of equity – racial, gender, and economic – for its work. With deep roots in the region, IECF works with donors, nonprofits, government, business, and education to define and advance the systemic changes needed to improve the lives of people working and living in the IE. Working in collaboration, IECF's staff and board come to the table with in-depth understanding of our communities and the nonprofit sector, and extensive experience with diverse donors that can make a meaningful difference – now and in the future.

Partners

The authors of this report acknowledge the generous support and encouragement of:

- The CIELO Fund Leadership and Grantmaking Committee
- The Inland Empire Community Foundation
- Latinos LEAD Board of Directors

Disclaimer: The CIELO Fund is proud to support research that contributes to important and complex regional conversations about the Latino experience in Riverside and San Bernardino counties. We thank the researchers at Latinos LEAD for sharing their insights and findings in this report. The contents of this report reflect the views of the authors, who are responsible for the facts and the accuracy of the information presented herein.

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Executive Summary

This report presents *Boards Count!* findings for Latino representation on 198 nonprofit boards in California's Inland Empire. Latinos LEAD conducted an expanded compilation of data in the region through a partnership with the Cultivating Inland Empire Latino Opportunity ("CIELO") Fund at the Inland Empire Community Foundation. Other materials in this report include a review of factors that can contribute to disparities in Latino board representation, comparisons with other regions in the United States, and recommendations for successfully recruiting Latinos for board opportunities.

The Inland Empire (also known as the "IE") encompasses Riverside and San Bernardino counties, and is home to 4.6 million residents – 51.5% of whom identify as Latino – or nearly 2.4 million people. The region's population is projected to exceed 5.7 million by 2050, with corresponding increases among its ethnically diverse communities. Given these trends, the need to address nonprofit governance diversity is timely and critical to improving quality of life for the region's families. This report shows that significant work is required to achieve adequate Latino representation on nonprofit boards in the Inland Empire:

Latinos make up barely **13%** of nonprofit board members at 198 nonprofit organizations in the Inland Empire – 288 Latinos were counted among the 2,161 board members reviewed.

Overall, more than **40%** of nonprofit boards in the Inland Empire have no Latino members (81 organizations out of the 198 reviewed).

44 or **22%**, of the organizations reviewed had one Latino board member; essentially two-thirds of Inland Empire nonprofits reviewed have one or no Latino board members.

Nearly **67%** (16 out of 24 reviewed) of the nonprofits focusing on youth & children have no Latinos on their boards.

This report shows the level of Latino representation on boards operating in various subsectors of the region's nonprofit industry. Of the 86 boards in the Health & Human Services subsector, 33 (38.4%) had no Latino members. Latinos comprised 120 of the 866 board members in this subsector, or 13.9%. Latinos comprised just 18.3% of board members in the Housing & Homelessness subsector, with 39% of the boards showing no Latinos. Finally, in the Arts & Culture subsector, 62% of boards examined had no Latino members. Latinos made up just 5.8% of board members of these organizations.

Despite these findings, there is cause for optimism. Many Inland Empire nonprofit organizations are open to advancing board-level diversity and inclusion, prompted in part by the emphasis on greater governance diversity on the part of grant-making foundations and Latino community leaders.

Boards Count! provides the first-ever baseline for objectively measuring Latino nonprofit board representation. In 2025, Latinos LEAD will examine the 1,933 boards included in this phase of the study to assess changes in the count of Latino board members.



Methodology

Latinos LEAD consulted the probabilities in the U.S. Census Bureau's 2010 Census Surname table to determine whether an individual listed as a board member in an organization's documents is Latino. Latino identity was assigned to individuals if their surname had a likelihood of 50% or greater of being of Hispanic origin. Where there was any doubt, a board member's Latino identity was ascertained through a multistep qualitative process:

1. Self-identification: If available, we used the appointee's own public self-identification in sources such as biographies and social media profiles.
2. Third-party Identification: Where an individual's biography or other online profile did not explicitly identify their ethnicity, we sourced public news articles, features, awards, and other public materials that include the board member's ethnicity (e.g., an article stating that they were the first Latino/a to hold their position).

Self-identification and third-party identification took precedence over the census's racial identification and overrode census racial identification if they did not match. Where needed, further online qualitative research was conducted to confirm at least two identifiers, which may include:

- Connections to the Latino community and/or Latino/Hispanic associations via social and professional networking sites
- Membership in Latino/Hispanic professional member, trade, and social organizations
- Mention or recognition indicating Latino identity in Latino/Hispanic-targeted publication
- Recipient of Latino/Hispanic achievement or other awards
- Latino/Hispanic surname and/or native/fluent Spanish included with online bios/profiles

If an individual's ethnic identity could not be confirmed through these methods, Latinos LEAD attempted to directly contact the board member or the nonprofit organization to confirm designation as a Latino/a. Failing these efforts, Latinos LEAD did not assign a "Latino" designation, unless directly notified through the Corrections Form provided on the *Boards Count!* landing page.

Data summaries provided in this report represent a snapshot as of June 30 2023, and are subject to change, as organizations are continually changing their board cohorts.

Selection Criteria for Organizations

Boards Count! includes reviews of Latino representation on 1,933 nonprofit organizations located in 19 U.S. Metropolitan Statistical Areas (MSAs) with at least 500,000 residents, of which at least 20% is Latino according to the 2020 Census. The Inland Empire group includes 198 organizations. Emphasis was placed on selecting organizations that operate programs and services most likely to make an impact on the daily lives of Latinos in the region, such as health care, youth services, legal aid, housing, civil rights, and the arts. We also attempted to include organizations with significant revenue from public sector sources (e.g., fee for service agreements, program contracts and direct government grants).

Phase I of *Boards Count!* does not include private colleges, large nonprofit healthcare systems, or grantmaking foundations, as the budgetary scale of these organizations would lead to their over-sampling in most MSAs. Service providers in specialized fields were not included in this phase, including charter schools, churches, and most faith-based organizations. Future *Boards Count!* research may examine these nonprofit industry categories. More information about selection criteria and limitations is available on the Latinos LEAD website at <https://latinosleadnow.org/boards-count/>.



Nonprofit Board Diversity in the Inland Empire

Summary of Findings

Total Orgs	Total Board Members	Latino Board Members	Percent Latino	Boards - No Latinos	Percent Boards - No Latinos
198	2,161	288	13.3%	81	41%

Data Highlights

Assigning an organization to a specific nonprofit category can be challenging, as many organizations provide services across several categories. For example, a youth services organization may also provide arts education or family health referrals. *Boards Count!* categories were determined by examining the organization's website, mission statement, and where needed, the budgeting and/or staffing proportions among an organization's programs.

Health & Human Services

The 86 organizations in this category provide community based health care and other basic services to Inland Empire families. Examples include community health centers, domestic violence shelters, and substance abuse counseling.

Total Orgs	Total Board Members	Latino Board Members	Percent Latino	Boards - No Latinos	Percent Boards - No Latinos
86	866	120	13.9%	33	38.4%





Housing & Homelessness

The review includes 23 Inland Empire organizations that provide critical services to the unhoused and/or promote access to affordable housing. Examples include volunteer housing construction, food banks, and temporary shelters.

Total Orgs	Total Board Members	Latino Board Members	Percent Latino	Boards - No Latinos	Percent Boards - No Latinos
23	197	36	18.27%	9	39.13%

Youth & Children

There are 27 organizations in this category offering programs to promote safe and healthy environments and human development services for Inland Empire individuals aged 0-18. Examples include after-school recreation, foster care, and leadership training.

Total Orgs	Total Board Members	Latino Board Members	Percent Latino	Boards - No Latinos	Percent Boards - No Latinos
27	258	24	9.3%	16	59.3%

Arts/Culture & Museums

This category includes 20 organizations providing opportunities in arts education and appreciation. The group includes museums, aquariums, science discovery centers, performing arts groups, and arts enrichment programs.

Total Orgs	Total Board Members	Latino Board Members	Percent Latino	Boards - No Latinos	Percent Boards - No Latinos
20	332	29	8.7%	11	55%



Factors Contributing to Low Latino Representation on Nonprofit Boards

Latinos LEAD has identified several factors that contribute to the lack of Latinos in nonprofit governance in the course of providing board recruiting services since 2020. These factors are consistent with findings reported by independent research (found [here](#)). Key factors include:

CLOSED LOOP: Many nonprofit organizations conduct insular recruiting board practices, selecting nominees from a slate of “usual suspects” drawn from the social and professional networks of current board members. As most Americans tend to circulate primarily with others from their ethnic and socio-economic strata¹, nominees from a mostly or exclusively White board would rarely be expected to include Latino candidates. From the “Leading With Intent” report by BoardSource in 2021: “... the top two methods for identifying potential new board members are ‘board members’ personal or professional networks’ (96%) and ‘CEO/ED’s personal or professional networks’ (88%). By relying so much on these methods boards that are predominantly white are more likely to identify candidates that are very much like themselves.”²

UNWELCOMING BOARD CULTURE: A “legacy” board is a cohort of many long-serving members at an organization where board term limits are either ignored or do not exist. This practice can create a stable and consistent team dynamic, but it also can contribute to a stale leadership culture and/or a “rubber stamp” oversight model. New board members—regardless of ethnic background—may encounter an environment dominated by seasoned “insiders” resistant to new perspectives or practices. Where the board is mostly or wholly non-Latino, the lack of open seats can hinder meaningful consideration of Latinos as candidates.

ACCESS TO TALENT: Many nonprofit boards seeking greater ethnic diversity report a lack of access to the Latino talent “pipeline.” For many decades this has been a common justification for low ethnic minority representation in employment, public sector appointments, and other fields. Effective outreach and engagement can be particularly difficult if a nonprofit organization is viewed in a negative light by prospective Latino candidates. For example, publishing inauthentic or performative DEI statements or a board member’s insensitive comments during a nomination process can alienate potential nominees (e.g., “Where are you really from?”).

MISCONCEPTIONS & BIAS: A lack of meaningful working or social experience with Latino professionals may contribute to inaccurate generalization of Latino attributes and capabilities among some nonprofit leaders. For example, viewing Latinos as “underprivileged,” “at-risk,” or “disadvantaged” can make it difficult for some nonprofit leaders to perceive Latinos as board-level peers, or to believe that Latinos can meet an annual gift expectation. Nonprofit executives in mission categories with historically low levels of Latino participation (e.g., environment and the arts) may be uncertain whether Latinos are knowledgeable or committed to the organization’s work. Another common misconception is doubting whether a Latino would be able to “hold their own” among the group’s prominent board members. This view is often influenced by stereotypes of Latinos as passive or lazy. Other board members have asked if a Latino would bring an “activist” agenda to their board service, potentially disrupting the organization’s otherwise collegial governance work. These views may be shaped by stereotypes that Latinos are generally angry, or as caring predominantly about civil rights issues.

1 Daniel A. Cox, Ryan Streeter, Samuel J. Abrams, Jacqueline Clemence 2020 “Socially Distant: How Our Divided Social Networks Explain Our Politics - Findings from the American National Social Network Survey” Page 1

2 Leading with Intent: BoardSource Index of Nonprofit Board Practices (Washington, D.C.: BoardSource, 2021) Page 5.



Inland Empire - Data Table & Regional Comparisons

This [table](#) lists the Inland Empire organizations analyzed in *Boards Count!* sorted alphabetically by organization name. Please visit the *Boards Count!* [website](#) to search the list by other criteria, including Latino population proportion, total organizations reviewed, etc.

- The Inland Empire's Latino population proportion (52.1%), well above the average of 36.5%, and third highest among the 19 regions studied; exceeded only by San Antonio, TX (56%) and El Paso, TX (83%).
- *Boards Count!* reviewed 198 Inland Empire nonprofit organizations, second in volume only to Los Angeles (228). The average number of organizations studied among the 19 Metropolitan Statistical Areas was 102.
- The percentage of Latinos on Inland Empire nonprofit boards is 13.3%, fifth highest among the 19 cities examined.
- Forty-one percent (41%) of Inland Empire nonprofit boards had no Latino members. This is higher than all but four other cities (San Francisco Bay Area, New York, Las Vegas, and Salt Lake City).

#	METROPOLITAN STATISTICAL AREA	MSA LATINO POPULATION %	TOTAL ORGS	TOTAL BOARD MEMBERS	TOTAL LATINO BOARD MEMBERS	% OF LATINO BOARD MEMBERS	TOTAL BOARDS WITH NO LATINOS	% BOARDS WITH NO LATINOS
1	Albuquerque NM	48.3%	71	852	146	17.0%	33	46.4%
2	Austin-Beaumont, Bklyn.-Que. Metro. TX	22.8%	99	1,709	203	11.8%	28	28.2%
3	Dallas-Fort Worth-Arlington TX	29.3%	99	2,215	183	8.3%	25	25.2%

Data Limitations & Constraints

While anecdotally interesting, a one dimensional comparison of Latino nonprofit board representation across various U.S. cities should be viewed in light of important qualitative limitations. The 19 U.S. Metropolitan Statistical Areas included in the *Boards Count!* analysis each have their unique demographic, historical, and social conditions. The Latino community in Los Angeles, for example, has a much different blend of Latino subgroups than does that of Albuquerque or New York City. Furthermore, the rate of economic development, education attainment, and other factors will necessarily influence the participation of Latinos in community leadership roles. The quantity of organizations analyzed presents another comparison limitation; for example, a partnership with the CIELO Fund supported a much broader review of the Inland Empire than was possible for San Antonio, Texas or Las Vegas, Nevada.



Importance of Board Diversity & Inclusion

Nonprofit organizations lacking diverse leadership teams risk their legitimacy with a significant proportion of their constituents, hindering strategic competitiveness and the impact of their programs. The argument that greater boardroom ethnic diversity can lead to benefits across a wide range of programming, operational, and institutional measures is supported by empirical research, anecdotal observation, and numerous case studies:

- **A SMARTER BOARD:** “Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that socially diverse groups (that is, those with a diversity of race, ethnicity, gender and sexual orientation) are more innovative than homogeneous groups...because people with different backgrounds bring new information.” (Scientific American – “How Diversity Makes Us Smarter”, Katherine W. Phillips, Oct. 2014)
- **IMPROVED OUTCOMES:** “Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints and to expect that reaching consensus will take effort.” (*ibid.*) Latino board members may have personal exposure to or experience with the nonprofit organization’s program focus, and can provide insight for more effective program design and delivery.
- **THE C-SUITE FACTOR:** Diverse boards are more likely to give greater consideration to highly qualified ethnic minority candidates for executive staff roles. There is a great deal of evidence that the lack of Latinos in senior staff roles is another area ripe for improvement.
- **STAKEHOLDER LEGITIMACY:** The meaningful participation of Latinos in nonprofit organization leadership demonstrates and activates authentic connections to the Latino community, particularly where a nonprofit organization is serving a substantial proportion of Latinos.
- **ADVOCATES AND AMBASSADORS:** Latino board members can serve as trusted representatives of the nonprofit organization, facilitating networking among their fellow board members to key Latino community members and to leaders at Latino-led community-based organizations. Latino board members are uniquely positioned to bring the community’s story to nonprofit organization boards, invigorating the leadership team and contributing strategic problem-solving resiliency.
- **MISSION:** A nonprofit organization that serves Latinos will advance its mission more authentically and more broadly when it extends board level opportunities to Latinos. Including Latinos in nonprofit governance creates powerful professional development opportunities and sharpens their policy expertise. These community development outcomes should be acknowledged as intrinsic to the mission of any nonprofit organization that serves Latinos.
- **TALENT DEVELOPMENT:** A diverse and inclusive board can help nonprofit organizations compete for Latino talent in a variety of areas, including program management, volunteers, consultants, and strategic partners. Latino board members are the primary conduit to Latino professional networks and to the ever-growing cohort of Latino college graduates.
- **DONOR DEVELOPMENT:** Latino board members can help nonprofits create inroads to new and expanding donor streams: “Latino household income in the Inland Empire saw meaningful gains between 2010 and 2020. Median household income for Latinos increased by about \$9,500 (16%) during the decade, from \$59,317 to \$68,800.”



Suggestions for Recruiting Success

Nonprofit organizations can take a variety of practical steps to examine and adopt new approaches for more effectively engaging and attracting Latino candidates. This summary of recommendations reflects the field experience gained by Latinos LEAD in nonprofit board member recruiting since 2020.

Determine how public facing materials (especially website content) portrays the organization to potential Latino board candidates. What are Latinos learning about program participants? How do institutional statements (mission, vision, diversity principles) resonate with Latinos? What information is provided about the board and its credentials, program outcomes, partners, and revenue sources?

Engage with and seek nominations from Latino professional member associations (bar associations, chambers of commerce, etc.), Latino elected/appointed officials, Latino business owners and executives in the organization's operating region.



Invite Latinos to advise and participate in strategic planning and program design. Input from Latino subject matter experts, nonprofit leaders, program partners, and community members can provide helpful “reality checks” as well as identify potential referral sources for board nominees.

Create a board service application or inquiry form on the organization's website. Note that while this open-ended tactic can generate inquiries from Latinos interested in board service, it is generally not an optimal method to directly engage highly qualified candidates.

Organizations should consider engaging a board recruiting consultant. An effective consultant can tap into sources and networks to generate nominations of highly qualified Latino candidates. This may provide a much shorter path to meeting potential board members.



Appendix

Table of Inland Empire Organizations Reviewed

Organization	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
A Coming of Age To Adulthood Inc	Moreno Valley	Youth/Children	5	0	0.00%
A Positive Attitude Outlook of Southern California	Rancho Cucamonga	Youth/Children	5	0	0.00%
A.B.C. Recovery Center	Indio	Health/Human Services	10	1	10.00%
AIDS Assistance Program	Palm Springs	Health/Human Services	8	0	0.00%
Alianza Coachella Valley	Coachella	Community Development	5	5	100.00%
Alpha Connection Youth & Family Services	Apple Valley	Youth/Children	3	0	0.00%
Angel View	Cathedral City	Health/Human Services	15	2	13.33%
Animal Samaritans	Thousand Palms	Animal Care/Rights	13	1	7.69%
Anthesis Services	Ontario	Health/Human Services	14	2	14.29%
Arc Riverside	Riverside	Health/Human Services	11	1	9.09%
Ark Homes Foster Family Agency	Rancho Cucamonga	Youth/Children	7	0	0.00%
Arrowhead United Way	San Bernardino	Philanthropy	20	4	20.00%
Assistance League of Riverside	Riverside	Health/Human Services	12	0	0.00%
Assistance League of Victor Valley	Apple Valley	Health/Human Services	13	0	0.00%
Australian Shepherds Furever	Ontario	Animal Care/Rights	4	2	50.00%
Autism Society Inland Empire	Corona	Health/Human Services	15	3	20.00%
B.E.S.T Opportunities Inc	Apple Valley	Health/Human Services	7	1	14.29%
Barstow Senior Citizens Center	Barstow	Health/Human Services	8	4	50.00%
Big Brothers Big Sisters of the Desert	Palm Desert	Youth/Children	12	2	16.67%
Boys & Girls Club of Fontana	Fontana	Youth/Children	13	2	15.38%
Boys & Girls Club of Palm Springs	Palm Springs	Youth/Children	16	0	0.00%
Boys & Girls Clubs of Coachella Valley	Palm Desert	Youth/Children	35	3	8.57%
Building Bridges Foster Family Agency	Ontario	Health/Human Services	5	0	0.00%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
California Association of Environmental Professionals	Palm Desert	Environment	18	1	5.56%
California Council On Problem Gambling	Murrieta	Health/Human Services	13	1	7.69%
California Family Life Center	Hemet	Health/Human Services	12	0	0.00%
Canine Support Teams	Murrieta	Health/Human Services	10	0	0.00%
CASA of San Bernardino	Colton	Youth/Children	10	2	20.00%
Catholic Charities San Bernardino & Riverside Counties	San Bernardino	Health/Human Services	16	6	37.50%
Center for Natural Lands Management	Temecula	Land Trust/Conservancy	8	1	12.50%
Center for Youth and Community Development	San Bernardino	Youth/Children	4	0	0.00%
Coachella Valley Economic Partnership	Palm Springs	Workforce/Econ Development	35	4	11.43%
Coachella Valley Housing Coalition	Indio	Housing/Homelessness	10	6	60.00%
Coachella Valley Rescue Mission	Indio	Housing/Homelessness	10	2	20.00%
Coachella Valley Volunteers in Medicine	Indio	Health/Human Services	14	1	7.14%
Community Action Partnership of San Bernardino County	San Bernardino	Health/Human Services	10	3	30.00%
Community Health Action Network	Victorville	Health/Human Services	6	1	16.67%
Community Health Association Inland Southern Region	San Bernardino	Health/Human Services	20	4	20.00%
Community Health Systems	Moreno Valley	Health/Human Services	11	5	45.45%
Community Settlement Association Of Riverside	Riverside	Health/Human Services	9	2	22.22%
Concilio Child Development Centers	Riverside	Health/Human Services	10	3	30.00%
Council of Community Clinics	Riverside	Health/Human Services	17	6	35.29%
Creative Solutions For Kids & Families	Riverside	Health/Human Services	4	0	0.00%
DAP Health	Palm Springs	Health/Human Services	13	0	0.00%
Desert Community Foundation	Palm Desert	Philanthropy	11	2	18.18%
Desert Manna	Barstow	Health/Human Services	4	0	0.00%
Desertarc	Palm Desert	Health/Human Services	10	0	0.00%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
Dignity Health Foundation - Inland Empire	San Bernardino	Health/Human Services	23	0	0.00%
Downs & Martin Children's Services	Olympic Valley	Youth/Children	3	0	0.00%
Downtown Riverside	Riverside	Community Development	32	2	6.25%
Drug Alternative Program	Moreno Valley	Health/Human Services	6	0	0.00%
El Sol Neighborhood Educational Center	San Bernardino	Health/Human Services	5	5	100.00%
Family Assistance Program	Victorville	Health/Human Services	10	1	10.00%
Family Health & Support Network	Palm Desert	Housing/ Homelessness	6	0	0.00%
Family Service Association	Moreno Valley	Health/Human Services	16	0	0.00%
Family Services of the Desert	Desert Hot Springs	Health/Human Services	7	0	0.00%
Family YMCA of the Desert	Palm Desert	Health/Human Services	17	1	5.88%
Feeding America Riverside And San Bernardino Counties	Riverside	Health/Human Services	15	1	6.67%
FIND Food Bank	Indio	Health/Human Services	6	2	33.33%
Foothill AIDS Project	San Bernadino	Health/Human Services	11	3	27.27%
Friends of Leaps & Bounds Pediatric Therapy	Norco	Health/Human Services	7	0	0.00%
Friends of the Desert Mountains	Palm Desert	Environment	14	1	7.14%
Garces Residential Care Services	Rancho Cucamonga	Health/Human Services	3	2	66.67%
Greater Hope Foundation for Children	Victorville	Health/Human Services	6	0	0.00%
Greenhouse Family Services	Riverside	Health/Human Services	2	0	0.00%
Guide Dogs of the Desert	Palm Springs	Health/Human Services	7	0	0.00%
Habitat for Humanity of the Coachella Valley	Palm Desert	Housing/ Homelessness	10	2	20.00%
Habitat for Humanity Riverside	Riverside	Housing/ Homelessness	9	4	44.44%
Habitat for Humanity San Bernardino Area, Inc.	San Bernardino	Housing/ Homelessness	13	3	23.08%
Happy Trails Childrens Foundation	Apple Valley	Youth/Children	8	0	0.00%
HARC	Palm Desert	Health/Human Services	9	5	55.56%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
Helping Hands Pantry	San Bernadino	Housing/ Homelessness	6	0	0.00%
Hidden Harvest Corporation	Coachella	Health/Human Services	8	0	0.00%
High Desert Homeless Services	Victorville	Housing/ Homelessness	9	3	33.33%
Hope Through Housing	Rancho Cucamonga	Housing/ Homelessness	7	2	28.57%
Hospice of The Valleys SC	Murrieta	Health/Human Services	11	2	18.18%
Idyllwild Arts Academy	Idyllwild	Arts/Culture	23	0	0.00%
Independent Living Partnership	Riverside	Health/Human Services	8	0	0.00%
Inland Behavioral and Health Services Inc	San Bernardino	Health/Human Services	9	3	33.33%
Inland Counties Legal Services	Riverside	Legal Aid	13	4	30.77%
Inland Counties Regional Center Inc	San Bernardino	Health/Human Services	12	3	25.00%
Inland Empire Community Foundation	Riverside	Philanthropy	15	4	26.67%
Inland Empire Resource Center	San Bernardino	Health/Human Services	3	0	0.00%
Inland Fair Housing and Mediation Board	Ontario	Housing/ Homelessness	6	0	0.00%
Inland SoCal United Way	Rancho Cucamonga	Philanthropy	32	6	18.75%
Inland Valley Humane Society & SPCA	Pomona	Animal Care/Rights	13	0	0.00%
Inspire Life Skills Training	Corona	Workforce/Econ Development	7	0	0.00%
Jds Creative Academy	Temecula	Arts/Culture	9	0	0.00%
Joshua Tree National Park Associaton	Twentynine Palms	Environment	9	1	11.11%
Kids First Foundation of San Bernardino	Apple Valley	Youth/Children	4	0	0.00%
Kiwanis Cal-Nev-Ha Foundation	Rancho Cucamonga	Youth/Children	21	0	0.00%
Knowledge Education for Your Success (KEYS)	San Bernardino	Housing/ Homelessness	6	2	33.33%
Legal Aid Society of San Bernardino	San Bernardino	Legal Aid	12	1	8.33%
Lewis Center for Educational Research	Apple Valley	Education	8	3	37.50%
LifeStream Blood Bank	Riverside	Health/Human Services	12	2	16.67%
Lift To Rise	Palm Desert	Community Development	6	3	50.00%
Litehouse Children & Family Services	Rancho Cucamonga	Health/Human Services	3	1	33.33%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
Living Desert	Palm Desert	Zoo/Aquarium	27	0	0.00%
Loma Linda Veterans Association for Research and Education	Redlands	Health/Human Services	5	0	0.00%
Made	Palm Springs	Arts/Culture	12	1	8.33%
Making Hope Happen Foundation	San Bernardino	Youth/Children	12	3	25.00%
Marthas Village And Kitchen	Indio	Housing/ Homelessness	12	0	0.00%
Mary S Roberts Pet Adoption Center	Riverside	Animal Care/Rights	17	0	0.00%
McCallum Theatre	Palm Desert	Arts/Culture	43	0	0.00%
Mias Homes Foster Family Agency	Rancho Cucamonga	Youth/Children	6	0	0.00%
Mission Inn Museum	Riverside	Museum/Garden	24	1	4.17%
Mizell Center	Palm Springs	Housing/ Homelessness	11	1	9.09%
Mojave Desert Land Trust	Joshua Tree	Land Trust/ Conservancy	8	1	12.50%
Murrieta Youth Soccer League	Murrieta	Youth/Children	11	1	9.09%
Music Changing Lives	Moreno Valley	Arts/Culture	3	0	0.00%
National Animal Care & Control Association	Murrieta	Animal Care/Rights	12	1	8.33%
National Community Renaissance Of California	Rancho Cucamonga	Education	17	1	5.88%
Neighborhood Housing Services Of The Inland Empire	San Bernardino	Housing/ Homelessness	9	2	22.22%
Neighborhood Partnership Housing Services	Rancho Cucamonga	Housing/ Homelessness	10	3	30.00%
Neuro Vitality Center	Palm Springs	Health/Human Services	7	0	0.00%
New Beginnings Residential Treatment Facilities	Riverside	Health/Human Services	3	0	0.00%
New Hope Village	Barstow	Housing/ Homelessness	4	0	0.00%
Oak Grove Institute Foundation	Murrieta	Health/Human Services	14	0	0.00%
Old Town Artisan Studios	La Quinta	Arts/Culture	11	0	0.00%
On The Rise Inc.	Barstow	Health/Human Services	2	0	0.00%
Onefuture Coachella Valley	Palm Desert	Education	9	3	33.33%
Ontario Museum of History and Art	Ontario	Museum/Garden	5	0	0.00%
Operation New Hope	Rancho Cucamonga	Health/Human Services	4	1	25.00%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
Operation Safe House	Riverside	Health/Human Services	12	1	8.33%
Option House	San Bernardino	Health/Human Services	7	0	0.00%
Palm Springs Air Museum Inc	Palm Springs	Museum/Garden	28	0	0.00%
Palm Springs Animal Shelter	Palm Springs	Animal Care/Rights	10	0	0.00%
Palm Springs Art Museum	Palm Springs	Museum/Garden	25	1	4.00%
Palm Springs Cultural Center	Palm Springs	Arts/Culture	6	0	0.00%
Palm Springs International Film Society	Palm Springs	Arts/Culture	40	0	0.00%
Parkinsons Resource Organization	Palm Desert	Health/Human Services	11	0	0.00%
Partners Against Violence	San Bernardino	Health/Human Services	10	2	20.00%
Peppermint Ridge	Corona	Health/Human Services	16	1	6.25%
Plan-It Life Inc	Riverside	Youth/Children	10	0	0.00%
Planes of Fame Air Museum	Chino	Museum/Garden	6	0	0.00%
Priceless Puppy Rescue Corp	Chino Hills	Animal Care/Rights	3	0	0.00%
Project Hope	Riverside	Health/Human Services	24	1	4.17%
Pueblo Unido CDC	La Quinta	Community Development	4	4	100.00%
Purposely Chosen	Riverside	Housing/ Homelessness	5	0	0.00%
Reach Out	Upland	Health/Human Services	10	2	20.00%
Rescue Task Force	Temecula	Health/Human Services	7	1	14.29%
Rivers & Land Conservancy	Riverside	Land Trust/ Conservancy	12	2	16.67%
Rivers Edge Ranch	Rancho Cucamonga	Health/Human Services	9	1	11.11%
Riverside Area Rape Crisis Center	Riverside	Health/Human Services	11	2	18.18%
Riverside Art Council	Riverside	Arts/Culture	8	0	0.00%
Riverside Art Museum	Riverside	Museum/Garden	28	14	50.00%
Riverside Arts Academy	Riverside	Youth/Children	19	7	36.84%
Riverside Community Health Foundation	Riverside	Health/Human Services	21	2	9.52%
Riverside Housing Development Corporation	Riverside	Housing/ Homelessness	17	3	17.65%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
Riverside Legal Aid	Riverside	Legal Aid	15	4	26.67%
Riverside LGBTQ+ Pride	Riverside	Civil Rights	8	4	50.00%
Riverside Life Services	Riverside	Health/Human Services	3	0	0.00%
Riverside Medical Clinic Foundation	Riverside	Health/Human Services	12	2	16.67%
Riverside recovery Services	Temecula	Health/Human Services	3	0	0.00%
Riverside-San Bernardino County Indian Health	Grand Terrace	Health/Human Services	13	6	46.15%
Rolling Start Inc	San Bernardino	Health/Human Services	12	1	8.33%
Run 2 Rescue	Riverside	Health/Human Services	5	0	0.00%
SAC Health System	San Bernardino	Health/Human Services	12	2	16.67%
SAFE Family Justice Centers	Temecula	Health/Human Services	8	1	12.50%
San Bernardino Community Service Center, Inc.	San Bernardino	Legal Aid	5	4	80.00%
San Bernardino County Museum	Redlands	Museum/Garden	11	2	18.18%
San Bernardino Mountains Land Trust	Lake Arrowhead	Land Trust/ Conservancy	4	0	0.00%
San Bernardino Symphony Association	San Bernardino	Arts/Culture	31	4	12.90%
Santa Claus Inc.	San Bernardino	Youth/Children	7	1	14.29%
Shelter From The Storm	Palm Desert	Health/Human Services	9	2	22.22%
Sibling Care Foster Family Agency	Norco	Housing/ Homelessness	4	1	25.00%
Sickle Cell Disease Foundation of California	Ontario	Health/Human Services	14	2	14.29%
Silence Aloud	Moreno Valley	Youth/Children	6	0	0.00%
Southern California Mountains Foundation	San Bernardino	Environment	19	0	0.00%
Starting Over Inc	Corona	Housing/ Homelessness	9	0	0.00%
Teen Challenge of Southern California	Riverside	Health/Human Services	30	4	13.33%
Tender Loving Care Home for Boys Inc	Rancho Cucamonga	Youth/Children	3	0	0.00%
The Desert Biennial	Palm Springs	Arts/Culture	14	1	7.14%
The Let It Be Foundation	Chino	Youth/Children	6	0	0.00%



Organization (continued)	City	Nonprofit Category	Total Board Members	Latino Board Members	% Latinos on Board
The LGBTQ Community Center of the Desert	Palm Springs	Health/Human Services	10	1	10.00%
The Wylie Center	Riverside	Health/Human Services	10	1	10.00%
The Young Americans	Corona	Arts/Culture	5	0	0.00%
Time for Change Foundation	San Bernardino	Housing/ Homelessness	5	2	40.00%
TODEC Legal Center	Moreno Valley	Legal Aid	3	3	100.00%
Transgender Health and Wellness Center	Palm Springs	Health/Human Services	5	0	0.00%
Transition Habitat Conservancy	Pinon Hills	Land Trust/ Conservancy	8	0	0.00%
Unicare Community Health Center Inc	Ontario	Health/Human Services	11	7	63.64%
Unidos Por La Musica	Ontario	Arts/Culture	4	4	100.00%
United Way of the Desert	Palm Desert	Philanthropy	14	4	28.57%
V.I.P. TOTS	Hemet	Youth/Children	7	1	14.29%
Valley Community Pantry	Hemet	Health/Human Services	9	0	0.00%
Valley Resource Center	Hemet	Workforce/Econ Development	13	3	23.08%
Valley Restart Shelter	Hemet	Housing/ Homelessness	11	0	0.00%
Variety - the Children's Charity of the Desert	Palm Desert	Youth/Children	9	1	11.11%
Veterans Alcoholic Rehabilitation Program	San Bernardino	Health/Human Services	7	1	14.29%
Victor Valley Animal Protective League	Apple Valley	Animal Care/Rights	7	0	0.00%
Victor Valley Domestic Violence Inc	Victorville	Health/Human Services	6	2	33.33%
Vocational Improvement Program Inc	Rancho Cucamonga	Workforce/Econ Development	8	0	0.00%
Warehouse Worker Resource Center	Ontario	Workforce/Econ Development	6	2	33.33%
West End Family Counseling Service	Ontario	Health/Human Services	8	1	12.50%
Young Visionaries Youth Leadership Academy	San Bernardino	Youth/Children	8	0	0.00%
Youth Action Project	San Bernardino	Education	5	0	0.00%
Youth for Truth International	Hemet	Youth/Children	8	1	12.50%



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