

Nonprofit**HR**

DIVERSITY, EQUITY & INCLUSION PRACTICE

Generating Leadership Buy-in for Your Organization's DEIJ Goals

DEIJ Mini Series

[NONPROFITHR.COM/DEIPRACTICE](https://nonprofithr.com/deipractice)

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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.

Presenters



Steven Krzanowski, MA
Senior Consultant, DEI



Bryan W. Jackson, MA
Senior Consultant, DEI

DEIJ Guest Panelists



**Nichole Lopez-Riley, MPP,
SHRM-SCP**

*Chief Strategy & Innovation
Officer*

YMCA of Austin



Erin O'Grady, B.A.

*DC Regional Director &
Alliance DEIJ Initiative Chair*

Alliance for the
Chesapeake Bay



**Sonya Gyjuan Smith,
Ed.D., JD.**

Chief Diversity Officer

American Dental
Education Association

Learning Objectives

- Participants will learn about equity focused leadership and how this translates into a DEI focused organization.
- Participants will learn about why systems thinking is needed to understand how buy-in can impact the organization.
- Participants will learn how to navigate pushback, measure success and celebrate wins.

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What is Equity-Focused Leadership?



Equity-Centered Leadership

"The process of diagnosing and assessing equity within the culture, policies, programs, practices and processes within an organization."

**Things
That Equity-
Focused
Organizations
Do...**



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What is Systems Thinking?

Fostering Belonging & Engagement



Focus on Purpose



Be Intentional About Inclusion



Embed Belonging Into Organizational Culture



Understand the Unique Needs of Team Members



Mitigate Burnout



Build Team Trust



Gather Ongoing Feedback



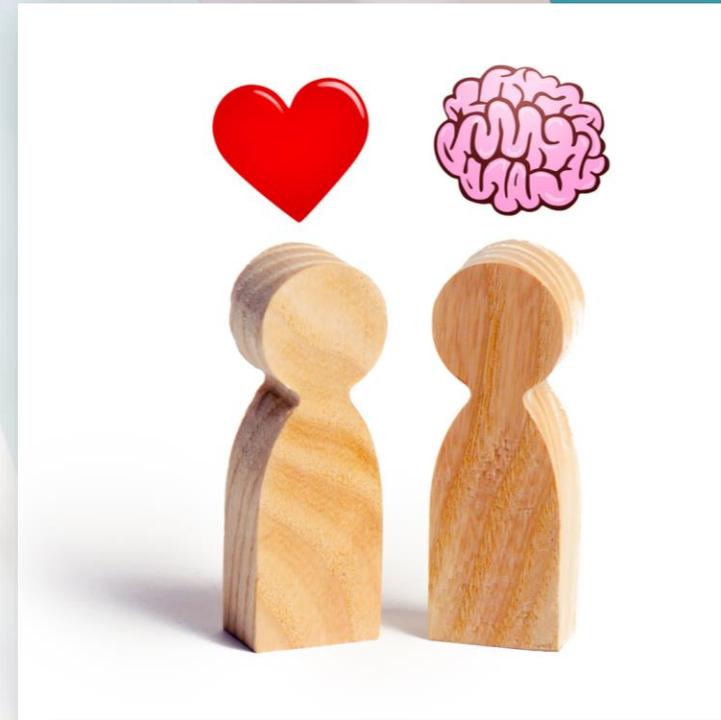
Celebrate Contributions



Engaging Head & Heart, Transparency, Power-Sharing and Empathy

Inclusive Leadership:
It's not just about the **things** we do,
it's about **how** we do things.

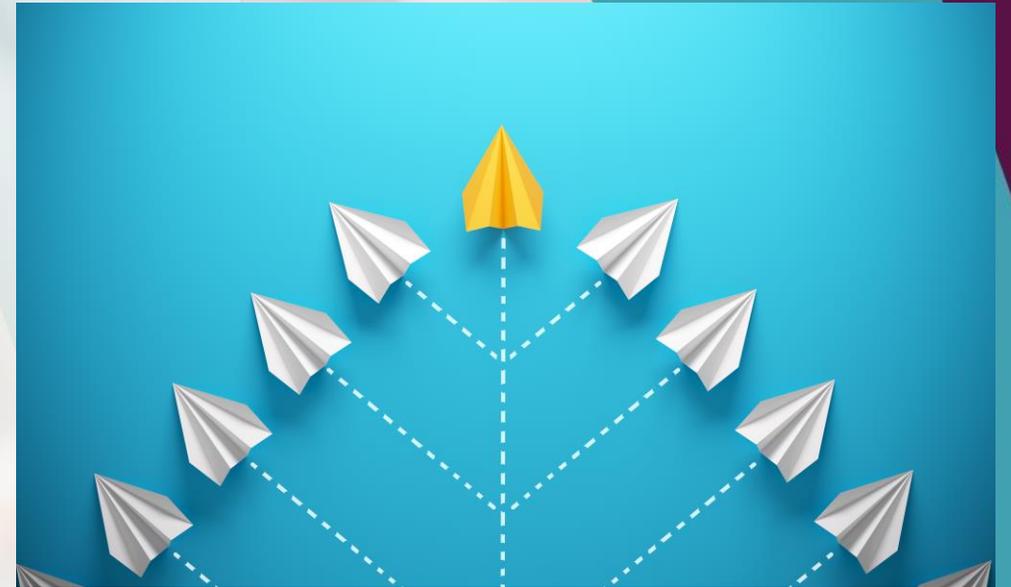
Transparency
Power-Sharing
Empathy



Transparent Leaders

Transparent Leaders:

- Are clear about what the team and the organization are trying to accomplish
- Clearly communicate the mission of the organization and why it matters
- Take time to communicate the rationale for decision making
- Craft a compelling vision for the future and frequently communicate milestones that are accomplished (both wins and challenges)
- Are open, frank and candid
- Lead in a consistent manner



Power-Sharing & Decision Making

Power-Sharing refers to the practice of distributing power in a non-traditional way within an organization.

Share Power Whenever Possible

- Decision Making
- Innovation & Design
- Implementing Change

Sharing power helps to interrupt bias.



In decision making, how well do I communicate when my team has... a vote, a voice or a view?

Lead with Empathy



P: Partner with people

A: Ask questions

T: Trust lived experiences

H: Hold leadership accountable

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How do your social identities or dimensions of diversity impact your leadership philosophy?

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Organizations, like people, enter this work at different stages of understanding and practice.

Describe your organization's journey.

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Advice for organizations or practitioners who are considering or starting their DEIJ journey?

Advice for organizations or practitioners who have already begun their DEIJ journey?

Who is critical to include in the initial and ongoing conversation when embarking on a DEI journey within your organization?

Within your experiences, as you have worked to advance DEIJ, how have you navigated pushback, hesitations or concerns both internally and externally?

How have you created buy-in around DEI? How are you or your organization empowering your staff, board, constituents and/or members to participate in DEI-focused initiatives?

What has been the most significant success and challenge you have experienced as it relates to your organization's DEI journey?

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All of your organizations have DEI Committees or working groups focusing on advancing DEI within your organizations. What is their role in decision making, and how does this group share power?

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What are some of your organization's tangible goals to advance DEI? Who is responsible for the goals, and how are you measuring success?

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How have you celebrated your DEIJ wins within your organization?

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Q&A Session

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Thank you!

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