

2021 SPRING SERIES: **RESILIENCE**

Staying the Course

Sustaining Your Organization's DEI Strategy During Times of Crises

[NONPROFITHR.COM/EVENTS](https://nonprofithr.com/events)

Nonprofit**HR**

About Nonprofit HR

Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

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

“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”

Cathy Gibney, CPA
Chief Financial Officer
National Hospice and Palliative Care Organization





Our Practices:
Nonprofit HR's
suite of solutions
are centered
around five core
service areas

STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

DIVERSITY EQUITY & INCLUSION

- Equity Assessments & Implementation Support
- DEI Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

TOTAL REWARDS

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology



SEARCH

- Executive Search
- Direct Hire
- Recruitment Outsourcing
- Temp-to-Hire
- Temporary on Demand



SOCIAL ENTERPRISE

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.



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Agenda

- Welcome & Introductions
- Top 10: Best Practices for Staying the Course
- Q&A
- Closing

Meet Your Host



Emily Holthaus

Managing Director, Diversity, Equity
& Inclusion at Nonprofit HR

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Number 10: Equity Implications to Consider if Downsizing Becomes Your Reality

Applying an Equity Lens to Layoffs & Downsizing

- Slowing down to mitigate bias and consider equity implications at the start of the process
- Trends – paying attention to who is going and who is staying and why
- Ensuring transparency throughout the process
- Thank people for their contributions and allow employees to exit the organization respectfully



Number 9: Leveraging DEI & Justice Focused Efforts to Reimagine Your Organization's Programs and Services

Guest Contributor: Steven Krzanowski

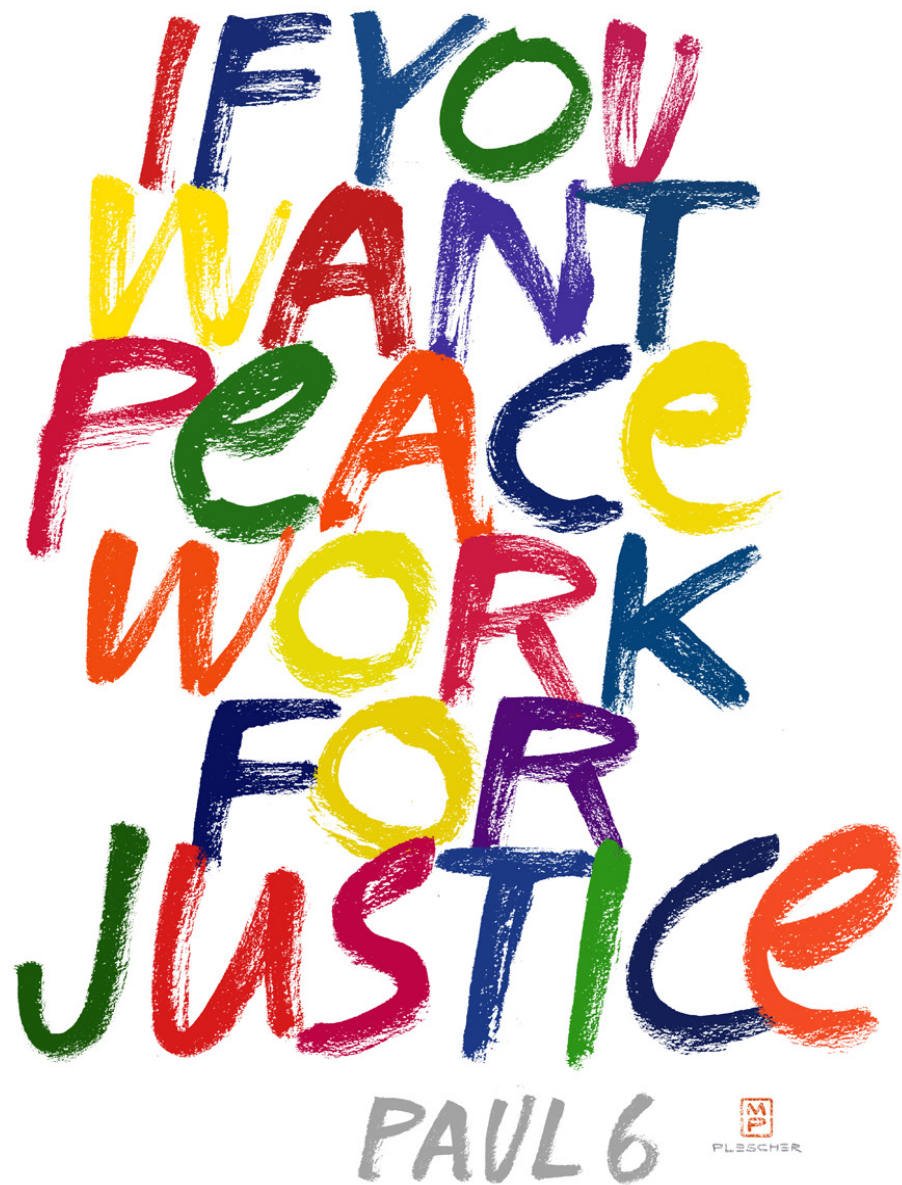
Starting the Process

- Understanding constituent & staff needs
- Invest in education and training for self and group
- Use an intersectional lens
- Elevate the experiences of marginalized identities
- Recognize how power and privilege impact decisions
- Focus on access, equity, participation

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Inclusive Leaders Cast a Long Shadow

- **Create or review your mission and values statements.**
 - Embed DEI into your mission.
 - Establish/update values statements to reflect your organizations staff and constituents.
- **Create actionable and measurable goals with metrics on accountability**
- **Build coalitions and partner with funders who share an aligned vision**
- **Share your vision; Provide transparent updates**

Number 8: Recognizing That an Important Part of DEI Work is High Quality HR

Guest Contributor: Gabby Garcia

Interrupting Bias in the Employee Lifecycle

Recruitment, Hiring & Selection

- Standardize interview questions and ratings
- Select a diverse interview panel
- Conduct blind screenings
- Rewrite your job descriptions

Compensation & Benefits

- Align compensation practices to your values
- Review your organization's compensation in terms of equity

Performance Reviews

- Create an effective rubric
- Re-read all performance reviews for consistency



Number 7: The Importance of Transparency & Honesty When Things Aren't Going as Planned

Guest Contributor: Alexandra Taylor

Clear
is UNCLEAR
IS UNKIND.
kind.

Care and Connection

“Leaders must either invest a reasonable amount of time attending to fears and feelings or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior.”

Brene’ Brown, *Dare to Lead*

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Building Trust Through Loss and Failure



How can leaders deal with losses and failures?

- Identify
- **Grieve**
- Learn
- Adapt
- Move On

Number 6: Knowing When to Bring in Experts or Facilitators From Outside of the Organization

Guest Contributor: Tracye Weeks



Number 5: Stalled DEI Efforts...How do You Recover?

Guest Contributor: Grace Hochheimer

Restarting Your DEI Efforts

Uncover what is causing your DEI efforts to stall?

- Consider Fatigue & Emotional Tax Due to the Overlay of Crisis

Starting the Recovery Process

- Widen Your Lens
- Get Outside Support
- Slow Things Down

Number 4: Inexpensive & Impactful Things to do When Time and Money Become a Challenge

Guest Contributor: Valerie Lara

DEI is Worth It

- Make Your Commitment Official

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**

- Engage In Free and Inexpensive Training & Education
- Use DEI As a Springboard



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Inexpensive & Free Resources



Managing Unconscious Bias

managingbias.fb.com



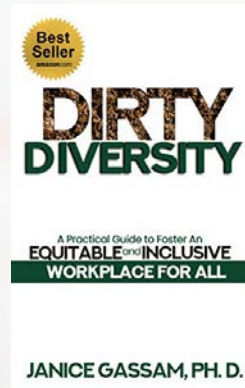
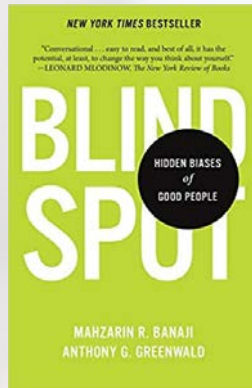
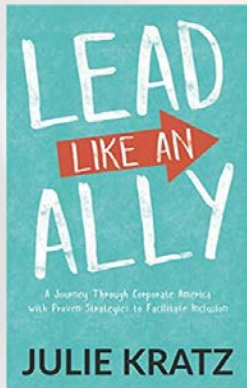
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implicit.harvard.edu

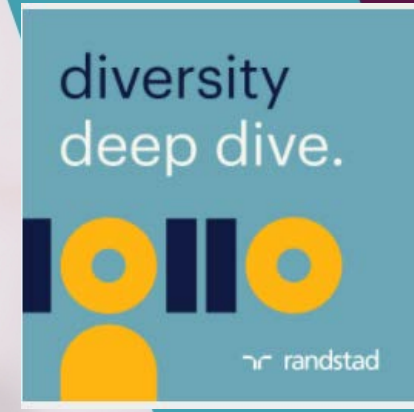
alex

Catch insensitive, inconsiderate writing

alexjs.com



Recommended Books



Recommended Podcasts

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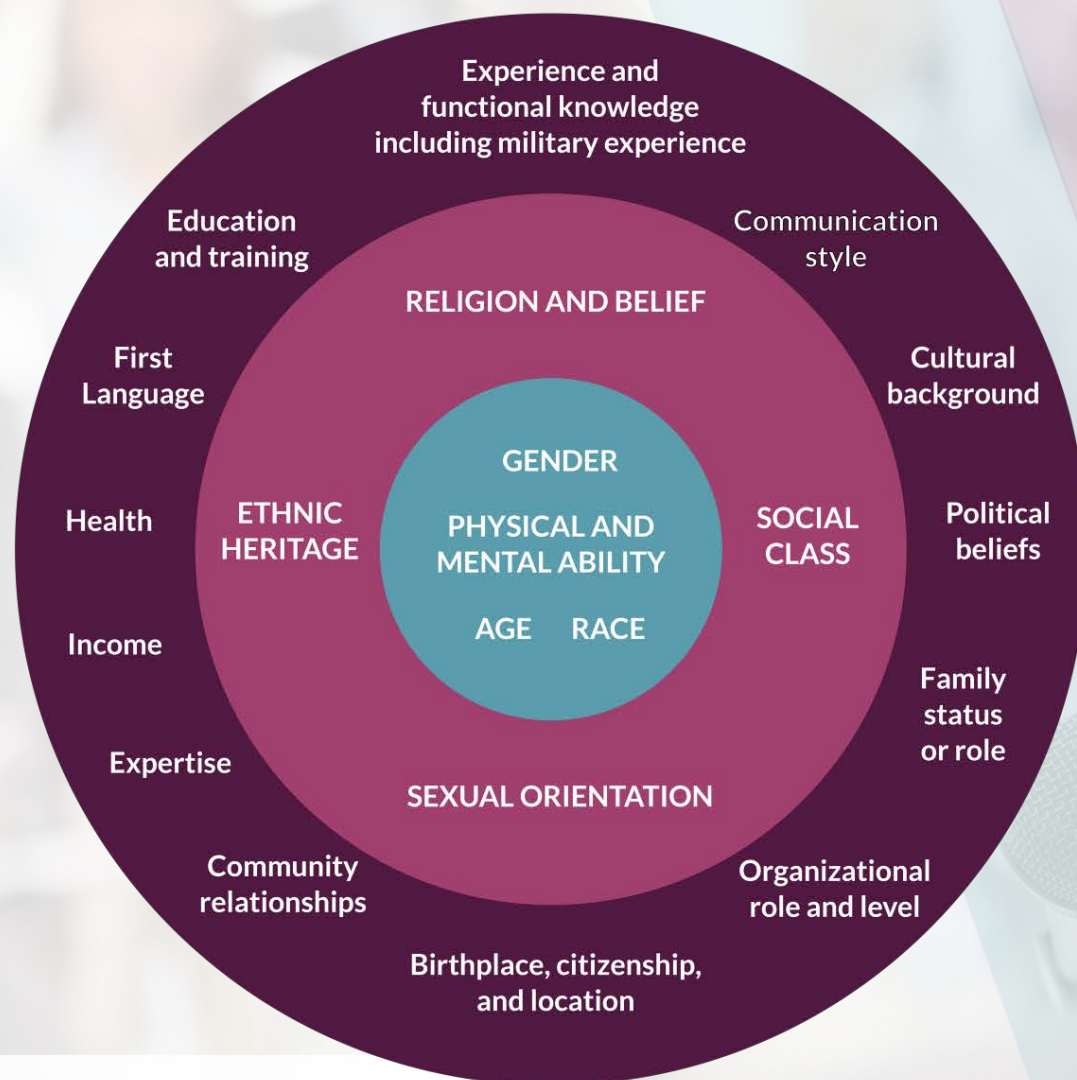


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Number 3: The Intersection of DEI & Mental Health

Guest Contributor: Je’Nai Talley Jackson

The Intersection of DEI and Mental Health



Secondary diversity dimensions

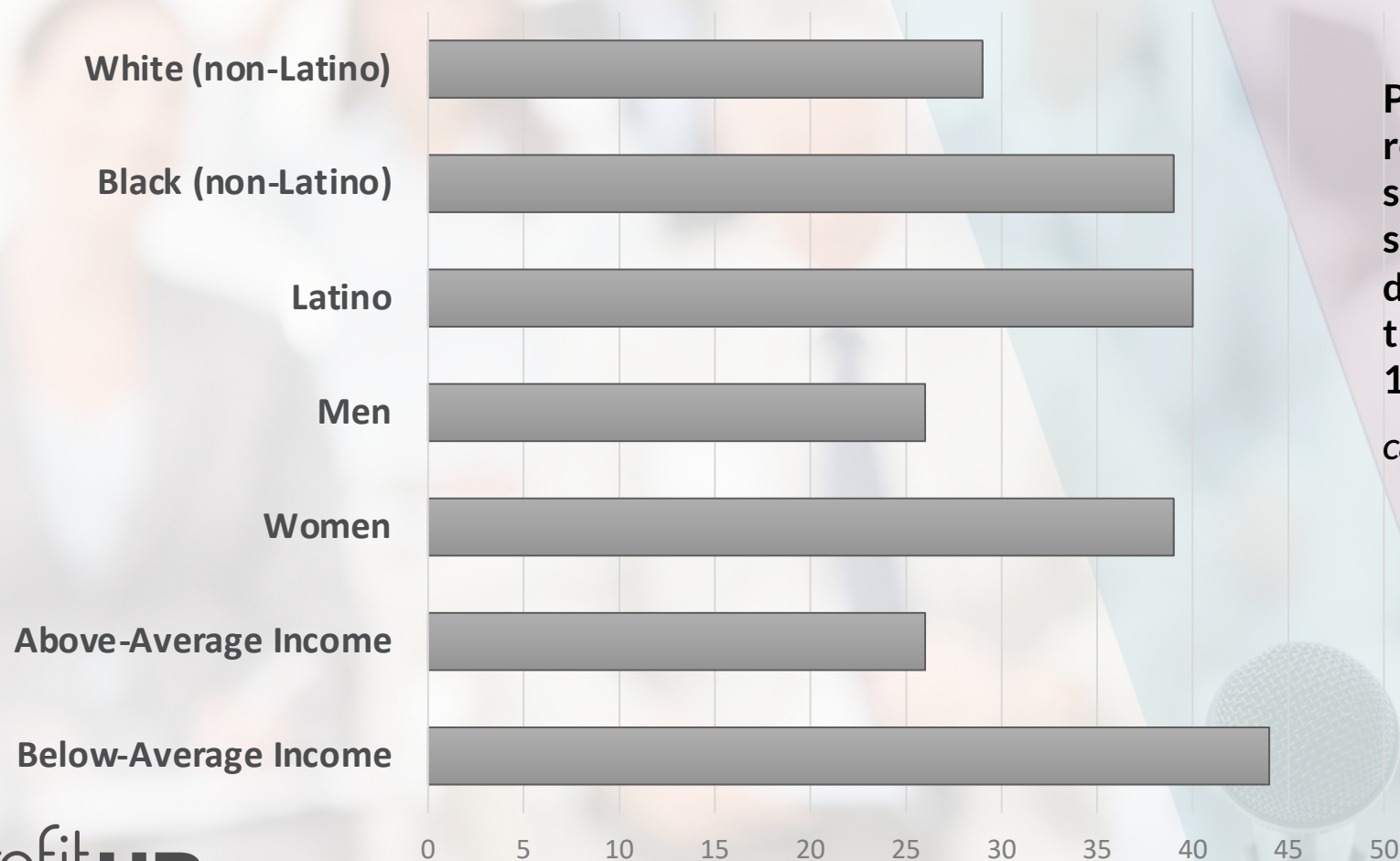


Typically less visible
core diversity dimensions



Typically more visible
core diversity dimensions

Disproportionate Impact on Mental Health



Percent of respondents who reported experiencing stress, anxiety, or great sadness that they found difficult to cope with on their own since the COVID-19 pandemic began

Commonwealth Fund

How to Support Staff Mental Health and Sustain Your Organization's DEI Strategy



Normalize discussions about mental health



Highlight employee health benefits and provide resources



Check in on all team members



Build in policies that encourage self-care



World Mental Health Day is October 10th

Number 2: Self-reflection and Reaffirming Your Personal Commitment to Equity

Guest Contributor: Steven Krzanowski

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The importance of
self-reflection and
reaffirming your
personal
commitment to a
more equitable
workplace.

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Burnout & Self-Care

- What's happening around us?
- Signs of burnout
- Self-care for change agents
- Trauma impacts identities differently

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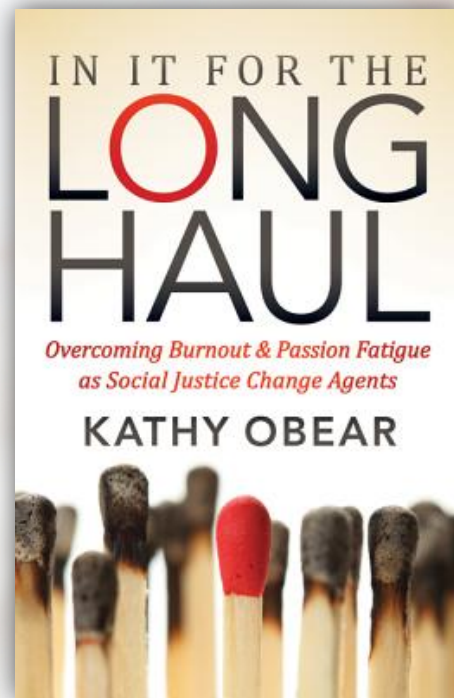
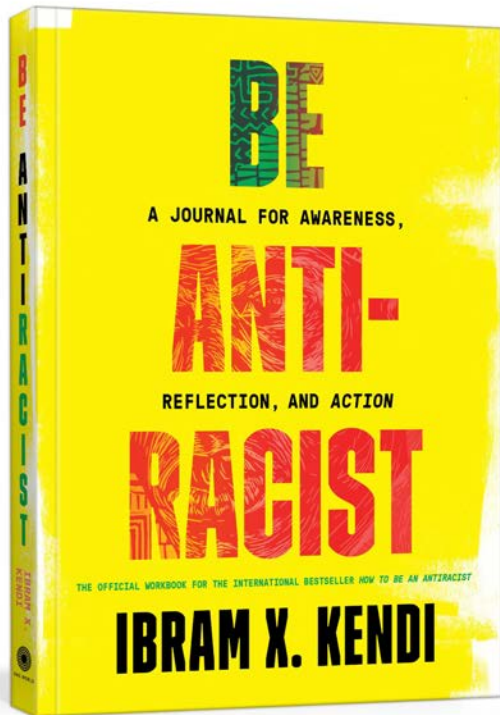
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“CARING FOR MYSELF IS NOT SELF-INDULGENCE, IT IS SELF-PRESERVATION, AND THAT IS AN ACT OF POLITICAL WARFARE.”

~AUDRE LORDE



When we listen to our bodies, hearts, and minds, and consider input from trusted friends, we can find resiliency and renew our lives and work. — Smithsonian



- Understanding how your body responds and making meaning
- Personal and group reflections
- Affinity group healing
- Tips and tools
- Developing action plans
- Checking-in with others



Number 1: Keeping a Pulse on Your Culture to Stay Intentional About Inclusion

Guest Contributor: Lisa Brown Alexander



Building an Inclusive Culture

What is Your What?

- What will being more inclusive do for your organization's culture?
- What does success look like?
- Are you willing to invest the courage, persistence, and time needed to realize success and impact?

What is Your Why?

- What is your leadership's readiness for/commitment to DEI?
- Why do you want to do this work?





EQUITY
ASSESSMENTS

CUSTOMIZED
DEI TRAINING

STRATEGIC
ADVISORY
SUPPORT

DEI
OUTSOURCING

Contact us!

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