REALITIES

A Diversity, Equity, Inclusion & Belonging Talent Management Virtual Education Series for Nonprofits

Race & Diversity Practices in Nonprofits

Tuesday, June 30, 2020
2 – 3:30 PM ET

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nonprofithr.com/DEInow

Race & Diversity Practices in Nonprofits

TODAY'S SESSION CONTENT

- The Crisis
- The Data
- The Language
- The Discussion
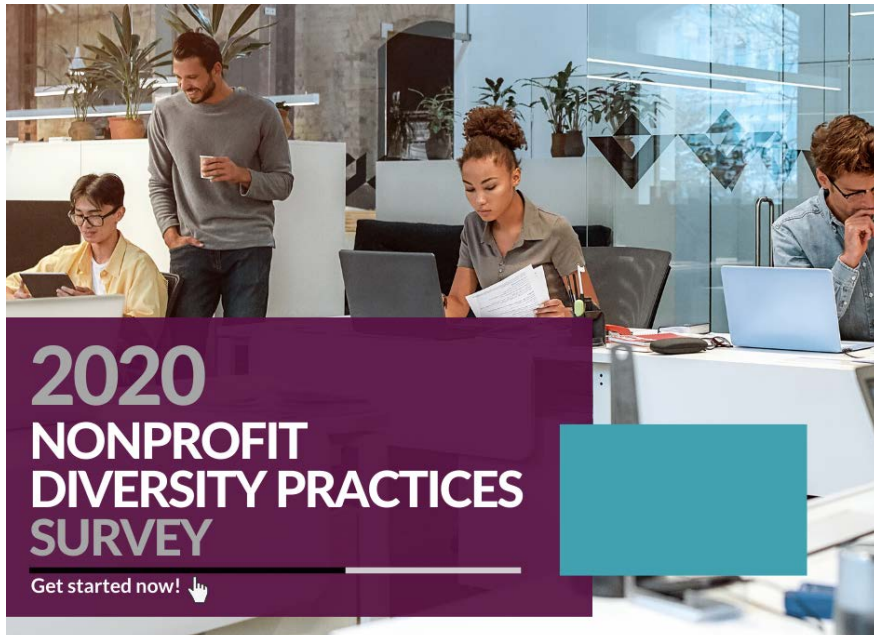
Register for the full series at nonprofithr.com/events

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A Diversity, Equity, Inclusion and Belonging Talent Management Education Series Brought to you by Nonprofit HR and partners!

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Every organization is unique.
Every organization's approach to DEI should also be unique.

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TALENT MANAGEMENT CAPACITY BUILDING

MISSIONS WE SERVE   SERVICES   SECTOR INSIGHT   EVENTS   CAREERS

DIVERSITY, EQUITY & INCLUSION PRACTICE

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Diversity, equity, inclusion and belonging have taken on new meaning in today's environment. Never before have we seen such a level of urgency among social sector leadership to "get it right" and quickly.

DEI Thought Partnership

Our experiences working with social impact organizations of all sizes have informed how we work with our clients across missions, locations, size and purposes. Sometimes knowing where and how to embark on your organization's work in diversity, equity and inclusion can be the hardest step. It is not uncommon for nonprofits, associations, philanthropy and social enterprises to struggle with where to begin their DEI journeys.

Nonprofit HR's Diversity, Equity & Inclusion Practice
NonprofitHR

Contact Us

Need help with your organization's DEI efforts?

See how we are helping organizations customize their diversity, equity, inclusion and belonging practices to meet the unique needs of their workforce.

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Helping your organization take the next step!

Visit
nonprofithr.com/DEIpractices

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Race & Diversity Practices in Nonprofits

Realizing racial/ethnic diversity	42%
Realizing gender diversity	4%
Realizing age diversity	2%
Realizing sexual identity training	1%
Realizing diversity based on differing abilities	5%
Realizing diversity based on background/experience	11%
Realizing higher representation of veterans	5%
Creating safety for management/staff facing challenges with openly discussing diversity	16%

Source: 2019 Nonprofit Diversity Practices Survey

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THE CRISIS

The social sector has a race problem.

Agreement that lack of diversity is a problem

- **79% Agree**
- **12% Neutral**
- **9% Disagree**

One of the Big Problems is that Nonprofit Leadership Doesn't Represent the Racial/ Ethnic Diversity of the U.S.

RACE TO LEAD

An initiative of Building Movement Project

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THE CRISIS

… and so does the nation

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THE CRISIS
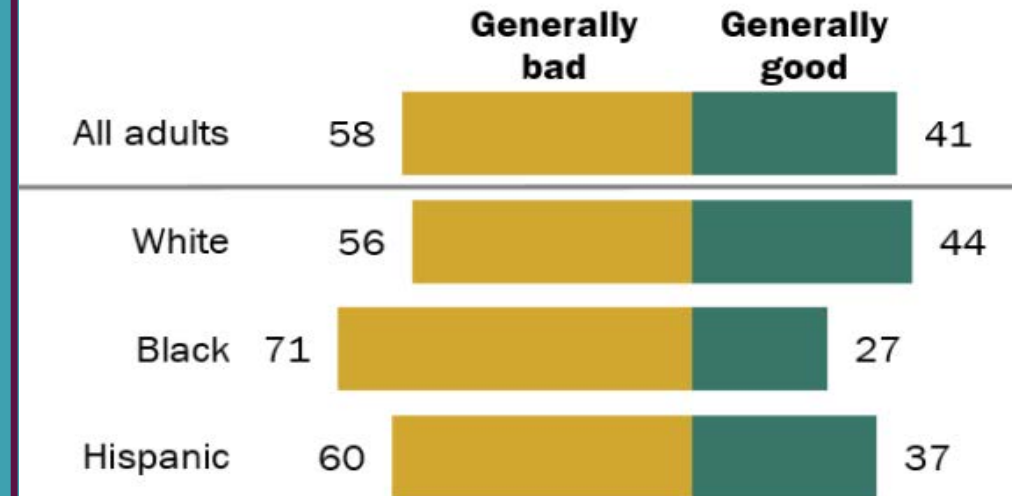
… and so does the nation

Source: https://www.pewsocialtrends.org/2019/04/09/how-americans-see-the-state-of-race-relations/psdt_04-09-19_race-01-12/

Majority of Americans have negative views of the state of race relations

% saying race relations in the United States are …

	Generally bad	Generally good
All adults	58	41
White	56	44
Black	71	27
Hispanic	60	37

Note: Share of respondents who didn't offer an answer not shown. Whites and blacks include those who report being only one race and are non-Hispanic. Hispanics are of any race. This question was asked of a random half of the sample; estimates for Asians are included in the total but not shown separately due to small sample size.
Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019. "Race in America 2019"

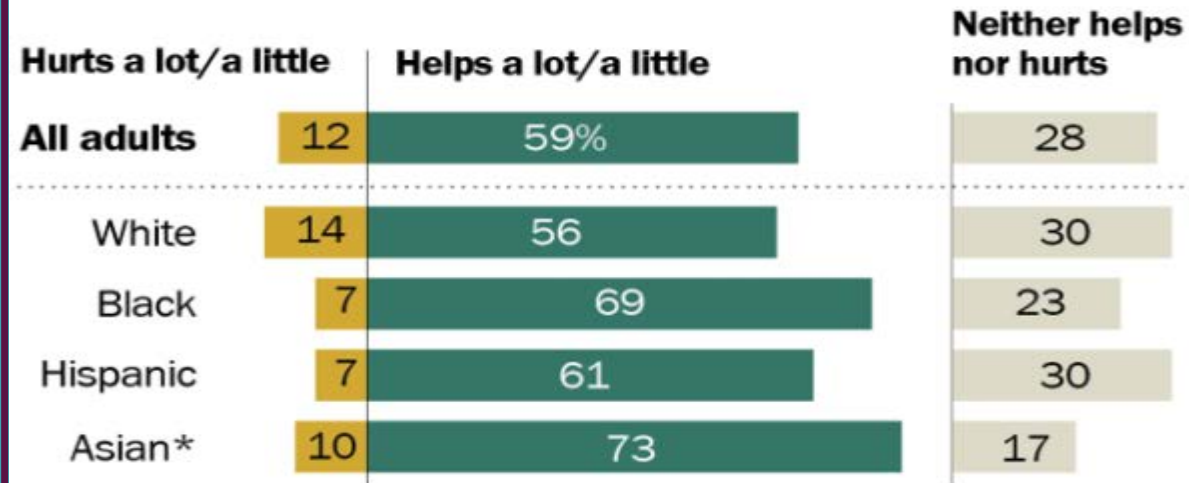**PEW RESEARCH CENTER**

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THE CRISIS

... and so does the nation

Nonwhites are more likely to see advantages in being white

% saying that, when it comes to a person's ability to get ahead in our country these days, being white ...

	Hurts a lot/a little	Helps a lot/a little	Neither helps nor hurts
All adults	12	59%	28
White	14	56	30
Black	7	69	23
Hispanic	7	61	30
Asian*	10	73	17

*Asians were interviewed in English only.
Note: Share of respondents who didn't offer an answer not shown. Whites, blacks and Asians include those who report being only one race and are non-Hispanic. Hispanics are of any race.
Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019. "Race in America 2019"
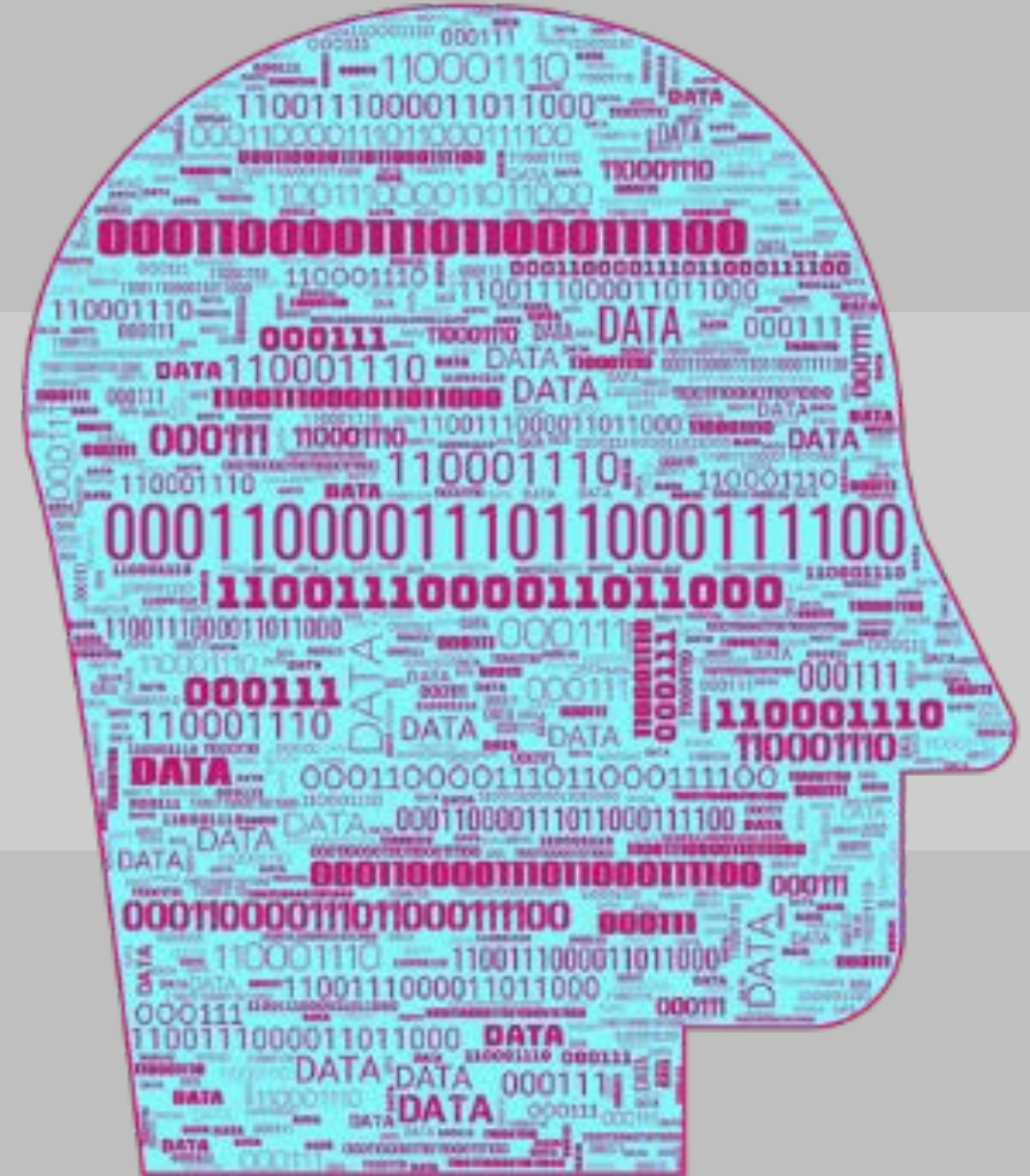
PEW RESEARCH CENTER

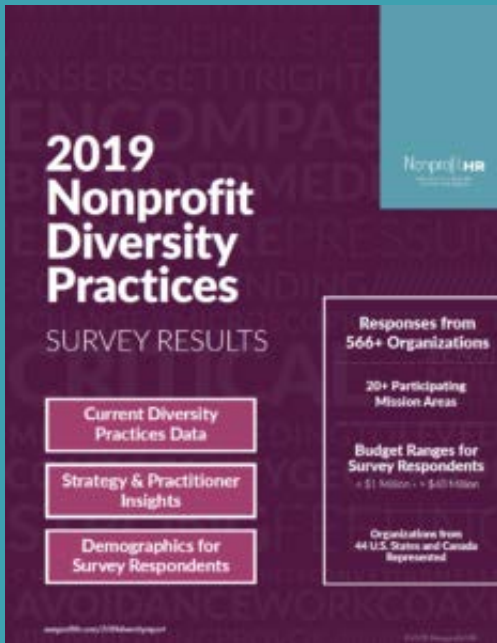REALITIES

Race & Diversity Practices in Nonprofits

The Data

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THE DATA

566 — Participating Organizations

Largest Participating Mission Areas

31% - Social/Human Services
16% - Education
12% - Health/Human Services

31% — Have budgets between $1-4.9 million

2019 Nonprofit Diversity Practices
SURVEY RESULTS

Current Diversity Practices Data

Strategy & Practitioner Insights

Demographics for Survey Respondents

Responses from 566+ Organizations

20+ Participating Mission Areas

Budget Ranges for Survey Respondents

Organizations from 44 U.S. States and Canada Represented

THE DATA

Total Operating Budgets of Survey Respondents

Budget	Percentage
less than $1 million	13%
$1 million- 4.9 million	31%
$5 million- 9.9 million	16%
$10 million- 14.9 million	10%
$15 million- 19.9 million	6%
$20 million- 39.9 million	10%
Greater than $40 million	13%

Source: 2019 Nonprofit Diversity Practices Survey

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THE DATA

Organizations having a formal diversity **statement**

Yes	52%
No	48%

Source: 2019 Nonprofit Diversity Practices Survey

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THE DATA

Organizations having a formal diversity statement

According to the data, the larger the organization headcount, the greater the likelihood of having a formal diversity statement.

Formal Diversity Statement Practices

By Budget

Organizations with budgets greater than $20 million
- 63% - yes
- 37% - no

Organizations with budgets of less than $1 Million
- 41% - yes
- 59% - no

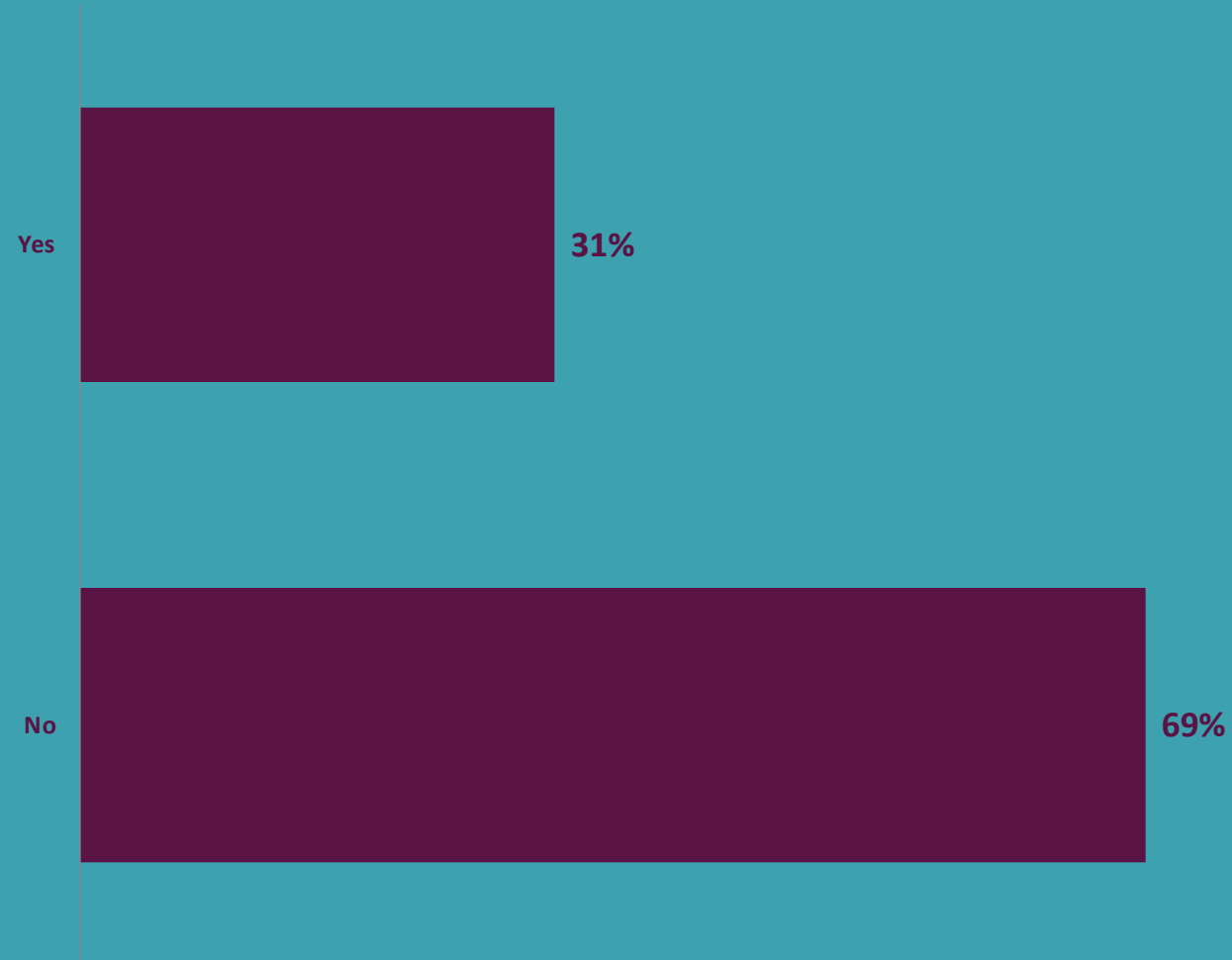## Mission Types Most Likely to Have a Formal Diversity Statement

- Human/Civil Rights (57%)
- Environmental and Arts & Culture (55%)

Source: 2019 Nonprofit Diversity Practices Survey

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THE DATA

Organizations having a formal diversity strategy

Yes — 31%

No — 69%

Source: 2019 Nonprofit Diversity Practices Survey

THE DATA

Organizations having a formal diversity strategy

Data by Budget Size

More likely to have a formal diversity strategy:
- Greater than $40 Million (51%)
- $15 - 19.9 Million (47%)

Least likely to have a formal diversity strategy:
- $5 – 9.9 Million (77%)
- Less than a Million (76%)

Data by Mission Type
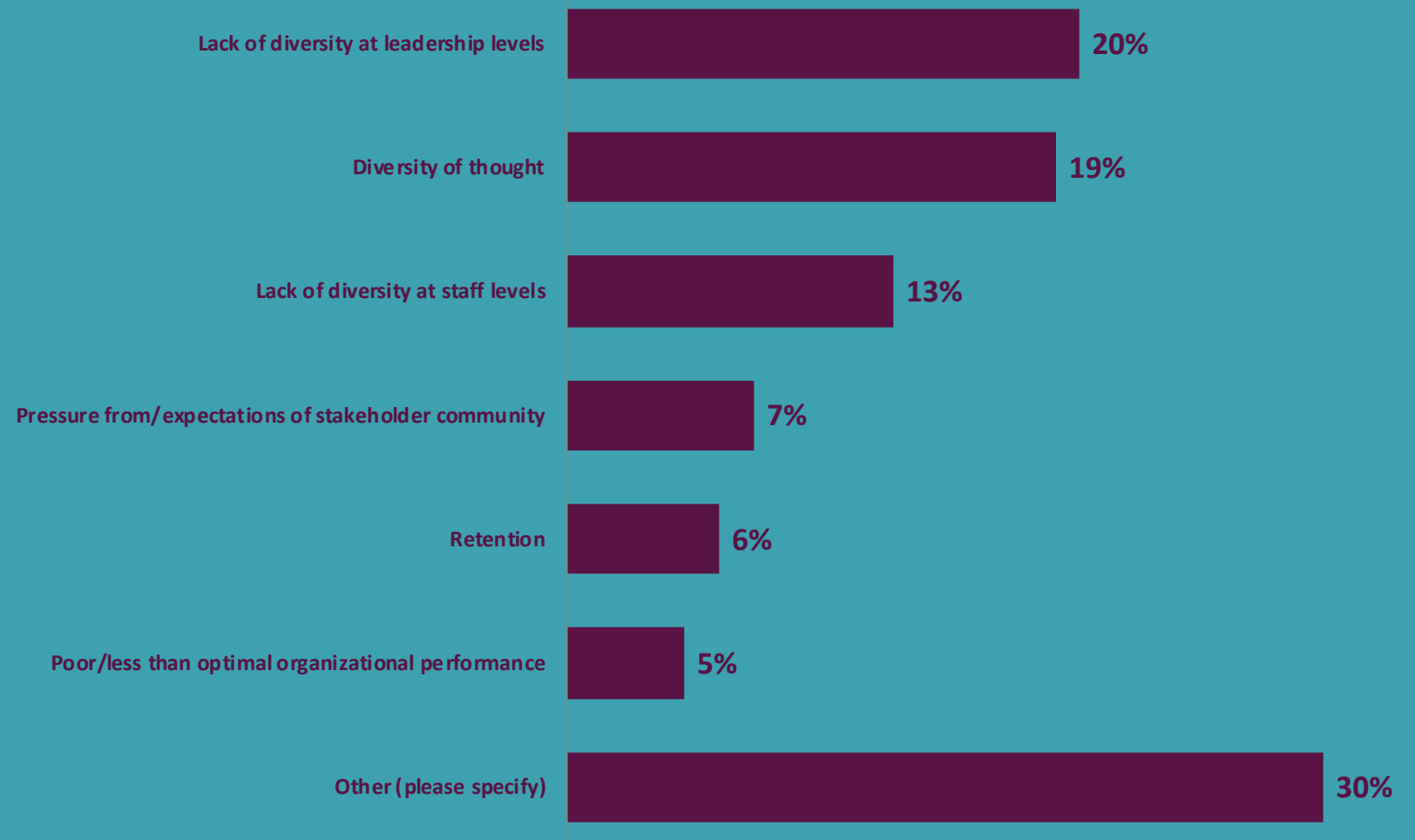
More likely to have a formal diversity strategy:
- Social and Human Services (36%)
- Education (35%)

Least likely to have a formal diversity strategy:
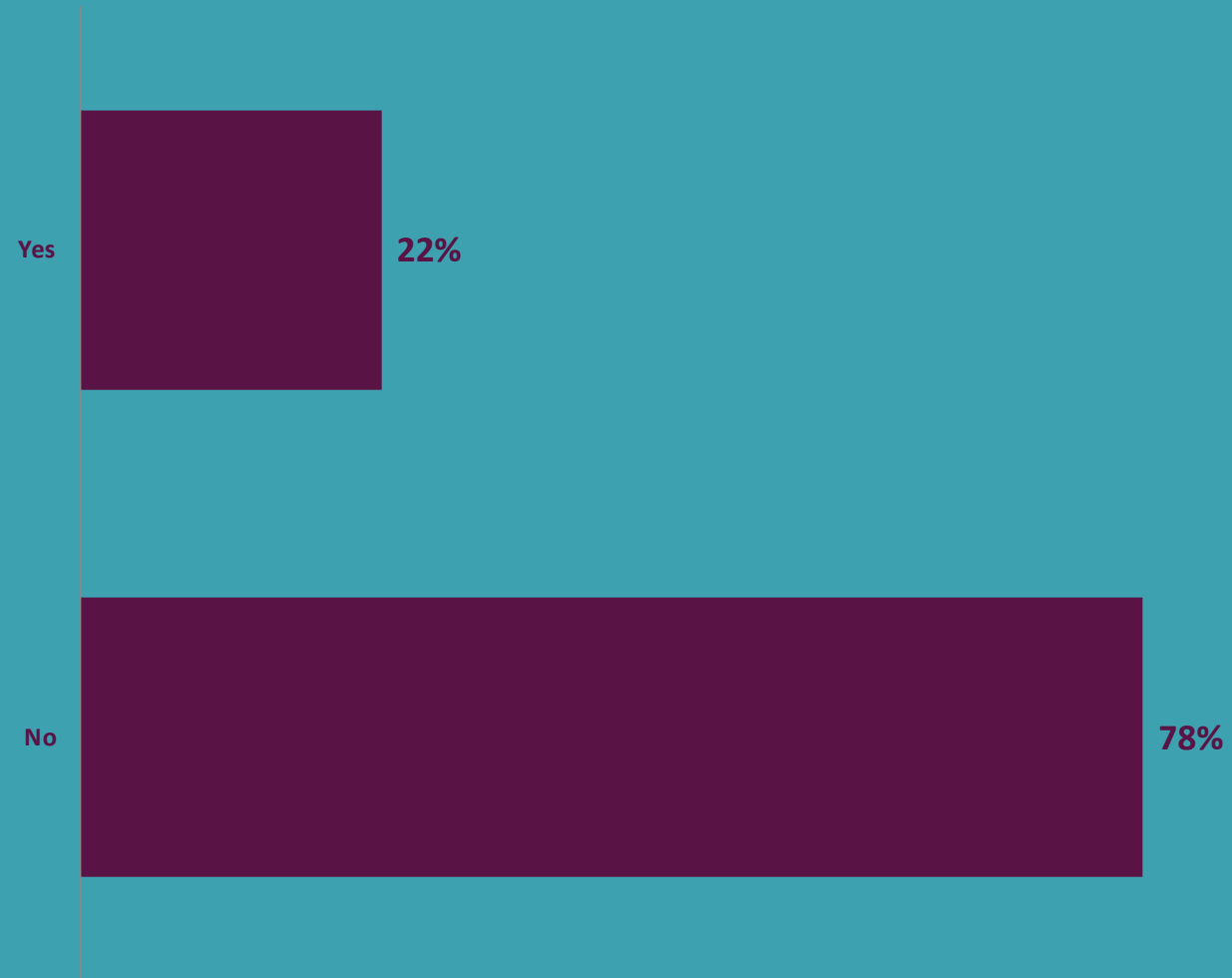- Animal Right (0%)
- Association (86%)

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Organizations having retained the services of an external diversity consultant or coach

Yes — 28%

No, but we have considered it. — 19%

No, we have not. — 53%
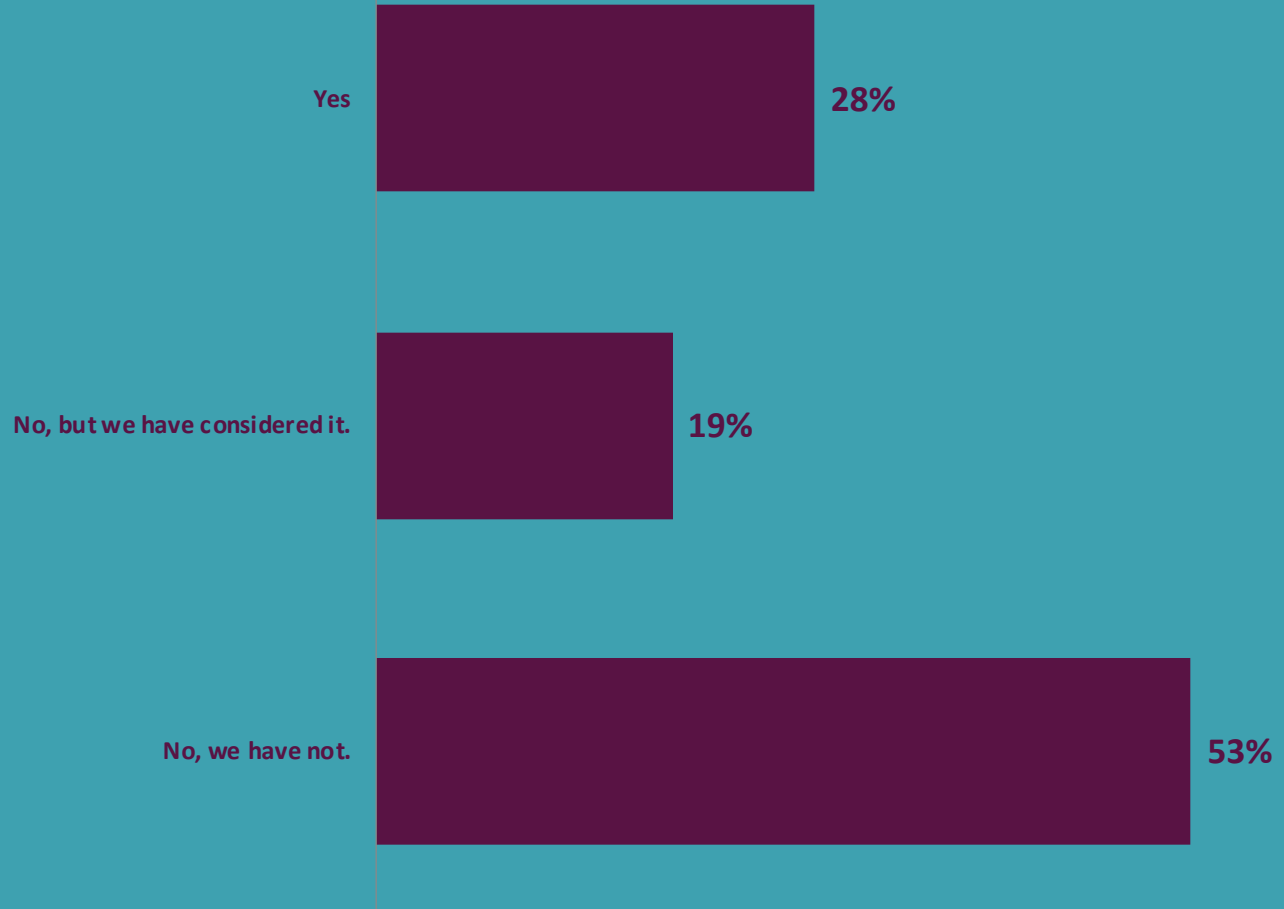
Source: 2019 Nonprofit Diversity Practices Survey

Race & Diversity Practices in Nonprofits

The Language

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DIVERSITY

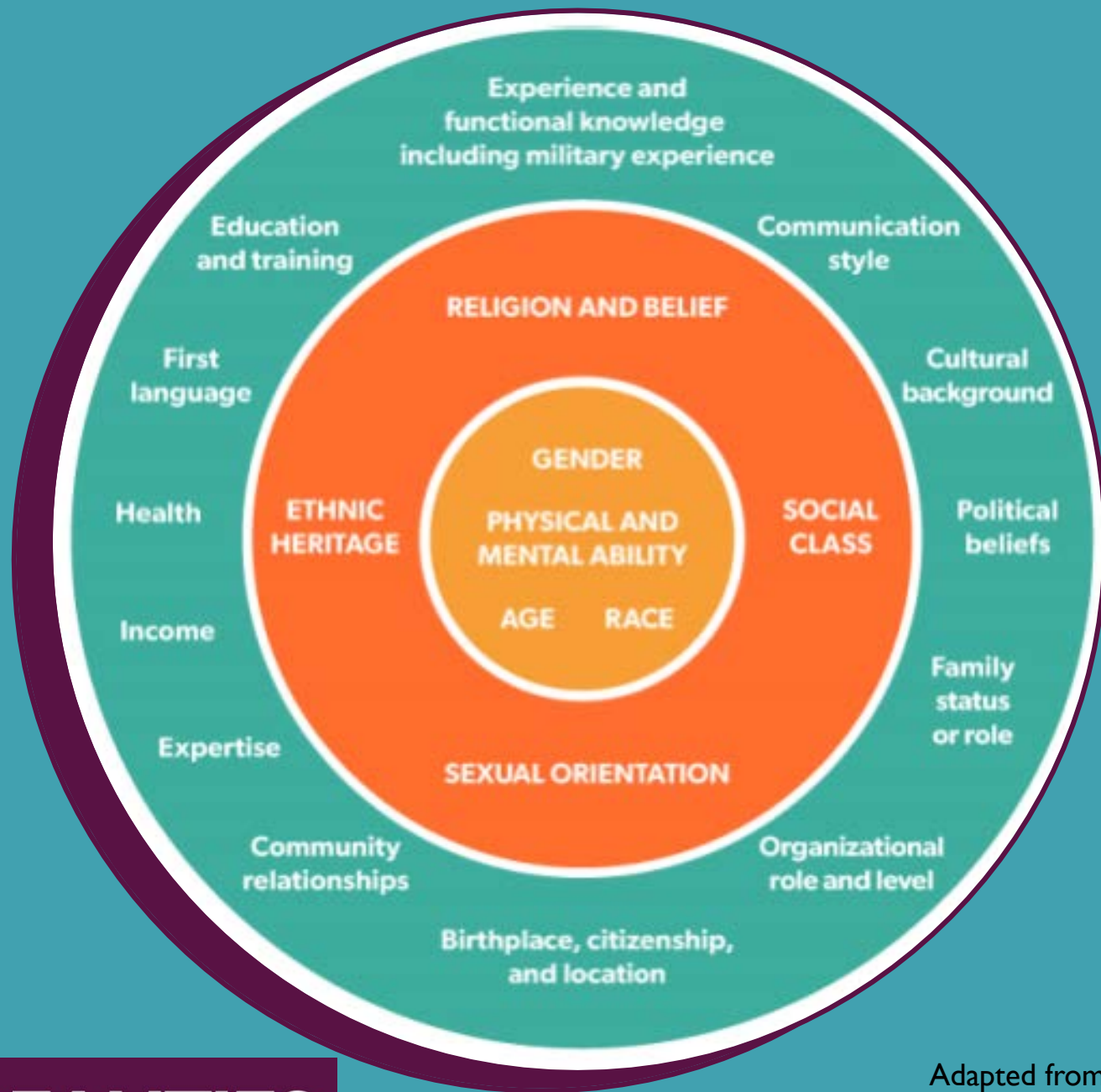**The presence of differences within a given setting**

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Adapted from Implementing Diversity by Marilyn Loden

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INCLUSION

Individuals with different identities feeling and/or being valued, leveraged, and welcome within a given setting

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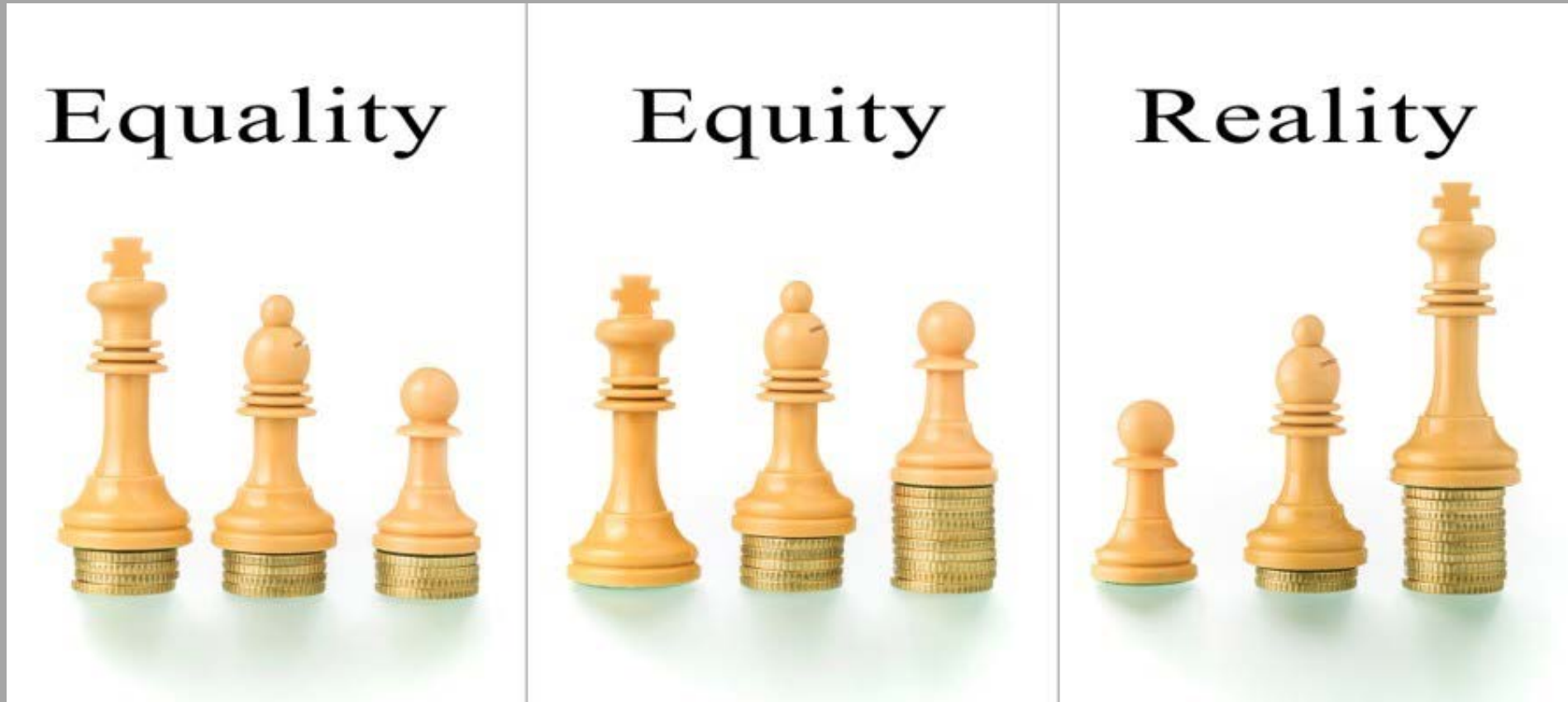
EQUITY

Equity is an approach that recognizes unique disparities and provides relevant support systems for overcoming barriers.

Defining Equity

Equity *is the guarantee of fair treatment, access, and opportunity for* ***all,*** *where individuals are not at a disadvantage because of their background or social position.*

Equity *requires eliminating the institutional, systemic, and societal barriers that have prevented the full participation of certain groups and developing solutions that are relevant.*
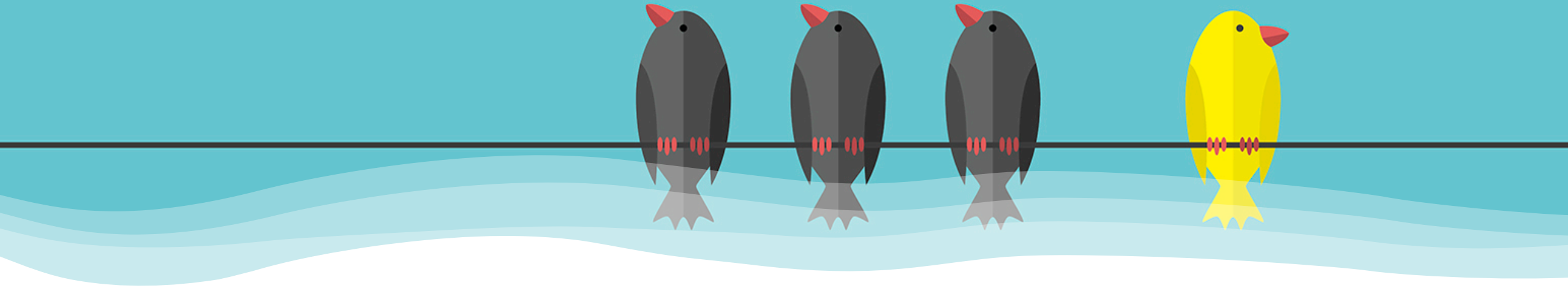
INEQUITIES ARE OFTEN INVISIBLE TO THOSE WHO DON'T EXPERIENCE THEM

Implicit bias

Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

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Implicit Bias In Action

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Diversity, Inclusion and Equity cannot be a one-time campaign or a one-off initiative. It takes an ongoing commitment from ALL of US!

IT TAKES ALL OF US!

ALLYSHIP TO OWNERSHIP

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PERSONAL LEADERSHIP & EQUITY

TIPS TO ADD AN EQUITY LENS TO YOUR LEADERSHIP BRAND...

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Know	Know Yourself: Understand Your Own Biases
See	See Something/Say Something: Identifying Inequities
Build	Build Intentional Relationships & Initiate Brave Conversations

Harvard Implicit Bias Study

- Take at least **two** the following online Implicit Association Tests (IATs) on the [Project Implicit](#) website.

- Race IAT

- Skin-tone IAT

- Gender-Career IAT

- Age IAT

- Weight IAT

- Sexuality IAT

See Something/Say Something

Institutional or organizational culture is a cumulation of decisions and attitudes of the people that contribute to that organization.

HOW CAN WE IDENTIFY AREAS OF INSTITUTIONAL BIAS?

- Organizations need to be cognizant of policies, procedures and culture that can cause implicit bias within their structure.

- Organizational inequities result from an accumulation of **small decisions on a personal level.**

Consistently hold your organization and the people within it accountable

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Relationship Building & Brave Conversations

- Be Present
- Respect Confidentiality
- Use Respectful Language
- Speak Your Truth
- Suspend Judgement
- Make Room for All Voices
- Expect & Accept Non-Closure

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STRIVE TO MAKE THE INVISIBLE, VISIBLE

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Making A Commitment:

What will you do differently?

*Type your response in the chat Box

_____

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Thank you!

Q&A

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