

2021 SPRING SERIES: **RESILIENCE**

Keys to Integrating DEI: Transparency, Power Sharing and Accountability

Tuesday, June 22, 2021 at 2 p.m. ET

[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

NonprofitHR

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

STRATEGY & ADVISORY

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

OUTSOURCING

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

DIVERSITY EQUITY & INCLUSION

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

TOTAL REWARDS

- Compensation Benchmarking and Program Design
- Pay Equity Analysis
- Benefits Assessments and 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.

Agenda

- Welcome & Introductions
- Introduction of Concepts
- Panel Discussion
- Q&A
- Action Steps for Getting Started
- Closing

Meet Your Host



Emily Holthaus

Managing Director, Diversity,
Equity & Inclusion at Nonprofit HR

Nonprofit**HR**

2021 SPRING SERIES: **RESILIENCE**

Meet the Panel



Andrea Lovanhill
Chief Executive Officer
Committee for Children



Bertram L. Lawson II
President & CEO
YMCA of Central New York



William Schimmel
Executive Director & CEO
Pharmacy Technicians
Certification Board



Shalimar Gonzales
CEO
Solid Ground

Nonprofit**HR**

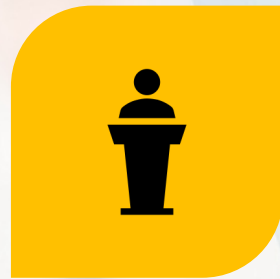
2021 SPRING SERIES: **RESILIENCE**



TRANSPARENCY



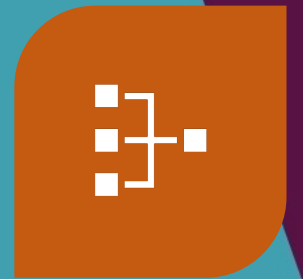
POWER SHARING



OPERATIONAL
ACCOUNTABILITY



PEOPLE &
CULTURE



SYSTEMS CHANGE

Nonprofit**HR**

2021 SPRING SERIES: **RESILIENCE**

Getting Started

1. Ground your organization in **shared meaning** around equity, inclusion, structural racism, implicit bias and other terms related to this work.
2. Name DEI work as a **strategic imperative** for your organization.
3. Define and communicate **how DEI connects** to your mission, vision, organizational values, and strategies.
4. Design a bold DEI statement that **publicly expresses your commitment and intention**.
5. **Assess** your current state and design an **outcome based DEI strategy** to make the commitment come to life in your organization.



Nonprofit**HR**



Nonprofit**HR**

Thank you!

Emily Holthaus - Managing Director, DEI
eholthaus@nonprofithr.com

Nonprofit HR is the leading human resources firm in the country that works exclusively with the nonprofit sector.

National Headquarters:
1441 L Street NW, Suite 620
Washington, DC 20005
(202) 785-2060