

REALITIES

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

EQUITY IN TOTAL REWARDS PRACTICES IN NONPROFITS

Tuesday, September 22, 2020

2:00 – 3:30 PM ET



STRENGTHEN YOUR PEOPLE.
ACHIEVE YOUR MISSION.



REALITIES

Discussion Panel



Emily Holthaus
Managing Director,
DEI



Lisa J. McKeown
Managing Director,
Total Rewards



Tina Twyman
Consultant,
Total Rewards



Ofronama Biu
Sr. Research Associate
Building Movement
Project



Eric Salyers
Sr. HR Business
Partner/Benefits

AGENDA

- Sharing Relevant Data
- Panel Discussion
- Key Supporting Information
- Q&A



**RACE
TO LEAD**

An initiative of Building Movement Project

Race and Compensation in the Nonprofit Sector

Presented by Ofronama Biu
Senior Research Associate
Building Movement Project

About the Building Movement Project



Leadership

Analyzing how organizations can do their best work by promoting the most effective and inclusive practices

Reports

Race to Lead: Confronting the Nonprofit Racial Leadership Gap

Blog

The Leadership in Leaving

Reports

Vision for Change



Service and Social Change

Developing the capacity of organizations to engage constituents in changing the systems that impact them

Tools

Service and Social Change

Blog

Small Shifts, Big Change

Reports

Crossing Organizational Boundaries to Build New Partnerships



Movement Building

Acknowledging and building on the distinct role of nonprofit organizations in advancing movements for social change

Reports

The Respect ABQ Women Campaign

Blog

Learning How to ACT UP

Blog

Detroiters Reclaiming Voice and Power

Join the Conversation @BldingMovement #RaceToLead



An initiative of Building Movement Project

RACE TO LEAD:

CONFRONTING THE NONPROFIT RACIAL LEADERSHIP GAP

To increase the number of people of color leading nonprofits, the sector needs a new narrative about the problem and new strategies to address it. Nonprofits have to transfer the responsibility for the racial leadership gap from those who are targeted by it (aspiring leaders of color), to those governing organizations.

[DOWNLOAD REPORT](#)[DOWNLOAD SUMMARY](#)

Who Took the Survey

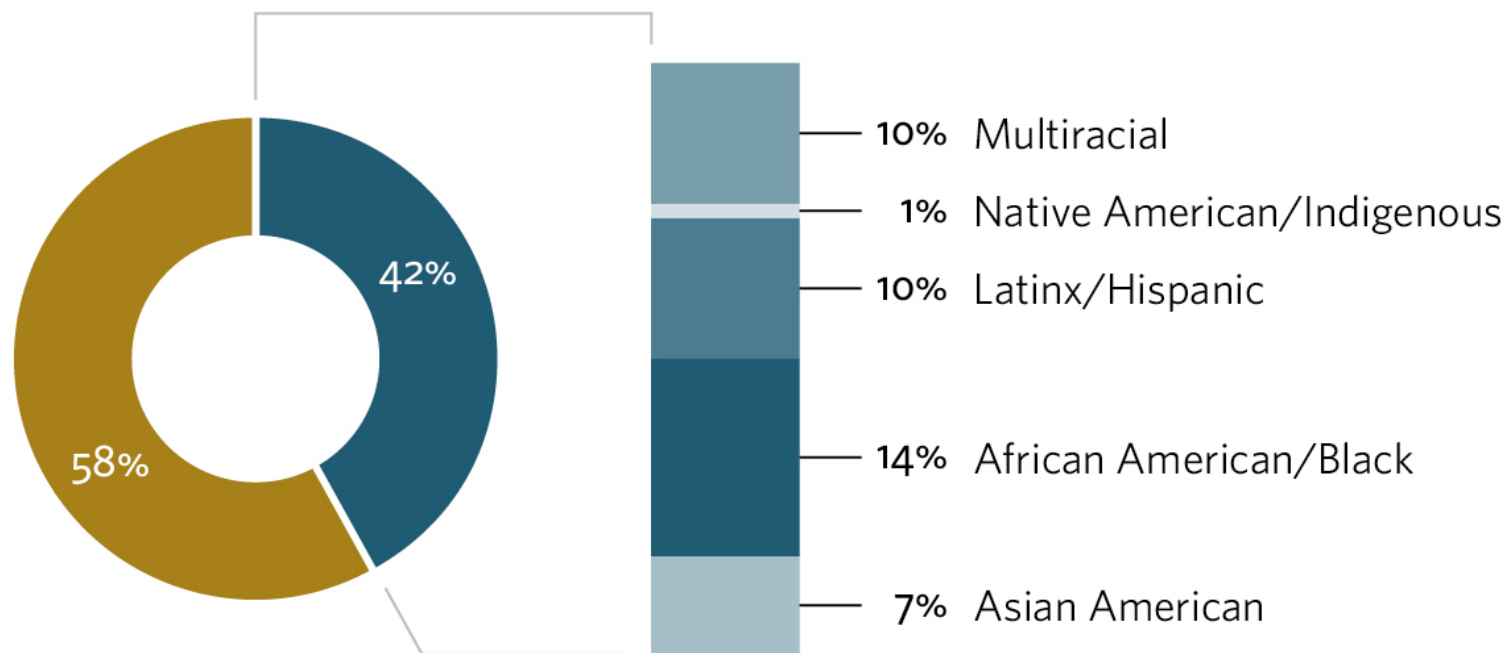


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PEOPLE OF COLOR

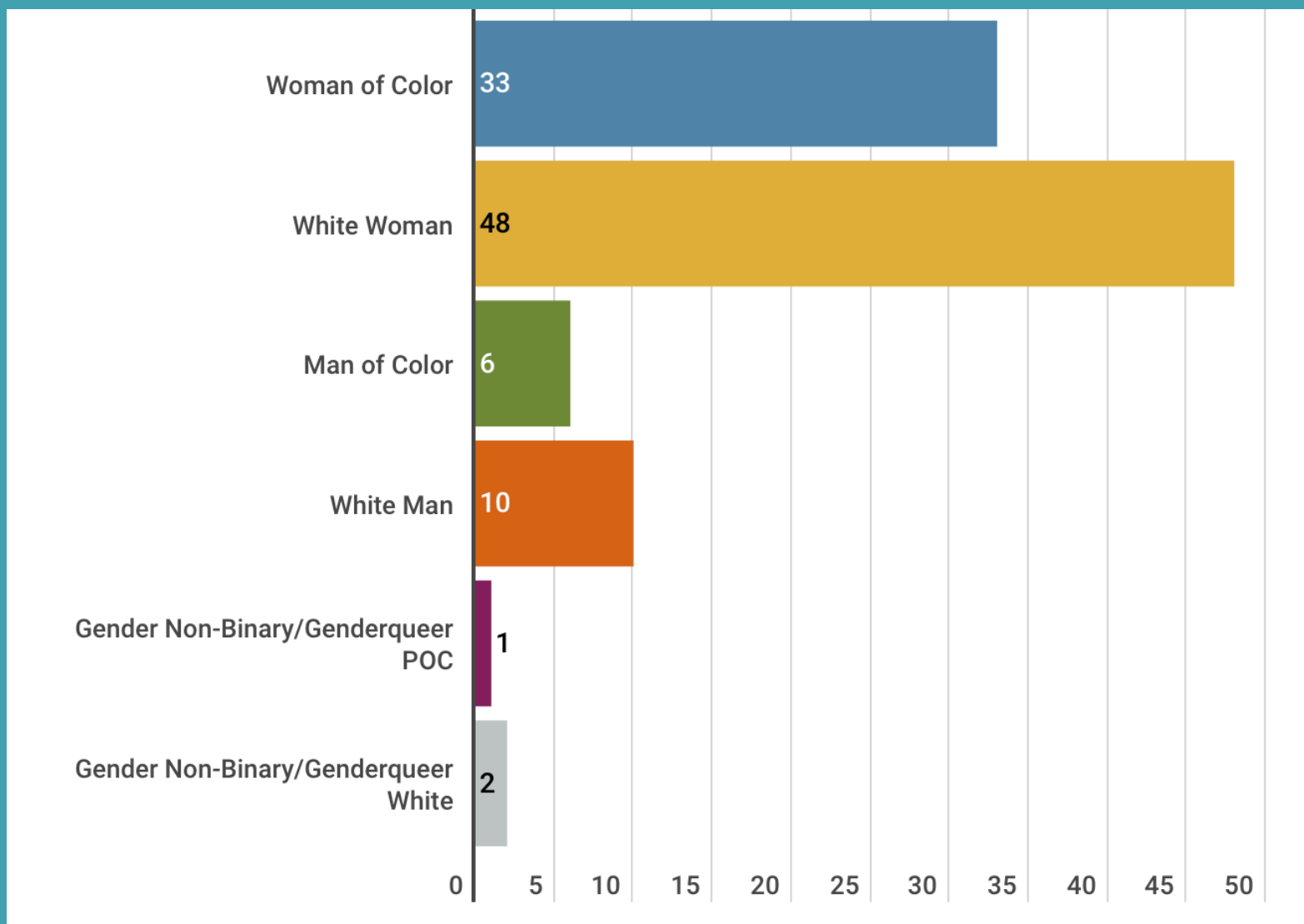
WHITE

NATIONAL



More
than
5,200
Respondents
Nationwide

Race and Gender



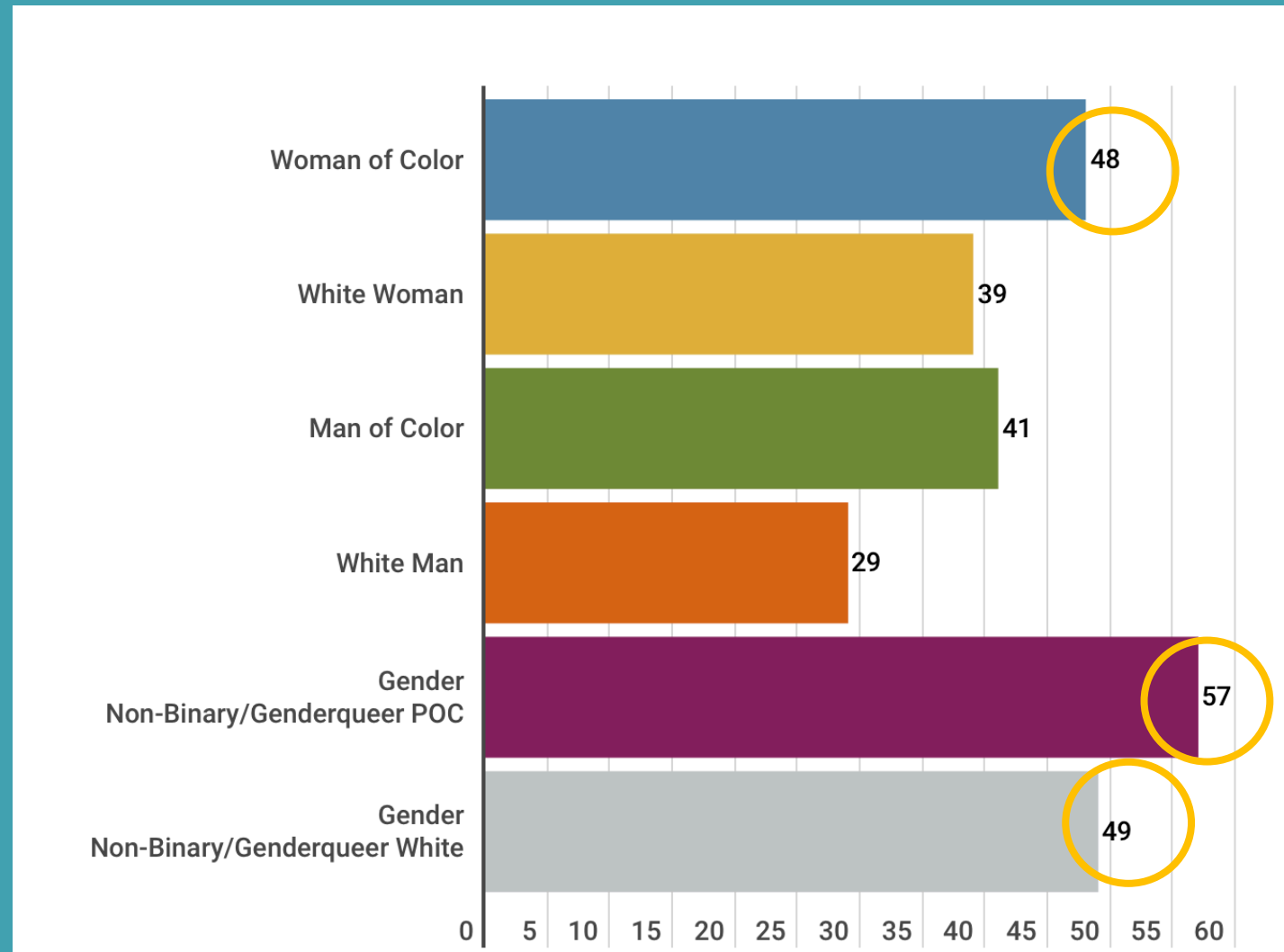
Compensation Findings



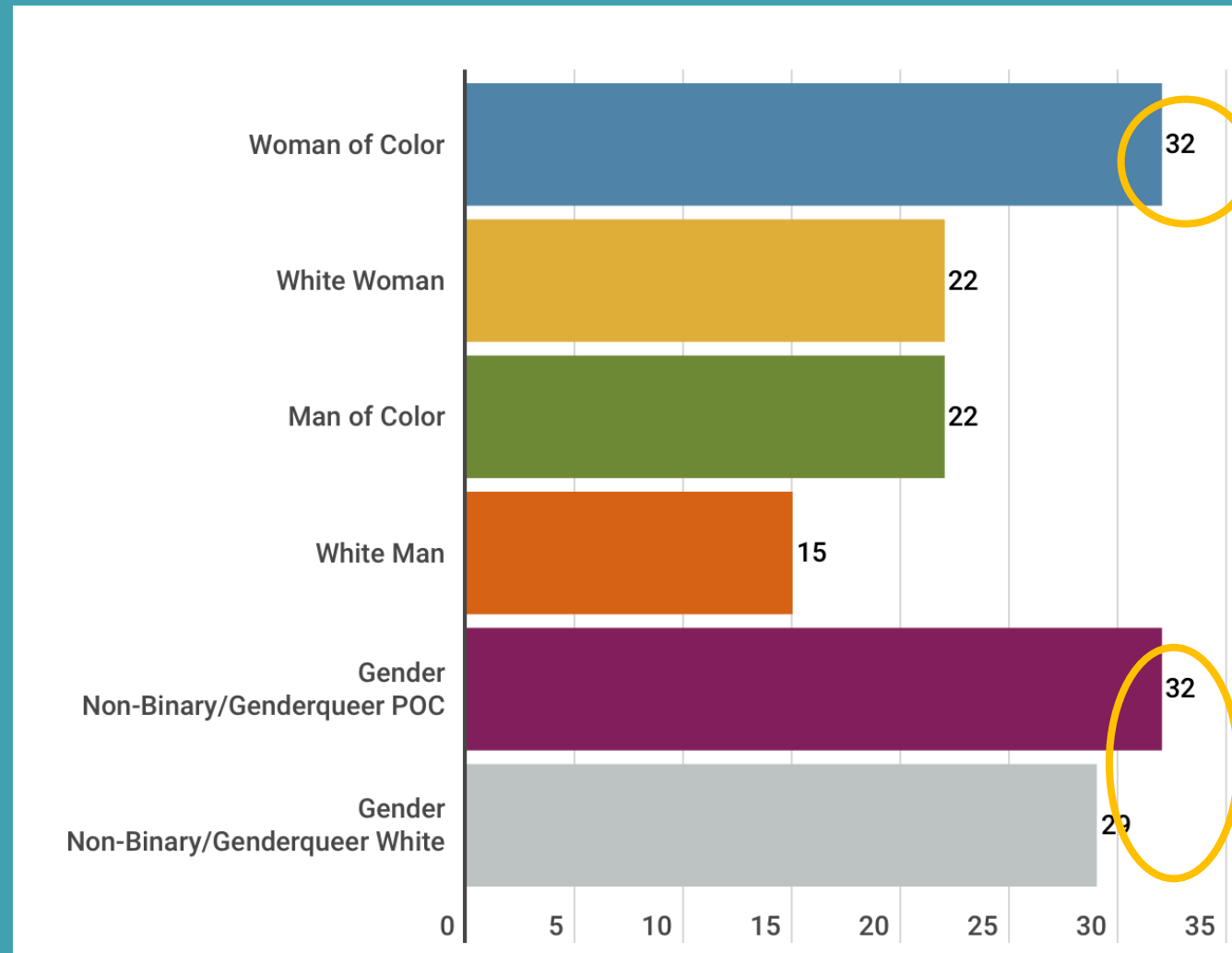
1. Salary inadequacies and inequities
2. Promotions
3. Raises
4. Workplace Mentoring

Join the Conversation @BldingMovement #RaceToLead

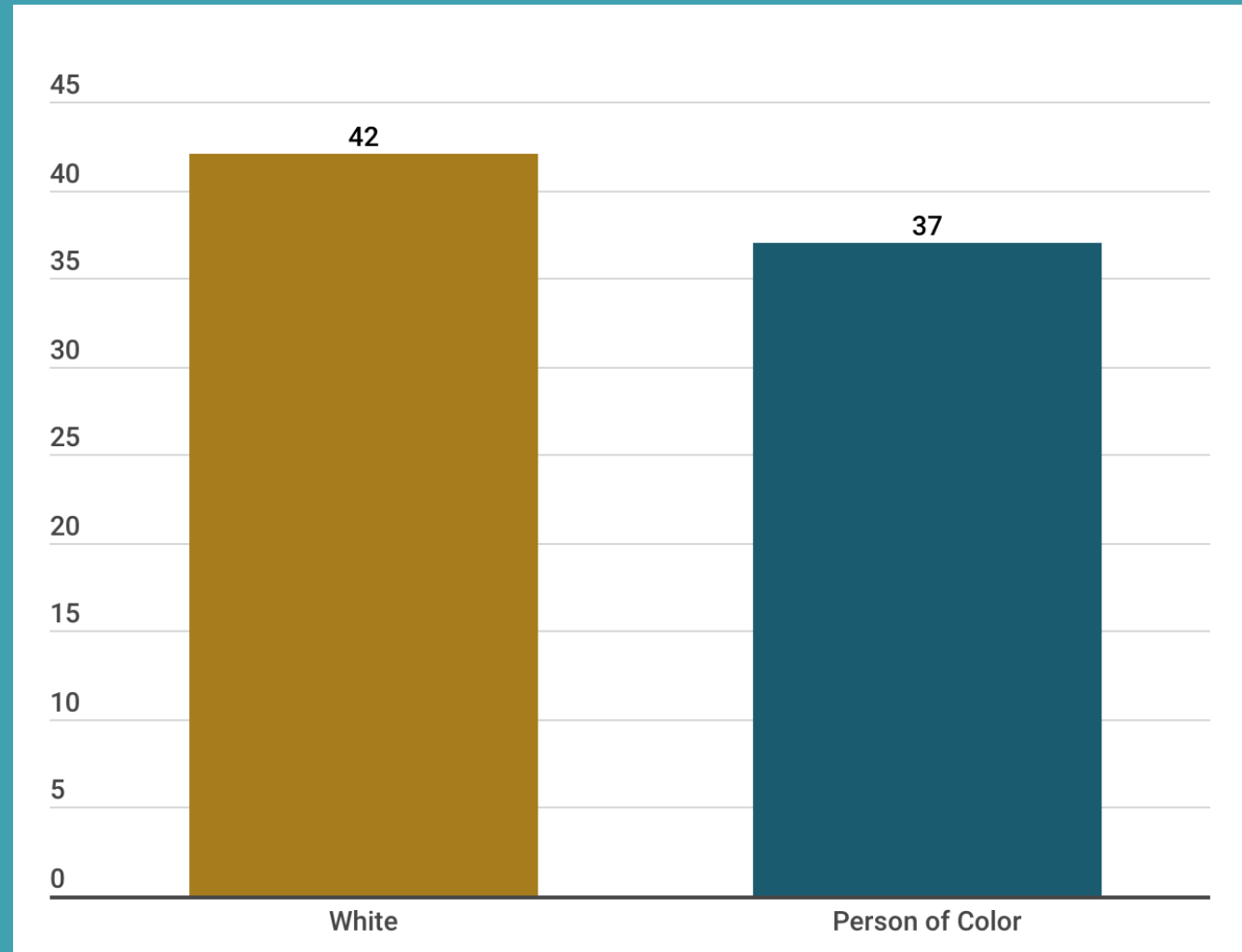
Salary Inadequacy



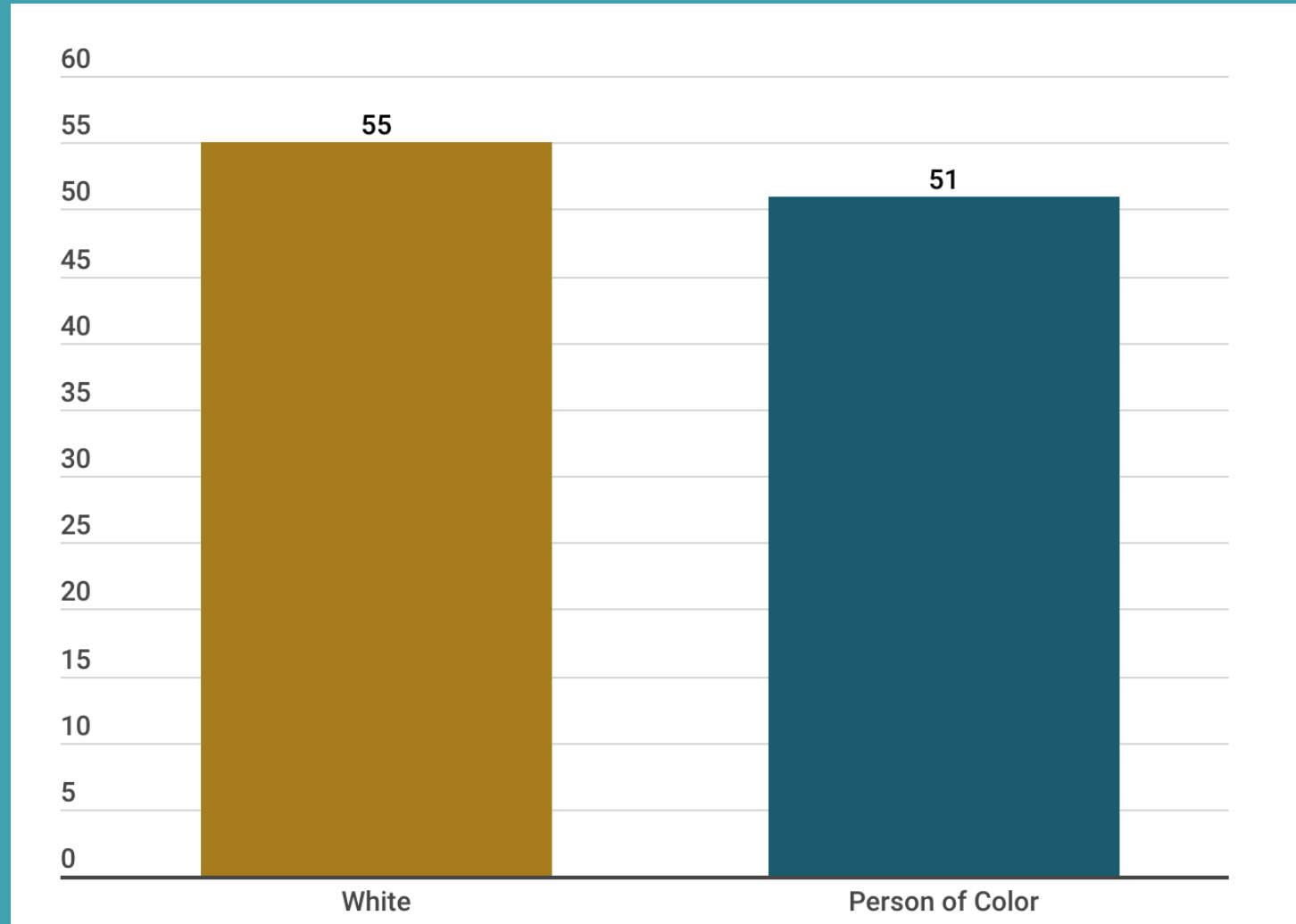
Salary Inequities



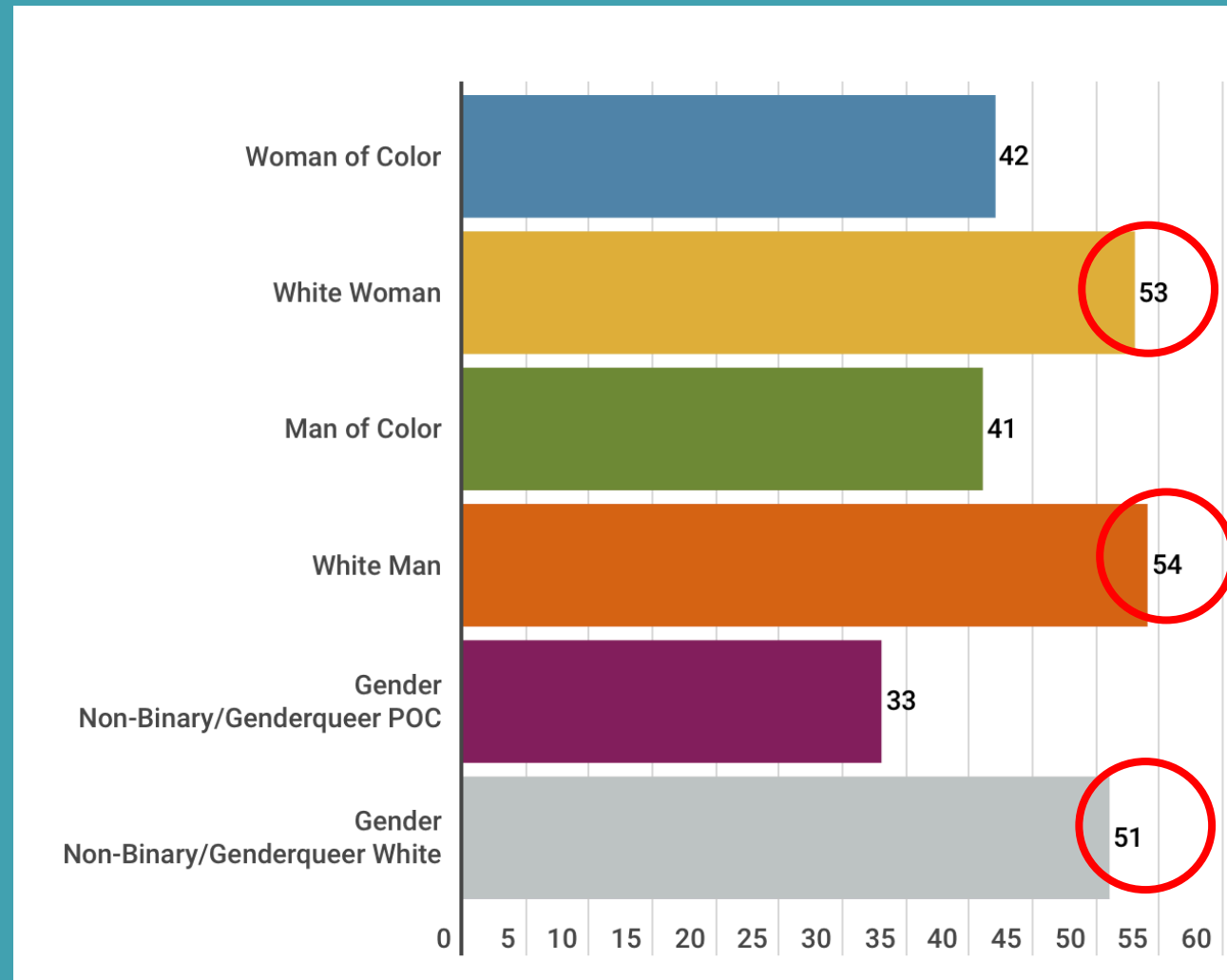
Promotions



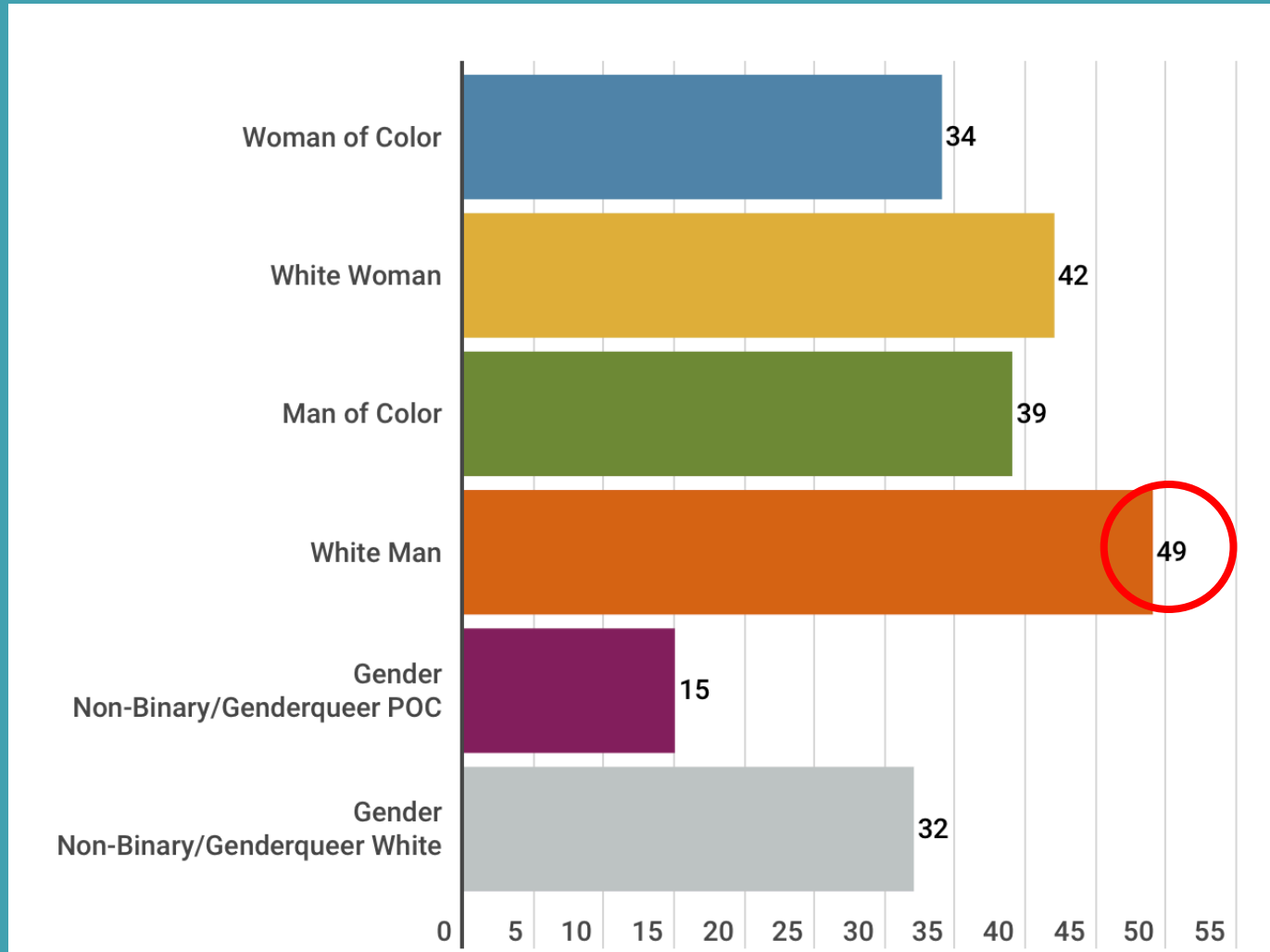
New Projects without Promotion/Compensation



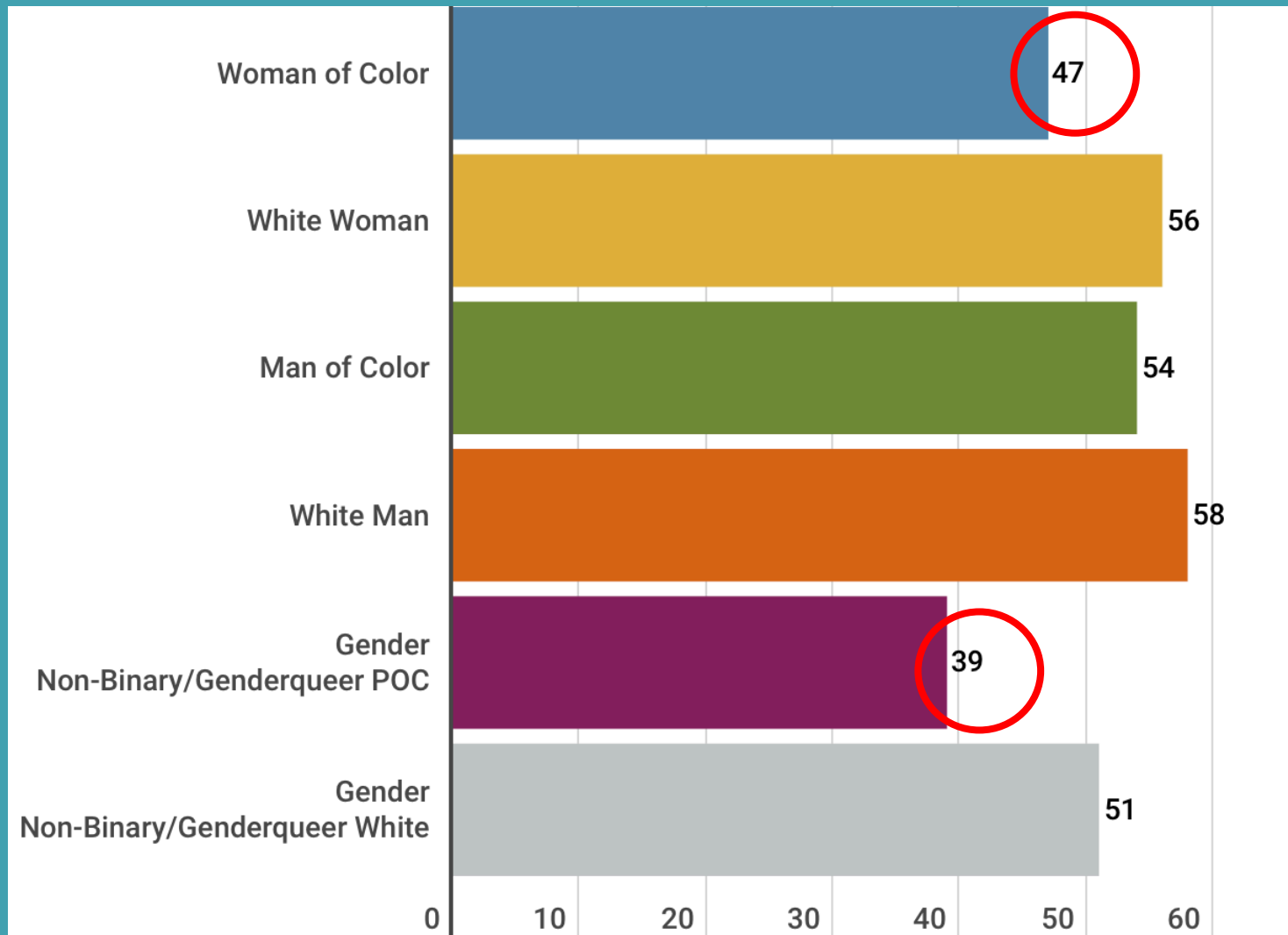
Cost of Living Raise



Performance Raise



Received Internal Mentoring



New Total Rewards resources – access now!



Nonprofit**HR**

STRENGTHEN YOUR PEOPLE.
ACHIEVE YOUR MISSION.

Total Rewards Considerations to Mitigate Inequities



- Broaden your definition of family enabling equal access to leave and health benefits
- Support building up health provider networks in communities where your employees live and access care
- Form a diverse Total Rewards Employee Committee, encompassing compensation and benefits
- Conduct a benefits survey to understand benefit needs across gender, ethnicity, race and age
- Look at how your organization determines salary decisions - Can those decisions be overruled?
- Be transparent about how salary decisions are made (merit, promotion, equity and bonus)
- Review job descriptions for consistency in defining roles (scope, experience, credentials and education)
- Consider only bona-fide occupational qualifications (is equivalent experience enough)
- Ensure that all staff are aware of open positions within your organization
- Encourage cross-functional staff to apply for open positions
- Review pay equity across salary levels and departments at least once a year to uncover pay inequity
- Make organizational information available to staff through different mediums and languages

Find out more about our Nonprofit HR's Total Rewards practice

Nonprofit HR is here to partner with you. Visit us at nonprofithr.com/TotalRewards



"Nonprofit HR was very easy to work with, was very helpful, and certainly is professional in the compensation arena! We would not hesitate to reach out to Nonprofit HR and use their services again."

-Bonnie Karns, Director, Human Resources & Office Administration, ICMA

Call us: 202.785.2060
Email us: info@nonprofithr.com

Nonprofit HR is the leading professional services firm focused exclusively on the talent and culture needs of the social impact sector.



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Management Virtual Education Series for Nonprofits*

nonprofithr.com/DEIpractice

Thank you!

[Emily Holthaus](#), Managing Director, DEI
[Lisa McKeown](#), Managing Director, Total Rewards
[Tina Twyman](#), HR Business Partner, Compensation
[Eric Salyers](#), Sr. HR Business Partner, Benefits

nonprofithr.com/DEIPractice

Special thank you to [Ofronama Biu](#)
Sr. Research Associate
Building Movement Project
buildingmovement.org



An initiative of Building Movement Project



Building Movement Project
Activating Nonprofits | Fueling Change

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Learn more about our DEI Practice

- DEI Thought Partnership
- Diversity Strategy Planning,
- Development, Design and Implementation
- Equity Reviews and Assessments
- DEI Related Training (Board, Leadership & Staff)
- DEI Related Facilitation

[Request Mini Consult](#)



Register Now – nonprofithr.com/events

Monthly Webinar Series #5

Nonprofit**HR**

REALITIES

A DEI Education Series by Nonprofit HR

EMPLOYEE ENGAGEMENT & BELONGING PRACTICES IN NONPROFITS

#SocialSectorStrong

TUESDAY, OCT. 20, 2020 | 2-3:30 PM ET

Free but registration required

