



2022 Nonprofit Diversity, Equity, Inclusion and Justice Practices Survey Results

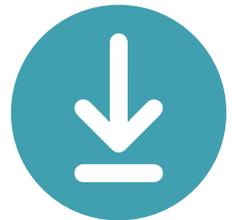
Respondents Represent:

- 588 Respondents
- Dozens of Participating Mission Areas
- Budget Ranges for Survey Respondents < \$5 Million - > \$500 Million
- Organizations from 40 U.S. States and Canada

Leaders from 588 mission-driven organizations in the U.S. and Canada responded to the 2022 Nonprofit Diversity Practices Survey and shared insights on progress, concerns and lessons learned.

As the nation's leading talent management capacity-building firm dedicated to meeting the workforce and culture needs of the social sector, we believe that all social impact organizations can achieve their fullest potential through their people.

Download this resource for research, insight and tools you can immediately use to advance your organization's commitment to creating a vibrant and equitable workplace and workforce.



Here's what we know: Diversity looks more different for each organization now than ever before. The ongoing fight for social justice and racial equality, along with the unprecedented impacts organizations are experiencing as a result of COVID-19, has created a need to include questions that allowed us to collect data specific to this never-before-experienced set of crises.

The majority of nonprofits, regardless of size or mission-focus, will relate to the data and insights shared in this report. The survey, administered and analyzed by our Knowledge Practice team, is one of several reports produced this year. Similar to the data from our other surveys, these findings will help nonprofits develop more comprehensive talent management practices.



STRENGTHEN YOUR PEOPLE.
ACHIEVE YOUR MISSION.

Watch now!

2022 DEIJ Practices Survey Results Overview Webinar Recording

For the third time, Nonprofit HR surveyed social impact organizations in North America about their diversity (D) practices and priorities, and this year's survey results offer insight on their equity, inclusion and justice practices (EIJ) as well. Tune in to this webinar recording to find out how mission-driven employers fare in terms of their DEIJ practices and gain valuable benchmarking data such as:

- how many social impact organizations have formal DEIJ statements, strategies, and dedicated budgets
- what organizations report as their greatest diversity challenges
- tips for moving from diversity statements to position statements
- how the pandemic and social justice events have impacted decision making about their DEIJ practices and much more!

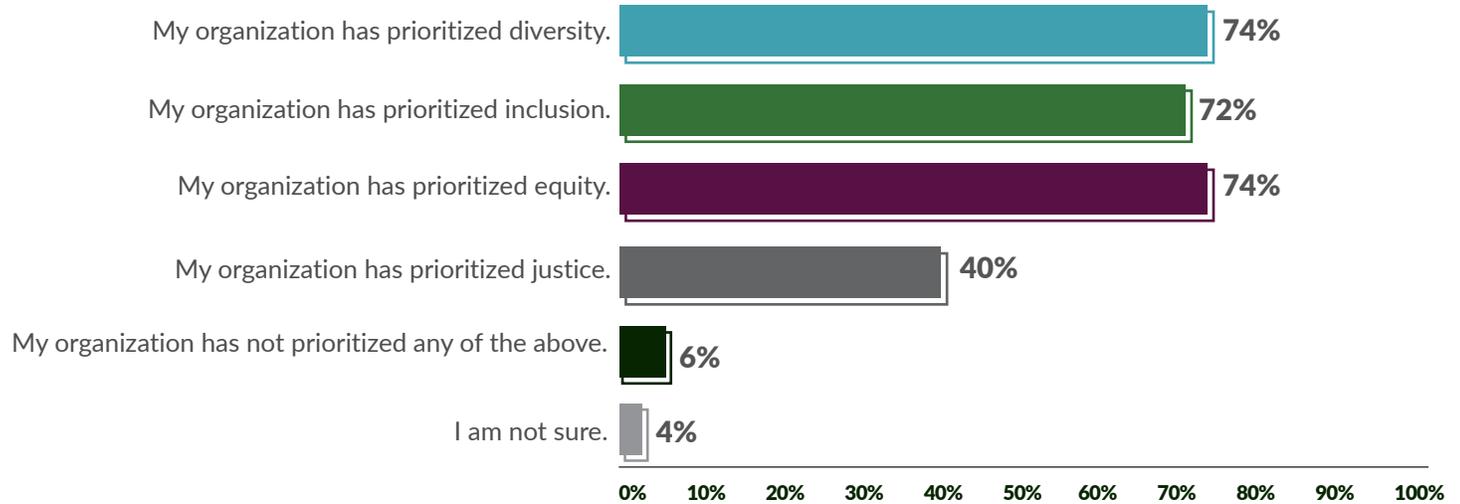
As a leading talent management firm in the social impact sector for more than 22 years, we have worked with thousands of organizations to help advance their missions through their most important asset, their people. Download and watch the recording now and you will gain insights to help your leadership prioritize DEIJ efforts and understand how to incorporate and implement these practices into your organization's strategy.



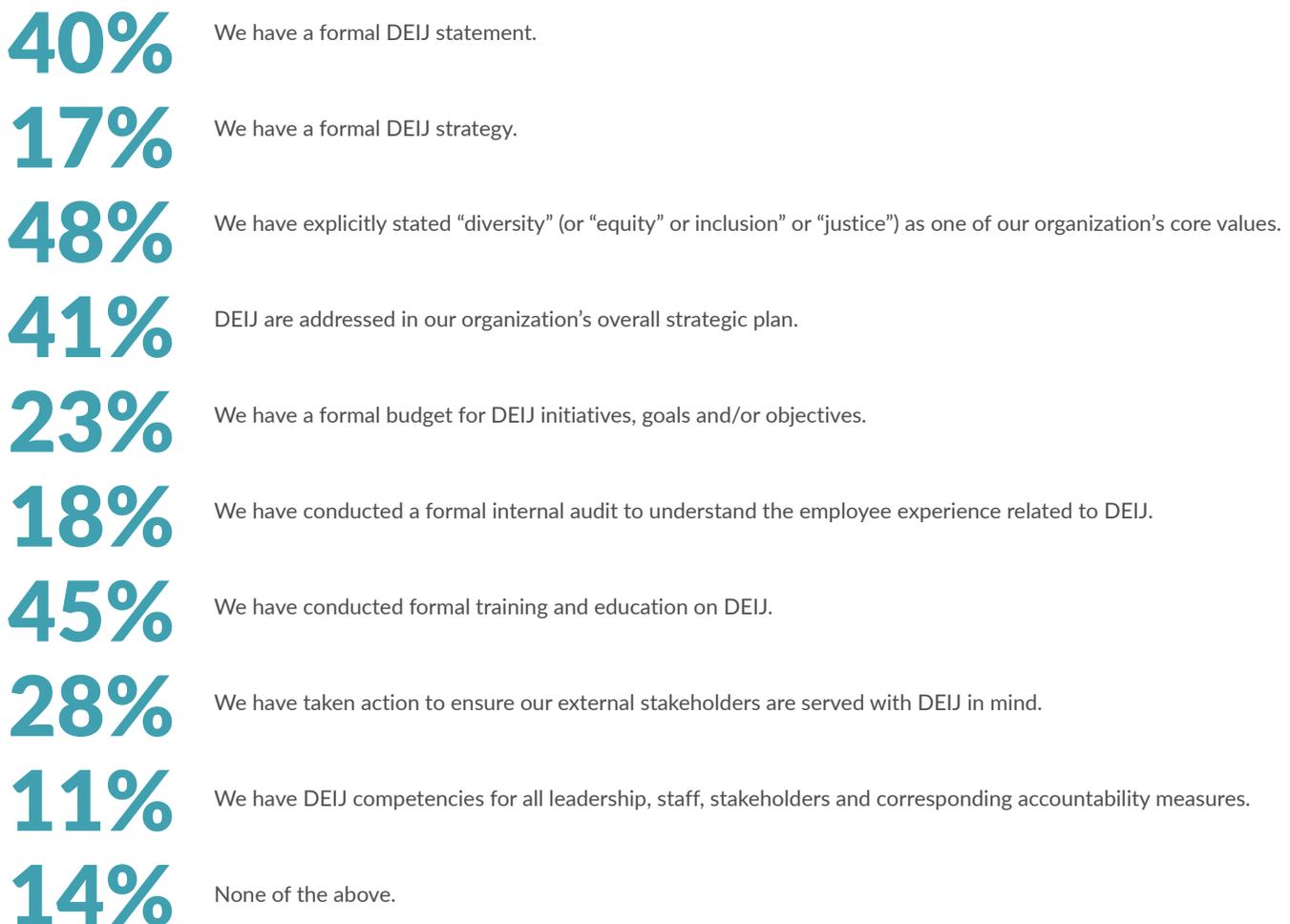
Access the recording at nonprofithr.com/deinow

The following describes my organization’s commitment to Diversity, Equity, Inclusion and Justice (DEIJ).

Respondents were able to select all that apply.

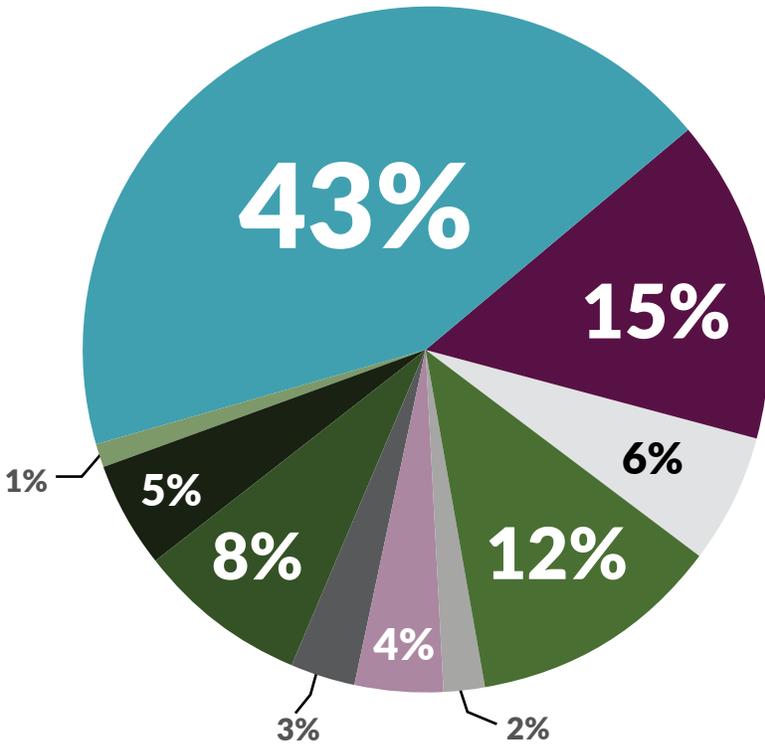


How my organization demonstrated a DEIJ commitment:



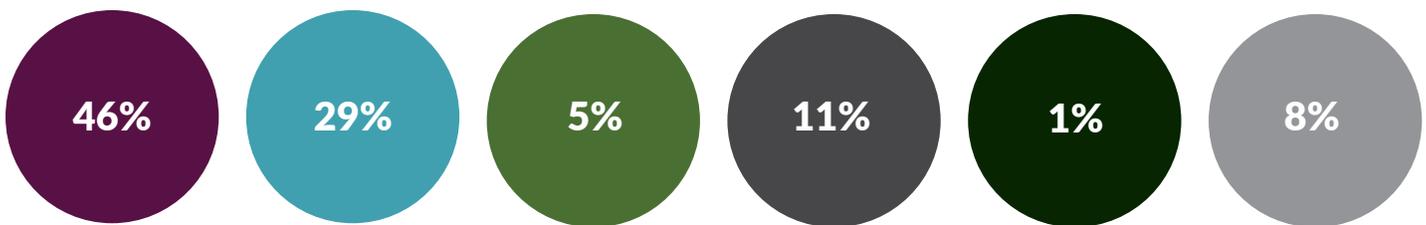
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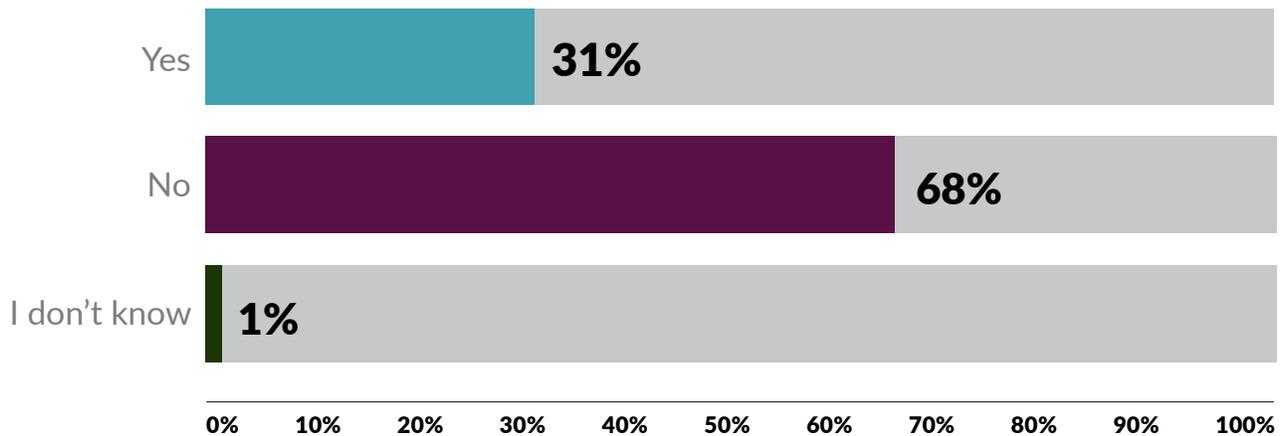
- Seeking improved organizational results
- Improving talent retention
- Needing to improve DEIJ at leadership levels
- Needing to improve DEIJ at staff levels
- Expectations of stakeholder community
- Needing to improve internal DEIJ of thought leadership
- A critical diversity incident/situation/crisis within the organization
- Working to address identified opportunities to become a more diverse, equitable, inclusive and justice-oriented organization
- Not applicable. We do not have a DEIJ strategy.
- Other (please specify)

Ultimate accountability for our organization's DEIJ strategy/initiatives belongs to:

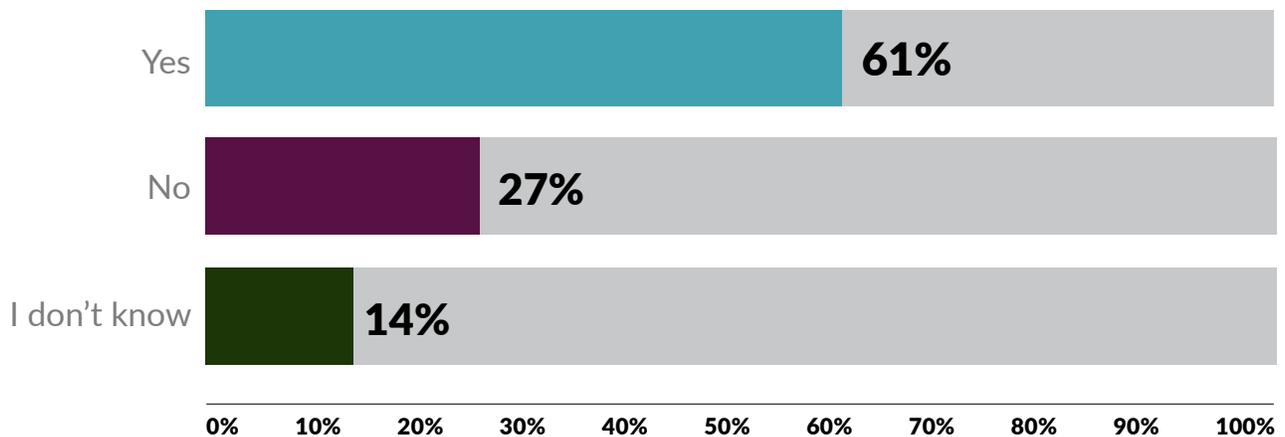


- Our President/Executive Director/CEO
- Our Leadership Team
- Our Chief Diversity Officer (or similar role)
- Our Chief Human Resources/Talent Officer/Vice President of HR
- External consultant/consulting firm
- Other (please specify)

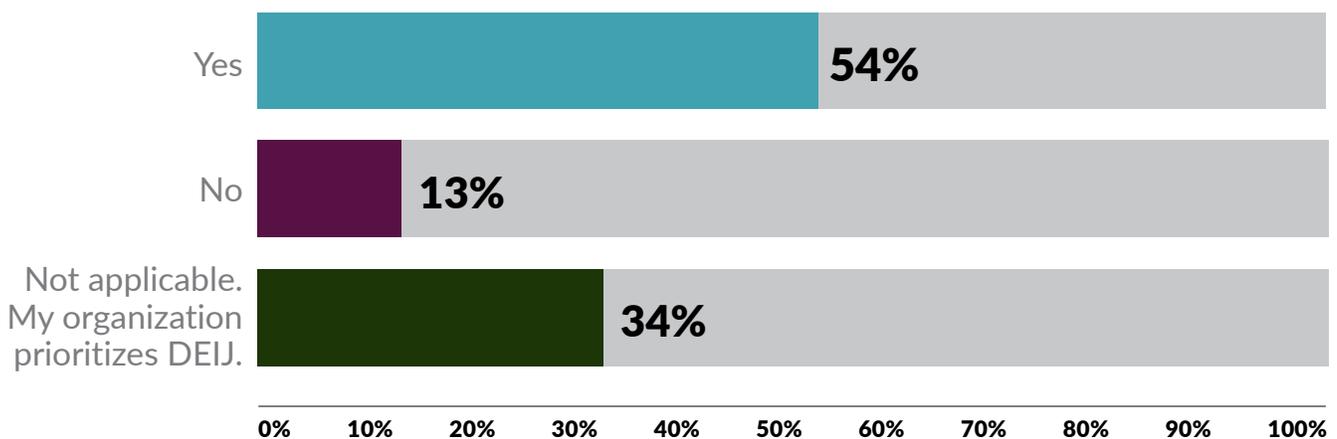
Our organization has a staff person who is solely responsible for our DEIJ efforts.



Organizations indicated that the staff person responsible for DEIJ is appropriately resourced/ positioned within the organization to support organizational change.



A lack of DEIJ impacted my organization.



My organization has implemented the following metrics to measure progress with DEIJ efforts/initiatives.



50%

Race, gender, age and/or diverse ability metrics



26%

Retention metrics (segmented for women and underrepresented groups)



18%

Pay or rewards-based metrics



36%

Inclusion metrics (present within workplace culture/ staff satisfaction surveys)



34%

Recruitment pool demographics



39%

Interview and hiring process demographics



22%

Promotion demographics



17%

Training statistics



20%

Progress towards established competencies



26%

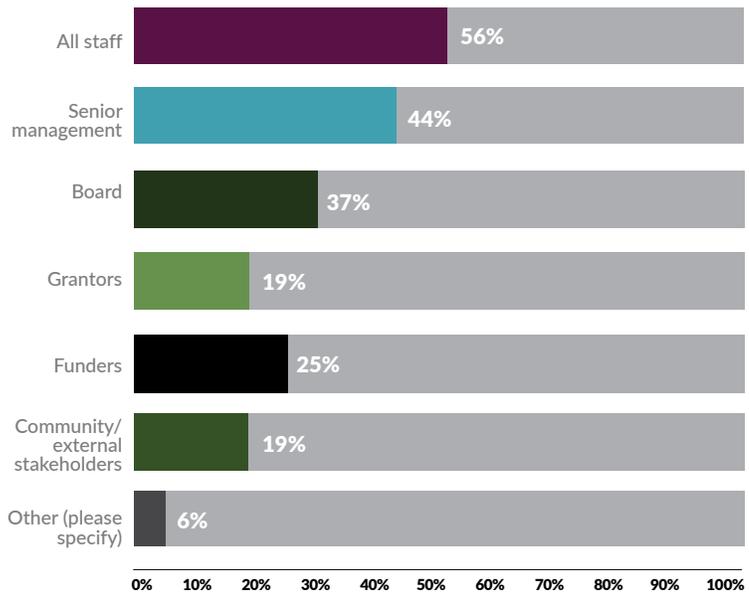
We have not implemented any DEIJ metrics



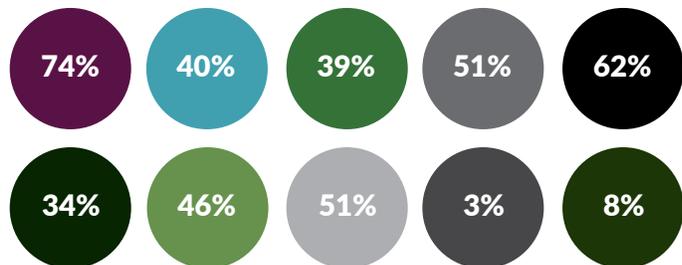
8%

Other (please specify)

Data gathered from metrics are shared with the following:

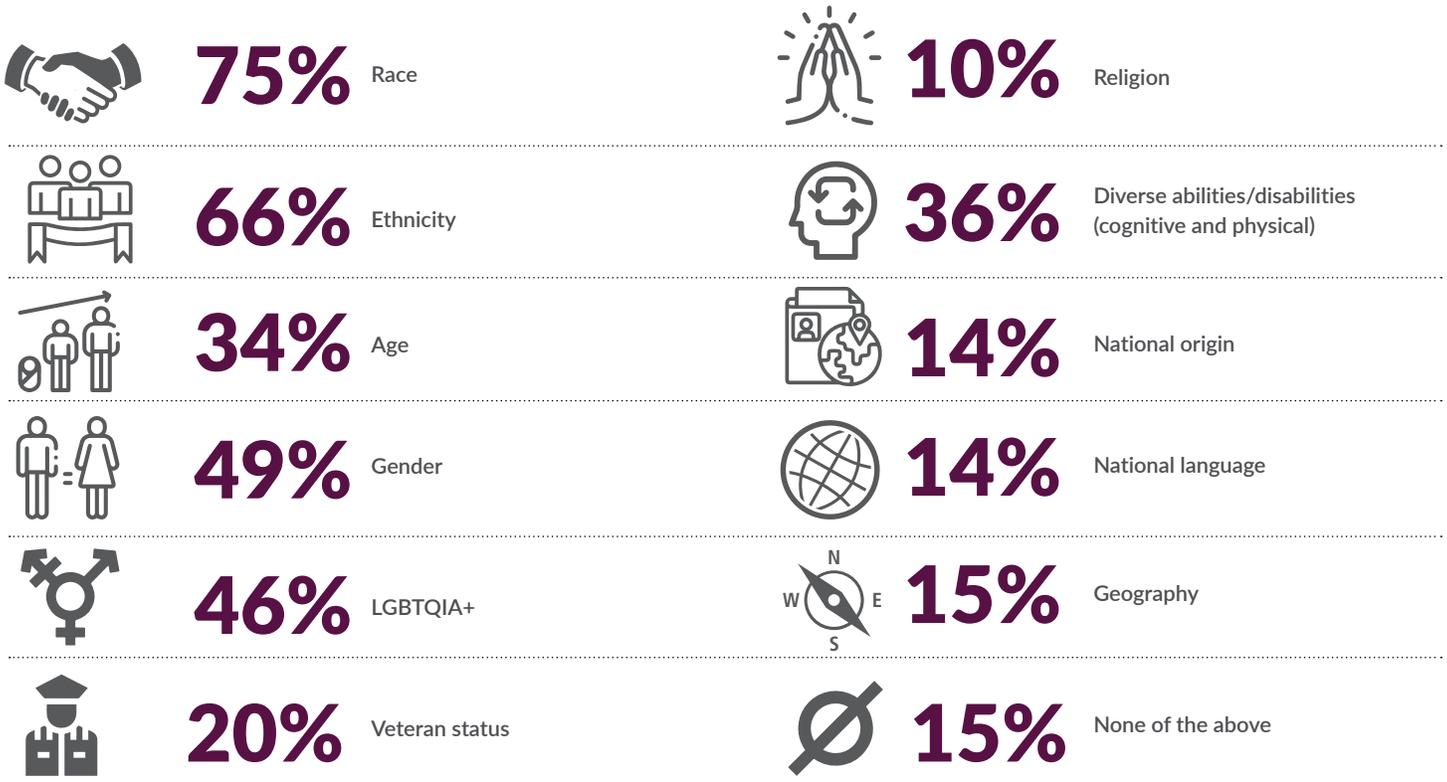


The following diversity challenge(s) apply to my organization's talent management function:

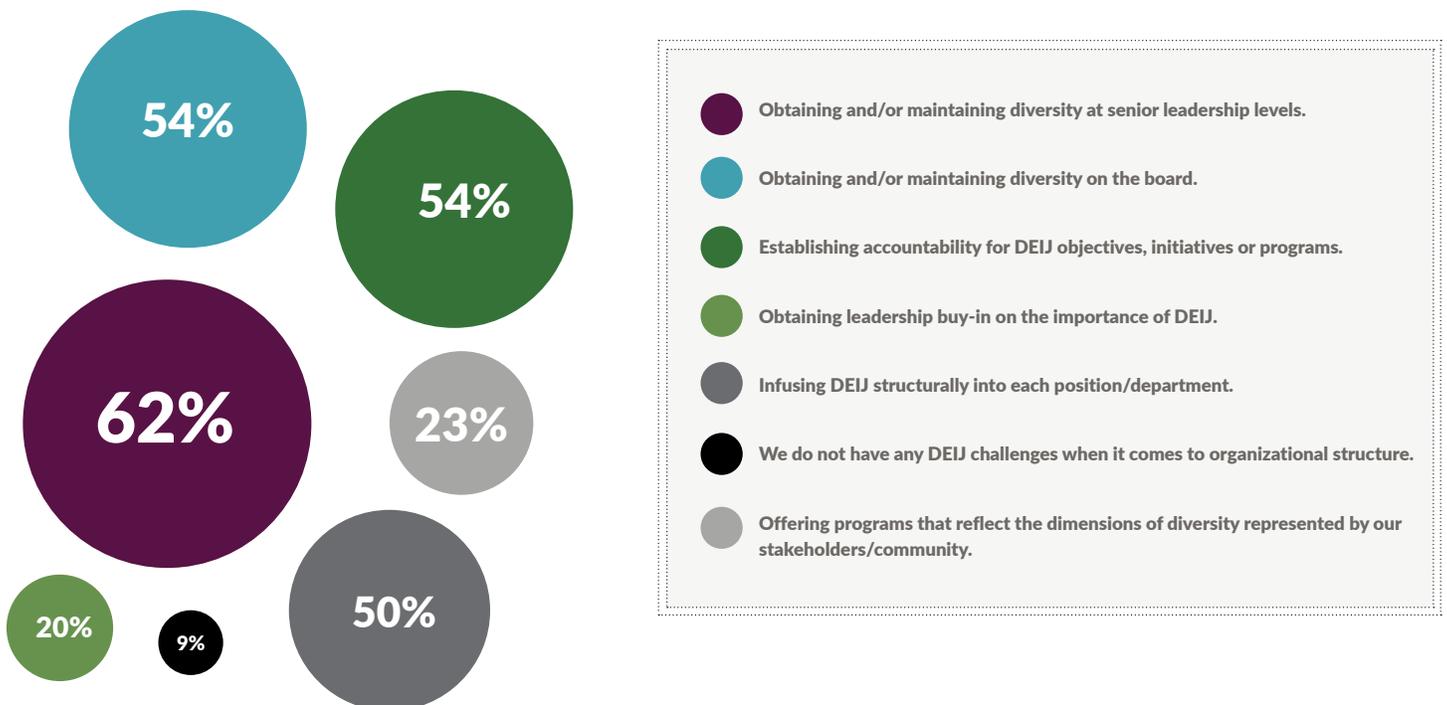


- Attracting a diverse pool of candidates
- Retaining gender segments and underrepresented groups on staff/ retaining a diverse staff
- Implementing engagement practices for a diverse staff
- Creating and/or maintaining a culture of inclusiveness among all staff
- Having/maintaining a diverse staff across the organizational hierarchy
- Ensuring equitable compensation practices are in place
- Having accountability measures for staff
- Having designated DEIJ competencies for leadership
- We do not have any DEIJ challenges when it comes to talent management
- Other (please specify)

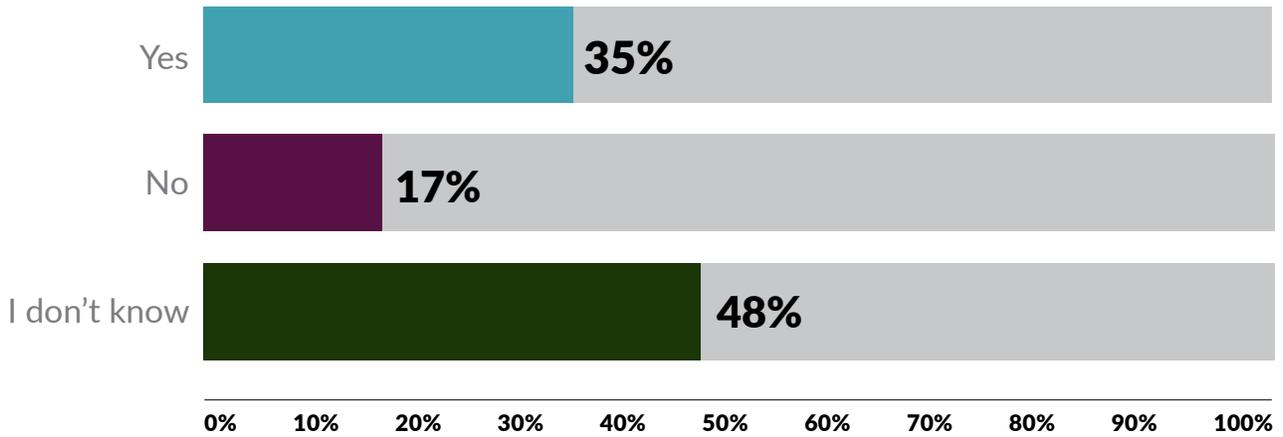
My organization is prioritizing talent attraction, retention and engagement of the following groups:



The following DEIJ challenge(s) apply to my organization's structure:



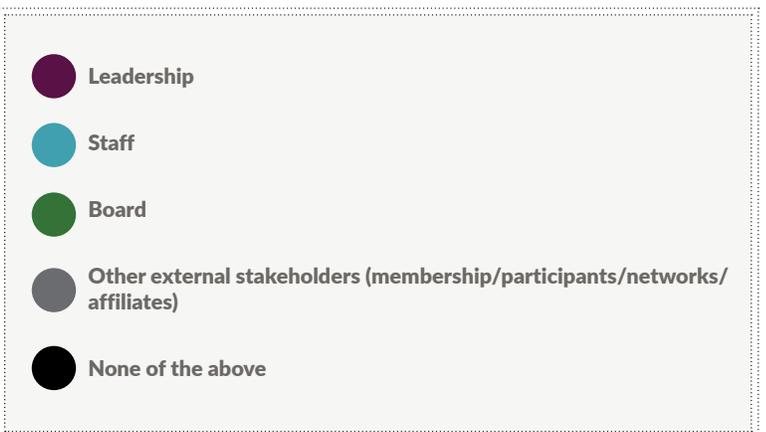
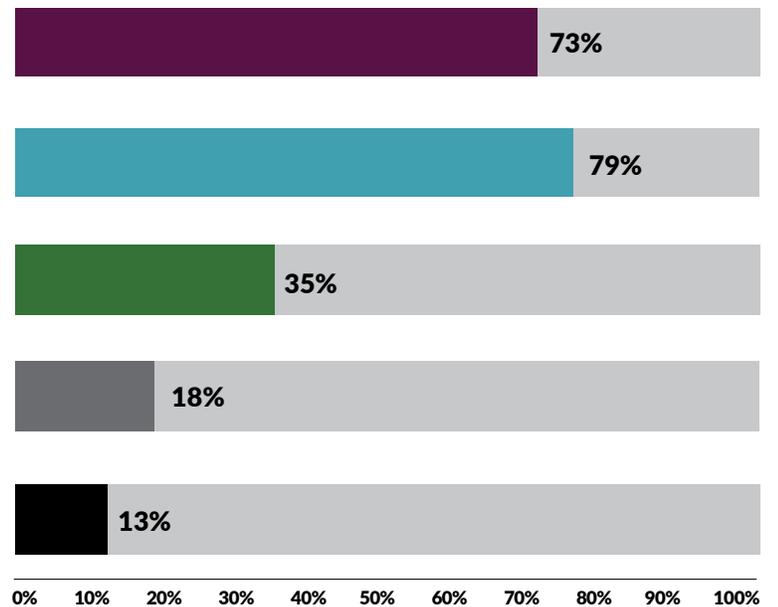
The diversity of my organization's staff reflects the communities we serve.



My organization has offered the following DEIJ training options:



My organization has provided DEIJ training to the following stakeholder groups:



My organization has changed its HR/talent management practices within the last year to realize greater:



65%

Diversity

“Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.”

(racialequitytools.org, Glossary 2019)



62%

Equity

“Is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.”

(University of Washington, Office of Diversity, Equity and Inclusion)



54%

Inclusion

“Is authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policymaking in a way that shares power.”

(racialequitytools.org, Glossary 2019)



48%

Belonging

“Means that people can bring their full selves to work, and not feel like they’re a different person there than at home.”

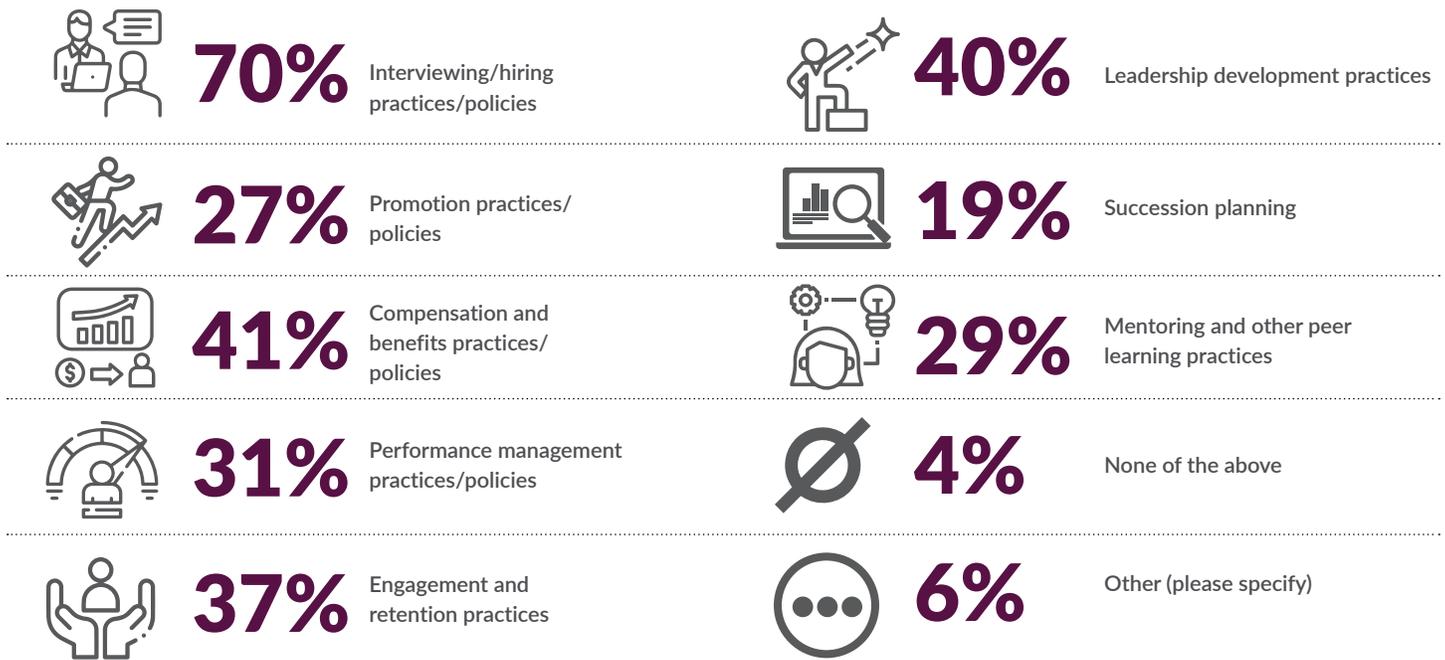
(University of Pennsylvania, Wharton Business School, 2019)



19%

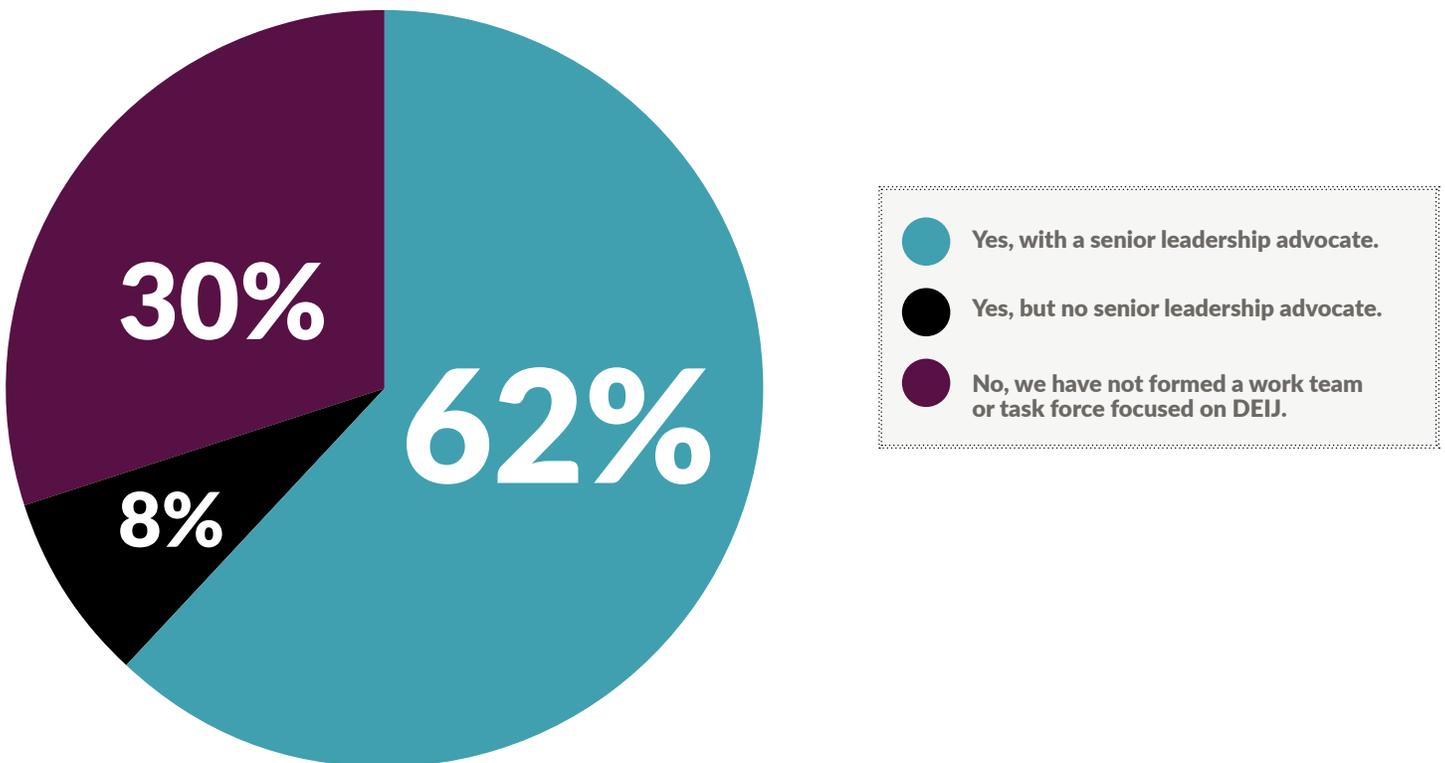
None of the above

Practices/policies that respondent organizations have changed.

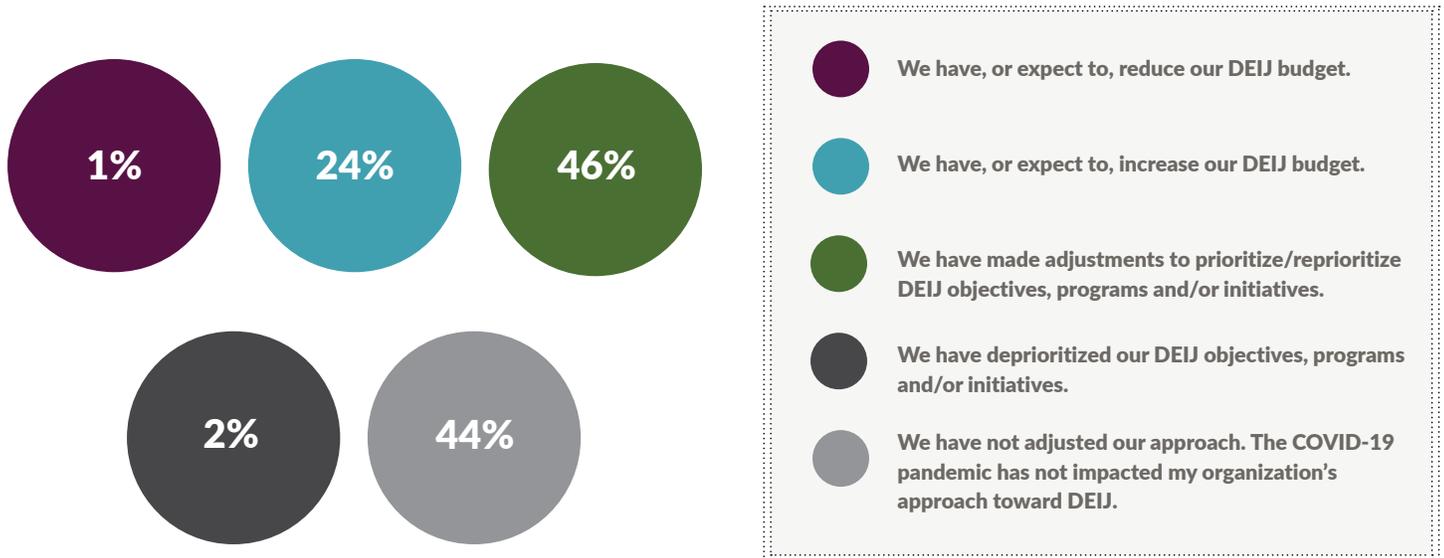


Our organization formed a work team or task force focused on DEIJ.

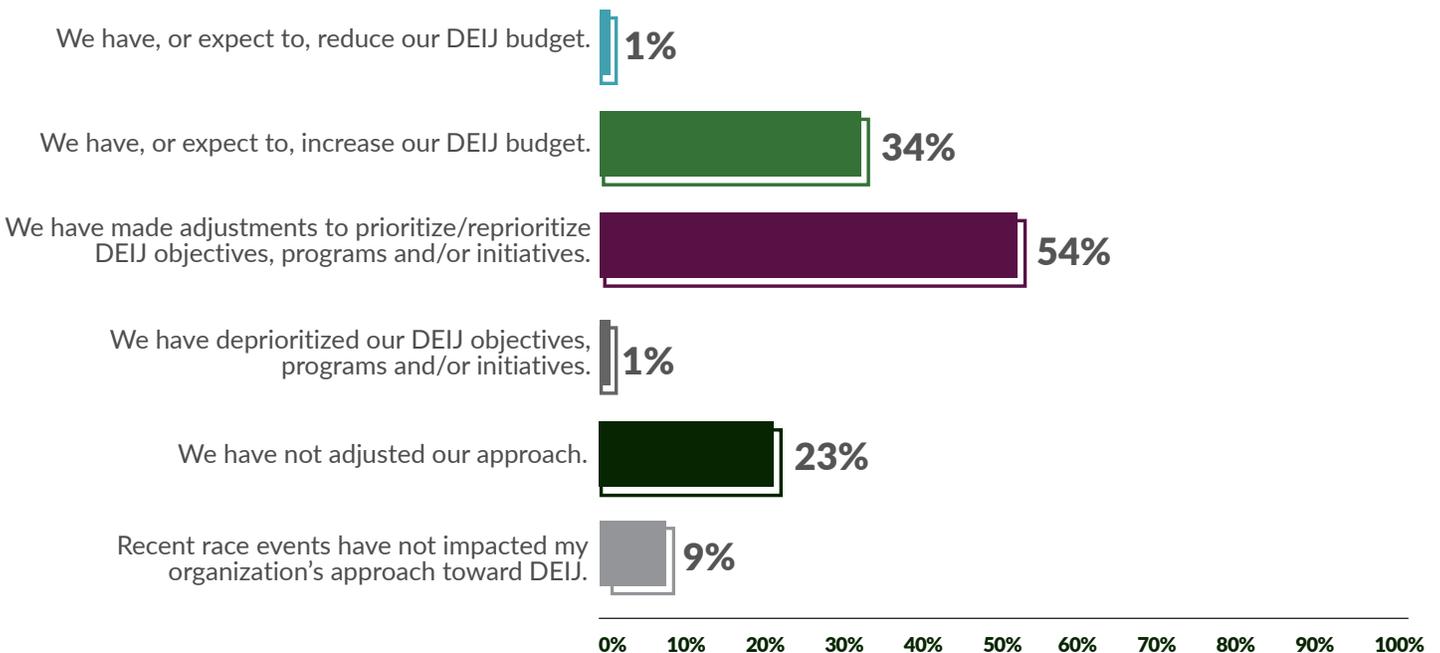
Respondents also indicated if there is a senior leadership advocate who sits on the team or task force.



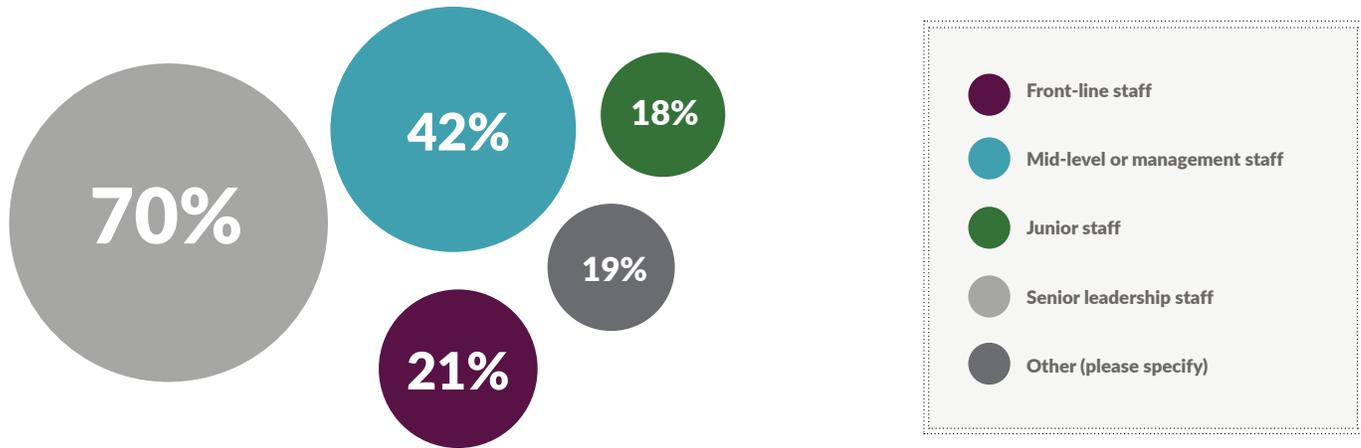
The COVID-19 crisis impacted our organization the following ways:



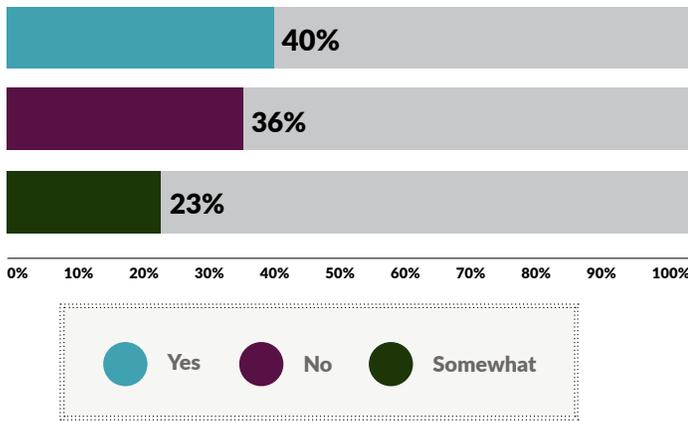
Ongoing racial justice and equality challenges impacted my organization the following ways:



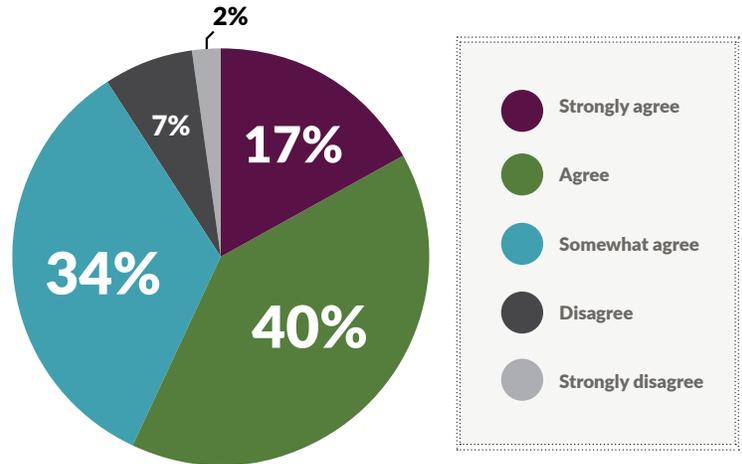
Employee stakeholder groups leading DEIJ efforts due to racial justice and equality events:



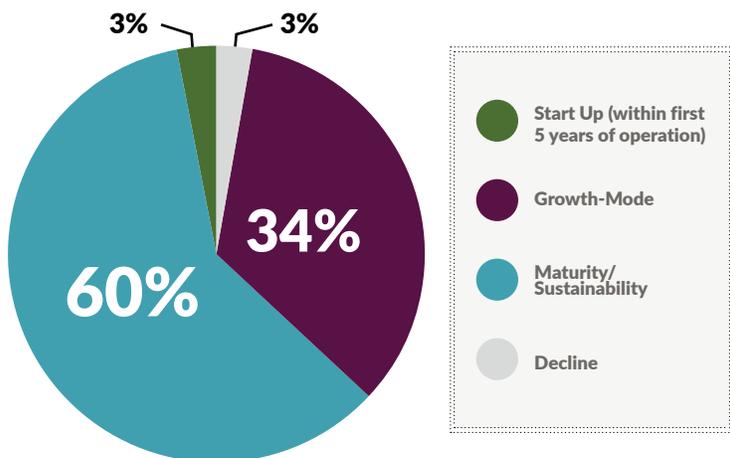
My organization has identified new DEIJ opportunities/challenges as a result of the COVID-19 crisis or justice and equality issues.



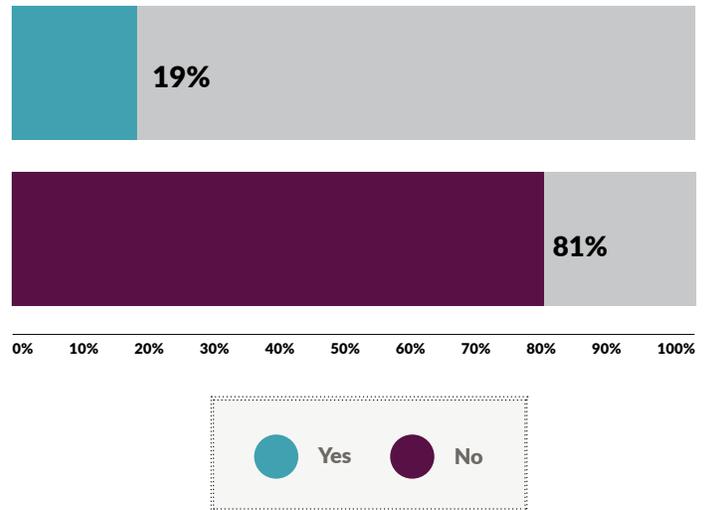
I believe my organization is making good progress toward our DEIJ goals.



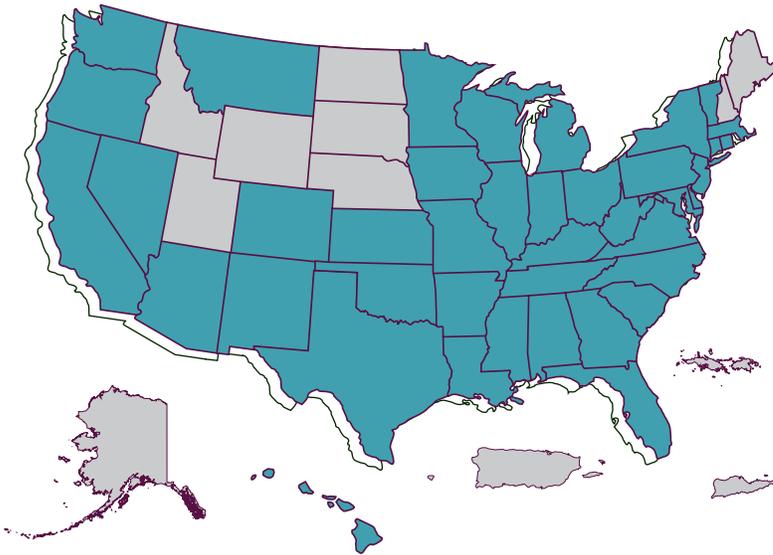
How would you classify the stage of your organization's current lifecycle?



2021 Nonprofit Diversity Practices Survey



Organizations with headquarters in American states represented below.



KEY

● States with participating organizations ● States without participating organizations

Organization mission-types that participated:



12%

Children, Youth & Families



11%

Human Services



10%

Education



7%

Advocacy/Legal/Policy



6%

Healthcare



5%

Associations



4%

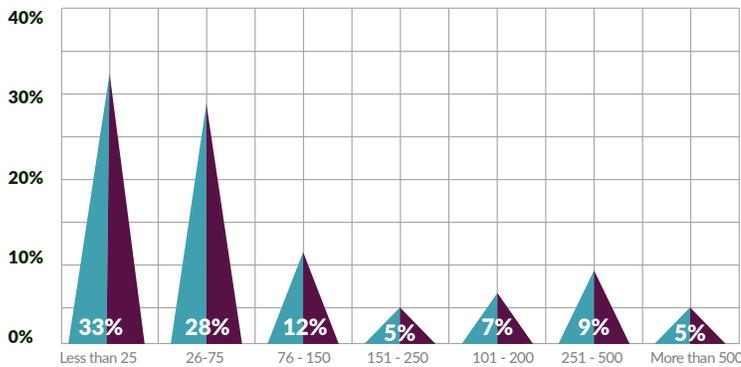
Arts & Culture



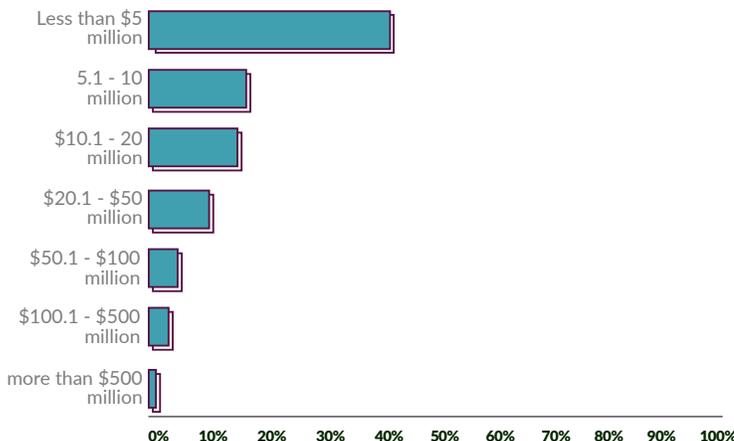
3%

Health Education/Advocacy

Employee counts for participating organizations:



Average operating budget of participating organizations:



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Diversity, equity, inclusion and belonging have taken on new meaning in today’s workplace and environment. Never before have we seen such a level of urgency among social sector leadership to address it and “get it right” and quickly. If your organization needs a DEIJ thought partner or help with diversity strategy planning, development, design and implementation, contact us to set up a mini consultation. Email solutions@nonprofithr.com.

DEIJ Mini Series Part I: Shifting Culture and Systems for Organizational Change

By Bryan W. Jackson and Dr. Rachael Forester

“...without considering systems explicitly with organizational changes, you risk not having the desired impact and outcomes if they fail to address the root causes of concerns. Thus, fostering an inclusive organization means being intentional about ensuring your employees are supported by systems and processes.”

The Inclusive Employer Brand: What it is and Why it Matters to Today’s Social Impact Organization

By Atokatha Ashmond Brew, MBA

“[Inclusive employer branding] is cultivated through communication that actualizes an employer’s commitment to diversity, equity, inclusion and justice (DEIJ) and accurately describes employee experiences. It reinforces an employer’s commitment to ensuring every staff member feels a sense of belonging and engages in authentic ways.”

Growing an Inclusive Workplace by Developing Guiding Principles

By Dr. Rachael Forester

“Having a sound set of guiding principles that leaders and staff use for decision making is key as organizations advance or begin their journey toward greater inclusion and equity. Through these principles, leaders can continue nurturing a culture that trickles down into employee experiences, how clients are served and how communities are impacted.”

Keys to Integrating DEI: Power-Sharing, Transparency and Accountability – Part 1: Transparency

By Emily Holthaus, Dr. Antonio Cortes and Steven Krzanowski

“Being transparent about the motive behind actions, decisions and processes fosters a sense of trust and buy-in from employees. Ultimately, the goal is to create engagement opportunities for employees to feel considered in decision making, and this approach helps accomplish that objective.”

Keys to Integrating DEI: Power-Sharing, Transparency and Accountability – Part 2: Power-Sharing

By Emily Holthaus, Dr. Antonio Cortes and Steven Krzanowski

“Power-sharing is about understanding the organizational structure and working within those confines to flatten the power structure. This allows leaders to rethink what distribution of power means within their organization and for diverse voices to influence decision making.”

Keys to Integrating DEI: Power-Sharing, Transparency and Accountability – Part 2: Accountability

By Emily Holthaus, Dr. Antonio Cortes and Steven Krzanowski

“Accountability is getting clear on who’s responsible for what aspects of the work. For example, leadership should be modeling the behaviors rooted in their organizational values. This will reinforce what they want to see across the rest of the organization as it relates to how the work gets done: being vulnerable, engaging in conversations and building cultural competency.”

Nonprofit HR has received many questions from social impact organizations and has decided to share the responses with the public. See new questions and answers your peers are asking about diversity, equity, inclusion and justice (DEIJ).

 Visit nonprofithr.com/deinow