

# FACTS: DEI is essential to your workforce, and it is essential to Nonprofit HR.

**We thought partner with social impact organizations to create diverse, equitable & inclusive workforces and workplaces in the areas of:**



### **Equity Strategy Planning, Development, Design & Implementation**

We seek to first understand your organization's work and the environment in which you do it. We then help you identify, plan and take results-driven action toward building a diverse, equitable and inclusive workplace.



### **Comprehensive Equity Assessments**

Our internal assessment work involves a deep examination of all aspects of your talent management ecosystem, from workplace planning and hiring, to total rewards, to performance and culture management through to succession and transition planning. At the end of this process you will know what's working well, what's not working, recommended next steps and the benefits your organization could experience in the short- and long-term. We also offer external assessment services to help organizations better understand the operating environment, needs of stakeholder groups, and if they are having an equitable impact on their constituents.



**Customized DEI and Racial Justice-Centered Training (Board, Leadership & Staff) & Facilitation** – We partner with you to design diversity, equity and inclusion-based training or we simply deliver it! We offer learning programs and services aimed at shifting behavior and creating meaningful and impactful change within your workplace and workforce.

We work alongside you to articulate discussion goals and outcomes; determine the essential discussion participants needed to facilitate discovery; help you set clear, actionable agenda items; and create next steps that you can take to inform, begin or resume your organization's DEI journey.

**Nonprofit HR's DEI experts are here to listen to you, share our expertise, and help you arrive at what makes sense for you and your workforce.**

*Knowing where and how to embark on DEI work can be the hardest step for organizations to take. We are here to help your team make decisions that reflect your values, culture and talent management strategies!*

**Need additional support for your organization's DEI priorities? We can also support your priorities in the following areas:**

- DEI-centered executive coaching
- Applying an equity lens to support the reimagination of HR systems such as compensation, culture and HR assessments
- Diversity prioritization within retained search
- Interim equity officer, DEI outsourced and strategic advisory partnership engagements

Nonprofit HR's **DEI experts** are *awake, aware, alert* and ready to help you customize a solution that addresses what is important to your organization and its workforce!