

Advancing Transparency & Communicating Your Organization's DEIJ Strategy

June 7, 2022 | 2-3:30 pm ET

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.

Presenters



Antonio Cortes, PhD
Senior Consultant, DEI

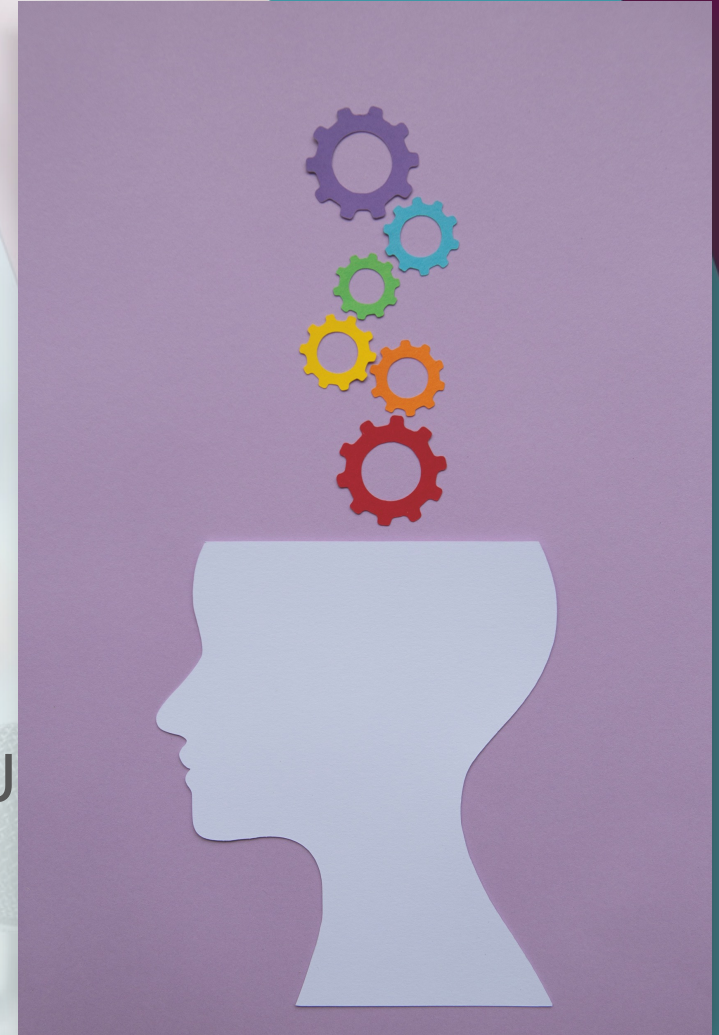


Steven Krzanowski, MA
Senior Consultant, DEI

Learning Objectives

Participants will:

- identify areas of opportunity where transparent communication is necessary
- communicate effectively with transparency with your employees to advance DEIJ
- distinguish barriers that hinder DEIJ success
- employ different strategies for communicating DEIJ internally and externally





Defining Transparency

- An organization that operates by creating and maintaining a culture of openness internally at all levels of the organization and externally with constituents.
- Focus on Communication
- Maintaining Trust
- Increased Levels of Employee Engagement

Culture of Trust

- Types of trust: capability, character and communication
- Three tips to build a culture of trust include following through with commitments, communicating appropriately and being respectful
- Three tips to rebuild trust are to acknowledge what happened, take small steps and be patient

BRAVING: An Acronym for Building Trust

Developed by:
Brené Brown

- **B**oundaries
- **R**eliability
- **A**ccountability
- the **V**ault
- **I**ntegrity
- **N**on-judgement
- **G**enerosity

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Where is Transparency Necessary?

- Access to Information – Policies and Procedures, Resources
- Recruitment Goals & Practices, Identity Composition – Constituent Composition
- Compensation Bands
- Process to Report Concerns
- Decision-making Practices
- Progress Updates
- Survey Staff Experiences
- Financial Well-being
- Retention and Turnover Reporting
- DEI Values Statement
- Messaging
- Supplier Diversity



What Gets in the Way?

Insensitivity to “In and Out” Groups

Lack of inclusion

Microaggressions

Recovering from Mistakes

Fear of repercussions/
retaliation

Internal and External
environment

Bias

Risks

- Defending criticisms
- Accountability
- Social Media
- Perfectionism
- Fear of “What If”



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



How to Improve Transparency



Communication



**Information
Sharing**



Rationale



Culture Shifts



Feedback Loops

Nonprofit**HR**

Case Study



Melissa Forburger, CAE, SHRM-CP
Senior Vice President
Association Management
Strategies, Inc. (AMS)

Thank you!

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