

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



nonprofithr.com/DEInow



About Nonprofit HR

- Total lifecycle solutions for talent management
- 20-plus years serving the social sector as a trusted advisor and thought-partner
- Thousands of missions served
- National footprint
- Award-winning and highly credentialed staff



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

NonprofitHR.com/DEInow

CELEBRATING
20
YEARS
Nonprofit**HR**

REALITIES

AGENDA

- Discussion
- Questions to consider
- Exercise
- Conclusion

Conversation Host



Emily Holthaus
Managing Director, DEI

Panelist



Myra Briggs,
Practice Leader, Executive
Search

Panelist



Sophia LaFontant
Recruitment Business
Partner

Panelist



Antonio Cortes, PhD
Senior Consultant, DEI

REALITIES

ATTRACTING A DIVERSE TALENT POOL



Key Questions to Consider...

- How would you rate your organization's employment brand/ image?
- Have you googled yourself and checked reviews on Glassdoor or Indeed to see what former employees are saying?
- What does your website say about your organization's level of diversity and inclusivity?
- Have you asked staff from under-represented groups that are currently on your teams how it feels to work at your organization and if they would recommend it to their peers?
- Have you conducted a recent equity audit of your HR systems and processes to clearly understand where bias might be present?

MITIGATING BIAS In the Interviewing Process



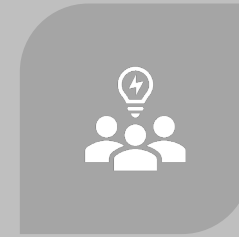
**IDENTIFY & RECOGNIZE
YOU HAVE BIAS**



**BE INTENTIONAL WITH
PROCESS**



**SLOW DOWN YOUR
DECISIONS**



**ENCOURAGE THE
INTERVIEW PANEL TO
CHALLENGE
DOMINANT WAYS OF
THINKING**



**ONLY JUDGE WHAT IS
CRITICAL TO THE
TOPIC AT HAND**

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

[Nonprofithr.com/DEInow](https://nonprofithr.com/DEInow)

CELEBRATING
20
YEARS
Nonprofit**HR**

REALITIES

Making A Commitment...

What parts of today's conversation resonated with you?

What will you do differently based on what was shared today?



Up next in the Series...

Don't miss Equity in Total Rewards
Practices in Nonprofits!

Tuesday, September 22
2-3PM, EST

Register now:
[Nonprofithr.com/events](https://nonprofithr.com/events)

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

[Nonprofithr.com/DEInow](https://nonprofithr.com/DEInow)



Realities is a monthly webinar series highlighting courageous conversations about listening, understanding and taking action.

Save the Date...

Register now for the 2020 Diversity Practices
Survey Results webinar!

Register now:
NonprofitHR.com/events



Nonprofit**HR**

#SocialSectorStrong

2020 NONPROFIT DIVERSITY PRACTICES SURVEY

REALITIES

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

Thank you for joining us!
Email questions to:
info@nonprofitthr.com



nonprofitthr.com/DEInow