

# Women of Color Staffing Report

September 2014

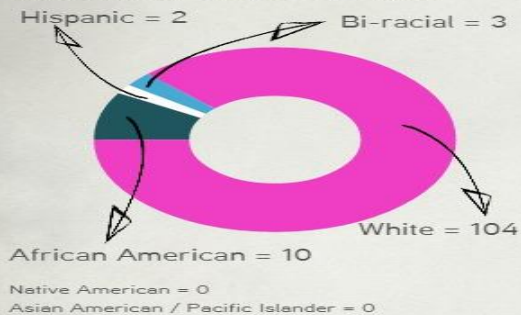
Written by: Ohio Women of Color Caucus

## Purpose

In May 2014, the Ohio Alliance to End Sexual Violence (OAESV) conducted a survey to seek a greater understanding of the number of Women of Color who are staff within rape crisis centers across Ohio. Ohio currently has 27 rape crisis programs, and 18 of those programs completed this survey. This report outlines the scope of staffing diversity and seeks to make the connection between staffing and communities served. In addition, this information should be used to encourage effective recruitment and support for Women of Color staff.

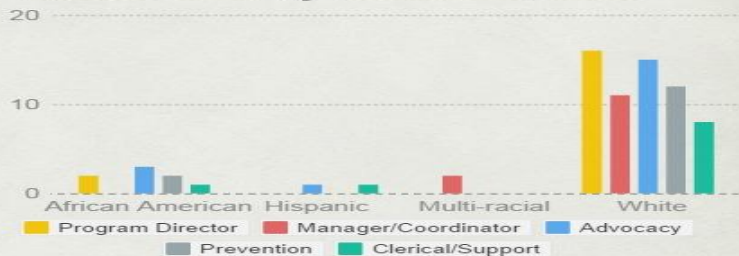
Source: OAESV RCC Staffing & Salary Survey, 2014

## Number of Paid Staff



In Ohio's rape crisis programs, White women staff greatly outnumber all Women of Color staff in every category. Also, there are currently no Native American or Asian American women staff members in Ohio's rape crisis centers.

## Positions held by Women of Color



Women of Color hold few positions of power within Ohio's rape crisis centers. Women of Color hold mostly advocacy and clerical positions. For the Manager/Coordinator position only 2 Multi-racial women hold that position. For the Program Director position, only 2 African American women hold that position.

Source: OAESV RCC Staffing & Salary Survey, 2014

## Who makes hiring decisions?



Most hiring decisions within Ohio's rape crisis centers are made by the Program Director and Executive Director. These two leadership positions must champion more efforts to hire, support, and sustain Women of Color leadership. However, every staff member, board member, and volunteer must play a role in creating a safe workplace where Women of Color are welcomed and encouraged.

Source: OAESV RCC Staffing & Salary Survey, 2014

## Top 5 Under-served Communities in Ohio



A survey conducted in 2013 with Ohio's rape crisis community, revealed the communities where there is a lack of services. Ohio has clearly identified a need to provide more services in communities of color. Because communities of color face higher rates of sexual violence, this is problematic for Ohio. More work should be done to build effective relationships with culturally-specific agencies and understand the unique needs of communities of color.

Source: OAESV Annual NARA 2013-2014

## Next Steps...

The Ohio Women of Color Caucus believes the lack of services in communities of color is directly connected to a lack of diverse staff within rape crisis programs. While simply hiring more Women of Color does not guarantee cultural competency, it increases the likelihood that communities of color will feel safer seeking our services and help programs identify barriers for survivors of color that often go overlooked. In addition, without understanding how race, class, and gender intersect to put individuals at higher risk for sexual violence, communities of color will continue to go unrecognized and under-served. As advocates against sexual violence, we must improve our ability to provide services to all communities in a way that is effective and meaningful.

Ohio Women of Color Caucus